



1 acts, which constitute gross neglect of duty and/or gross unfitness. The DHS  
2 report alleged Black engaged in inappropriate teacher / student boundaries with  
3 students.

4 Investigation determined that during Black's employment with A3 (2015-2017),  
5 Black engaged in a variety of conduct that violated district policy and teacher /  
6 student boundaries. Specifically, engaging students as "Friends" on social media  
7 and by cell phone, sharing overly personal information about Black's illegal drug  
8 use, and undressing (costume change) in the presence of a student during a  
9 school performance. On May 18, 2017, the school administrator issued Black a  
10 disciplinary letter related to the sharing of personal information with or around  
11 students, and directing Black to maintain professional boundaries with students  
12 at all times. Furthermore, on or about February 22, 2019, it was reported to  
13 officials that in November 2016, witnesses had observed Black fraternizing with,  
14 and kissing, then student AS on a city bus.  
15

#### 16 **CONCLUSIONS OF LAW**

17 Laura Black engaged in unprofessional conduct as described above. This conduct  
18 constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-  
19 0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR  
20 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*); and  
21 OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring*  
22 *appropriate adult boundaries with students in conduct and conversations at all times*).  
23

24 The Commission's authority to impose discipline in this matter is based upon ORS 342.175.  
25

#### 26 **FINAL ORDER**

27 The Commission hereby issues a Public Reprimand upon Laura Black's Educator  
28 licensure.

29 In addition, the Commission places Black on probation for a period of two years to  
30 commence upon any renewal or new licensure. This probation period is subject to

1 the following terms and conditions:

- 2
- 3 1. Black shall comply with the Standards for Competent and Ethical Performance of
  - 4 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
  - 5 2. Black shall successfully complete a Commission approved training related to
  - 6 student / educator boundaries within the first year of probation.
  - 7

8 Violation of any term or condition of probation shall constitute an independent basis

9 for the Commission to revoke Black's teaching license or otherwise impose discipline, after

10 first providing Black with notice and opportunity for hearing.

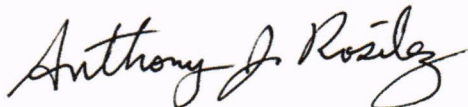
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13 IT IS SO ORDERED THIS 6<sup>th</sup> day of April, 2020.

14

15 TEACHER STANDARDS AND PRACTICES COMMISSION

16 

17 By: \_\_\_\_\_

18 Dr. Anthony Rosilez, Executive Director

19

20 NOTICE OF APPEAL OR RIGHTS

21

22 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW

23 MAY BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM

24 THE SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE

25 PROVISIONS OF ORS 18382 TO THE OREGON COURT OF APPEALS.