

1 Witnesses advised that English made this comment two times in the presence of the
2 entire classroom, which included at least one African-American student. In response
3 to the school district's investigation, English generally admitted to making the
4 comment but advised he used the term "Black chick groove" and was intending to
5 transition the subject to discuss stereotypes but was unable to before class time ran
6 out.

7 b. On February 10, 2016, a Commission investigator requested that English participate
8 in an interview regarding the allegation. English responded stating that he would be
9 refusing to be interviewed despite the possibility he could be in violation of
10 Commission rules that require interview participation.

11 3. In November 2014, English resigned his employment with Fern Ridge School District.
12

13 CONCLUSIONS OF LAW

14 English's conduct described above constitutes gross neglect of duty in violation of ORS
15 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the*
16 *worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use*
17 *professional judgment*), OAR 584-020-0025(1) (*The competent educator is a person who*
18 *understands students and is able to relate to them in constructive and culturally competent ways.*
19 *The competent educator establishes and maintains good rapport*), OAR 584-020-0030(2)(b) (*Skill*
20 *in communicating with administrators, students, staff, parents, and other patrons*); and OAR 584-
21 020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult*
22 *boundaries with students in conduct and conversations at all times*).

23
24 The Commission's authority to impose discipline in this matter is based upon ORS 342.175.
25

26 FINAL ORDER

27
28 The Commission hereby suspends Michael John English's Oregon educator license for a
29 period of thirty (30) days, to begin upon the date this order is signed and in effect. In addition, the
30 Commission places English on probation for a period of four years to commence upon reinstatement
31 of his Oregon educator license. This probation period is subject to the following terms and
32 conditions:

- 33 1. English shall comply with the Standards for Competent and Ethical Performance of
34 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

1 2. English will submit proof that he successfully completed a Commission approved
2 course on cultural competency prior to any reinstatement.

3
4 Violation of any term or condition of probation shall constitute an independent basis for the
5 Commission to revoke English's Oregon educator license or otherwise impose discipline, after first
6 providing English with notice and opportunity for hearing.

7
8 IT IS SO ORDERED THIS 27th day of October, 2016.

9 TEACHER STANDARDS AND PRACTICES COMMISSION

10 By: Monica Beane
11 Monica Beane, Executive Director

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13
14 NOTICE OF APPEAL OR RIGHTS

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16
17 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY BE
18 OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE SERVICE OF
19 THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF ORS 183.482 TO
20 THE OREGON COURT OF APPEALS.

CERTIFICATE OF MAILING

I hereby certify that I served the foregoing notice of final order, certified by me as such, by mailing U.S. First Class Mail and U.S. Certified Mail—Return Receipt Requested, addressed to:

Michael John English
82930 Rattlesnake RD
Dexter, OR 97431-9805

Dated this 27th day of October, 2016.

By: Patty Sheldon
Patty Sheldon
Investigative Assistant