BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION

2 OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS AND) 4 Educator License of FINAL ORDER OF PUBLIC 5 ADAM M. WATKINS REPRIMAND 6 7 On October 7, 2016, the Teacher Standards and Practices Commission 8

(Commission) received a report from the Salem - Keizer School District (SKSD), alleging professional misconduct on the part of licensed educator, Adam M. Watkins (Watkins).

After review of the matters alleged, Watkins and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a Public Reprimand.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Watkins stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Watkins waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Watkins acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Public Reprimand (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Watkins nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) he states that no promise or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

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1 STIPULATION OF FACTS 2 1. The Commission has licensed Watkins since August 20, 2001. Watkins' 3 Preliminary Teaching License, with endorsements in Health (PK-12) and Physical 4 Education (PK-12), is valid from May 13, 2016 through May 12, 2019. Watkins 5 also holds a Continuing Administrator License, with an endorsement in 6 Administrator (ALL LVL), valid from May 1, 2014 through May 12, 2019. During 7 all relevant times, Watkins was employed by the SKSD. 8 9 2. On October 7, 2016, the Commission received a report from the SKSD indicating 10 Watkins may have committed an act of gross neglect of duty and/or gross 11 unfitness. Specifically, unprofessional interactions with subordinate employees in 12 violation of sexual harassment policies. 13 14 Investigation confirmed that Mr. Watkins had a conversation with subordinate 15 SKSD employees that was in violation of SKSD policies and training designed to 16 prevent sexual harassment. Watkins resigned his employment effective June 27, 17 2017 18 19 IT IS SO STIPULATED: 20 21 22 23 24 25 Teacher Standards and Practices Commission 26 27 28 CONCLUSION OF LAW 29 The conduct described above constitutes gross neglect of duty in violation of ORS 30 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) 31 (Recognize the worth and dignity of all persons and respect for each individual), OAR 32 584-020-0010(5) (Use professional judgment), OAR 584-020-0025(2)(e) (Using 33 district lawful and reasonable rules and regulations), OAR 584-020-0030(2)(b) (Skill 34 in communicating with administrators, students, staff, parents, and other patrons);

and OAR 584-020-0040(4)(1) (Sexual harassment).

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1	The Commission's authority to impose discipline in this matter is based upon
2	ORS 342.175.
3	ORDER
4	The Commission adopts and incorporates herein the above findings of fact and
5	conclusions of law, and based thereon, imposes a Public Reprimand on Adam M.
6	Watkins' Oregon educator license.
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9	Issued and dated this day of June, 2019.
10	TEACHER STANDARDS AND PRACTICES COMMISSION
11	STATE OF OREGON
12	
13	By Andre
14	Dr. Anthony Rosilez, Executive Director