



# SUPERINTENDENT OF PUBLIC INSTRUCTION

DR. TERRY BERGESON OLD CAPITOL BUILDING • PO BOX 47200 • OLYMPIA WA 98504-7200 • <http://www.k12.wa.us>

July 22, 2003

**CERTIFIED MAIL  
RETURN RECEIPT REQUESTED**

Craig D. Walker  
600 N 85th Street, #303  
Seattle, WA 98103-3869

RE: Certificate No. 346843F  
OPP No. D00-08-096

Dear Mr. Walker:

Thirty days have transpired since your receipt of the Order of Suspension issued by the Office of Superintendent of Public Instruction. You have not appealed that Order of Suspension.

Therefore, the order is now considered final.

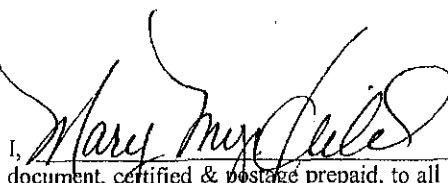
If you have any questions, please contact Charles Schreck, Manager, Office of Professional Practices at (360) 725-6136.

Sincerely,

Marty S. Daybell  
Deputy Superintendent, Administration and Operations  
Chief Information Officer

MSD:mm

c: Anne Shaw, Assistant Attorney General  
Kathy Haslett, Investigator II  
Sue Pennington

I, , certify that on 7/24/03, 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.

I, Maggie Pagan certify that on May 28, 2003, 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 ) OPP No. D00-08-096  
)  
CRAIG D. WALKER ) PROPOSED FINAL ORDER  
CERTIFICATE NO. 346843F ) OF SUSPENSION  
\_\_\_\_\_)

COMES NOW Lin Douglas, the Informal Review Officer of the Superintendent of Public Instruction, 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 propose that the Washington Education Certificates, No. 346843F, of CRAIG D. WALKER, be suspended for twenty-four (24) months, based on the Findings of Fact and Conclusions of Law set forth below:

**FINDINGS OF FACT**

1. Craig D. Walker was issued a Washington Education Certificate, No. 346843F, on July 25, 1996. That certificate currently remains valid.
2. Craig D. Walker was employed by the Everett School District to teach Vocational Education, Health Science, and Sports Health at Cascade High School.
3. On August 12, 2000, the Office of Professional Practices (OPP), OSPI received a complaint letter from Carol Whitehead, Ed.D., Superintendent of the Everett 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 Craig D. Walker.
4. On March 25, 1999, Jane C. Smoke, Assistant Principal, wrote a letter of correction to Craig Walker for humiliating and embarrassing a female student by reading

aloud to the class a note she wrote to another student regarding drugs, sex and alcohol.

5. On January 11, 2000, Dale Libkin Evans, Assistant Principal, issued a letter to Craig Walker instructing him to refrain from having intimate conversations with or about students and to refrain from making comments that have double meanings and could be construed as sexual in nature.
6. On February 3, 2000, Dale Libkin Evans gave Craig Walker a letter informing him that he was under investigation due to a complaint from student on January 31, 2000, for sexual harassment and for disregarding her instructions to avoid inappropriate comments and touching.
7. On February 9, 2000, and March 1, 2000, Ms. Sharrell Ables, Director of Employee Relations for the Everett School District conducted interviews concerning the complaint on January 31, 2000. Ms. Ables typed the student's interview statements into notes, which were corrected and signed by the students. In their statements students confirmed that Craig Walker made them feel uncomfortable by making inappropriate comments and by the way he looked at them.
8. On April 5, 2000, John Green, Principal of Cascade High School issued a letter of reprimand to Craig D. Walker for sexual harassment, a violation of the Everett School District Policy 5160 and RCW28A.640.
9. On May 17, 2000, John Green, Principal, issued a notice to Craig Walker informing him that the allegations made against him on March 31, 2000, did not meet the criteria for a "hostile environment" under the law. The letter stated that, "neither this letter nor any reference to the March 31, 2000 investigation will be placed in your personnel file".
10. On May 3, 2000, Craig D. Walker filed a grievance concerning the April 5, 2002, reprimand. The case was heard on June 7, 2000, at a first level hearing. As a result

of that hearing the letter of reprimand was revised, but it failed to resolve the issue to Mr. Walker's satisfaction.

11. Ms. Dale Lubkin Evans evaluated Craig Walker's performance for the 1999-2000 school year. In the evaluation dated 5/31/2000, Ms. Lubkin-Evans said Mr. Walker had poor boundaries with students, and he has been directed to maintain more professional teacher/student relationships with his students. She also noted that he appeared to make a strong effort to change his behavior and prevent complaints from coming forward.
12. On August 3, 2000, Craig Walker resigned from his teaching and athletic training positions at Cascade High School.
13. Good moral character and personal fitness is a requirement to maintain a Washington Education Certificate.

#### **CONCLUSIONS OF LAW**

1. OSPI has jurisdiction over Craig D. Walker and over the subject matter of this action.
2. OSPI has shown by clear and convincing evidence that the Washington Education Certificates, No. 346843F, of CRAIG D. WALKER should be suspended as provided for in WAC 180-86-070.
3. Craig D. Walker has violated: WAC 180-86 and WAC 180-87.

#### **ORDER**

THEREFORE, it is hereby proposed that the Washington Education Certificates, No. 346843F, of CRAIG D. WALKER be suspended for twenty-four (24) months.


Reinstatement shall require successful completion of the following:

1. A complete psychological evaluation by a provider approved by OPP; Mr. Walker shall bear the full cost of the stated evaluation;
2. Successful completion of any recommended treatment resulting from the evaluation in provision #1 as verified by written reports provided to OPP; and
3. Submission of a new application, provided by OPP, and having Mr. Walker's fingerprints checked by both the Federal Bureau of Investigation (FBI) and the Washington State Patrol (WSP).

This Proposed 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 28th day of May, 2003

DR. TERRY BERGESON  
Superintendent of Public Instruction  
State of Washington

  
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LIN DOUGLAS  
Informal Review Officer