



1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of  
2 the Stipulated Final Order below.

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#### STIPULATION OF FACTS

5 1. The Commission has licensed Goulter-Allen since May 7, 1999. Goulter-Allen  
6 holds a Professional Teaching License, with endorsements in Agricultural  
7 Science (PK-12), Agricultural Science & Technology (CTE) (PK-12) and  
8 English to Speakers of Other Languages (PK-12); valid from October 16, 2019  
9 to October 15, 2024. During all relevant times, Goulter-Allen was employed by  
10 the North Santiam School District (NSSD).

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13 2. On September 20, 2022, TSPC received a School District Misconduct Report  
14 from NSSD Human Resource Director Danielle Blackwell (Blackwell) alleging  
15 professional misconduct against Goulter-Allen, a teacher and Future Farmers  
16 of America (FFA) advisor for the NSSD at Stayton High School (SHS). The  
17 report specifically alleged that Goulter-Allen failed to take steps to stop  
18 another adult from making sexually harassing statements and sharing  
19 inappropriate jokes with FFA students that she was charged with supervising/  
20 protecting at supervising at the Oregon State Fair.

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22 3. According to NSSD records and TSPC's investigation, the following events  
23 were substantiated:

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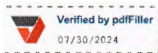
- 25 • On August 28, 2022 SHS Principal Vickey Storey (Storey) received a  
26 complaint from the parent of an FFA student who had attended the  
27 Oregon State Fair under your supervision.
- 28 • The parent reported that Goulter-Allen's husband, LA, who was  
29 present at the fair with Goulter-Allen on August 28, 2022, had made  
30 inappropriate comments to her daughter, HJ.
- 31 • NSSD administrators interviewed HJ on September 1, 2022, and she  
32 reported that LA showed her several items on his phone, including a  
33 cartoon picture of a condom and a face mask where the condom says to  
34 the face mask "don't worry they don't wear me either."
- 35 • HJ also reported that LA told her that he'd made Goulter-Allen get a  
36 nose ring, and then said "everyone looks hotter with a nose ring." HJ  
37 reported that LA then looked her up and down and said "hell you  
38 would be a hell of a lot hotter with a nose ring."
- 39 • HJ reported that she did not respond to LA's comment, and then LA  
40 hugged her arm and laughed. HJ reported that LA and Goulter-Allen  
41 left to get food, and as LA walked away he looked at her arm and said  
42 "oh my god, I am going to get a disease now." HJ reported that  
43 Goulter-Allen heard this comment and told LA to "be nice." (HJ has a  
44 skin condition on the arm LA hugged.)
- 45 • HJ reported that when LA and Goulter-Allen returned from getting

- 1 food, Goulter-Allen did not apologize to her for LA's comments but  
2 instead said that her son was way more "perverted" than LA.
- 3 • HJ reported that she moved her chair away from where LA was sitting,  
4 but that he moved his chair over to her new location to be closer to her.
  - 5 • HJ reported that LA then showed her a photo of his daughter and  
6 asked HJ "isn't she hot?"
  - 7 • HJ reported that LA then showed her photos of cars on his phone, and  
8 then showed her another cartoon photo of a heavysset woman in a  
9 swimsuit with the caption "I found out what body type I like...an  
10 hourglass body with an extra hour."
  - 11 • HJ reported that after LA showed her this photo, he said "I don't know  
12 if you can tell, but I like bigger women."
  - 13 • HJ reported that LA then proceeded to look her up and down again,  
14 multiple times and gave her "sexual eyes."
  - 15 • HJ reported that she and a few other FFA students spoke to Goulter-  
16 Allen about LA's comment that HJ would look hotter with a nose ring  
17 on August 29, 2022. It was reported that Goulter-Allen told HJ and the  
18 students present "oh he says that about everyone."
  - 19 • Subsequent interviews with other students and parents that were at the  
20 fair corroborated HJ's statements.
  - 21 • The NSSD interviewed Goulter-Allen about this matter, and during the  
22 interview Goulter-Allen denied hearing LA making any sexualized  
23 statements to any of her students, including HJ. Goulter-Allen  
24 reported that if she had heard LA say something inappropriate, she  
25 would have stopped it. Goulter-Allen also reported that she was not  
26 aware that LA had showed students inappropriate cartoons on his  
27 phone, but did admit that LA can be inappropriate at times.
  - 28 • On September 20, 2022, Goulter-Allen received a Letter of Suspension  
29 from the NSSD. Goulter-Allen was issued seven days of unpaid  
30 suspension and removed from her position as FFA advisor.  
31 Additionally, LA was trespassed from all NSSD facilities and  
32 properties.
- 33  
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- 35 4. On October 19, 2023, TSPC received a School District Misconduct Report  
36 from NSSD Human Resource Director Danielle Blackwell (Blackwell) alleging  
37 professional misconduct against Goulter-Allen, a teacher at Stayton High  
38 School (SHS) in the NSSD. The report specifically alleged that Goulter-Allen  
39 had used the "n-word" in class while acting as a substitute teacher on  
40 September 20, 2023.
- 41  
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- 43 5. According to district documents and the TSPC investigation, the following  
44 events related to the above allegations were substantiated:
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46
- On September 20, 2023, SHS Vice Principal Joe Traeger (Traeger)

- 1 received a complaint that Goulter-Allen had used the “n-word” while  
2 acting as a substitute teacher for a colleague’s 6<sup>th</sup> and 7<sup>th</sup> period class.
- 3 • On September 21, 2023 Traeger interviewed five (5) students who were  
4 present in the class during the timeframe in question. According to the  
5 students who were interviewed, during the last five minutes of class one  
6 student took out his phone and turned the volume on. When the student  
7 opened his social media account, the first video he played said the “n-  
8 word.”
  - 9 • It was reported that Goulter-Allen corrected the student for having his  
10 volume up and for playing a video with the (n-word) in class.
  - 11 • After this interaction with the student, Goulter-Allen reportedly told the  
12 class a story about a previous student who was African American who  
13 would use the “n-word” in the halls at school.
  - 14 • A student in the class asked Goulter-Allen for clarification on the word  
15 that was used, and Goulter-Allen replied with “what’s up my n---er (racial  
16 epithet).”
  - 17 • Students reported that there was an “obvious” and visceral reaction by the  
18 students in the class, and some students attempted to get Goulter-Allen to  
19 repeat the word so they could record her saying it on their phones.
  - 20 • Students reported that one student told Goulter-Allen he was going to go  
21 to the office to report what she had said to administration.
  - 22 • Students reported that Goulter-Allen told that student that “no, you need a  
23 pass to go to the office and I’m not going to write you one.” Goulter-Allen  
24 then told the class that she really hadn’t said the word, she was just  
25 repeating it.
  - 26 • After interviewing students, Goulter-Allen was placed on administrative  
27 leave.
  - 28 • On September 27, 2023, Goulter-Allen was interviewed by NSSD  
29 administration regarding this matter. During the interview Goulter-Allen  
30 reported that the student’s statements about the incident was “pretty  
31 accurate.”
  - 32 • During Goulter-Allen’s interview with NSSD administration, she admitted  
33 to using the n-word, but stated she was trying to use it as a teachable  
34 moment, though sje acknowledged it was wrong to use the word. Goulter-  
35 Allen reported that in hindsight, she should have just said “n-word” rather  
36 than using the actual word itself. Additionally, Goulter-Allen reported that  
37 when the student said he was going to report the incident to  
38 administration, she stated that she should have gone straight to  
39 administration to discuss the incident.
  - 40 • On January 10, 2024 Goulter-Allen resigned from the NSSD in lieu of  
41 termination via a Resignation Agreement.
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43 IT IS SO STIPULATED:

44 *Amy K. Goulter-Allen*

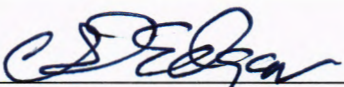


07/30/24

45 Amy K. Goulter-Allen

Date

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Cristina Edgar, Professional Practices Director  
Teacher Standards and Practices Commission

7/30/2024  
Date

**CONCLUSION OF LAW**

*The conduct described in sections two (2), three (3), four (4), and five (5) 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 584-020-0020(2)(d) (Skill in the supervision of students), OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations), and OAR 584-020-0010(1) and OAR 584-020-0040(4)(o) 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 thirty (30) day suspension and three (3) years of probation on Amy K. Goulter-Allen’s Oregon educator license.

Issued and dated this 21 day of August, 2024.

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

By   
Melissa Goff, Executive Director