



SUPERINTENDENT OF PUBLIC INSTRUCTION

DR. TERRY BERGESON 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. D00-02-026
)	
)	AGREED ORDER
ROYAGES J. EASTON)	OF SUSPENSION
Certificate No. 201637F)	
)	

COMES NOW the Office of Superintendent of Public Instruction, under the authority granted by the laws of the state of Washington, having reviewed the file of the above-referenced case, and having considered the entire evidence contained therein, does hereby stipulate by and between the Office of Professional Practices (OPP), Office of Superintendent of Public Instruction (OSPI), and Royages J. Easton, that the Washington Education Certificate, No.201637F, of Royages J. Easton, shall be suspended for twelve (12) months, based on the Findings of Fact and Conclusions of Law set forth below:

FINDING OF FACTS

1. Royages J. Easton was issued a Washington Education Certificate, No. 201637F, on January 7, 1974. That/these certificate currently remains valid.
2. Royages Easton is employed by the Seattle School District as a physical education teacher at Olympic View Elementary School.

ROYAGES J. EASTON
AGREED ORDER OF SUSPENSION

3. On February 17, 2000, the Office of Professional Practices, within OSPI, received a complaint letter from Michael H. Jones, Executive Director of Human Resources on behalf of Joseph Olchefske, Superintendent of the Seattle 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) 180-87, by Royages Easton.

4. On June 15, 1993, FACES Multicultural Training Program provided a series of workshops for Olympic View Elementary students on sexual harassment. After the workshops, Principal Margaret Reeder received a letter from Celia Savitz, the Lead Specialist from FACES, describing concerns expressed by students in Mr. Easton's PE classes. The students complained that Mr. Easton grabbed them, shook them, pushed them against the wall, verbally harassed them and intimidated them. Ms. Reeder discussed the letter with Mr. Easton and told him that due to these concerns, and complaints received previous years, she was going to have to start documenting them. Ms. Reeder also noted her concerns in Mr. Easton's evaluation on 5/12/94.

5. October 31, 1995, Ricardo Cruz, Executive Director, Human Resources, issued a letter of reprimand to Royages Easton. One of the issues was a complaint from a parent that Mr. Easton pulled her child's hand forward during a physical education test causing her pain. The complaint also alleged that Mr. Easton watched while two other students pushed the child's knees down causing the child to experience more pain. These concerns are documented in Mr. Easton's evaluations for 1996 & 1997 school years.

6. On March 6, 1996, Margaret Reeder issued a letter of warning to Royages Easton for grabbing a student by his arm. According to the student, Mr. Easton yelled at him, called him names, and threw him on the ground.

7. On January 16, 1997, Mr. John Stanford, Superintendent, received a letter of complaint from a parent, [REDACTED] who's daughter, [REDACTED] sustained a pulled ligament when Mr. Easton pulled on her during an exercise in PE class. The injury occurred on December 16, when Ms. [REDACTED]'s daughter and another student had pulled ligaments in their shoulders and had to be treated with ice packs.

8. On March 1, 1999, Margo L. Holland, Employee Relations Administrator, issued a letter to Royages Easton placing him on Administrative Leave with pay pending the outcome of an investigation into allegations that he grabbed a student by the arm when disciplining him.

9. On March 16, 1999, Michael H. Jones, Executive Director of Human Resources, issued a letter of reprimand to Royages Easton for grabbing a student by the arm. Mr. Easton was instructed to arrange an appointment with Catherine Erickson of the District's Employee Assistance office and to take training in alternative ways to manage disruptive behavior. Mr. Easton was to provide proof of completion of such training by September 15, 1999.

10. June 14, 2000, Gloria Morris, Manager Employee Relations, sent Royages Easton a letter placing him on administrative leave with pay, effective January 14, 2000, for striking a student in PE class at Olympic View Elementary on Monday, January 10, 2000.

11. On February 10, 2000 Joseph Olchefske, issued a letter of ten-day suspension to Royages Easton for acting inappropriately towards one of his students by yelling and hitting or striking at him on or about January 10, 2000 and because of his history of similar and repetitive behavior in the District. Mr. Easton was directed to immediately commence counseling on anger management and any other issues as appropriate.

12. Mr. Easton appealed the suspension and on March 8, 2000, the District placed that action in abeyance.

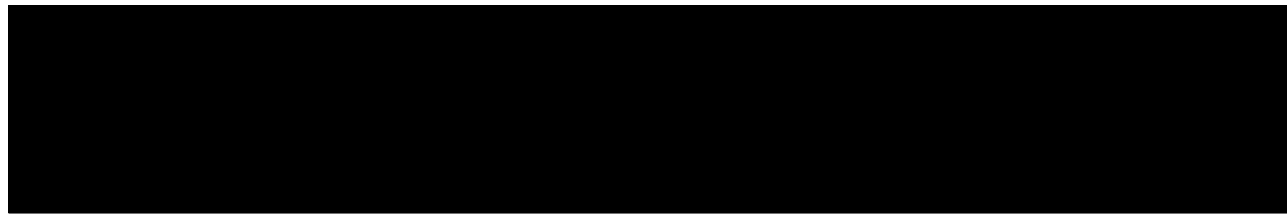
13. On September 14, 2000, a Final Agreement was reached. The suspension was reduced to five days to be served one day in each of the next five consecutive months. Mr. Easton was required to:

- (a) Submit written proof to the District that he completed the training course that he was directed to take via the March 16, 1999, written reprimand he received from the District, and
- (b) Meet with Dr. Berberich for an evaluation. If Dr. Berberich recommended prolonged anger management classes, Mr. Royages Easton was to immediately enroll in the course. Mr. Easton submitted proof of the training course and he had an evaluation by Dr. Berberich.

[REDACTED]

Royages Easton. The evaluation was requested by the Seattle School District regarding concerns about Mr. Easton's ability to manage anger in his role as a Seattle schoolteacher. [REDACTED]

[REDACTED]



████████████████████ The Seattle School District did not follow-up on ██████████
██████████ recommendations.

15. On May 7, 2001, ██████████ ██████████, parent of a first grade student filed a complaint with the Seattle School District regarding Mr. Easton's treatment of her son on May 4, 2001 and for yelling at him and calling him names when he tripped in the gym.

16. On May 8, 2001, teacher Christina Janssen reported an incident of Mr. Easton calling third grade students names.

17. On June 20, 2000, Investigator Eddie Hill investigated complaints filed by students in room 207 at Olympia View Elementary School concerning names Mr. Easton allegedly called them at a school event on June 12, 2000. Mr. Hill was not able to sufficiently substantiate the complaints. On August 8, 2000, Gloria Morris, Manager Employee Relations, wrote Mr. Easton a letter regarding the complaints. Even though Ms. Morris found Mr. Easton's explanation of the incidents credible she cautioned him about his tone and told him to be more thoughtful and respectful of students when making comments in class.

18. Good moral character and personal fitness is a continuing requirement to maintain a Washington education certificate.

CONCLUSIONS OF LAW

1. OSPI has jurisdiction over Royages Easton and over the subject matter of this action.

2. OSPI has shown by clear and convincing evidence that the Washington education certificate, No. 201637F, of Royages Easton, should be suspended as provided for in WAC 180-86-070.

3. Royages Easton has violated: WAC 180-87-060.

ORDER

THEREFORE, it is hereby ordered and agreed that the Washington Education Certificate, No. 201637F, of Royages Easton, be suspended for twelve (12) months from the date of entry of this Order.

Reinstatement will require Royages Easton to follow through with the recommendations contained within the Psychological Evaluation by Dr. Norman J. Mar dated January 27, 2004. Royages Easton may continue to use his present therapist, Dr. Norman J. Mar, or another therapist mutually agreed upon with OPP. Royages Easton will also complete a release for information to OPP from the therapist.

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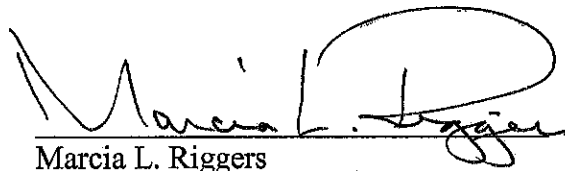
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Reinstatement shall also require submission of a new application, provided by OPP and having Royages Easton's fingerprints be checked by both the Federal Bureau of Investigation (FBI) and the Washington State Patrol (WSP).

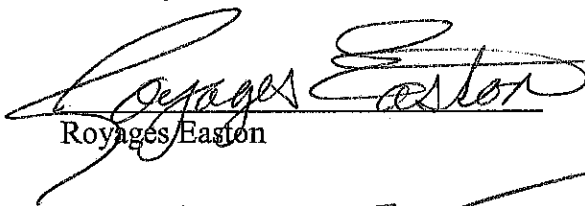
DATED This 16th of July 2004

DR. TERRY BERGESON
Superintendent of Public Instruction
State of Washington


Stipulated to and approved
For entry:



Marcia L. Riggers
Assistant Superintendent
Student Support and Operations



Royages Easton



Michael Gawley, Attorney at Law
WSBA #22140