

BEFORE THE SOUTH CAROLINA STATE BOARD OF EDUCATION

In the Matter of the
Disciplinary Action of the
Educator Certificate of
Sydney Elise Warlick
Certificate 299605

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

SUMMARY OF THE CASE

The South Carolina State Board of Education (State Board) considered this matter on October 7, 2025. On July 3, 2025, the South Carolina Department of Education (SCDE) sent Sydney Elise Warlick a notice via regular and certified mail of her right to a hearing regarding the possible suspension of her South Carolina educator certificate. Ms. Warlick received the notice on July 10, 2025, as evidenced by a signed postal receipt. She 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 Ms. Warlick's educator certificate for a period of six months, commencing on June 10, 2025, and ending on December 9, 2025.

FINDINGS OF FACT

Ms. Warlick holds a South Carolina educator certificate. She has over five years of educator experience and has no prior record of disciplinary action with the State Board. At the time of the incident, Ms. Warlick was employed by the Greenville County School District as a teacher at Ralph Chandler Middle School.

On May 7, 2025, Ms. Warlick signed a contractual agreement with the District to serve as a teacher for the 2025-26 school year. On June 10, 2025, Ms. Warlick submitted her resignation to the District, effective June 10, 2025, citing the acceptance of opportunity that aligned closely with her long-term professional goals. On June 16, 2025, the District informed Ms. Warlick she would not be released from her contract until a satisfactory replacement has been obtained or the superintendent determines that no

replacement is necessary. She did not return to fulfill her contract. The District Board voted to report Ms. Warlick's breach of contract to the SCDE on June 24, 2025. The District reported the matter to the SCDE on June 26, 2025.

After considering the evidence, the State Board finds that the evidence presented demonstrates that Ms. Warlick breached her contract with the District, and that just cause exists to suspend Ms. Warlick's certificate 299605 for a period of six months, commencing on June 10, 2025, and ending on December 9, 2025.

CONCLUSIONS OF LAW

"The South Carolina Board of Education may, for just cause, either revoke or suspend the certificate of any person." S.C. Code Ann. § 59-25-150. Just cause includes "breach of contract." S.C. Code Ann. § 59-25-160 (13) (2025). 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 educator who fails to comply with the provisions of his contract without the written consent of the school board is considered to be in breach of contract." S. C. Code Ann. § 59-25-530 (2025). "Upon formal complaint of the school board, substantiated by conclusive evidence, the state board shall suspend or revoke the teacher's certificate." *Id.* The period of suspension for breach of contract, "must begin on the date such contract is breached with the district and run for a period of time deemed appropriate by the State Board of Education, not to exceed six months from the date of breach." *Id.* An educator may not be signed to an employment contract by any South Carolina public school during the term of suspension. *Id.*

The State Board finds that the evidence presented demonstrates that Ms. Warlick breached her contract without the consent and/or approval of the District. Accordingly, the evidence presented supports the State Board's determination that just cause exists to suspend the educator certificate of Sydney Elise Warlick for a period of six months, commencing on June 10, 2025, and ending on December 9, 2025.

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If Ms. Warlick wishes to have her educator certificate reinstated at the end of the suspension period, she shall make a written request to the SCDE's Office of Educator Services and shall meet all certification requirements in effect at the time she requests reinstatement. Ms. Warlick shall also pay the applicable reinstatement fee. The suspension of Ms. Warlick's educator certificate 299605 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 "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/Rita Allison
Rita Allison, Chair

Columbia, South Carolina
October 7, 2025