



# 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. D24-05-032
	)	
LINDSEY FRAZIER	)	FINAL ORDER
Certificate No. 483883E	)	OF SUSPENSION
	)	

After receiving and investigating a complaint from North Thurston Public Schools (“School District”) regarding the above referenced educator, and based upon the facts available as of the date of this Proposed Order, the Superintendent of Public Instruction, through his undersigned designee, institutes this proceeding and finds, as described below, that LINDSEY FRAZIER (“Educator”) engaged in acts of unprofessional conduct to include Washington Administrative Code (“WAC”) 181-87-055(2), and does hereby SUSPEND the Educator’s Washington Education Certificate No. 483883E for not less than three (3) months with conditions enumerated below, based on the following Findings of Fact and Conclusions of Law:

## I. FINDINGS OF FACT

1. On September 6, 2011, the Educator was issued Washington Education Certificate No. 483883E. The Educator’s certificate will expire on June 30, 2029.
2. During the 2023–24 school year, the Educator was employed by the School District at Lydia Hawk Elementary School as a 5th grade classroom teacher.
3. On April 26, 2024, the Office of Professional Practices (“OPP”) within the Office of Superintendent of Public Instruction (“OSPI”) received a complaint from Dr. Debra Clemens, the Superintendent of the School District, alleging the Educator committed unprofessional conduct pursuant to WAC 181-87 for consumption of alcohol upon school premises.

LINDSEY FRAZIER  
FINAL ORDER OF SUSPENSION

4. On June 6, 2018, OPP received a complaint from the Yelm Community Schools alleging that the Educator, then a Yelm Community Schools employee, had consumed alcohol on school grounds. Yelm Community Schools had not confirmed the Educator had consumed alcohol on school grounds and the Educator denied consumption of alcohol. OPP declined to initiate an investigation due to insufficient evidence that a violation of WAC Chapter 181-87 had occurred.

5. On January 30, 2024, the Educator submitted her resignation from employment with the School District effective August 31, 2024.

6. On February 12, 2024, the Educator consumed alcoholic beverages during the school day on the Lydia Hawk Elementary School campus.

7. On February 14, 2024, the Educator was placed on administrative leave.

8. On April 18, 2024, the Educator was issued a Letter titled "RE: Cause for Termination". The letter informed the Educator that due to her actions on February 12, 2024, there were grounds for termination; however, due to her prior resignation letter, the termination was stayed and she would remain on administrative leave for the remainder of the school year.

9. On Feb 2, 2026, the Educator participated in an interview with OPP. During the interview, the Educator, among other comments, stated:

- a. While employed with the Yelm Community Schools, she had been informed by administrators there was a concern substance use was affecting her performance;
- b. February 12, 2024, was the first day she came to school at Lydia Hawk Elementary School intoxicated; and,
- c. February 12, 2024, was the only time she consumed alcohol upon school grounds at Lydia Hawk Elementary School but also stated it was her habit to bring a bag of wine to school and fill a tumbler when students were out of the room.

## II. CONCLUSIONS OF LAW

1. Chapter 28A.410 Revised Code of Washington (“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 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 181-87-055 for consumption of alcohol upon school grounds.
4. There is clear and convincing evidence that the Educator committed acts 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.

(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 181-87-055, 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 that the Washington Education Certificate No. 483883E of LINDSEY FRAZIER is **SUSPENDED**. The Educator may not request reinstatement of her education certificate for at least three (3) months from the effective date of this ORDER.

//

//

//

//

//

//

//

//

//

//

//

//

//

//

//

//

//

//

//


//

**REINSTATEMENT** of Lindsey Frazier’s education certificate shall require:

- (1) In addition to any mandatory continuing education, the Educator must successfully complete a stress management course, preapproved by OSPI. The Educator will provide OSPI proof of completion of the course prior to requesting reinstatement;
- (2) The Educator must submit a new application, including Character and Fitness Supplement, provided by OPP;
- (3) The Educator must complete a fingerprint-based criminal background check through both the Federal Bureau of Investigation and the Washington State Patrol;
- (4) 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
- (5) The Educator shall assume all costs of complying with the requirements of this Order.

DATED this 23rd day of April, 2026.

CHRIS REYKDAL  
Superintendent of Public Instruction  
State of Washington

  
\_\_\_\_\_  
Monique Malson  
Deputy Chief Legal Officer