



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. D24-10-071 & D25-05-023
	)	
SEAN COLGAN	)	AGREED ORDER
Certificate No. 343574J	)	OF SUSPENSION
	)	

After receiving and investigating a complaint from Tumwater 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 SEAN COLGAN (“Educator”) that SEAN COLGAN engaged in acts of unprofessional conduct to include Washington Administrative Code (“WAC”) 181-87-055 and that the Educator’s Washington Education Certificate No. 343574J shall be SUSPENDED for not less than one (1) year with conditions enumerated below, based on the following Findings of Fact and Conclusions of Law:

I. FINDINGS OF FACT

1. On February 26, 1996, the Educator was issued Washington Education Certificate No. 343574J. The Educator’s certificate will expire on June 30, 2027.
 2. From at least the 2012–13 school year through the 2024–25 school year, the Educator was employed by the School District at Peter G. Schmidt Elementary School as a 4th grade classroom teacher.
 3. On October 29, 2024 and April 29, 2025, the Office of Professional Practices (“OPP”) within the Office of Superintendent of Public Instruction (“OSPI”) received complaints from SEAN COLGAN
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Kevin Bogatin, the Superintendent of the School District, alleging the Educator committed unprofessional conduct pursuant to WAC 181-87 for being under the influence of intoxicants upon school premises.

4. On November 29, 2012, a staff member at Peter G. Schmidt Elementary School sent an email to school administration expressing concern that the Educator had been under the influence of intoxicants at school on November 27, 2012.

5. On May 6, 2016, the Educator received a Letter of Direction advising him to appear at any and all meetings and assigned responsibilities.

6. On July 14, 2016, the Educator was issued a memo from school administrators concerning accurate record keeping and end-of-year checkout concerns.

7. On February 13, 2017, the Educator was issued a Letter of Direction advising him to inform his building supervisor of the use of a personal day prior to taking the day off and to supervise his students until they had gotten onto a bus or went with a parent.

8. In February 2023, Peter G. Schmidt staff submitted comments to the School District expressing concern that the Educator had been under the influence of intoxicants on school grounds on February 9, 2023.

9. On February 16, 2023, the Educator participated in a meeting with Dr. Carole Meyer, then Interim Superintendent of the School District. Topics discussed during the meetings included, but were not limited to, a concern the Educator had been under the influence of intoxicants on February 9, 2023, his classroom performance as an educator, and inappropriate texts to his building principal. The Educator agreed to participate in an alcohol/substance use evaluation through the Employee Assistance Program (EAP).

10. On February 23, 2023, the Educator participated in a meeting with Dr. Meyer. During the meeting, among other topics, it was discussed that the Educator was not willing to participate in a

voluntary substance abuse assessment. The Educator was mandated to contact the School District EAP program by February 27, 2023.

11. On February 27, 2023, the Educator participated in a meeting with Dr. Meyer.

12. On February 28, 2023, the Educator received a letter of expectation stating that he was required to participate in the screening or assessment process through EAP, remain drug and alcohol free while on campus and at school-related events.

13. On March 24, 2023, the School District received confirmation through EAP that the Educator had completed the referral program and was recommended to enroll in a treatment program by March 30, 2023.

14. On April 19, 2023, after a meeting on April 18, 2023, the Educator received a Letter of Verbal Warning for non-compliance with the EAP drug/alcohol assessment. The letter was issued based upon an April 13, 2023, letter from EAP.

15. On October 11, 2024, the Educator appeared at the high school football stadium to assist with concession sales while under the influence of alcohol/intoxicating substance.

16. On October 17, 2024, the Educator participated in a meeting with School District administrators. The Educator stated he had consumed two glasses of wine earlier in the evening and prior to arriving at the stadium. The Educator was directed not to consume alcohol or to be under the influence of alcohol prior to coming to work or attending a work event.

17. On November 27, 2024, the Educator signed a Last Chance Agreement with the School District.

18. On April 21, 2025, the Educator was observed showing indicia of intoxication at school. The Educator was contacted by school administrators at 8:30 am and taken to a medical facility for a blood alcohol content by breath test.

19. At the clinic, the Educator initially refused to provide a sample of his breath but ultimately relented. At 10:11 am, the Educator provided a sample of his breath which resulted in a reading of .185 blood-alcohol content.
20. On April 22, 2025, the Educator submitted his resignation from the School District.
21. On April 28, 2025, the Educator entered an in-patient substance treatment facility and was discharged on May 26, 2025.
22. On June 24, 2025, the Educator participated in an interview with OPP.

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 being under the influence of alcohol at school or at school-sponsored events after being informed by his employer there was a concern that substance use was affecting his performance and being given a recommendation to seek treatment.
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 and agreed that the Washington Education Certificate No. 343574J of SEAN COLGAN is **SUSPENDED**. The Educator may not request reinstatement of his education certificate for at least one (1) year from the effective date of this ORDER.

REINSTATEMENT of Sean Colgan's education certificate shall require:

- (1) The Educator must successfully complete an in-person STRESS MANAGEMENT course, preapproved by OSPI. The Educator will provide proof of completion of the course prior to requesting reinstatement;
- (2) The Educator must successfully complete any and all conditions imposed by Thurston County District Court as a result of his prosecution for Operating a Motor Vehicle While Under the Influence of Intoxicants;
- (3) The Educator must submit a new application, including Character and Fitness Supplement, provided by OPP;
- (4) The Educator must complete a fingerprint-based criminal background check through both the Federal Bureau of Investigation and the Washington State Patrol;

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- (5) 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
- (6) The Educator shall assume all costs of complying with the requirements of this Order.

This order becomes final thirty (30) calendar following the date of postmarked mailing or other notification, whichever is earlier, from the section of the superintendent of public instruction's office responsible for certification of the decision or order unless OSPI receives the certificate holder's written appeal within the thirty (30) day period. Appeals should be addressed to:

Office of Superintendent of Public Instruction
Office of Legal Affairs
PO Box 47200
Olympia, WA 98504

DATED this 20th day of July, 2026.

CHRIS REYKDAL
Superintendent of Public Instruction
State of Washington



Monique Malson
Deputy Chief Legal Officer

Stipulated to and approved
For entry:



Sean Colgan, Respondent