

I, S. Hill certify that on 12.23.09, I mailed a copy of this document, certified & postage prepaid, to all parties or their counsel of record. I certify under penalty of perjury, under the laws of the state of Washington, that the foregoing is true and correct.

IN THE MATTER OF THE EDUCATION )  
CERTIFICATE OF )  
CAROLYN BILAL )  
Certificate No. 261734H )  
\_\_\_\_\_ )

OPP No. D07-12-012  
FINAL ORDER OF  
REVOCATION

COMES NOW Gene Sharratt, Review Officer of the Office of Superintendent of Public Instruction (OSPI), having reviewed the files of the above-referenced case, and having considered the arguments of each party and the recommendation of the Admissions and Professional Conduct Advisory Committee, does hereby order that the Washington Education Certificate, No.261734H, of Carolyn Bilal be revoked based on the Findings of Fact and Conclusions of Law set forth below:

**FINDINGS OF FACT**

1. Carolyn Bilal was issued a Washington Education Certificate, No. 261734H, on August 17, 1984. That certificate currently remains valid.
2. Carolyn Bilal was employed by the Seattle Public School District.
3. On February 5, 2007, the Office of Professional Practices, within OSPI, received a complaint letter from the superintendent of the Seattle Public School District alleging a lack of good moral character or personal fitness, or a violation of the Code of Professional Conduct, Washington Administrative Code (WAC) 181-87, by Carolyn Bilal.

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4. From approximately 1984 through 2007, Carolyn Bilal used multiple names, dates of birth, and more than one Social Security number.

5. On August 17, 1984, Carolyn Bilal, using the name, Carolyn Akilah Al-Aseer had contact with OSPI. In that contact she gave a date of birth of May 18, 1947. The address provided for Carolyn Bilal was 1007 130<sup>th</sup> St SW, Everett, WA.

6. On August 30, 1984, Carolyn Bilal, using the name Carolyn Al-Aseer, called OSPI to talk about her transcript from Purdue. During that contact she gave the date of birth of May 18, 1947.

7. On September 7, 1984, OSPI received a phone call from Carolyn Bilal, using the name Carolyn Al-Aseer. During this call she gave her Maiden or Former Name as Bilal, and gave a date of birth of May 18, 1954.

8. On September 11, 1984, OSPI received an "Out-of-state" Institutional recommendation for Professional School Personnel for Carolyn Akilah Bilal (Al-Aseer). On that form Carolyn Bilal's date of birth is given as May 18, 1954. The address listed is 1007 130<sup>th</sup> Str SW in Everett, WA.

9. On August 15, 1988, OSPI received a reinstatement application from Carolyn Bilal, using the name Carolyn Akilah Al-Aseer. The application lists a date of birth of May 18, 1954, a

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Social Security Number of 0892, and an address of 5324 150<sup>th</sup> Pl SW in Everett, WA. Carolyn Bilal signed the affidavit with perjury warning.

10. On August 31, 1988, Carolyn Bilal, under the name Carolyn Akilah Al-Aseer submitted a signed "Moral Character Supplement" to OSPI. Under the question: "Have you ever been convicted of any crime for violation of any law, police regulation or ordinance (excluding minor traffic violations for which a fine or forfeiture of \$100 or less was imposed)?" Carolyn Bilal checked "No" and signed the perjury affidavit.

11. On September 15, 1988, a Criminal History Information was requested, based on the May 18, 1954 date of birth, and Social Security number: 0892, under the name given by Carolyn Bilal as, Carolyn Akilah Al-Aseer, showing a maiden name of Brown. The form was returned with "No record found".

12. On December 28, 1989, Carolyn Bilal, using the name Carolyn Akilahalasia Darwish, completed and signed a Washington State Driver's License application. On that application, she indicated her date of birth to be May 7, 1952 and Social Security Number as 5082. As proof of her identity to DOL, Carolyn Bilal presented a Marriage Certificate, and Birth Certificate. The Marriage Certificate, King County #840413 7033, dated April 28, 1984, stated that Carolyn Akiah Bilal was 29 years old on her last birthday. This would put her year of birth as 1954.

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13. On January 6, 1993, Carolyn Bilal was issued a Washington State driver's license under the name Carolyn Aikilahalasia Darwish, with a birth date of May 7, 1952, and expiration date of May 7, 1993.

14. On May 18, 1993, Carolyn Bilal was issued a Washington State driver's license under the name Carolyn Aikilahalasia Darwish, with a birth date of May 7, 1952, and expiration date of May 7, 1997.

15. On June 11, 2001, Carolyn Bilal was issued a Washington State driver's license under the name: Carolyn Bilal-Faye, with a birth date of May 7, 1952.

16. On June 12, 2001, Carolyn Bilal signed a "Change of Name of Record / Date of Birth" with the Department of Licensing, stating that her date of birth was changing from May 7, 1952 to May 7, 1959. She was issued a Washington State driver's license under the name: Carolyn Bilal-Faye, with a birth date of May 7, 1959.

17. On May 10, 2002, Carolyn Bilal, using the name Carolyn Akilah Bilal-Faye submitted an Application for Teacher Certification Renewal, signing the affidavit, and listing a date of birth of May 18, 1947. The space provided to list a Social Security Number is not completed. Carolyn Bilal listed her address as: 601 S. Washington #104, Seattle. The form also showed her employed with the Seattle School District from 1984 to 1989 as a certified teacher (ECE & K-12). On the Character and Fitness Supplement, Carolyn Bilal lists former names of Darwish and Al-Aseer.

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18. On May 10, 2002, Carolyn Bilal, using the name Carolyn Akilah Bilal-Faye submitted a Character and Fitness Supplement, listing her date of birth as May 18, 1947. The space provided to list a Social Security Number is not completed. Carolyn Bilal listed her address as: 601 S. Washington #104, Seattle. In the form, Carolyn Bilal stated that she had used the last name "Al-Aseer" from 1984 to 1991, than used the last name "Darwish" from 1991 to 2002. On the second page of the supplement, under the "Criminal History" section she answered "Yes" to "In the past 10 years, have you ever been arrested for any crime or violation of law?"

19. On May 14, 2002, Carolyn Bilal, using the name Carolyn Bilal-Faye, sent a memo to Puget Sound ESD stating "Enclosed is information regarding my arrest history which was inadvertently overlooked when application materials were submitted on 5/13/02 for Residency certificate. Please attach to file materials. Questions? Please contact me 206.252.2351, Thanks". Attached was a copy of the Lynnwood Municipal Court Docket, Case: 77491 LWP. The Municipal Court docket is listed under the name of Carolyn A Darwish and the address of PO Box 21162, Seattle.

20. On April 10, 2006, Carolyn Bilal signed an affidavit for the Statement of Provisional Status Employment, which was received by OSPI Certification on July 5, 2006. On this form, Carolyn Bilal left the Date of Birth and Social Security Number answer sections blank, and falsely answered "No" to question number 8: "Have you ever completed Provisional Status employment (first two years of employment) at a public school or approved private school in Washington?" By answering "No" to this question, Carolyn Bilal was allowed to be issued an open ended certificate, rather than a five year limited certificate.

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21. On May 30, 2006, Carolyn Bilal was issued a Washington State driver's license under the name: Carolyn Bilal-Faye, with a birth date of May 7, 1959, with an expiration date of May 7, 2011.

22. On January 17 2007, Carolyn Bilal met with Seattle Public Schools Human Resources Manager, Misa Garmoe, Human Resources officer, Sue Means, and union representative, Magie Crain. During that meeting the district covered allegations of misconduct by Carolyn Bilal that included, but was not limited to providing false information on multiple employment and district forms.

23. On January 18, 2007, Carolyn Bilal sent the Washington State Department of Licensing a letter requesting an abstract of her old driving record. In the letter she stated that her driver's license was issued on May 6, 1997, with a birth date of "05/1952" that was in "error". She stated that she needed her license reissued with the birth date of "05/1954".

24. On January 22, 2007, Carolyn Bilal was sent a letter of termination. The termination was based upon the results of Seattle Public Schools investigation that showed false and conflicting information provided by Carolyn Bilal when applying for, and during the course of her employment with the Seattle Public Schools. Carolyn Bilal submitted false and conflicting information to the Seattle Public School District that included, but was not limited to; providing false information about work experience that resulted in an overpayment in her salary; failure to fully disclose criminal convictions in the criminal history portion of her employment application; providing false information about Jury Duty, resulting in an overpayment; false and conflicting

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information submitted in applications, retirement and health plan forms, continuing clock hour forms and Federal documents, and college transcripts that included false information relating to dates of birth, high school graduation, and/or names used.

25. On January 25, 2007, Carolyn Bilal's employment with the Seattle Public School District was terminated.

26. On February 7, 2007, Carolyn Bilal was sent a letter from Washington Department of Licensing Investigator, JoAnna Shanafelt addressing "numerous discrepancies" in her driver's license records and dates of birth. It was determined that no fraud could be shown due to the lack of records and the passage of time concerning those DOL records. It was stated that she needed to come into a DOL office and change her date of birth to May 18, 1947.

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27. On February 7, 2007, Carolyn Bilal signed a "Change of Name of Record / Date of Birth" with the Department of Licensing, stating that her date of birth was changing from May 7, 1959 to May 18, 1947. She was issued a Washington State driver's license under the name: Carolyn Bilal, with a birth date of May 18, 1947, with an expiration date of May 18, 2011.

28. On May 30, 2007, during an interview with an OPP investigator, Carolyn Bilal stated, among other comments, that her mother had always told her that her date of birth was May 18, 1947, but that others in her family had said that the date was wrong. She said her older brother had shown her a "Certificate of Birth Registration" with a date of birth of May 18, 1954. She said she thought that this must be the correct date of birth and started using that. When asked

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why she could think a seven year age difference would be correct, she responded by saying that she grew up in a very protected family and community. When asked about other dates of birth she had used with the district and the Department of Licensing, Carolyn Bilal stated that they were just mistakes made by others.

29. On August 11, 2008, OPP received a copy of an application to the Federal Way School District submitted by Carolyn Bilal on April 23, 2006. In her application Carolyn Bilal falsely listed under "Certificated Experience" that she worked full time for the Seattle Public Schools as a "Skills Remediation grades 9 – 12" from October 2000 until June of 2006.

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30. On July 3, 2008, as an update to her Federal Way application, Carolyn Bilal checked that she had been discharged from employment, and included a handwritten document that stated; "I was dismissed from employment, due to human error, inadvertently(sic) made on document forms."

31. On August 14, 2008, OPP received a copy of an application(s) by Carolyn Bilal to the Renton School District from August 21, 2006 and March of 2007. On the application from August of 2006, Carolyn Bilal listed her employment as a classified employee with Seattle School District as "Teaching Experience" within her resume. Included in the application was a letter of recommendation from Dr. Barbara Lynn Casey, Assistant Principal at Garfield High School within the Seattle School District, dated June 12, 2006. A copy of the letter of recommendation was sent to Dr. Casey for review by Sue Means with Seattle Schools Human Resources Department. Dr. Casey responded in an email dated August 25, 2008, that after

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reviewing the letter, she found it to have been “extensively altered, with significant information cut and pasted in both paragraphs of the letter.” and that it contained false information, and did not reflect the letter she had written.

32. On August 26, 2008, an OPP investigator spoke with Dr. Barbara Casey. She confirmed that her letter had been “Drastically changed, starting with the first line.” and that the letter was not how she had written it, and was filled with things that were not true.

33. Good moral character and personal fitness is a continuing requirement to maintain a Washington Education Certificate.

**CONCLUSIONS OF LAW**

1. OSPI has jurisdiction over Carolyn A. Bilal and over the subject matter of this action.
2. OSPI has shown by clear and convincing evidence, that the Washington Education Certificate, No. 261734H, of Carolyn A. Bilal, should be revoked as provided for in WAC 181-86-075.
3. Carolyn A. Bilal has violated: WAC 181-87-050, WAC 181-86-013, WAC 180-86-014, and RCW 28A.410.090.

**ORDER**

THEREFORE, it is hereby ordered that the Washington Education Certificate, No. 261734H, of Carolyn Bilal be revoked.

This Order will become final thirty (30) calendar days from the date of receipt of this order unless respondent files an appeal for a formal hearing before the Office of Administrative Hearings. Please direct the appeal and request for formal hearing to Office of Superintendent of Public Instruction, Administrative Law Office, Old Capitol Building, P.O. Box 47200, Olympia, WA 98504-7200.

DATED this 23rd day of December, 2009.

RANDY I. DORN  
Superintendent of Public Instruction  
State of Washington



DR. GENE SHARRATT  
Review Officer