



SUPERINTENDENT OF PUBLIC INSTRUCTION

Chris Reykdal Old Capitol Building · PO BOX 47200 · Olympia, WA 98504-7200 · <http://www.k12.wa.us>

IN THE MATTER OF THE EDUCATION)	
CERTIFICATE OF)	OPP No. D23-07-052
)	
MELISSA TAYLOR)	AGREED ORDER
Certificate No. 410060H)	OF SUSPENSION
)	

After receiving and investigating a complaint from Bethel School District (“School District”) regarding the above referenced educator, and based upon the facts available as of the date of this Agreed Order, the Superintendent of Public Instruction, through his undersigned designee, does hereby stipulate, by and between, the Office of Superintendent of Public Instruction, the Office of Professional Practices and MELISSA TAYLOR (“Educator”) that MELISSA TAYLOR engaged in an act of unprofessional conduct to include WAC 181-87-06 0 and that the Educator’s Washington Education Certificate No. 410060H shall be SUSPENDED for not less than thirty (30) days with conditions enumerated below, based on the following Findings of Fact and Conclusions of Law:

I. FINDINGS OF FACT

1. On July 28, 2003, the Educator was issued Washington Education Certificate No. 410060H. The Educator’s certificate will expire on June 30, 2027.
2. During the 2021-22 school year, the Educator was employed by the School District at Roy Elementary School as a school librarian.

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MELISSA TAYLOR
 AGREED ORDER OF SUSPENSION

3. On July 7, 2023, the Office of Professional Practices (“OPP”) within the Office of Superintendent of Public Instruction (“OSPI”) received a complaint from Tom Seigel, the Superintendent of the School District, alleging that the Educator has committed unprofessional conduct pursuant to WAC 181-87 for engaging in improper behaviors on school premises.
4. On February 28, 2022, the Educator was observed engaging in an inappropriate activity on school premises.
5. On February 28, 2022, the Educator was placed on administrative leave by the School District.
6. On May 11, 2022, the Educator returned to school.
7. On May 17, 2022, the School District issued the Educator a Letter of Reprimand for the events of February 28, 2022.
8. On August 15, 2023, the Educator participated in an interview with OPP. During the interview, the Educator admitted to the allegation of misconduct.

II. CONCLUSIONS OF LAW

1. Chapter 28A.410 RCW gives the Professional Educator Standards Board the authority to develop regulations determining eligibility for and certification of personnel employed in the common schools of the state of Washington. OSPI acts as the administrator of those statutes and regulations and has the authority to issue, reprimand, suspend, and revoke education certificates. RCW 28A.410.010; RCW 28A.410.090. Chapters 181-86 and 181-87 of the Washington Administrative Code (WAC) further implement OSPI’s authority.
 2. OSPI has jurisdiction over the Educator and the subject matter of this action.
 3. The Educator committed acts of unprofessional conduct pursuant to WAC 181-87-060.
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4. There is clear and convincing evidence that the Educator committed an act of unprofessional conduct pursuant to WAC 181-86-170.

5. Pursuant to WAC 181-86-080, eleven factors, at a minimum, are to be considered to determine the appropriate level and range of educator discipline:

- (1) The seriousness of the act(s) and the actual or potential harm to persons or property;
- (2) The person's criminal history including the seriousness and amount of activity;
- (3) The age and maturity level of participant(s) at the time of the activity;
- (4) The proximity or remoteness of time in which the acts occurred;
- (5) Any activity that demonstrates a disregard for health, safety or welfare;
- (6) Any activity that demonstrates a behavioral problem;
- (7) Any activity that demonstrates a lack of fitness;
- (8) Any information submitted regarding discipline imposed by any governmental or private entity as a result of acts or omissions;
- (9) Any information submitted that demonstrates aggravating or mitigating circumstances;
- (10) Any information submitted to support character and fitness; and
- (11) Any other relevant information submitted.

6. Pursuant to WAC 181-86-070, a suspension is appropriate discipline when:

(1)(b) The education practitioner has committed an act of unprofessional conduct or lacks good moral character but the superintendent of public instruction has determined that a suspension as applied to the particular education practitioner will probably deter subsequent unprofessional or other conduct which evidences lack of good moral character or personal fitness by such education practitioner, and believes the interest of the state in protecting the health, safety, and general welfare of students, colleagues, and other affected persons is adequately served by a suspension. Such order may contain a requirement that the education practitioner fulfill certain conditions before requesting reinstatement of the suspended certificate, and certain conditions after the reinstatement of the suspended certificate.

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(1)(c) The education practitioner lacks personal fitness but the superintendent of public instruction has determined the deficiency is correctable through remedial action and believes the interest of the state in protecting the health, safety, and general welfare of students, colleagues, and other affected persons is adequately served by a suspension which states the education practitioner fulfill certain conditions before requesting reinstatement of the suspended certificate, and certain conditions after the reinstatement of the suspended certificate.

7. Based on the foregoing facts and considering them in light of the eleven factors enumerated in WAC 181-86-080, and in light of WAC 181-86-070, WAC 181-87-060, the Educator’s education certificate should be suspended for unprofessional conduct and/or a behavioral problem which endangers the educational welfare or personal safety of students, teachers, or other colleagues within the educational setting.

III. ORDER

THEREFORE, it is hereby ordered and agreed that the Washington Education Certificate, No. 410060H of MELISSA TAYLOR is **SUSPENDED**. The Educator’s education certificate shall not be reinstated for at least thirty (30) days from the effective date of this ORDER.

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REINSTATEMENT of Melissa Taylor's education certificate shall require:

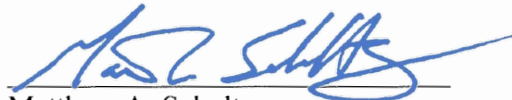
- (1) The Educator must submit a new application, including Character and Fitness Supplement, provided by OPP;
- (2) The Educator must complete a fingerprint-based criminal background check through both the Federal Bureau of Investigations and the Washington State Patrol;
- (3) The Educator's fingerprint background check must return with no criminal convictions, occurring after the date of issuance of a Final Order of Suspension, that are listed in WAC 181-86-013, RCW 28A.410.090, or any felony convictions; AND
- (4) The Educator shall assume all costs of complying with the requirements of this Order.

WAIVER OF RIGHT TO APPEAL

The Educator is aware that RCW 28A.410.090(3) and WAC 181-86-140 afford her the right to appeal a denial or discipline order issued by OSPI. Acknowledging this, the Educator knowingly and voluntarily waives her right to appeal by entering into this Agreed Order of Suspension.

DATED this _____ 1st _____ day of _____ July _____, 2024

CHRIS REYKDAL
Superintendent of Public Instruction
State of Washington

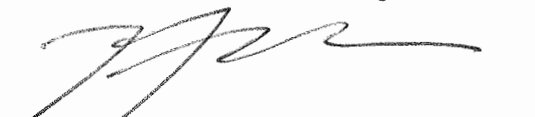


Matthew A. Schultz
Chief Legal and Civil Rights Officer

Stipulated to and approved
For entry:



Melissa Taylor, Respondent



Tyler Firkins, Attorney for Respondent
WSBA # 20964

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