



# 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	)	OPP No. D20-07-038
	)	
GLENFIELD WATKINS	)	FINAL ORDER
Certificate No. 411566C	)	OF MANDATORY
	)	PERMANENT REVOCATION
	)	

After receiving and investigating a complaint from Federal Way Public Schools (“School District”) regarding the above referenced Educator, the Superintendent of Public Instruction, through his undersigned designee, institutes this proceeding and finds that GLENFIELD WATKINS (“Educator”) has been convicted of a crime listed in Revised Code of Washington (“RCW”) 28A.400.322 and per RCW 28A.410.090(4) does hereby PERMANENTLY REVOKE the Educator’s Washington Education Certificate No. 411566C, based on the following Findings of Fact and Conclusions of Law:

## I. FINDINGS OF FACT

1. On September 5, 2003, the Educator was issued Washington Education Certificate No. 411566C. The Educator’s certificate expired on June 30, 2022. The events described in Findings of Fact 4 and 5 occurred while the Educator’s certificate was valid.
2. During the 2015–2016 school year and the 2016–2017 school year, the Educator was employed by the School District at Totem Middle School as a math teacher.

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3. On July 29, 2020, the Office of Professional Practices (“OPP”) within the Office of Superintendent of Public Instruction (“OSPI”) received a complaint from Dr. Tammy Campbell, the Superintendent of the School District, alleging that the Educator demonstrated a lack of good moral character and personal fitness pursuant to Washington Administrative Code (“WAC”) 181-86-013(1) and/or committed an act of unprofessional conduct pursuant to WAC 181-87-080.
4. During the 2015-2016 school year, the Educator initiated a sexual relationship with Student A, a 13-year-old, 8th grade, female student.
5. During the 2015–2016 school year and continuing into the 2016-2017 school year, the Educator had Student A perform oral sex upon him and the Educator performed oral sex upon Student A.
6. In April 2020, Student A disclosed the sexual relationship to an adult mentor. Law enforcement was notified.
7. On April 7, 2020, the Educator was placed on administrative leave.
8. On July 1, 2020, an Information and Certification for Determination of Probable Cause were filed in King County Superior Court, charging the Educator with 3 counts of Rape of a Child 2nd Degree, RCW 9A.44.076.
9. On August 9, 2020, the Educator notified the School District of his intention to retire at the conclusion of the 2019–2020 school year.
10. On June 26, 2023, a First Amended Information was filed in King County Superior Court, amending the charges against the Educator to two counts Rape of a Child 2nd Degree, RCW 9A.44.076; Rape of a Child 3<sup>rd</sup> Degree, RCW 9A.44.079; and Child Molestation 2nd Degree, RCW 9A.44.086.
11. On October 17, 2023, the Educator signed a Statement of Defendant on Plea of Guilty, admitting guilt to the crime of Rape of a Child 3rd Degree.

12. On December 1, 2023, the Educator was found guilty, by plea, of Rape of a Child 3rd Degree. The Educator was sentenced to fourteen (14) months confinement, thirty-six (36) months community custody, required to register as a sex offender, and standard conditions.

## 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 WAC further implement OSPI's authority.

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

3. Pursuant to WAC 181-86-070, there is clear and convincing evidence the Educator has pleaded guilty to or has been convicted of a crime specified in RCW 28A.410.090(4).

4. Pursuant to RCW 28A.410.090(4) and WAC 181-86-013(2), a plea of guilty or a conviction of Rape of a Child 3rd, RCW 9A.44.079, "bars the certificate holder from any future practice as an education practitioner" and mandates OSPI to permanently revoke the Educator's certificate.

5. Pursuant to WAC 181-86-170, WAC 181-86-013(4), and WAC 181-86-014, there is clear and convincing evidence the Educator has a behavioral problem that endangers the educational welfare or personal safety of students.

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6. Pursuant to WAC 181-86-075, permanent revocation is appropriate discipline when (1) the superintendent of public instruction has determined that the education practitioner has committed a felony crime under WAC 181-86-013 (1) or (2) which bars the education practitioner from any future practice as an education practitioner.

7. 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.

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8. 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 181-87-080, and WAC 181-86, the Educator's education certificate should be permanently revoked for demonstrating a lack of good moral character and personal fitness pursuant to WAC 181-86-013(2), committing an act of unprofessional conduct pursuant to WAC 181-87-080, and committing a felony crime under RCW 28A.410.090(4) which bars the Educator from any future practice as an educator.

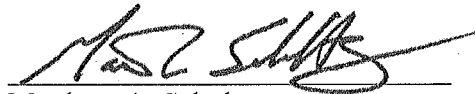
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**III. ORDER**

THEREFORE, it is hereby ordered that the Washington Education Certificate No. 411566C of GLENFIELD WATKINS is **PERMANENTLY REVOKED**.

DATED this 8th day of March, 2024.

CHRIS REYKDAL  
Superintendent of Public Instruction  
State of Washington



Matthew A. Schultz  
Chief Legal and Civil Rights Officer

## FILE REVIEW

**Educator Name:** Glenfield Watkins

**OPP History:** none

**District:** Federal Way SD

**District History:**

**Attorney:** none

**OPP Case No.:** D20-07-038

**Investigator:** Mark Brandt

**Cert No.:** 411566C

**Issue Date:** September 5, 2003

**Expiration Date:** June 30, 2022

**Superintendent:** Dr. Tammy Campbell

**Date of Complaint:** July 29, 2020

**School/s worked at:** Totem Middle School

**Allegation:** Sexual misconduct with a student. Arrested and charged with Rape of a Child 2<sup>nd</sup> (3 counts). Pled guilty to Rape of a Child 3<sup>rd</sup> Degree

### Alleged facts:

- Mr. Watkins was a science teacher at Totem Middle School.
- 1a was an 8<sup>th</sup> grade student at Totem Middle School during the 2015-2016 school year
- Beginning in her 7<sup>th</sup> grade year, 1a and her friends noticed that Mr. Watkins would stare at her very often.
- During the 15-16 SY, 1a was 13 years old. She turned 14 years of age in early June 2016
- During the 15-16 SY, Mr. Watkins initiated a sexual relationship with 1a
  - o The relationship consisted of 1a performing oral sex upon Mr. Watkins and Mr. Watkins performing oral sex upon 1a
  - o The sexual contact occurred in Mr. Watkin's Totem classroom
  - o The relationship started in or about March 2016 when Mr. Watkins asked 1a to sit on his lap
- The sexual relationship continued into 1a 9<sup>th</sup> grade year when she was a high school student
- 1a disclosed the relationship to an adult mentor in April 2020
- Mr. Watkins was placed on administrative leave on April 7, 2020.
- On July 1, 2020, an Information was filed in King County Superior Court charging Mr. Watkins with 3 counts of Rape of a Child 2<sup>nd</sup> Degree
- On August 9, 2020, he submitted his retirement for the end of the 19-20 SY
- On June 26, 2020, an Amended Information was filed charging Mr. Watkins with 2 counts of Rape of a Child 2<sup>nd</sup>, Rape of a Child 3<sup>rd</sup>, and Child Molestation 2<sup>nd</sup>
- On October 17, 2023, Mr. Watkins signed a Statement of Defendant on Plea of Guilty; in which he pled to one count of Rape of a Child 3<sup>rd</sup>.
- On December 1, 2023, Mr. Watkins was found guilty, by plea, of Rape of a Child 3<sup>rd</sup> Degree. He was sentenced to:
  - o 14 months custody
  - o 36 months community custody after release from incarceration
  - o Sex Offender Registration

### Mitigating Circumstances:

- None

## FILE REVIEW

### Aggravating Factors:

- Conviction of Rape of a Child 3<sup>rd</sup> mandates a permanent revocation of an education certificate
- Age of the student at time of onset of sexual relationship
- Age of Mr. Watkins (61 at start of relationship), experience as a teacher

### Evidence:

- King County Superior Court records
- Kent Police Department report

### RECOMMENDATION:

Permanent Mandatory Revocation

The crime of Rape of a Child 3<sup>rd</sup> Degree, RCW 9A.44.079, is a sex offense listed in RCW 28A.400.322

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Shaun Harman, APS 2





July 9, 2020

**SENT ELECTRONICALLY**

Office of Professional Practices  
Superintendent of Public Instruction  
Old Capital Building  
P.O. Box 47200  
Olympia, WA 98504-7200

**Re:** *Glenfield Watkins*  
*Certificate No.: 411566C*

Dear Sir or Madam:

I am writing this letter pursuant to my obligations under WAC 181-86-110 to report that a teacher employed by the Federal Way School District may have committed a violation of the Code of Professional Conduct.

There is reasonable cause believe that Glenfield A. Watkins, Certificate No. 411566C, has engaged in inappropriate and unprofessional conduct.

The underlying facts which form a reasonable basis for this report were investigated by the Kent Police Department and are summarized in the statement for probable cause, as attached. Law enforcement's investigation of the matter ultimately resulted in Mr. Watkins being charged with three felony counts of Rape of a Child in the Second Degree pursuant to RCW 9A.44.076.

If you need additional information, please contact Angie Marshlain at Patterson, Buchanan, Fobes, & Leitch, Inc., P.S., 206-462-6700.

Please provide the District with the results of any investigation you decide to undertake regarding this matter.

Thank you for your assistance.

Sincerely,

David M. Brower  
Chief HR Officer

cc: Personnel file

# Redaction Log

Total Number of Redactions in Document: 9

## Redaction Reasons by Page

Page	Reason	Description	Occurrences
7	1a	RCW 42.56.230(1); RCW 42.56.230(2); RCW 42.56.230 (7)(a); RCW 42.56.070(1); 20 U.S.C. § 1232g; 34 CFR §99.3; 34 CFR §99.31. Personal information in any files maintained for students in public schools are exempt from disclosure. Federal law also prohibits disclosure of personally identifiable information from education records without the consent of the student.	9

# Redaction Log

## Redaction Reasons by Exemption

Reason	Description	Pages (Count)
1a	RCW 42.56.230(1); RCW 42.56.230(2); RCW 42.56.230 (7)(a); RCW 42.56.070(1); 20 U.S.C. § 1232g; 34 CFR §99.3; 34 CFR §99.31. Personal information in any files maintained for students in public schools are exempt from disclosure. Federal law also prohibits disclosure of personally identifiable information from education records without the consent of the student.	7(9)