



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)

NORMAN SCOTT)
Certificate No. 496222A)

OPP No. D19-04-030

FINAL ORDER)
OF MANDATORY)
PERMANENT REVOCATION)

After receiving and investigating a criminal record report authorized by law 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 NORMAN SCOTT (“Educator”) demonstrated a lack of good moral character and personal fitness pursuant to WAC 181-86-013 and WAC 181-86-014, and committed an act of unprofessional conduct pursuant to WAC 181-87-060 and WAC 181-87-080, and does hereby PERMANENTLY REVOKE the Educator’s Washington Education Certificate No. 496222A, pursuant to RCW 28A.410.090(4)(c), based on the following Findings of Fact and Conclusions of Law:

I. FINDINGS OF FACT

1. On February 20, 2013, the Educator was issued Washington Education Certificate No. 496222A. The Educator’s certificate has no listed expiration date.
2. During the 2015–2016 school year, the Educator was employed by the Oregon City School District as a substitute teacher.

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3. On March 27, 2019, the Office of Professional Practices (“OPP”) within the Office of Superintendent of Public Instruction (“OSPI”) learned the Educator was convicted of multiple counts of sexual abuse and harassment by the state of Oregon.
4. On October 5, 2015, the Educator touched female students on their chests, legs, and buttocks at Gardiner Middle School in the Oregon City School District. It was the Educator’s first time teaching at the school.
5. On July 27, 2016, the Educator was indicted in Oregon on twenty-two misdemeanor charges related to his behavior towards female students on October 5, 2015.
6. On October 20, 2017, the Educator was convicted by the Circuit Court of the State of Oregon for the County of Clackamas of two counts of Sexual Abuse in the Third Degree, Oregon Revised Statutes (ORS) 163.415, and six counts of Harassment, ORS 166.065(4); Case No. 16CR46461.
7. On November 17, 2017, a Judgment was issued on Case No. 16CR46461, and the Educator was sentenced to six months incarceration and sixty months of probation with a number of conditions attached, including but not limited to, requiring that he surrender his Oregon teaching license and register as a sex offender.
8. On April 8, 2019, the Educator participated in a formal interview with an OPP investigator where he:
 - a. Denied all allegations against him.
 - b. Claimed the students conspired against him and fabricated their allegations.
9. The conduct which led to the Educator’s conviction(s) took place within the educational setting.
10. In 2012, the Educator entered into a Settlement Agreement with Portland Public Schools and retired effective June 30, 2012.

11. In 2012, Portland Public Schools sent a complaint to the Oregon Teacher Standards and Practices Commission (TSPC) alleging the Educator had been texting with a female high school student. In 2015, TSPC dismissed the complaint.
12. In February 2013, the Educator was hired by the North Clackamas School District.
13. On June 30, 2015, the Educator was terminated by the North Clackamas School District due to multiple complaints received by the district alleging inappropriate behavior towards students.
14. On October 1, 2015, the Educator served as a substitute teacher for Gladstone High School in the Gladstone School District. A female student reported to Oregon City Police on October 16, 2015 that, on October 1, 2015, the Educator attempted to “caress” her arm while returning a paper to her. Several other students reported feeling uncomfortable around the Educator.
15. On June 1, 2018, the Educator’s Oregon State Teaching License was permanently revoked.

II. CONCLUSIONS OF LAW

1. Chapter 28A.410 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 Washington Administrative Code (WAC) further implement OSPI’s authority.

2. OSPI has jurisdiction over the Educator and the subject matter of this action.

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3. Pursuant to WAC 181-86-170, there is clear and convincing evidence the Educator has been convicted of a crime specified in RCW 28A.410.090(4).
4. Pursuant to RCW 28A.410.090(4), RCW 28A.400.322(2)(j), and WAC 181-86-013, such a plea or conviction bars the Educator from any future practice as an education professional and mandates PERMANENT REVOCATION of the Educator's Washington Education Certificate No. 469222A
5. Pursuant to RCW 28A.400.322(2)(j), permanent mandatory revocation is required if an educator violates the laws of another jurisdiction that are similar to those specified in (a) through (i) of RCW 28A.400.322(2).
6. ORS 163.415 (Sexual Abuse in the Third Degree) is similar to RCW 9A.44.086 (Child Molestation in the Second Degree).
7. RCW 9A.44.086 (Child Molestation in the Second Degree) is a Class B felony.
8. RCW 9A.44.086 (Child Molestation in the Second Degree) is a crime requiring permanent revocation pursuant to RCW 28A.400.322(2)(e).
9. Pursuant to WAC 181-86-170, WAC 181-87-060(1), and WAC 181-87-080, there is clear and convincing evidence the Educator committed acts of unprofessional conduct when he touched female students on intimate parts of their bodies without their consent.
10. Pursuant to WAC 181-86-170 and WAC 181-86-013(3), there is clear and convincing evidence the Educator has a behavioral problem which endangers the educational welfare or personal safety of students within the educational setting.
11. Pursuant to WAC 181-86-170 and WAC 181-86-013(2), there is clear and convincing evidence the Educator committed a crime within the last ten years which materially and substantially impairs his worthiness and ability to serve as a professional within the public and private schools of the state.

12. 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.

13. 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 181-86-075, RCW 28A.410.090(4), WAC 181-87-060, WAC 181-87-080, WAC 181-86-013, and WAC 181-86-014, the Educator's education certificate should be permanently revoked for demonstrating a lack of good moral character and personal fitness, committing acts of unprofessional conduct, and being convicted of a crime under RCW 28A.410.090(4) which bars the Educator from any future practice as an educator and requires permanent mandatory revocation of the Educator's Washington State Education Certificate.

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III. ORDER

THEREFORE, it is hereby ordered that the Washington Education Certificate No. 496222A of NORMAN SCOTT is **PERMANENTLY REVOKED**.

DATED this 10th day of November, 2022.

CHRIS REYKDAL
Superintendent of Public Instruction
State of Washington

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