

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
RICHARD DALE LATTMAN)	REPRIMAND AND PROBATION

On June 26, 2018, the Teacher Standards and Practices Commission (Commission) received a report from the North Clackamas School District indicating possible professional misconduct on the part of licensed educator, Richard Lattman (Lattman).

After review of the matters alleged, Lattman 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. Lattman 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, Lattman waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

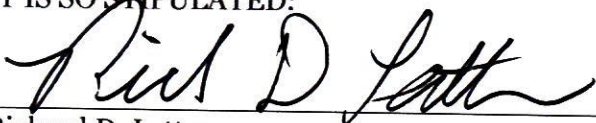
By signing below, Lattman acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights 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 Lattman 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.

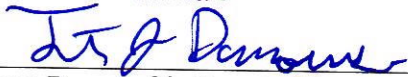
STIPULATION OF FACTS

1. The Commission has licensed Lattman since October 13, 1981. Lattman holds a Professional Teaching License, with endorsements in Elementary – Multiple Subjects (PK-12) and Health (PK-12), valid from July 4, 2016 through July 3, 2021. During all relevant times, Lattman was employed by the North Clackamas School District (NCSD).
2. On June 26, 2018, the Commission received a report from the NCSD advising that they had received anonymous complaint(s) via the Safe-Oregon reporting system alleging Lattman engaged in possible boundary violations with students. Furthermore, the NCSD report alleged Lattman had engaged in a pattern of similar conduct over several years and had not responded to direction, discipline, or mandated counseling. NCSD alleged that Lattman's continued conduct may be an act of gross neglect of duty and/or gross unfitness. Specifically, that Lattman had spoken to and / or touched students inappropriately and in a manner making them feel uncomfortable.
3. Investigation into the allegations made in May 2018, via Safe-Oregon, determined that Lattman reportedly made students feel uncomfortable by giving students' hugs, providing students with personal compliments, and touching students on the shoulders and backs. District officials reported that Lattman had received a written reprimand for similar conduct in December 2013. Lattman's 2013 reprimand included instructions directing Lattman to maintain appropriate teacher / student boundaries both physically and verbally. District officials determined that Lattman had established a pattern of behavior dating back to 2011 and concluded that while Lattman's conduct did not appear to have sexual or inappropriate intent, Lattman had failed to follow past directives to alter his conduct. On June 1, 2018, the district issued Lattman a written reprimand and a one day suspension for violation of policy, failure to follow established directives, and ongoing boundary issues. A local law enforcement investigation was conducted and no criminal charges were filed.

IT IS SO STIPULATED:


Richard D. Lattman

7/10/19
Date


Trent Danowski, Deputy Director
Teacher Standards and Practices Commission

7/16/2019
Date

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(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*); and (OAR 584-020-0040(4)(o) as is incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversation at all times*).

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 Richard D. Lattman's Oregon educator license.


Furthermore, the Commission imposes a period of three (3) years of probation upon Lattman's licensure to commence from the date this order is signed by the Commission and subject to the following conditions:

1. Lattman shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
2. Lattman will successfully complete a Commission approved training related to Teacher / Student Boundaries within the first year of his probation. (Completed prior to final agreement)
3. During the first year of probation, Lattman shall continue to attend individual therapy related to professional boundaries at least once per month, with an initial status report from his provider to TSPC after 6 months, and a final status report

from his provider to TSPC after 12 months, to include any further recommendations for therapy.

Issued and dated this 12 day of August, 2019.

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

By  _____

Dr. Anthony Rosilez, Executive Director