

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the) STIPULATION OF FACTS
Educator License of) AND FINAL ORDER OF
JEFFREY D. WITT) SUSPENSION

On June 28, 2023, the Teacher Standards and Practices Commission (Commission) received a misconduct report with allegations that Jeffrey D. Witt (Witt) may have engaged in professional misconduct. Specifically, Witt was alleged to have made inappropriate comments to students, shared confidential student information with a student, interfered in the election of the student body president, failed to coordinate and supervise a student field trip, failed to follow district directives, and Witt verbally and emotionally abused two students.

After review of the matters alleged, Witt 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 and training.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Witt 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, Witt waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Witt acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to 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 (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 Witt 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 consulted with an attorney regarding this Stipulation and

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

4
5 **STIPULATION OF FACTS**

- 6 1. The Commission has licensed Witt since August 18, 1998. Witt holds a
7 Professional Teaching License with an endorsement in Music (PK-12) and Drama
8 (PK-12), valid from March 2, 2021, through March 1, 2026. During all relevant
9 times, Witt was employed by the Central School District (CSD).
10
- 11 2. On September 18, 2000, the Commission adopted a Stipulation and Order of
12 Suspension against Witt's license following a Commission investigation. The
13 Commission found Witt, an employee of the Salem-Keizer School District at the
14 time, violated Commission rules by accompanying two students to an adult store
15 in Salem, Oregon. The Commission imposed discipline upon Witt's Oregon
16 educator license with a thirty (30) day suspension and the requirement for a
17 fitness evaluation. On December 27, 2000, Witt's license was reinstated.
18
- 19 3. On June 28, 2023, the Commission received a School District Misconduct Report
20 from the CSD indicating Witt may have committed acts which constitute gross
21 neglect of duty. Specifically, the CSD reported receiving complaints from students
22 which alleged Witt made inappropriate comments to students, shared
23 confidential student information with another student, interfered in the election
24 of the student body president, failed to coordinate and supervise a student field
25 trip, failed to follow district directives, and that Witt verbally and emotionally
26 abused two students.
27
- 28 4. Investigation found that on or around August 2022 through the 2022-23- school
29 year, Witt made inappropriate comments to students on several occasions. These
30 occasions included:
31
- 32 • During a rehearsal for a school play at Central High School (CHS) on or
33 around August 2023, Witt told a female student she would not need any
34 special costuming for her character's appearance, which was described as

1 a having a “big butt”. The student and other students who heard the
2 comment interpreted this as Witt indicating the student had big buttocks.

- 3
- 4 • While supervising an overnight retreat for the Associated Student Body
- 5 Executive Council (ASBEC) in August 2022, Witt participated in
- 6 discussions with students regarding female and male genital piercings.
- 7
- 8 • During the ASBEC retreat in August 2022, multiple students heard Witt
- 9 make a comment that male students wearing “short shorts” could not pull
- 10 it off.
- 11

12 5. Investigation found that in September 2022, Witt shared information with
13 students in the student leadership class about another student’s possible
14 discipline. It was later found one of the students shared this information and the
15 student considered for discipline learned of the this without having been talked
16 to by school staff.

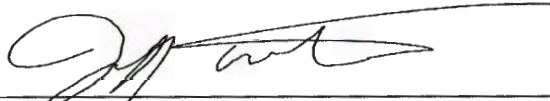
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18 6. Investigation found that that after school on February 3, 2023, the CHS Thespian
19 Club, supervised by Witt, traveled by bus for an overnight field trip to participate
20 in an acting competition in Bend, Oregon. Witt was aware he and his co-teacher
21 were leaving for Bend in separate vehicles earlier than the prior to the bus with
22 the students and chaperone departing campus. Moments before the bus was to
23 depart, the chaperone, a parent, excused themselves from the bus ride. The students
24 had no CHS chaperone on the bus to and from Bend. Witt also failed to provide
25 parental permission slips to attendees in a timely manner.

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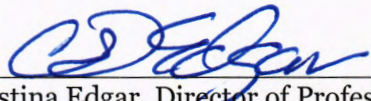
27 7. Investigation found that on April 3, 2023, Witt was placed on administrative
28 leave while the district investigated the allegations. Witt was allowed to attend an
29 upcoming thespian conference and was directed by a school administrator that
30 while at the conference, he was not to act in any capacity as a representative of
31 the school or district, and not to communicate with any district students or staff
32 who might be in attendance during the workday. While at the conference, Witt
33 briefly interacted with a student and told the student he was directed not to talk
34 to the student and disengaged with the student.

1
2 IT IS SO STIPULATED:

3
4 
5
6 Jeffrey D. Witt

03/24/2025

Date

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8 
9
10 Cristina Edgar, Director of Professional Practice
11 Teacher Standards and Practices Commission

3/25/2025
Date

12
13 **CONCLUSION OF LAW**

14 Jeffrey D. Witt's conduct described in section four (4) above constitutes gross
15 neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it
16 incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and*
17 *respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), and
18 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff,*
19 *parents and other patrons*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-
20 0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and*
21 *conversations at all times*).

22 Witt's conduct described in section five (5) above constitutes gross neglect of duty
23 in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
24 020-0010(1) (*Recognize the worth and dignity of all persons and respect for each*
25 *individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-
26 0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and*
27 *other patrons*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-
28 0035(1)(a) (*Keep the confidence entrusted in the profession as it relates to confidential*
29 *information concerning a student and the student's family*).

30 Witt's conduct described in section six (6) above constitutes gross neglect of duty
31 in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
32 020-0010(5) (*Use professional judgment*), OAR 584-020-0020(2)(d) (*Skill in the*
33 *supervision of students*), and 584-020-0030(2)(b) (*Skill in communicating with*
34 *administrators, students, staff, parents and other patrons*).

35 Witt's conduct described in section seven (7) above constitutes gross neglect of
36 duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR
37 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using*

1 *district lawful and reasonable rules and regulations), and 584-020-0030(2)(b) (Skill in*
2 *communicating with administrators, students, staff, parents and other patrons*

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

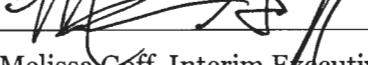
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6 **ORDER**

7 The Commission adopts and incorporates herein the above findings of fact and
8 conclusions of law, and based thereon, imposes a Suspension of sixty (60) days upon
9 Jeffrey D. Witt's Oregon educator license.

10 Furthermore, prior to reinstatement, Witt shall successfully complete
11 Commission approved training course on teacher/student boundaries and provide
12 evidence to the Commission of such training.

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14 Issued and dated this 4th day of April, 2025.

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16 **TEACHER STANDARDS AND PRACTICES COMMISSION**
17 **STATE OF OREGON**

18
19 By 
20 Melissa Goff, Interim Executive Director