



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. D23-10-062

GREGORY SAUM)
Certificate No. 465832D)
_____)

AGREED ORDER
OF SUSPENSION

After receiving and investigating a complaint from Hockinson 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 GREGORY SAUM ("Educator") that GREGORY SAUM engaged in acts of unprofessional conduct to include Washington Administrative Code ("WAC") 181-87-060 and that the Educator's Washington Education Certificate No. 465832D shall be SUSPENDED for not less than nine (9) months with conditions enumerated below, based on the following Findings of Fact and Conclusions of Law:

I. FINDINGS OF FACT

1. On August 26, 2009, the Educator was issued Washington Education Certificate No. 465832D. The Educator's certificate will expire on June 30, 2028.
2. During the 2022-23 school year, the Educator was employed by the School District at Hockinson High School as a History and Drama teacher.
3. On October 10, 2023, the Office of Professional Practices ("OPP") within the Office of Superintendent of Public Instruction ("OSPI") received a complaint from Steven Marshall, the

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Superintendent of the School District, alleging the Educator committed unprofessional conduct pursuant to WAC 181-87 for engaging in inappropriate interactions and communications with students.

4. During his employment with the School District, the Educator completed multiple trainings. These trainings included, but were not limited to: Bullying: Recognition and Response; General Safety Orientation; Sexual Harassment: Policy and Prevention; Understanding Boundaries; and, What Every Employee Must Be Told.

5. During the 2022–23 school year, the Educator participated in conversations with groups of drama students where topics such as previous romantic and sexual experiences were discussed.

6. During the 2022–23 school year, the Educator exchanged electronic messages with Student A, including an exchange of electronic communications for a period of over 130 days. Within these messages, the Educator made inappropriate comments to Student A.

7. During the 2022–23 school year, the Educator made inappropriate comments of a sexual nature to Student A in person.

8. On August 1, 2023, the Educator was placed on administrative leave.

9. On August 16, 2023, the Educator submitted his resignation from the School District; effective August 31, 2023.

10. On April 8, 2025, the Educator participated in an interview with OPP. During the interview, the Educator denied many of the specific allegations but acknowledged that he failed to maintain appropriate teacher-student boundaries with students.

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 181-87-060 and WAC 181-87-062 for engaging in inappropriate conversations and interactions with students in person and through electronic means.
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 181-87-060(1) 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. 465832D of GREGORY SAUM is **SUSPENDED**. The Educator may not request

reinstatement of his education certificate for at least nine (9) months from the effective date of this ORDER.

REINSTATEMENT of GREGORY SAUM's education certificate shall require:

- (1) In addition to any mandatory continuing education, the Educator must successfully complete a MAINTAINING BOUNDARIES course, preapproved by OSPI. The Educator will provide OSPI proof of completion of the course prior to requesting reinstatement;
- (2) The Educator must successfully complete a PSYCHOLOGICAL EVALUATION which validates his ability to have unsupervised access to students in a school environment by a licensed psychologist/psychiatrist preapproved by OSPI;
- (3) The Educator shall provide written consent for OPP to release documents to the provider for purposes of completing the evaluation;
- (4) The Educator, if treatment is recommended as a result of the evaluation, shall complete any and all recommended treatment and provide evidence of successful completion or, if continuing treatment is recommended, provide proof of continued compliance in the program to OPP;
- (5) The Educator shall sign a consent allowing the examining psychologist/psychiatrist to provide OPP a summary of the Educator's treatment and the results of his/her evaluation;
- (6) The Educator must submit a new application, including Character and Fitness Supplement, provided by OPP;
- (7) 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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- (8) 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
- (9) The Educator shall assume all costs of complying with the requirements of this Order.

WAIVER OF RIGHT TO APPEAL

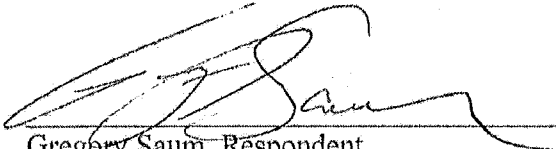
The Educator is aware that RCW 28A.410.090(3) and WAC 181-86-140 afford him/her the right to appeal a denial or discipline order issued by OSPI. Acknowledging this, the Educator knowingly and voluntarily waives his/her right to appeal by entering into this Agreed Order of Suspension.

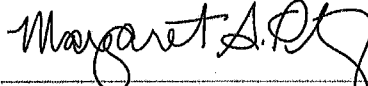
DATED this 1st day of September, 2026

CHRIS REYKDAL
Superintendent of Public Instruction
State of Washington


Monique Malson
Deputy Chief Legal Officer

Stipulated to and approved
For entry:


Gregory Saum, Respondent


Margaret Olney, Attorney for Respondent
WSBA # 17933

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