

1 Endorsements/Authorizations to his license are: Special Educator-Early Childhood and
2 Elementary; Special Educator- Middle and High School; and Art Middle and High School.

3 2. Mr. Davis completed a teacher education program at the College of
4 Education, University of Arizona on May 11, 1996. Although Mr. Davis is licensed to
5 teach in Arizona, he had no experience as a licensed educator, teaching in a public
6 school until he began his employment with South Coast ESD on or about August 24,
7 1999. Mr. Davis resigned his teaching position with South Coast ESD in lieu of
8 termination on March 14, 2000.

9 3. Mr. Davis admits the use of non-conventional methods or overly aggressive
10 non-verbal cues that may have caused physical discomfort to students in his classroom.
11 Mr. Davis will use only conventional methods and hand over hand non-verbal cues to
12 physically assist or communicate with Special Education students in the future.

13 4. Mr. Davis admits violating district policy and Standards of Competent and
14 Ethical Performance of Oregon Educators by screaming and yelling profanity at Wendy
15 Bavard, a staff member, in an angry manner on February 4, 2000.

16 5. Mr. Davis admits violating district policy and Standards of Competent and
17 Ethical Performance of Oregon Educators by screaming and yelling profanity at Teresa
18 Gibbs, a staff member, in an angry manner on February 15, 2000.

19 6. Mr. Davis admits that on several occasions during the 1999-2000 school year
20 he threatened to knock a Special Education student, GF, over the head with a 2 x 4
21 and/or tie the student upside down, put molasses on his body and let birds peck on him.
22 Although, Mr. Davis maintains that he made these statements jokingly he realizes that
23 these statements are inappropriate and will not make such statements to students in the
24 future.

1 7. Mr. Davis accepts responsibility for his behavior and acknowledges his
2 behavior was inappropriate.

3 **CONCLUSION OF LAW**

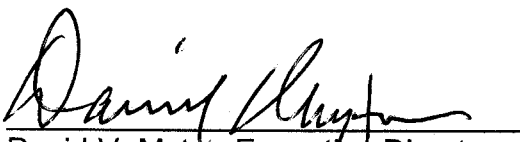
4 By yelling and using profanity in communicating to staff, Mr. Davis failed to
5 demonstrate a commitment to use professional judgment and competency in human
6 relations and communicating with a staff in violation of OAR 584-020-0010(5) and OAR
7 584-020-0030(2)(b). Mr. Davis failed to demonstrate a commitment to use professional
8 judgement and demonstrate competency in human relations and communicating with a
9 student when he threatened GF with bodily harm in violation of OAR 584-020-0010(5)
10 and OAR 584-020-0030(2)(b).

11 This stipulation is contingent upon approval and adoption of the Order by the
12 Commission. If the Commission does not adopt this Order, neither Mr. Davis nor the
13 Commission are bound by these Stipulations and Mr. Davis retains all rights to a
14 hearing on the allegations.

15 IT IS SO STIPULATED:

16 
17 Richard Kent Davis

12-21-20
Date

18 
19 David V. Myton Executive Director
20 Teacher Standards and Practices Commission

12/14/20
Date

22 **ORDER**

23 The Commission imposes a Public Reprimand on Mr. Davis. This Stipulation of
24 Facts, Order and Probation constitutes the Reprimand. Furthermore, the Commission
25 imposes a two (2) year probation upon Mr. Davis subject to the following conditions:

1 1. Mr. Davis shall at his own expense, participate in an intensive education
2 program regarding appropriate Human Relations and Communications conducted by a
3 qualified trainer of the Commission's choosing within the first six months of probation.

4 This intensive training shall consist of not less than five (5), one and one-half hour
5 sessions. The Commission will provide the trainer with a copy of this Order prior to Mr.
6 Davis beginning the program. The program trainer will provide the Commission with a
7 report of successful program completion.

8 2. Mr. Davis shall comply with all Standards for Competent and Ethical
9 Performance under Chapter OAR 584, Division 020.

10 3. Mr. Davis shall provide information as requested by the Commission to verify
11 that he has complied with the conditions of probation, including a statement from his
12 employing district that he has complied with the Standards for Competent and Ethical
13 Performance under Chapter OAR 584, Division 020.

14 4. Violation of the terms of this probation may constitute an independent basis
15 for the Commission to impose discipline, up to and including revocation of Mr. Davis'
16 teaching license subject to Mr. Davis' right to a hearing on the issue of whether he
17 violated probation.

18 Dated this 1/12 day of January 2001

19 TEACHER STANDARDS AND PRACTICES COMMISSION

20
21 By: David V. Myton
22 David V. Myton, Executive Director

23 Approved as to form:

24 Aruna Masih
25 Aruna Masih, OSB #97324
26 Attorney for Richard Kent Davis