



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)
ANDREA EEDS)
Certificate No. 446118B)
_____)

OPP No. D20-02-012
AGREED ORDER
OF SUSPENSION

After receiving and investigating a complaint from Vancouver Public Schools (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 ANDREA EEDS (Educator), that the Educator engaged in acts of unprofessional conduct to include WAC 181-87-050, and that the Educator’s Washington Education Certificate No. 446118B 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 June 27, 2007, the Educator was issued Washington Education Certificate No. 446118B. The Educator’s certificate will expire on June 30, 2021.
2. During the 2019–2020 school year, the Educator was employed by the School District as an Elementary Special Education teacher.

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3. On February 4 2020, the Office of Professional Practices (OPP) within the Office of Superintendent of Public Instruction (OSPI) received a complaint from Steven T. Webb, Ed.D., the Superintendent of the School District, alleging the Educator committed unprofessional conduct pursuant to WAC 181-87-050 for providing false information on employment application disclosure forms.

4. The Educator previously worked for the Camas School District (CSD).

5. Payroll records from CSD show the Educator was on administrative leave March 23, 2017, through June 26, 2017, to investigate concerns arising in her classroom.

6. On April 24, 2017, CSD issued a Probable Cause Letter for Termination for the Educator.

7. On May 18, 2017, CSD hand-delivered a Loudermill Hearing Notice to the Educator.

8. On July 20, 2017, the Educator resigned in lieu of termination pursuant to a settlement agreement with CSD.

9. During the summer and fall of 2017, the Educator applied for teaching positions in Southwest Washington. On applications submitted to at least three school districts, the Educator answered “no” to the question: “Have you ever resigned or otherwise separated from employment in order to avoid discharge or non-renewal?”

10. On November 5, 2018, the Educator submitted an application to the School District. On that application, the Educator answered “no” to the questions "Have you ever resigned or otherwise separated from employment in order to avoid discharge or non-renewal?" and "Are you now being investigated for any alleged misconduct or other alleged grounds for discipline by any licensing, certification, or other regulatory body... ?"

11. On March 6, 2019, the Educator received an Agreed Order of Reprimand on her education certificate from OSPI for using restraints as a behavior modification tool in violation of WAC 181-87-060(1) while employed as a Preschool Special Education teacher for CSD.

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.

3. The Educator committed acts of unprofessional conduct pursuant to WAC 181-87-050.

4. There is a clear and convincing evidence that the Educator committed acts of unprofessional conduct pursuant to WAC 181-86-170.

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. 446118B of Andrea Eeds is **SUSPENDED**. The Educator may not request reinstatement of their education certificate for at least THIRTY (30) DAYS from the effective date of this ORDER.

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REINSTATEMENT of the Educator'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 Investigation 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 their right to appeal by entering into this Agreed Order of Suspension.

DATED this 22nd day of July, 2021.

CHRIS REYKDAL
Superintendent of Public Instruction
State of Washington



Tennille Jeffries-Simmons
Chief of Staff

Stipulated to and approved
For entry:

Andrea Eeds
Andrea Eeds, Respondent

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