



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. D26-09-075
	)	
CARLA NETU	)	AGREED ORDER
Certificate No. 354652J	)	OF SUSPENSION
	)	

After receiving and investigating a complaint from Snoqualmie Valley 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 CARLA NETU (“Educator”) that CARLA NETU engaged in acts of unprofessional conduct to include Washington Administrative Code (“WAC”) 181-87-055 and that the Educator’s Washington Education Certificate No. 354652J 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 July 25, 1997, the Educator was issued Washington Education Certificate No. 354652J. The Educator’s certificate will expire on June 30, 2028.
2. During the 2026–27 school year, the Educator was employed by the School District at Opstad Elementary School as an grade level classroom teacher.
3. On September 1, 2026, the Office of Professional Practices (“OPP”) within the Office of Superintendent of Public Instruction (“OSPI”) received a complaint from Dan Schlotfeldt, the

Superintendent of the School District, alleging that the Educator has committed unprofessional conduct pursuant to WAC 181-87 for consuming alcohol upon school premises.

4. On June 10, 2025, the Educator consumed an alcoholic beverage in her classroom. The Educator was placed on administrative leave on June 11, 2025.

5. On August 15, 2025, the Educator's request for a 1 (one) year leave of absence was approved.

6. The Educator entered an in-patient substance treatment program on June 27, 2025, and was discharged on July 25, 2025. The Educator entered an out-patient treatment program.

7. On August 22, 2025, the School District issued the Educator a Letter of Unpaid Suspension, for a period of ten (10) days, and Direction. The Educator also signed a Last Chance Agreement with the School District.

8. On July 12, 2026, after investigation, the Educator was issued an Agreed Order of Reprimand by OSPI for consuming alcohol in the school parking lot.

9. On August 16, 2026, the Educator consumed alcohol upon school premises.

10. On August 17, 2026, the Educator was placed on administrative leave by the School District.

11. On August 20, 2026, the Educator resigned from the School District.

12. The Educator entered an in-patient treatment program on September 1, 2026, and completed that program on September 28, 2026. The Educator entered an out-patient program on September 28, 2026.

II. CONCLUSIONS OF LAW

1. Revised Code of Washington ("RCW") Chapter 28A.410 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
4. There is a 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. 354652J of CARLA NETU is **SUSPENDED**. The Educator may not request reinstatement of her education certificate for at least nine (9) months from the effective date of this ORDER.

REINSTATEMENT of Carla Netu's education certificate shall require:

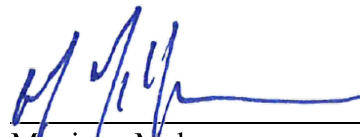
- (1) The Educator must successfully complete a SUBSTANCE ABUSE TREATMENT PROGRAM by a licensed substance abuse evaluation/treatment provider;
- (2) The Educator shall provide written consent for OPP to release documents to the provider for purposes of verifying successful completion of treatment;
- (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;
- (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.

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.

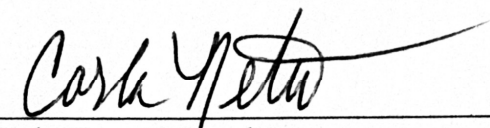
DATED this 27th day of October, 2026

CHRIS REYKDAL
Superintendent of Public Instruction
State of Washington



Monique Malson
Deputy Chief Legal Officer

Stipulated to and approved
For entry:



Carla Netu, Respondent

CARLA NETU
AGREED ORDER OF SUSPENSION