1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 4 In the Matter of the STIPULATION OF FACTS AND 5 6 **Educator License of** FINAL ORDER OF REVOCATION STEVEN R. BAKER 7 8 On January 6, 2020, the Teacher Standards and Practices Commission (Commission) 9 received a report from the North Bend School District indicating Steven R. Baker (Baker) may 10 have committed an act of gross neglect of duty and/or gross unfitness, specifically, that Baker 11 engaged in inappropriate teacher/student boundaries with students. 12 After review of the matters alleged, Baker and the Commission agree that their respective 13 interests, together with the public interest, are best served by a stipulation to certain facts and 14 the revocation of Baker's Oregon educator license. 15 This Order sets forth the facts upon which the parties have agreed and the sanction to be 16 imposed. Baker stipulates that there are sufficient evidence contained in the Commission's files 17 and records to support the findings of fact and conclusions of law set forth below. In entering 18 into this stipulation, Baker waives the right to a hearing to contest the findings of fact, 19 conclusions of law and order set forth below. 20 By signing below, Baker acknowledges, understands, stipulates, and agrees to the 21 following: (i) he has been fully advised of his rights to notice and a hearing to contest the 22 findings of fact, conclusions of law, and order set forth below, and fully and finally waives all 23 such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final 24 Order of Revocation (Stipulation and Final Order); (ii) this Stipulation and Final Order is a 25 public document and disclosed to the public upon request by the Commission; (iii) this 26 Stipulation and Final Order is contingent upon and subject to approval and adoption by the 27 Commission. If the Commission does not approve and adopt this Stipulation and Final Order, 28 then neither Baker nor the Commission are bound by the terms herein; (iv) he has fully read this 29 Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force 30 or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the

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

Stipulated Final Order below; (vi) he states that no promise or representation has been made to

Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

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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).
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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.
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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.
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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.
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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

Baker signed a separation agreement with the NBSD.

performing the American Sign Language sign for "thank you." Witnesses and security video

also found Baker behaved in the same manner with other students. On March 16, 2020,

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I	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.
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10	IT IS SO STIPULATED:
11 12	Steven R. Baker Date Date
13 14 15	Trent Danowski, Deputy Director Teacher Standards and Practices Commission Date Date
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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)(0) 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).
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32	The Commission's authority to impose discipline in this matter is based upon ORS
33	342.175.
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1	FINAL ORDER
2	The Commission hereby revokes Baker's Oregon educator license.
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4	IT IS SO ORDERED THIS day of June, 2021.
5	TEACHER STANDARDS AND PRACTICES COMMISSION
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8	By:
9	Dr. Anthony Rosilez, Executive Director
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12	NOTICE OF APPEAL OR RIGHTS
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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.