

1 **STIPULATION OF FACT**

2 1. Steven R. Baker has been licensed by the Commission since August 31, 2007. Baker holds a
3 Professional Teaching License, with endorsement in Special Education: Generalist (PK-12),
4 valid from January 23, 2017, through January 22, 2022. During all relevant times, Baker was
5 employed by the North Bend School District (NBSD).

6
7 2. On January 6, 2020, the Commission received a report from the NBSD indicating Baker may
8 have committed acts which constitute gross neglect of duty and/or gross unfitness. The
9 report alleged Baker engaged in inappropriate teacher/student boundaries with students at
10 North Bay Elementary School.

11
12 3. Investigation found that that on June 8, 2016, Baker was given a reprimand by the NBSD for
13 showing favoritism to a female, fifth-grade student at North Bay Elementary School by
14 escorting the student to and from the bus, providing snacks for the student, purchasing gifts
15 for the student, and hugging multiple students. On May 10, 2019, Baker met with the school
16 principal and was given expectations about not hugging students, keeping non-life skill
17 students from visiting his classroom, and only visiting with life-skill students in a general
18 education classroom after a request for Baker’s assistance had been made to the office.

19
20 In December 2019, Baker was serving as a substitute in multiple classrooms in the building
21 and serving on dismissal bus duty. As a special education teacher, Baker had duties involving
22 student contact in general education classes all over the building.

23
24 On January 6, 2020, the parent of a female, fifth-grade student at NBES reported to the
25 principal that Baker was acting inappropriately with her daughter. Baker indicated in
26 meetings with the District that the student had introduced him to her mother and step-
27 mother at school events. Witnesses reported that in December 2019, Baker was walking
28 down the hallway with the student, who was not in any of his classes, holding the student’s
29 hand on multiple occasions, making a heart-shaped sign with his hands and directing it at
30 this student, giving hugs to this student and blowing kisses to the student. These
31 observations were supported by video from the schools security cameras. Baker reported in
32 meetings with the District that what appeared to be him blowing kisses on the video was him
33 performing the American Sign Language sign for “thank you.” Witnesses and security video
34 also found Baker behaved in the same manner with other students. On March 16, 2020,
35 Baker signed a separation agreement with the NBSD.

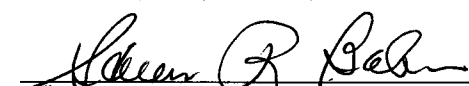
1 4. In late October 2020, a Commission investigator made contact with Baker by letter sent US
2 First Class and Certified Mail. The letter requested Baker contact the investigator to
3 schedule an interview and that failing to cooperate in an investigation could result in
4 discipline. On December 8, 2020, Baker sent the investigator a letter indicating Baker would
5 not participate in an interview and that he understood there were potential consequences for
6 not interviewing.

7 ///

8 ///

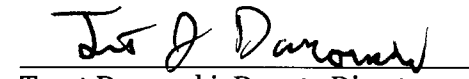
9 ///

10 IT IS SO STIPULATED:

11 
12 _____
Steven R. Baker

05.05.2021

Date

13 
14 _____
Trent Danowski, Deputy Director
15 Teacher Standards and Practices Commission

05/10/2021

Date

16
17 **CONCLUSIONS OF LAW**

18 Steven R. Baker's described above constitutes gross neglect of duty in violation of ORS
19 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize*
20 *the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5)
21 (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable*
22 *rules and regulations*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(b)
23 (*Refrain from exploiting professional relationships with any student for personal gain, or in*
24 *support of persons or issues*), OAR 584-020-0035(1)(c)(A) (*Not demonstrating or expressing*
25 *professionally inappropriate interest in a student's personal life*), and OAR 584-020-
26 0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and*
27 *conversations at all times*), and 584-020-0040(4)(p) (*Subject to the exercise of any legal right*
28 *or privilege, failure or refusal by an educator under investigation to respond to requests for*
29 *information, to furnish documents or to participate in interviews with a Commission*
30 *representative relating to a Commission investigation*).

31
32 The Commission's authority to impose discipline in this matter is based upon ORS
33 342.175.
34

1 **FINAL ORDER**

2 The Commission hereby revokes Baker's Oregon educator license.

3
4 IT IS SO ORDERED THIS 22 day of June, 2021.

5 TEACHER STANDARDS AND PRACTICES COMMISSION

6
7
8 By: 

9 Dr. Anthony Rosilez, Executive Director

10
11
12 **NOTICE OF APPEAL OR RIGHTS**

13
14 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY
15 BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE
16 SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF
17 ORS 183.482 TO THE OREGON COURT OF APPEALS.