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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
ERIC E. WALKER) REPRIMAND AND PROBATION

On November 28, 2018, the Teacher Standards and Practices Commission (Commission) received a report from the Hillsboro School District (HSD) indicating that Eric Walker (Walker) may have committed an act of gross neglect of duty and/or gross unfitness. Specifically, DHS CW reported that Walker had engaged in inappropriate teacher / student boundaries with students. On January 7, 2019, the Commission received a second report from the HSD indicating you may have committed acts, which constitute gross neglect of duty and/or gross unfitness. The second report indicated continued boundary violations by Walker. The Commission considered both reports and investigations combined.

After review of the matters alleged, Walker 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 two (2) year period of probation.

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

By signing below, Walker 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 Walker 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

1 duress, enters into this Stipulation and Final Order and consents to issuance and entry of
2 the Stipulated Final Order below; (vi) he states that no promise or representation has
3 been made to induce him to sign this Stipulation and Final Order; and (vii) he has
4 consulted with an attorney regarding this Stipulation and Final Order and has been fully
5 advised with regard to his rights thereto, or waives any and all rights to consult with an
6 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
7 the Stipulated Final Order below.

8
9 **STIPULATION OF FACTS**

10 1. The Commission has licensed Walker since June 13, 2001. Walker holds a
11 Professional Teaching License, with endorsements in Business Generalist (PK-
12 12); Business and Management - Finance (CTE) (PK-12); and Business and
13 Management: Marketing (CTE) (PK-12), valid from February 7, 2017, through
14 June 23, 2022. During all relevant times, Walker was employed by the Hillsboro
15 School District (HSD).

16
17 2. On November 28, 2018, the Commission received a report from the HSD
18 indicating Walker may have committed acts which constitute gross neglect of
19 duty and/or gross unfitness. Specifically the report alleged Walker engaged in
20 inappropriate teacher / student boundaries with students.

21 Investigation determined that on November 1, 2018, student MH reported to
22 school administrators that she felt uncomfortable in Walker's classroom. MH
23 reported that on October 26, 2018, Walker discussed past examples of improper
24 teacher / student relationships in detail. When interviewed, MH and other
25 students in Walker's classroom provided additional examples of conversations or
26 lectures Walker engaged in that made them feel uncomfortable. These included
27 Walker referring to former students as "sexy, hot, and attractive"; and having a
28 discussion with a female student about a hickey she had on her neck. Walker
29 explained to officials that his intent was to demonstrate life examples that Walker
30 could relate to his curriculum and to warn students about potential dangerous
31 relationships, and that he did not intend to make anyone feel uncomfortable. On
32 November 27, 2018, HSD issued Walker a written reprimand with a one-day
33 suspension. According to the written reprimand, the one-day suspension would
34

1 be held in abeyance if Walker successfully completed additional training related
2 to sexual harassment in the following 60 days.

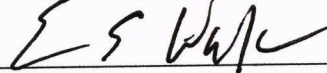
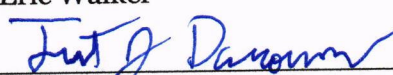
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4 3. On January 7, 2019, the Commission received a second report from the HSD
5 indicating Walker may have committed acts which constitute gross neglect of
6 duty and/or gross unfitness. Specifically the report alleged that after the events
7 described in section two (2) above, Walker continued to engage in inappropriate
8 teacher / student boundaries with students in violation of policy and Walker's
9 recent written directive.

10
11 Investigation determined that on December 14, 2018, student AW, who was a
12 teacher assistant in Walker's classroom, reported feeling uncomfortable in
13 Walker's class and requested that her counselor transfer her to another class. AW
14 reported that on December 6, 2018, Walker engaged her in an uncomfortable
15 conversation about her recent nose piercing, asking AW if she had any other
16 piercings. She also informed officials that Walker would ask her uncomfortable
17 questions about her boyfriend(s). AW and other students also reported that
18 Walker continued to discuss topics and personal information in class that made
19 them feel uncomfortable. Administrators noted that these conversations
20 continued after Walker's reprimand and recent directives.

21
22 HSD issued Walker another written reprimand indicating the discipline was not
23 more serious because Walker did not have the time needed to take the training
24 they had required in the first reprimand. On January 8, 2019, Walker successfully
25 completed the NASDTEC training on boundaries.

26
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28 IT IS SO STIPULATED:

29		<u>5-1-20</u>
30	Eric Walker	Date
31		<u>5/12/2020</u>
32	Trent Danowski, Deputy Director	Date
33	Teacher Standards and Practices Commission	

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CONCLUSION OF LAW

The conduct described in sections two (2) and three (3) 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*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(A) (*Not demonstrating or expressing professionally inappropriate interest in a student's personal life*), and (OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

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

ORDER

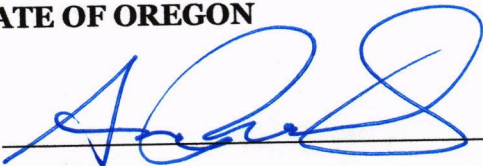
The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a public reprimand upon Eric Walker's Oregon educator license.

Furthermore, the Commission imposes a period of two (2) years' of probation upon Walker's Oregon educator license to commence from the date this order is signed, and subject to the following terms and conditions of probation:

- 1. Walker shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

Issued and dated this 23 day of June, 2020.

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

By  _____

Dr. Anthony Rosilez, Executive Director