

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the) STIPULATION OF FACTS AND
Educator License of) FINAL ORDER OF PUBLIC
ERICK CASTILLO) REPRIMAND AND PROBATION

On March 18, 2017, the Teacher Standards and Practices Commission (Commission) received a misconduct report from the interim director of the Arco Iris Charter School indicating possible professional misconduct on the part of licensed educator, Erick Castillo (Castillo.)

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

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Castillo 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, Castillo waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Castillo 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 and Probation (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 Castillo 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

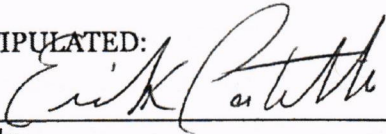
1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
2 the Stipulated Final Order below.

3
4 **STIPULATION OF FACTS**

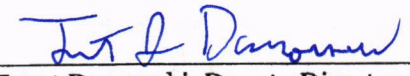
- 5
6 1. The Commission has licensed Castillo since July 27, 2015. Castillo currently
7 holds a Preliminary Teaching License, with endorsements in Elementary Multiple
8 Subjects (PK-12) and English for Speakers of Other Languages (PK-12), valid
9 from March 21, 2019, through March 20, 2022. During all relevant times, Castillo
10 was employed by the Arco Iris Charter School, sponsored by the Beaverton
11 School District (BSD). At the time the incident occurred, Castillo's child attended
12 the Arco Iris Charter School.
13
14 2. On March 18, 2017, the Commission received a report from the Interim Director
15 of the Arco Iris Charter School indicating Castillo may have committed an act of
16 gross neglect of duty and/or gross unfitness, specifically, Castillo intimidated
17 teachers/colleagues by yelling.
18
19 3. Investigation determined that on February 25, 2017, there was an emergency
20 board meeting at the school to discuss the employment future of then principal
21 FG. The meeting was emotional and many of the teachers and staff were upset.
22 After the official meeting adjourned, some board members, the board's attorney,
23 and a group of employees convened an informal meeting to discuss their
24 positions, process the official meeting, and discuss next steps. When Castillo
25 learned of the meeting, which he believed was occurring in violation of Oregon's
26 public meetings law, Castillo entered the meeting.
27

28 The meeting broke up and later reconvened when participants believed Castillo
29 had left. When Castillo learned the meeting had restarted, Castillo again entered
30 the meeting and a verbal confrontation began that included Castillo, the Interim
31 Principal, several Board Members and several teachers. Both Castillo and the
32 board summoned the police. The police responded, and Castillo voluntarily left
33 the school property when the Board president initiated a trespass notification.
34 Immediately following the meeting, Castillo was informed that the school had
35 terminated his employment based on Castillo's conduct.
36
37
38

39 IT IS SO STIPULATED:

40 
41 Erick Castillo

9/25/2020
Date

42 
43 Trent Danowski, Deputy Director
44 Teacher Standards and Practices Commission
45

10/2/2020
Date

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

CONCLUSION OF LAW

The conduct described above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*), OAR 584-020-0030(2)(a) (*Willingness to be flexible in cooperatively working with others*), and OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*).

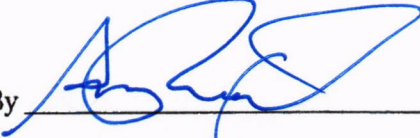
The Commission's authority to impose discipline in this matter is based upon ORS 342.175.

ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand on Erick Castillo's Oregon educator license. Additionally, the Commission imposes a one (1) year period of probation on Castillo to commence upon adoption of this order. Furthermore, the Commission requires that Castillo submit proof of successful completion of a Commission approved conflict resolution course/program prior to the completion of the probationary period.

Issued and dated this 6 day of November 2020.

**TEACHER STANDARDS AND PRACTICES COMMISSION
STATE OF OREGON**

By  _____

Dr. Anthony Rosilez, Executive Director