

BEFORE THE SOUTH CAROLINA STATE BOARD OF EDUCATION

In the Matter of the
Disciplinary Action of the
Educator Certificate of
Bradley C. Willingham
Certificate 228725

**ORDER OF SUSPENSION
(BREACH OF CONTRACT)**

SUMMARY OF THE CASE

The South Carolina State Board of Education (State Board) considered this matter on August 13, 2024. On February 29, 2024, the South Carolina Department of Education (SCDE) sent Bradley C. Willingham a notice via regular and certified mail of his right to a hearing regarding the possible suspension of his South Carolina educator certificate. The SCDE has verified Mr. Willingham's address and the letter sent via regular mail has not been returned. On June 28, 2024, the SCDE informed Mr. Willingham via regular mail that the State Board would meet on August 13, 2024, or as soon thereafter as is feasible, to consider action against his educator certificate. Under the South Carolina Rules of Civil Procedure 5(b), Mr. Willingham has been given fair notice of constitutional due process. He has not contacted the SCDE to request a hearing and is now in default.

After considering the evidence presented, the State Board voted to suspend Mr. Willingham's educator certificate for a period of one year, commencing August 13, 2024, and ending on August 12, 2025.

FINDINGS OF FACT

This case concerns a formal complaint from the Greenville County School District (District) seeking the suspension of the educator certificate of Mr. Willingham for breach of contract. The State Board has jurisdiction in this matter pursuant to S.C. Code Ann. § 59-25-150 (2020) and S.C. Code Ann. § 59-25-530 (2020).

On June 8, 2023, Mr. Willingham signed a contractual agreement with the District to serve as a teacher for the 2023-2024 school year. On January 23, 2024, Mr. Willingham submitted his resignation to the District, effective immediately. In his resignation, Mr.

Willingham stated he was accepting a new position that would benefit him personally and professionally. On January 29, 2024, the District informed Mr. Willingham he would not be released from his contract until a satisfactory replacement had been obtained or the Superintendent determined that no replacement was necessary. He did not return to fulfill his contract. The District Board voted to report Mr. Willingham's breach of contract to the SCDE on February 27, 2024. The District reported the matter to the SCDE on February 27, 2024.

After considering the evidence, the State Board finds that the evidence presented demonstrates that Mr. Willingham breached his contract with the District, and that just cause exists to suspend Mr. Willingham's certificate 228725 for a period of one year, commencing on August 13, 2024, and ending on August 12, 2025.

CONCLUSIONS OF LAW

"The South Carolina Board of Education may, for just cause, either revoke or suspend the certificate of any person." Just cause includes, *inter alia*, "unprofessional conduct" and "willful violation of the rules and regulations of the State Board of Education." S.C. Code Ann. § 59-25-160 (3) and (4) (2020). Pursuant to 24 S.C. Code Regs. 43-58 (2) and (14) (2021), the State Board of Education has the legal authority to suspend a certificate for "failure to comply with the provision of a contract without the written consent of the local school board." With respect to breach of contract, "any teacher who fails to comply with the provisions of his [or her] contract without written consent of the school board shall be deemed guilty of unprofessional conduct." S. C. Code Ann. § 59-25-530 (2020). "Upon formal complaint of the school board, substantiated by conclusive evidence, the state board shall suspend or revoke the teacher's certificate, for a period not to exceed one calendar year." *Id.*

The State Board finds that the evidence presented demonstrates that Mr. Willingham breached his contract without the consent and/or approval of the District. Accordingly, the evidence presented supports the State Board's determination that just

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cause exists to suspend the educator certificate of Bradley C. Willingham for a period of one year, commencing on August 13, 2024, and ending on August 12, 2025.

If Mr. Willingham wishes to have his educator certificate reinstated at the end of the suspension period, he shall make a written request to the SCDE's Office of Educator Services and shall meet all certification requirements in effect at the time he requests reinstatement. Mr. Willingham shall also pay the applicable reinstatement fee. The suspension of Mr. Willingham's educator certificate 228725 shall be reported to the NASDTEC Clearinghouse and all South Carolina school districts within thirty days from the date of this order, with the reason stated as "unprofessional conduct, breach of contract, willful neglect of duty, and failure to comply with the provisions of a contract without the written consent of the local school board."

AND IT IS SO ORDERED.

South Carolina State Board of Education

s/David C. O'Shields
David C. O'Shields, Chair

Columbia, South Carolina
August 13, 2024