## 1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 4 In the Matter of the STIPULATION OF FACTS AND 5 ) Educator License of FINAL ORDER OF REVOCATION 6 CHARLES T. KEADY 7 8 On September 1, 2020, the Teacher Standards and Practices Commission (Commission) 9 received a report from the Brookings-Harbor School District indicating Charles T. Keady 10 (Keady) may have committed acts of gross neglect of duty and/or gross unfitness, specifically, that in 2013, while teaching in Nevada, Keady engaged in inappropriate teacher/student 11 12 boundaries and physical contact with a student. 13 After review of the matters alleged, Keady and the Commission agree that their 14 respective interests, together with the public interest, are best served by a stipulation to certain 15 facts and revocation of Keady's Oregon educator license. 16 This Order sets forth the facts upon which the parties have agreed and the sanction to be 17 imposed. Keady stipulates that there are sufficient evidence contained in the Commission's files 18 and records to support the findings of fact and conclusions of law set forth below. In entering 19 into this stipulation, Keady waives the right to a hearing to contest the findings of fact, 20 conclusions of law and order set forth below. 21 By signing below, Keady acknowledges, understands, stipulates, and agrees to the 22 following: (i) he has been fully advised of his rights to notice and a hearing to contest the 23 findings of fact, conclusions of law, and order set forth below, and fully and finally waives all 24 such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final 25 Order of Revocation (Stipulation and Final Order); (ii) this Stipulation and Final Order is a 26 public document and disclosed to the public upon request by the Commission; (iii) this 27 Stipulation and Final Order is contingent upon and subject to approval and adoption by the 28 Commission. If the Commission does not approve and adopt this Stipulation and Final Order, 29 then neither Keady nor the Commission are bound by the terms herein; (iv) he has fully read 30 this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any 31 force or duress, enters into this Stipulation and Final Order and consents to issuance and entry

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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.

## 1 STIPULATION OF FACT 2 1. The Commission has licensed Charles T. Keady since January 9, 2017. Keady holds a Preliminary Teaching License, with an endorsement in Social Studies (PK-12), valid from 3 4 December 12, 2019, through March 5, 2023. 5 2. On September 1, 2020, the Commission received a report from the BHSD indicating Keady 6 may have committed acts which constitute gross neglect of duty and/or gross unfitness. 7 8 Specifically the report alleged inappropriate teacher/student boundaries and physical 9 contact seven years ago by Keady, with a sixteen (16) year-old female student, when Keady 10 was a teacher in Nevada. 11 3. Investigation determined that in the fall of 2013, Keady began tutoring one of his former 12 13 students at Silverland Middle School in Fernley, Nevada. The former student, EM, was a sixteen (16) year-old female high school student. EM reported that during her final tutoring 14 15 session with Keady, Keady inappropriately touched her in his classroom. 16 4. On March 19, 2015, Keady was placed on administrative leave by the Lyon County School 17 18 District after the district learned of allegations involving inappropriate conduct by Keady with EM. While under investigation by both the Lyon County School District and local law 19 20 enforcement, Keady resigned his position. During law enforcements investigation, Keady 21 denied the allegations. The Lyon County District Attorney declined to pursue criminal 22 charges against Keady. 23 24 5. On October 16, 2016, Keady submitted a signed application for a Preliminary Teaching License with the Commission. On the application was a series of character questions for 25 which Keady answered "No", including the following questions: 26 27 28 "Have you ever left any educational or school-related employment, voluntarily 29 or involuntarily, while the subject of or within the six months following an inquiry, review or investigation of alleged misconduct? Have you ever left an 30 educational or school-related employment when you had reason to be believe an 31

3. "Have you ever been placed on leave by your employer for any alleged misconduct?"

investigation for misconduct was underway or imminent?"

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Keady failed to acknowledge and explain his being placed on administrative leave and leaving school-related employment while under investigation on his Oregon Initial Teaching License application.

- 6. On November 22, 2019, Keady submitted an online application for renewal of his license with the Commission. Keady answered all the character question on the application "No" including the questions listed in item 5 above. Keady failed to acknowledge and explain his being placed on administrative leave and leaving school-related employment while under investigation on his Oregon teaching license renewal application.
- 7. During the Commission's investigation, Keady was asked by the investigator to assist in providing documents and to be interviewed. On September 19, 2020, Keady provided the investigator a signed release for his personnel records from the Lyon County School District. Keady scheduled an interview for November 3, 2020. On November 2, 2020, Keady's legal counsel contacted the investigator and informed them Keady was declining/refusing to be interviewed. Keady's legal counsel was advised that Keady's refusal to participate in an interview could lead to further discipline

Trent Danowski, Deputy Director
Teacher Standards and Practices Commission

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## CONCLUSIONS OF LAW

Charles T. Keady's 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) and OAR 584-020-0040(4)(0) as it incorporates, OAR 584-020-0035(1)(c)(A) (Not demonstrating or expressing professionally inappropriate interest in a student's personal life); OAR 584-020-0035(1)(c)(D) (Honoring appropriate adult boundaries with students in conduct and conversations at all times); OAR 584-020-0040(4)(f) (Any sexual conduct with a student); OAR 584-020-0040(4)(c) (Falsification of any document or knowing misrepresentation directly related to licensure, employment, or professional duties); OAR 584-

1	020-0040(4)(p) (Subject to the exercise of any legal right or privilege, failure or refusal by an
2	educator under investigation to respond to requests for information, to furnish documents or
3	to participate in interviews with a Commission representative relating to a Commission
4	investigation).
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6	The Commission's authority to impose discipline in this matter is based upon ORS
7	342.175.
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9	FINAL ORDER
10	The Commission hereby revokes Charles T. Keady's Oregon educator license.
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12	IT IS SO ORDERED THIS day of February, 2022.
13	TEACHER STANDARDS AND PRACTICES COMMISSION
14 15 16 17	By: Dr. Anthony Rosilez, Executive Director
18 19	
20	NOTICE OF APPEAL OR RIGHTS
21	YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY
22 23	BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE
23 24 25	SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF ORS 183.482 TO THE OREGON COURT OF APPEALS