

1 advised with regard to his rights thereto, or waives any and all rights to consult with an attorney prior
2 to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order
3 below.

4 **STIPULATION OF FACTS**

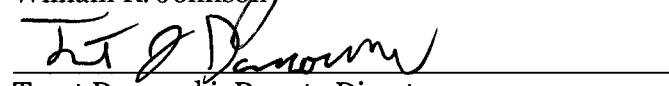
- 5 1) Johnson has been licensed as an Educator in Oregon since August 13, 1999. Johnson holds a
6 Professional Teaching License, with endorsements in English Language Arts (PK-12) and Drama
7 (PK-12), valid from November 20, 2015 through November 19, 2020. Johnson also holds an Initial
8 Administrator license, with an endorsement in Administrator (ALL LVL), which is valid from
9 September 23, 2015, through November 19, 2018. During all relevant times, Johnson was
10 employed by the Hillsboro School District (HSD).
- 11 2) On July 2, 2017, the Commission received multiple reports from a single patron alleging
12 unprofessional conduct on Johnson's part. Specifically, that Johnson communicated
13 inappropriately with students via text messaging/social media. Patron also reported Johnson
14 made multiple inappropriate comments to a classroom of students for 50 minutes while he
15 lectured them about social media bullying. On July 31, 2017, the Commission received an additional
16 patron complaint from a former student who also complained Johnson engaged in inappropriate
17 communications with students.
- 18 3) Investigation determined that between March 15 and April 7, 2017, Johnson sent inappropriate
19 text message or instant messages to a group of six students and one other adult. The message
20 group was formed to help organize participants of a school sponsored state drama trip. While
21 several of the group messages addressed trip planning and logistics, many also including joking
22 banter among several of the group members. A review of these messages indicates Johnson
23 participated in the banter with students, sent approximately 26 inappropriate messages, and many
24 more that had no academic or field trip relevance. When interviewed about the messages,
25 Johnson admitted they were inappropriate and inexcusable. HSD found that Johnson's conduct
26 violated school district policies.

- 1 4) Investigation determined that on April 11, 2017, Johnson lectured approximately 26 students for
2 nearly 51 minutes about social media bullying. This lecture was in response to a social media
3 bullying incident that had involved several of the students present for the lecture. One student
4 covertly recorded Johnson's lecture and later reported it to school officials. Witnesses reported
5 Johnson had been visibly angry, pounded his fist into the stage, and that Johnson threw his
6 phone. Students reported Johnson made them uncomfortable, scared, surprised and awkward
7 during his "rant". Witnesses stated Johnson repeatedly and frequently used profanity during his
8 lecture. When interviewed about the lecture, Johnson admitted that, although his effort to stop the
9 bullying was well-intentioned, he became overly emotional, and his lecture was unprofessional and
10 an error in judgement. Johnson informed investigators he had been under extreme stress in his
11 personal life due to the passing of his former wife and mother of his young children, with whom he
12 remained very close. Johnson and his medical provider maintain that his high stress and grief
13 caused him to act out of character in the preceding days and weeks. HSD found Johnson's conduct
14 related to the unprofessional lecture violated school district policies.
- 15 5) HSD received many letters of support for Johnson from current and former students, parents, and
16 colleagues reflecting Johnson's strengths as a teacher and role model. Several students
17 commented on the significant positive influence he had on their lives.

18
19 IT IS SO STIPULATED:

20 
21 William R. Johnson

7/31/18
Date

22 
23 Trent Danowski, Deputy Director
24 Teacher Standards and Practices Commission

8/7/18
Date

25 ///

26 ///

27 ///

28 ///

1 **CONCLUSIONS OF LAW**

2 William R. Johnson’s conduct described above constitutes gross neglect of duty in violation of
3 ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use*
4 *professional judgment*), OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and*
5 *respect for each individual*, OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules*
6 *and regulations*), OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students,*
7 *staff, parents, and other patrons*); and OAR 584-020-0040(4)(o) as it incorporates, OAR 584-020-
8 0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations*
9 *at all times*).

10 The Commission’s authority to impose discipline in this matter is based upon ORS 342.175.
11

12 **ORDER**
13

14 The Commission hereby adopts and incorporates herein the above stipulation of facts,
15 conclusions of law, and based thereon hereby imposes a thirty (30) day suspension upon Johnson’s
16 Oregon educator license as follows:

17 William R. Johnson’s Oregon educator license is hereby suspended for thirty (30) days
18 following the adoption of this order.

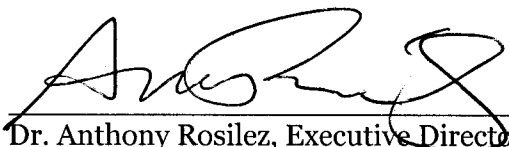
19 Furthermore, the Commission imposes a two (2) year period of probation upon Johnson to
20 commence upon reinstatement of his Oregon educator license and subject to the following terms and
21 conditions of probation:

- 22 1. Johnson shall comply with the Standards for Competent and Ethical Performance of
23 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
- 24 2. Johnson will successfully complete a Commission approved training related to student
25 - teacher boundaries within the first year of probation.

26 Violation of any term or condition of probation shall constitute an independent basis for the
27 Commission to revoke Johnson’s Oregon educator license or otherwise impose discipline, after first
28 providing Johnson with notice and opportunity for hearing.
29

30 IT IS SO ORDERED this 13 day of August, 2018.

31 TEACHER STANDARDS AND PRACTICES COMMISSION

32
33 By: 
34 Dr. Anthony Rosilez, Executive Director