

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 SUSPENSION  
WARREN JAMES WILSON ) AND PROBATION

On or about August 31, 2015, the Teacher Standards and Practices Commission (Commission) received a report from the Baker School District indicating that licensed educator Warren Wilson (Wilson) may have violated professional standards.

Wilson cooperated with the Commission's investigation in this matter. After review of the matters alleged, Wilson and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a sixty (60) day suspension of Wilson's Oregon educator license, and a two (2) year period of probation.

This document sets forth the facts upon which the parties have agreed and the stipulated sanction to be imposed. Wilson stipulates that there is sufficient evidence in the Commission's files and records to support the findings of fact, conclusions of law, and order set forth below.

By signing below, Wilson acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his 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 Suspension and Probation (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 Wilson nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he 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) he states that no promises or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

**STIPULATION OF FACTS**

1) The Commission has licensed Wilson since March 2, 1981. Wilson currently holds a Professional Teaching License, with an endorsement in Elementary – Multiple Subjects (PK-12), valid from July 21, 2017, through March 10, 2023. During all relevant times, Wilson was employed by the Baker School District.

1 2) On August 31, 2015, the Commission received a school district report alleging Wilson displayed  
2 inappropriate teacher / student boundaries. The district conducted an investigation after receiving  
3 a complaint from a patron regarding Wilson's interactions with female student athletes in Wilson's  
4 role as Girls JV Basketball Coach. Investigation determined that in his role as a coach, Wilson  
5 exhibited a pattern of behaviors that made student athletes feel uncomfortable. Wilson's behaviors  
6 included the following: sitting too close, placing his arm around students, touching their hair,  
7 lower backs and earlobes, speaking to them about personal issues, and massaging and stretching  
8 students in isolation. School district officials described Wilson's conduct as "misguided attempts  
9 to positively reinforce and/or to build positive relationships with athletes" but recognized that  
10 Wilson's conduct also resembles grooming behaviors and could be considered harassment in  
11 violation of district policies. The Baker School District issued Wilson a written directive regarding  
12 his conduct that included mandating that Wilson complete the Safe Schools training and training  
13 on the Coaching Handbook.

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15 IT IS SO STIPULATED:

16 Warren J. Wilson

17 Warren James Wilson

18 Trent J. Danowski

19 Trent Danowski, Co-Interim Executive Director

20 Teacher Standards and Practices Commission

9-23-17

Date

10/3/2017

Date

21  
22 **CONCLUSIONS OF LAW**

23 Warren Wilson's conduct as described in above constitutes gross neglect of duty in violation of  
24 ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use*  
25 *professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and*  
26 *regulations*); and OAR 584-020-0040(4)(o) as it incorporates, OAR 584-020-0035(1)(c)(D)  
27 (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

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

30 **ORDER**

31 The Commission hereby adopts and incorporates herein the above stipulation of facts,  
32 conclusions of law, and based thereon hereby imposes a sixty (60) day suspension upon Wilson's  
33 Oregon educator license as follows:

1 Warren James Wilson's Oregon educator license is suspended for sixty (60) days following the  
2 adoption of this order.

3 Furthermore, the Commission imposes a two (2) year period of probation upon Wilson to  
4 commence upon reinstatement of his Oregon educator license and subject to the following terms and  
5 conditions of probation:

6 1. Wilson shall comply with the Standards for Competent and Ethical Performance of  
7 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

8 2. Wilson will submit proof he successfully completed Commission approved training  
9 related to Student / Teacher Boundaries within the first year of probation.

10 Violation of any term or condition of probation shall constitute an independent basis for the  
11 Commission to revoke Wilson's Oregon educator license or otherwise impose discipline, after first  
12 providing Shoff with notice and opportunity for hearing

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15 IT IS SO ORDERED this 9th day of November, 2017.

16 TEACHER STANDARDS AND PRACTICES COMMISSION

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By: Trent Danowski  
Trent Danowski, Co-Interim Executive Director