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BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION  
OF THE STATE OF OREGON

In the Matter of the ) STIPULATION OF FACTS AND  
Educator License of ) FINAL ORDER OF  
HEATHER E. HUGHES ) PUBLIC REPRIMAND

On January 5, 2023, the Teacher Standards and Practices Commission (Commission) received a misconduct report from the Roseburg School District (RSD), alleging possible professional misconduct on the part of licensed educator, Heather E. Hughes (Hughes).

After review of the matters alleged, Hughes and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a Public Reprimand upon Hughes' teaching license.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Hughes stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Hughes waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Hughes acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Revocation (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Hughes nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) she states that no promise or representation has been made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to her rights thereto, or waives any and all rights to consult with an

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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4 **STIPULATION OF FACTS**

- 5
- 6 1) The Commission has licensed Hughes since May 14, 2002. Hughes holds a  
7 Professional Teaching License, with an endorsement in Elementary: Multiple  
8 Subjects (PK-12), valid from January 22, 2021, through June 16, 2026. During all  
9 relevant times, Hughes was employed by the RSD.
- 10
- 11 2) On January 4, 2023, the Director of Human Resources (HR) for the RSD, Robert  
12 Freeman (Freeman), filed a school district misconduct report with TSPC. The  
13 misconduct report alleged that on or about December 15, 2022, Hughes duct  
14 taped a fourth-grade student, (LM) to his chair during class. Additionally, it was  
15 also alleged that Hughes did not notify school administration or the LM's parents  
16 about the incident. LM's parents contacted the district on or about December 16,  
17 2022 and reported the matter to district administration and removed LM from  
18 school.
- 19
- 20 3) According to RSD documents, the following occurred in relation to the above-  
21 listed allegations:
- 22
- 23 • On or about December 16, 2022, Hucrest Elementary School (HES) Principal  
24 Don Schrader (Schrader) was informed by LM's parents that LM had been  
25 duct taped to his chair by Hughes during class on or about December 15,  
26 2022.
  - 27 • Schrader notified RSD HR Director Freeman of the allegation.
  - 28 • Hughes and her union representative met with Freeman to discuss the matter  
29 at on or about December 20, 2022.
  - 30 • During that meeting Hughes admitted to using approximately 2 feet of duct  
31 tape to "loosely" tape LM's thighs to his chair due to him being disruptive in  
32 class and refusing to remain seated.

- 1 • Hughes reported that LM was continuously sliding out of his chair which was
- 2 negatively affecting other student's behavior in the class.
- 3 • Hughes reported that LM was taped to his chair for no more than 15 minutes.
- 4 • Hughes additionally reported that she did apply a second piece of tape (also
- 5 across LM's lap) when LM began to tear the original piece.
- 6 • Hughes reported that at the end of the class period she cut LM out of the tape
- 7 and released him.
- 8 • The RSD investigation did not substantiate that Hughes failed to report this
- 9 incident to LM's parents or the school district administration.
- 10 • On January 19, 2023, Hughes resigned her position with RSD via a Separation
- 11 Agreement.

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13 4) On April 17, 2023, Hughes interviewed with TSPC investigative staff via

14 telephone. Present during the interview was her attorney, Caitlin Kaufmann.

15 During the interview Hughes confirmed the above-listed events were accurate

16 and correct. Hughes reported that she had placed duct tape across student LM's

17 lap for approximately 15 minutes. Hughes reported that in brainstorming how to

18 effectively manage LM's disruptive behavior in class, she remembered that early

19 in her career while employed with a different school, the use of "seatbelts" had

20 been an accepted practice. Hughes reported that "seatbelts" involved securing a

21 student to his seat to help promote safety and learning. Hughes reported that

22 when she remembered this technique, she got the idea of using duct tape as a

23 "learning seatbelt." for LM. Hughes reported that after freeing LM from the chair,

24 she had asked him what he had thought about the seatbelt and asked him if he

25 could pay more attention and be focused. Hughes reported that LM replied "I

26 don't know." Hughes concluded the TSPC interview by reporting that she

27 regretted her actions and admitted that the seatbelt idea for LM was a mistake.

28 Hughes also reported that she takes full responsibility for what happened and

29 stated that it will never happen again.


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31 IT IS SO STIPULATED:

Heather Hughes

02 / 27 / 2024

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Heather E. Hughes  
  
Cristina Edgar, Deputy Director  
Teacher Standards and Practices Commission

Date  
3/7/2024  
Date

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**CONCLUSION OF LAW**

The conduct described in sections two (2), and three (3) 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 584-020-0040(4)(d) (*Unreasonable physical force against students, fellow employees, or visitors to the school, except as permitted under ORS 339.250*).

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

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**ORDER**

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The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand upon Heather E. Hughes' Oregon educator license.

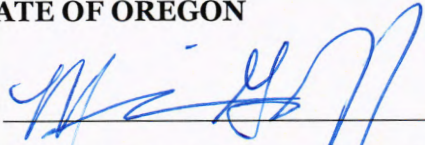
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Issued and dated this 15<sup>th</sup> day of April, 2024.

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

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By   
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Melisaa Goff, Interim Executive Director

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