BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 1 OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS, Administrative License of SURRENDER AND 5 RICHARD WAYNE KNODE ORDER OF REVOCATION 6 On or about January 27, 2005, the Teacher Standards and Practices Commission 7 (Commission) received a report from Steve Swisher, Superintendent, Crook County School District, indicating that Richard Wayne Knode (Knode) resigned during the District's 8 9 investigation of a sexual harassment complaint. 10 Mr. Knode fully cooperated with the Commission's investigation. After review of the 11 matters alleged, Mr. Knode and the Commission agree that their respective interests, together 12 with the public interest, are best served by a stipulation to certain facts and voluntary surrender 13 of his Administrative license as per OAR 584-050-0027. 14 This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Mr. Knode stipulates that there are sufficient facts contained in the Commission's 16 files and records to support the findings of fact and conclusions of law set forth below. In 17 entering into this stipulation, Mr. Knode waives the right to a hearing to contest the finding of 18 fact, conclusion of law and order set forth below. Mr. Knode understands that the Commission 19 will revoke his teaching license effective November 4, 2005. 20 This stipulation is contingent upon approval and adoption of the Order by the 21 Commission. If the Commission does not adopt this Order, neither Mr. Knode nor the 22 Commission are bound by these Stipulations and Mr. Knode retains all rights to a hearing on the 23 allegations. 24 STIPULATION OF FACTS 25 1. Mr. Knode has been licensed by the Commission since March 15, 1973. 26 Mr. Knode holds a Standard Administrative License issued March 11, 2003, valid through May 19, 2008, with a Standard Administrator Endorsement. Page 1 STIPULATION OF FACTS, SURRENDER AND ORDER OF REVOCATION - KNODE

1	<ol><li>Mr. Knode was employed by Crook County School District as Principal of Crook</li></ol>
2	County High School beginning in August of 2003. Mr. Knode resigned on January 13, 2005.
3	3. During the 2004-2005 school year Mr. Knode subjected a female educator, whom he
4	directly supervised, to sexual advances together with verbal and physical conduct of a sexual
5	nature.
6	IT IS SO STIPULATED:
7 8	Richard Wayne Knode  Date  11-14-05  Victoria Chamberlain, Executive Director.
9 10 11	Victoria Chamberlain, Executive Director Teacher Standards and Practices Commission
12	CONCLUSION OF LAW
13	Richard Wayne Knode's behavior toward a female educator whom he supervised at
14	Crook County High School violated OAR 584-020-0040(4)(I), by creating an intimidating, hostile
15	and offensive working environment. This conduct constitutes Gross Neglect of Duty. The
16	Commission's authority to impose discipline in this matter is based upon ORS 342.175.
17	ORDER
18	The Commission accepts the voluntary surrender of Richard Wayne Knode's
19	Administrative License and hereby revokes said license.
20	IT IS SO ORDERED this 4 day of November, 2005.
21	TEACHER STANDARDS AND PRACTICES COMMISSION
22	
23 24	By: Wictoria Chamberlain, Executive Director
25	APPROVED AS TO FORM
26 27	James M. Brown, OSB# 67012
	Attorney for Richard Wayne Knode [100505]
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