



# 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

SUSAN PLANKEY  
Certificate No. 298111F

OPP No. D19-09-076

AGREED ORDER  
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 SUSAN PLANKEY (“Educator”) that the Educator engaged in acts of unprofessional conduct to include Washington Administrative Code (WAC) 181-87-050 and that the Educator’s Washington Education Certificate No. 298111F 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 April 16, 1990, the Educator, was issued Washington Education Certificate No. 298111F. The Educator’s certificate will expire on June 30, 2023.
2. During the 2018-2019 school year, the Educator was employed by the School District at Graham-Kapowsin High School as a [Special Education Resource Room teacher.

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3. On July 30, 2019, the Office of Professional Practices (“OPP”), within the Office of Superintendent of Public Instruction (“OSPI”), received a complaint from Thomas Seigel, the Superintendent of the School District, alleging the Educator has committed unprofessional conduct pursuant to WAC 181-87 for falsifying and omitting material facts concerning employment history on applications for employment.

4. On May 13, 2008, the Educator submitted an application for employment with the Tumwater School District. In the application, the Educator failed to include a complete history of their previous school district employment.

5. On July 13, 2013, the Educator submitted an application for employment with Chief Leschi Schools. In the application, the Educator:

- a. Failed to include a complete history of previous school district employment; and
- b. Falsely answered “No” to a question concerning the circumstances of leaving employment at a school district.

6. On May 23, 2016, the Educator an application for employment with the Kent School District. In the applications, the Educator:

- a. Failed to include a complete history of previous school district employment;
- b. Provided a false reason for leaving the employment of a school district;
- c. Falsely answered “No” to a question concerning the circumstances of leaving employment at a school district; and
- d. Omitted information in a response concerning being placed on a plan of improvement.

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7. On March 26, 2017, the Educator submitted an application for employment with the Franklin Pierce School District. On July 5, 2017, she signed attesting that all information on the application and accompanying disclosure form was true and correct. In the application, the Educator:

- a. Failed to include a complete history of previous school district employment;
- b. Provided a false reason for leaving the employment of school districts; and
- c. Falsely answered “No” to questions regarding whether they had ever been placed on a plan of improvement or probation, ever resigned or otherwise separated employment to avoid discharge or non-renewal; ever been placed on administrative leave pending investigation for allegations of misconduct; and ever been disciplined for misconduct by a past or present employer.

8. From February 2016 through May 10, 2016, the Educator submitted twelve (12) applications for employment with the Bethel School District. In the applications, the Educator:

- a. Failed to include a complete history of previous school district employment;
- b. Provided a false reason for leaving employment at Tumwater School District; and,
- c. Falsely answered “No” to a question of ever have been failed to be rehired, asked to resign, resigned in order to avoid termination, or been terminated.

9. On May 23, 2016 and May 24, 2016, the Educator submitted two (2) applications for employment with the Bethel School District. In the applications, the Educator:

- a. Failed to include a complete history of previous school district employment;
- b. Provided a false reason for leaving employment at Tumwater School District; and,
- c. Answered “Yes” to a question of ever have been failed to be rehired, asked to resign, resigned in order to avoid termination, or been terminated but failed to disclose a resignation/settlement agreement with Tumwater School District.

10. From February 10, 2017 through April 26, 2018, the Educator submitted fifteen (15) applications for employment with the Bethel School District. In the applications, the Educator:

- a. Failed to include a complete history of previous school district employment;
- b. Provided a false reason for leaving employment with the Kent School District and the Tumwater School District;
- c. Answered “Yes” to a question of ever have been failed to be rehired, asked to resign, resigned in order to avoid termination, or been terminated but failed to disclose a resignation/settlement agreement with Tumwater School District and, in thirteen of the applications, disclosed a Resignation Agreement with the Kent School District.
- d. In the Disclosure section of the application, the Educator answered “Yes” when asked whether they have ever been failed to be rehired, asked to resign, resigned in order to avoid termination, or been terminated but failed to disclose a resignation/settlement agreement with Tumwater School District and, in thirteen of the applications, failed to disclose a Resignation Agreement with the Kent School District.

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11. From May 1, 2018 through May 8, 2018, the Educator submitted six (6) applications for employment with the Bethel School District. In the applications, the Educator:

- a. Failed to include a complete history of previous school district employment;
- b. Omitted previous employment with the Tumwater School District;
- c. Answered “Yes” when asked whether they have ever been failed to be rehired, asked to resigned, resigned in order to avoid termination, or been terminated but failed to disclose a resignation/settlement agreement with Tumwater School District and, in thirteen of the applications, a Resignation Agreement with the Kent School District; and,
- d. In the Disclosure section of the application, answered “Yes” to a question of whether she had ever been failed to be rehired, asked to resigned, resigned in order to avoid termination, or been terminated but failed to disclose a resignation/settlement agreement with Tumwater School District and a Resignation Agreement with the Kent School District.

12. On April 29, 2018, the Educator submitted an application for employment with the Tukwila School District. On July 5, 2019, the Educator signed the Disclosure agreement attesting that the information on the application and disclosure form was true and correct. On the application, the Educator:

- a. Failed to include a complete history of previous school district employment;
- b. Provided a false reason for leaving employment with the Kent School District and the Tumwater School District; and,
- c. In the Disclosure section of the application, answered “Yes” to a question of whether she had ever been failed to be rehired, asked to resign, resigned in order to avoid termination, or been terminated but failed to disclose a resignation/settlement agreement with Tumwater School District, a Resignation Agreement with the Kent School District, and a settlement agreement with resignation from the Bethel School District.

13. On November 9, 2020, the Educator participated in an interview with an OPP investigator.
14. On September 22, 2021, the Educator was offered an opportunity to respond to additional allegations of falsified and/or omitted information on applications for employment. The Educator, through her attorney, declined to provide a response.

## **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 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 181-87-050 for submitting false information and omitting material facts on multiple applications for employment at multiple school districts from, at least, 2008 through 2019.
4. There is a clear and convincing evidence that the Educator committed acts of unprofessional conduct pursuant to WAC 181-86-170.

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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. 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 181-86-170, and WAC 181-87-050, the Educator's education certificate should be suspended for unprofessional conduct.

### **III. ORDER**

THEREFORE, it is hereby ordered and agreed that the Washington Education Certificate, No. 298111F of SUSAN PLANKEY is **SUSPENDED**. The Educator may not request reinstatement of her education certificate for at least THIRTY (30) days from the effective date of this ORDER.

**REINSTATEMENT** of SUSAN PLANKEY'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 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 2nd day of December, 2021.

CHRIS REYKDAL  
Superintendent of Public Instruction  
State of Washington

Signed: Matthew A. Schultz  
Chief Legal and Civil Rights Officer

Stipulated to and approved  
For entry:

Signed: Susan Plankey, Respondent

Signed: Tyler Firkins, Attorney for Respondent  
WSBA # 20964