

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

5 **STIPULATION OF FACTS**

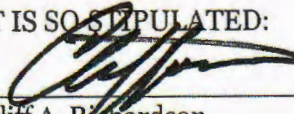
- 6 1. The Commission has licensed Richardson since May 1, 1998. Richardson
7 holds a Professional Teaching License, with an endorsement in Advanced
8 Mathematics (PK-12); valid from March 1, 2021 to March 13, 2026. During all
9 relevant times, Richardson was employed by the Beaverton School District
10 (BSD).
11
- 12 2. On March 24, 2023, TSPC received a School District Misconduct Report from
13 BSD Human Resources (HR) alleging professional misconduct against
14 Richardson, a teacher at Conestoga Middle School (CMS) in the BSD. The report
15 specifically alleged that Richardson had used the “n-word” in a restorative
16 meeting with students and staff present on March 20, 2023.
17

18 On May 4, 2023, TSPC received a second School District Misconduct Report from
19 BSD HR also alleging professional misconduct. The second report alleges that on
20 April 26, 2023 Richardson tore up an exam test document in front of a student
21 that he believed had cheated on the exam. The report also alleges that on April
22 28, 2023, while playing a game with students in his class, Richardson called out a
23 student’s game name which sounds like the n-word. Additionally, the report
24 alleges that on or about May 3, 2023, a student made the statement “shut the
25 fuck up n-----.” The report indicates that when Richardson called the school office
26 to report this matter, Richardson repeated the statement in front of students.
27

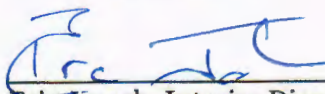
- 28
- 29 3. According to district documents and the TSPC investigation, the following events
30 related to the above allegations were substantiated:
31
- 32 • On March 20, 2023, during a restorative meeting with a student and CMS
staff, Richardson used the n-word.
 - 33 • During a follow-up meeting about this incident on March 22, 2023,
34 Richardson was asked what happened during the restorative meeting, and he

- 1 stated that the n-word “just came out.”
- 2 • On March 24, 2023, Richardson was issued a Letter of Reprimand for his
- 3 actions.
- 4 • On or about April 26, 2023, Richardson became frustrated with a student in
- 5 his class who he believed was cheating on an exam. It was reported that
- 6 Richardson raised his voice, grabbed the student’s test and ripped up the
- 7 document in front of them.
- 8 • On or about April 27, 2023, while playing a game with students called Kahoot,
- 9 a student used the name “Nick Her” as a username for the game. The
- 10 username was projected on the classroom screen, and while attempting to
- 11 identify the student who used the name, Richardson stated “who is Nick
- 12 Her?”
- 13 • On May 3, 2023, Richardson overheard two students who were using racial
- 14 slurs and profanity in the school hallway. Richardson approached the
- 15 students and stated that they could not use the n-word or the word bitch
- 16 “even if they are one.”
- 17 • For these incidents, Richardson was issued another Letter of Reprimand on
- 18 May 9, 2023.
- 19
- 20

21 IT IS SO STIPULATED:

22 
 23 _____
 24 Cliff A. Richardson

21 2/27/26
 22 _____
 23 Date

25 
 26 _____
 27 Eric Jaroch, Interim Director Professional Practices
 28 Teacher Standards and Practices Commission

25 03/09/2026
 26 _____
 27 Date

29 **CONCLUSION OF LAW**

30 *The conduct described above constitutes gross neglect of duty in violation of*

31 *ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-*

32 *0010(5) (Use professional judgment), OAR 584-020-0020(2)(d) (Skill in the*

33 *supervision of students), OAR 584-020-0025(2)(e) (Using district lawful and*

34 *reasonable rules and regulations), OAR 584-020-0010(1) (Recognize the worth*

1 and dignity of all persons and respect for each individual), and OAR 584-020-
2 0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (Honoring
3 appropriate adult boundaries with students in conduct and conversations at all
4 times).

5 **ORDER**

6 The Commission adopts and incorporates herein the above findings of fact and
7 conclusions of law, and based thereon, imposes a public reprimand and three (3) years of
8 probation on his Oregon educator's license. The period of probation will become effective on
9 the adoption date of this Stipulated Order. The period of probation is subject to the following
10 conditions:

- 11
- 12 1. Richardson shall comply with the Standards for Competent and Ethical
13 Performance of Oregon Educators under Oregon Administrative Rules Chapter
14 584, Division 020.
 - 15
 - 16 2. Richardson will complete Cultural Sensitivity or DEI training within the first year
17 of probation.
 - 18

19

20 Issued and dated this 10th day of April, 2026.

21

22 **TEACHER STANDARDS AND PRACTICES COMMISSION**
23 **STATE OF OREGON**

24

25

26

27 By Rachel Alpert
28 Rachel Alpert, Executive Director