

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
SHANE E. HEDRICK)	AND PROBATION

On February 21, 2023, the Teacher Standards and Practices Commission (Commission) received an Oregon Department of Human Services (DHS) cross report. The report alleged possible professional misconduct on the part of licensed educator, Shane E Hedrick (Hedrick).

After review of the matters alleged, Hedrick and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a suspension of his Oregon Educator License and a period of probation and/or training.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Hedrick stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Hedrick waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Hedrick 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 Hedrick 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 promise or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has

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

5 6 **STIPULATION OF FACTS**

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8 1. The Commission has licensed Hedrick since March 16, 1993. Hedrick holds a
9 Professional Teaching License, with endorsements in Social Studies (PK-12)
10 and Physical Education (PK-12); valid from December 13, 2022, to February
11 15, 2028. During all relevant times, Hedrick was employed by the Oregon City
12 School District (OCSD).

13
14 2. On February 21, 2023, TSPC received a DHS cross report alleging that
15 Hedrick, a former educator at Oregon City High School had engaged in
16 professional misconduct. The report alleged that during the 2021-2022 school
17 year, Hedrick made inappropriate comments to female students, engaged in
18 unwanted physical contact with students, and provided his personal cell
19 phone number to them. Additionally, it was further alleged that Hedrick
20 grabbed a student by his sweatshirt and forcibly dragged him into an office,
21 made derogatory statements, and yelled in his face. The report also alleged
22 that Hedrick had a confrontational interaction with a student athlete while he
23 was working in the capacity of football coach for the Oregon City High School
24 (OCHS). Finally, the report alleged that Hedrick yelled at a student in the
25 presence of other coaching staff and kicked a student in the ribs while he was
26 doing push-ups which Hedrick had required him do as a form of punishment.

27
28 3. According to district documents and the TSPC investigation, the following
29 events related to the above boundary allegations were substantiated:

- 30
31 • On December 15, 2021, during a district interview, Hedrick admitted to
32 frequently share his personal cell phone number with students as a way of

- 1 showing support for them.
- 2 • In January of 2023, Hedrick rubbed the shoulders of student KC for 15-30
- 3 seconds, which made her feel uncomfortable. This event was witnessed by
- 4 multiple student witnesses.
- 5
- 6 4. According to district documents and the TSPC investigation, the following
- 7 events related to the physical abuse allegations were substantiated:
- 8
- 9 • In the Fall of 2022, Hedrick had an altercation with a student athlete on
- 10 the Oregon City High School (OCHS) football team. The student was
- 11 identified as student LO.
- 12 • The altercation reportedly occurred when Hedrick directed LO to his office
- 13 after LO failed to listen to his direction and attempted to leave practice
- 14 early.
- 15 • In Hedrick's office, Hedrick proceeded to stand over LO, who was seated
- 16 in a chair, and yell at LO, coming within six to twelve inches of LO's face
- 17 with spit coming from his mouth.
- 18 • It was reported that Hedrick used the "F-word" while yelling in LO's face.
- 19 • Hedrick admitted to yelling at LO with his face inches from LO's face but
- 20 denied making the statement "touch me so I can rip your fucking head
- 21 off".
- 22 • Witnesses to the incident report Hedrick got within six to twelve inches of
- 23 LO's face.
- 24 • Witnesses to the incident did not recall verbatim what Hedrick said to LO
- 25 but was along the lines of "I dare you to touch me."
- 26 • In December of 2022, Hedrick had an altercation with student JM, who
- 27 was being disruptive in the OCHS locker room.
- 28 • The altercation occurred when Hedrick used both hands to grab for JM's
- 29 backpack strap by JM's shirt collar and lifted JM off the ground to where
- 30 only JM's toes were touching the floor and physically moved JM nine to
- 31 ten feet to Hedrick's office.

- Hedrick proceeded to "shove" JM into a chair located in his office and yell at JM within inches of JM's face.
- Hedrick reported that he again grabbed JM by the backpack strap and escorted him back to the chair when JM attempted to leave.
- While Hedrick was escorting JM, he admitted to telling JM to "stop being a jack wagon."
- Hedrick admitted to TSPC investigators that he had raised his voice at JM and physically moved JM to his office but denied shoving JM into the chair.

5. Hedrick resigned from the OCSD on February 7, 2023.

IT IS SO STIPULATED:

Shane E. Hedrick

Date

Cristina Edgar, Profession Practices Director
Teacher Standards and Practices Commission

Date

CONCLUSION OF LAW

The conduct described above in section three (3) constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use professional judgment), OAR 584-020-0020(2)(d) (Skill in the supervision of students), OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations), OAR 584-020-0010(1) (Recognize the worth and dignity of all persons and respect for each individual), and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (Honoring appropriate adult boundaries with students in conduct and conversations at all times).

The conduct described in section four (4) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use professional judgment), OAR 584-020-0020(2)(d) (Skill in the supervision of students), OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations), and 584-020-0040(4)(d)(Unreasonable physical force against students, fellow employees, or visitors to the school, except as permitted under ORS 339.250).

ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a thirty (30) day suspension of Hedrick's Oregon Educator License as well as four (4) years period of probation. The period of probation will become effective on the date of adoption of this stipulated order. The period of probation is subject to the following conditions:

1. Hedrick will complete a certified Anger Management training within the first six (6) months of probation.
2. Hedrick shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

Issued and dated this 26 day of June, 2025.

TEACHER STANDARDS AND PRACTICES COMMISSION

STATE OF OREGON

By

Melissa Goff, Interim Executive Director