

IDAHO PROFESSIONAL STANDARDS COMMISSION

In the matter of the certificate of:

Charles Ramsay,

Respondent

Case No. 21935

STIPULATION

BACKGROUND

The Professional Standards Commission received an allegation of unethical conduct concerning Charles Ramsay. Following an investigation, the Executive Committee of the Professional Standards Commission reviewed the information before it and determined that probable cause exists for initiating an administrative action against Charles Ramsay's certificate. The Executive Committee has recommended the following Stipulation.

STIPULATION

1. This is an agreement (Stipulation) between Charles Ramsay (Mr. Ramsay) and the Executive Committee (the Executive Committee) of the Professional Standards Commission (the Commission).
2. If Mr. Ramsay wishes to agree to this Stipulation, he must sign and return this Stipulation and any attachments to the Commission by 5:00 p.m. (Mountain Time) on or before **February 10, 2020**, unless he has been granted an extension.
3. After Mr. Ramsay and the Executive Committee agree to and sign this Stipulation, the Stipulation must be approved by the Commission, and the Commission must enter the attached consent order, before this Stipulation resolves the matter.

4. A signed copy of this Stipulation may be submitted via mail or fax to:

Professional Standards Commission
650 West State Street, 2nd Floor
P .O. Box 83720
Boise, ID 83720-0027
Fax: (208) 334-2228 (Attn: Professional Standards Commission)

A. STIPULATED FACTS AND LAW

5. The Commission regulates teacher certification in Idaho.
6. Mr. Ramsay holds the following certificate and endorsements issued under the authority of the Idaho State Board of Education:
 - a. Standard Secondary Certificate with Philosophy (6-12), Mathematics (6-12), Physical Science (6-12), and World Language – Russian (6-12) endorsements, effective September 1, 2017, through August 31, 2022.
7. Mr. Ramsay was employed by the Glens Ferry School District (“District”) for the 2016-2017 and 2017-2018 school years as a teacher at Glens Ferry High School.
8. Before the start of the 2017-2018 school year, the principal at Glens Ferry High School issued several directives to Mr. Ramsay based upon allegations deriving from the 2016-2017 school year.
9. These directives included that Mr. Ramsay not hold extra math help/study sessions in his classroom or other areas on school grounds unless two or more students were present. Examples of this included after-hour times in the evenings and on Fridays when school was not in session.
10. Despite these directives, Mr. Ramsay continued to hold one-on-one study sessions in his classroom multiple times throughout the 2017-2018 school year.

11. During the 2017-2018 school year, Mr. Ramsay was also found to be in the possession of many pieces of inappropriate paperwork in his desk, which were never reported to school administration.

12. One piece of paperwork was written on a full page of paper with a smiley face, saying "Send nudes."

13. Another piece of paper dated "10/27/16" depicts a posterior view of a nude male's buttocks and penis emitting fluid, along with a side view of a nude female and her breast.

14. Another piece of paper is a narrative story titled "Goldy Dick" and contains many lewd statements.

15. One piece stated "Kill your Brother for me please!! I'll give you what you want!!"

16. One of the pieces of paper said "Nuts? Balls? N Balls? Nuts?"

17. Finally, one of the pieces of paper contained a drawing resembling a penis with arms, eyes, and a mouth.

18. The Executive Committee determined that probable cause exists for initiating an administrative action against Mr. Ramsay for violating the following laws and rule governing teacher certification:

- a. Mr. Ramsay's conduct or course of conduct willfully violated a principle of the code of ethics that was adopted by the Idaho State Board of Education. Idaho Code § 33-1208(1)(j) ("Willful violation of any professional code or standard of ethics or conduct, adopted by the state board of education"). Specifically, Mr. Ramsay violated Code of Ethics Principle II (Idaho Admin. Code r. 08.02.02.076.03) ("A professional educator maintains a professional relationship with all students, both inside and outside the physical and virtual classroom.").

19. Mr. Ramsay admits that he violated the laws and rules cited in paragraph 18 and acknowledges that there is sufficient evidence to support a finding of a violation of the laws and rule cited in paragraph 18.

B. STIPULATED DISCIPLINE

20. If this Stipulation is approved by the Commission, the following discipline will be imposed by the Commission on Mr. Ramsay's certificate:

- a. The Commission will issue a letter of reprimand.
- b. Mr. Ramsay must take a Commission approved boundaries course that may not be used for renewal purposes.

21. Any costs associated with Mr. Ramsay's compliance with the terms of this Stipulation are his responsibility.

C. PRESENTATION OF THIS STIPULATION

22. Once Mr. Ramsay signs this Stipulation and timely returns it to the Commission, and the Executive Committee signs this Stipulation, the Deputy Attorney General assigned to the Commission will present this Stipulation to the Commission at the Commission's next business meeting.

23. The Commission may accept, reject, or modify the Stipulation.

24. If the Commission modifies this Stipulation, it must receive Mr. Ramsay's approval on any modification before the Stipulation is effective.

D. WAIVER OF RIGHTS

25. If this Stipulation is approved by the Commission, Mr. Ramsay knowingly, intelligently, and voluntarily waives the following rights:

- a. the right to a hearing;
- b. the right to confront and cross-examine witnesses;
- c. the right to present evidence or to call witnesses, or to testify at a hearing;
- d. the right to reconsideration of the Commission's orders;
- e. the right to judicial review of the Commission's orders; and
- f. other rights accorded by the Idaho Administrative Procedure Act, and the law and rules governing teacher certification in the State of Idaho.

26. If this Stipulation is approved by the Commission, the Commission may impose discipline upon Mr. Ramsay's certificate without further process.

27. By signing this Stipulation, Mr. Ramsay agrees to waive any requirement for a hearing under Idaho Code § 33-1209(3) to be conducted within 90 days of a request for a hearing. This waiver applies to any hearing request made before the Commission ultimately rejects this Stipulation (if it does) or before Mr. Ramsay ultimately rejects a modified stipulation (if Mr. Ramsay does). If the Commission ultimately rejects this Stipulation or if Mr. Ramsay ultimately rejects a modified stipulation, and Mr. Ramsay has requested a hearing, the 90-day hearing timeframe will begin from the ultimate rejection.

F. GENERAL ACKNOWLEDGMENTS

28. This Stipulation contains the entire agreement between the parties, and Mr. Ramsay is not relying on any other agreement or representation, whether verbal or written.

29. This Stipulation, if approved by the Commission, or modified and approved, resolves a contested case. If approved, the Stipulation, consent order, and any attachment are public records. And if approved, the Commission may make available through its or the State Department of Education's website a copy of the Stipulation, consent order, and any attachment, and may report any discipline to the national clearinghouse for teacher certification.

30. Mr. Ramsay agrees that he has read this Stipulation, has had the opportunity to discuss it with legal counsel, if he so chose, and understands that by signing below, he will be agreeing to the terms of this Stipulation.

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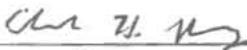
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SIGNATURES

Respondent

The respondent, Charles Ramsay, agrees to this Stipulation.

DATED this 14th day of February, 2020.



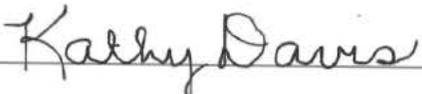
Charles Ramsay
Respondent

Executive Committee

The Executive Committee recommends that the Commission enter an Order based upon this Stipulation.

DATED this 13th day of April, 2020.

IDAHO PROFESSIONAL STANDARDS COMMISSION
EXECUTIVE COMMITTEE



Kathy Davis, Member

IDAHO PROFESSIONAL STANDARDS COMMISSION

In the matter of the certificate of:

Charles Ramsay

Respondent

Case No. 21935

CONSENT ORDER

The Professional Standards Commission orders that the Stipulation, entered between Charles Ramsay and the Executive Committee, is adopted as the informal disposition of this case, as permitted under Idaho Code § 67-5241. It will be effective on the 24 day of April, 2020. The discipline listed in the Stipulation is imposed on Charles Ramsay's certificate under Idaho Code §§ 33-1208 and 33-1209. This is a final agency order, and Charles Ramsay has waived the right of judicial review.

IDAHO PROFESSIONAL STANDARDS COMMISSION

Elisa S. Saffle

Elisa Saffle, Member

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 19th day of ~~April~~ ^{May}, 2020, I caused to be served a true and correct copy of the foregoing by the following method to:

Charles Ramsay, Respondent

[REDACTED]

- U.S. Mail
- Hand Delivery
- Certified Mail, Return Receipt Requested
- Overnight Mail
- Facsimile: (208) 344-1606
- Email:

*Attorney for the
Chief Certification Officer.*
Robert A. Berry
Deputy Attorney General
P.O. Box 83720
Boise, ID 83720-0010

- U.S. Mail
- Hand Delivery
- Certified Mail, Return Receipt Requested
- Overnight Mail
- Facsimile: (208) 854-8073
- Email: robert.berry@ag.idaho.gov
leslie.gottsch@ag.idaho.gov

Annette Schwab

Annette Schwab
Program Specialist
Idaho State Department of Education



STATE OF IDAHO
PROFESSIONAL STANDARDS COMMISSION
STATE DEPARTMENT OF EDUCATION
PO BOX 83720
BOISE, IDAHO 83720-0027

OFFICE
650 W State Street
PHONE
(208) 332-6884
FAX
(208) 334-2228
SPEECH/HEARING IMPAIRED
(800) 377-3529

RE: Charles Ramsay
Professional Standards Commission Case No. 21935

LETTER OF REPRIMAND

The Professional Standards Commission issues a formal reprimand to Charles Ramsay.

The Executive Committee found that probable cause existed to warrant the filing of an administrative complaint against Mr. Ramsay's certificate by the Chief Certification Officer. In lieu of filing an answer, Mr. Ramsay entered into stipulated discipline. The full Professional Standards Commission considered his case and adopted the discipline recommended by the Executive Committee, which was incorporated into the stipulated discipline. Accordingly, a letter of reprimand is now issued based upon Mr. Ramsay's possession of inappropriate written materials without providing or informing school administration of such materials; using inappropriate language while in the class-room; failing to inform school administration of potential suicide concerns for a student; and for failure to report potential suicide ideation by a student. The Code of Ethics Principles involved in this letter of reprimand are Code of Ethics Principle II, IV, and IX. Mr. Ramsay is hereby reprimanded for such behavior. The Chief Certification Officer is directed to issue and place this letter of reprimand in Mr. Ramsay's certification file.

Dated this 19 day of May, 2020.

IDAHO STATE DEPARTMENT OF EDUCATION


Lisa Colon Durham, Chief Certification Officer

c: Robert A. Berry, Attorney for the Chief Certification Officer

To: Idaho Department of Education, From: C. Ramsay, Subject: #21935 14FEB20

1 Superintendent Fisher, as so all, knew of my continued extended-help sessions! In the entry-way, DEC '17, 8:30 PM, I told Superintendent Fisher, "I have violated your edict" (*exact words!*), regarding help hours (I upholding academic standards *not* wanted in a GFHS culture...). I said it was with M.M. that evening. Absolutely nothing, was said in reply! Also, this admission was wholly of my volition: not due to any inquiry from Superintendent Fisher (it, but one example of my honesty: as long noted by Superintendent Fisher - yet I was *falsely* reported to the Resource Officer for very purportedly, "changing" S.M.'s grade, and I was not so informed!). On S. M.'s JAN18, GFHS arrival, I was asked by Superintendent Fisher only to "be careful" of time after school with S.M. In FEB/MAR18, Superintendent Fisher and I agreed I'd stop help sessions at 7:30 PM, yet this, if in FEB: before Track season, was then *four* hours of help, and, I *did* also miss Track practices for math help - all thus, more than Superintendent Fisher's 2.5-hour limit: never mentioned by him. (Regarding coaching & help sessions: I told kids "Sports don't matter, grades do!"; "I'm preppin' you for a master of science degree by age 25," to, Valedictorian J.S. quoted me at commencement, "be as successful as you can as quick as you can!")

2 I did *not* in fact read any students' potential suicide or violence-advocacy notes! Students since 1996 often gave me their writings. I, ever VERY math focused, am sure I politely said I'd read any notes: then just put all same in a drawer. I do not even know whom such may have been from (via a good interface with even those I "fought" with over schoolwork, parents too: in the GFHS culture..., I can guess). As my actions well attested to: no kid intimidated anything of such contents, where, I'd have addressed matters! In fact, in JAN18 I spoke to the guidance counselor of suicide concerns regarding M.B. (who said something), as I did of both N.F. and D.P. (just before one went to the mental-health facility). Upon N.F.'s return, we put him in my prep hour (no extra pay: as so *each* GFHS year, as of I almost every year since 1996) along with S.G. (to help the latter graduate): for N.F. to be away from his girlfriend (who broke up with him). As I did relate to Superintendent Fisher: N.F. & I talked of such suicidal thoughts (N.F. can verify, as D.P. cited of I with him!). I'd tell kids: "Suicide is a long-term solution to a short-term problem!"

3 Regarding "sexual drawings and stories":

A couple boys surely gave me some immature blather I never looked at. I - always

busy teaching - likely saying I'd read, just stuck such in ever-disorganized drawers. One drawing was had as T.M. & pals (*good boys!!*) put it up at noon (thru 20 years teaching: I always in my room at lunch for math help!). I made them take it down immediately! Adolescent male drawings remind us: "Boys will be boys!" (In a 2018 meeting, Superintendent Fisher asked for our "wildest teaching story." I told of JR drawing, as I was math focused, "a reproductive part" on me. All, Superintendent Fisher included, just laughed! ...) Drugs, bullying, teen pregnancy, are real issues I spoke of: "Someone 'picked on,' forever re-lives it!", "Save sex for your twenties!" (In I citing LK's "We like sex!": Superintendent Fisher just smiled, saying nothing!), "Only 'dopes' take dope!", (Of the "old hippy on acid" trigonometry mnemonic, Superintendent Fisher said *to kids*: "That's not so bad."), "Don't marry someone you're not crazy about." My nonjudgmental, *beneficial* view of kids ("They don't care what you know 'til they know that you care!"), and a very undisciplined GFHS culture, fostered and preferred by Superintendent Fisher (kids *regularly* walking the halls, coming in on other classes with impunity, and, all class hour on their I-phones - with no GFHS I-phone policy then...), *all* thereby brought such things to my room. As ever, from 1996, my GFHS class walls were filled with kids' drawings, poems/pictures: NOT "inapropos!" And, I'd have cleaned at year's end, discarding anything inappropriate: quite unnoticed and forgotten under messy paper, book & uniform piles on the floor/in drawers. I was not able to do so, as I was subjected MAY18 to a false accusation by the GFHS Resource Officer. I nonetheless resigned - with the matter then very duly dismissed, and this Resource Officer fired! I was GFHS consumed, literally "night & day." (I took GFHS-ers go-kart racing, to Perrine Bridge for "physics drops," to BSU's Engineering Dept., to meet Idaho's greatest weightlifter. I played golf with them, went to games/matches/rodeos, to see their horses, loved cats/dogs brought in. My son/I went paint-balling & skiing with 'em. I did football/grad-picnic prayer, went to homes for math help, taught speech and philosophy & proofread English papers! We watched Superintendent/parent-ok'd PG movies, played hide & seek, did weightlifting, boxing & recycling: I advocating! I gave them good books! Kids/adults brought me lunch/dinners. Parents gave me a room some nights! I slept - Superintendent Fisher approved - on the class floor: unable to make an hour-drive home at night.) I was building a real math program (CG: "We've never had real math!" ...) - it never *truly* appreciated: per an obvious, *lesser* value on academics (as I discerned, via JUL14 phoncon with Superintendent Fisher, would be so, and first opted {as is in e-mail} to *not* take a GFHS position...).


CHARLES H. RAMSAY