

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
NAOMI P. RICH)	PUBLIC REPRIMAND

On July 13, 2023, the Teacher Standards and Practices Commission (Commission) received a misconduct report from the Nyssa School District (NSD), alleging possible professional misconduct on the part of licensed educator, Naomi P. Rich (Rich).

After review of the matters alleged, Rich 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 Public Reprimand on Rich's teaching license.

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

By signing below, Rich acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her 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 Revocation (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 Rich nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she 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) she states that no promise or representation has been made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to her rights thereto, or waives any and all rights to consult with an attorney prior

1 to entering into this Stipulation and Final Order and issuance and entry of the Stipulated
2 Final Order below.

3 4 **STIPULATION OF FACTS**

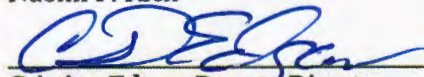
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6 1. The Commission has licensed Rich since July 1, 2022. Rich holds a Restricted
7 Substitute Teaching License with an endorsement in Substitute (PK-12) which
8 was issued on July 1, 2022 and expires on June 30, 2025. During all relevant
9 times, Rich was employed by the Nyssa School District (NSD).
10
- 11 2. On July 13, 2023, TSPC received a School District Misconduct Report from Ryan
12 Hawkins, the Assistant Superintendent of the NSD regarding Rich, a substitute
13 teacher/bus driver. The report alleged that the NSD was contacted by the Oregon
14 Department of Human Services (DHS) on July 13, 2023, advising that DHS had
15 removed Rich's children from her home as a result of Rich failing to report that
16 her minor-aged daughter had been sexually abused.
17
- 18 3. According to NSD and DHS records as well as TSPC's investigation, the following
19 was substantiated:
- 20 • Rich has two biological daughters with her ex-husband, Todd Harden
21 (Harden). Both daughters are minors.
 - 22 • On June 23, 2023, the court awarded temporary custody of both daughters to
23 Harden.
 - 24 • The decision for the change in custody was the result of Rich allowing one of
25 her daughters to be around a 13 year-old boy, LF.
 - 26 • LF sexually assaulted one of Rich's daughters on the May 13, 2023. LF was
27 criminally charged with Attempted Sexual Abuse in the 1st degree.
 - 28 • Rich became aware of the assault on the evening of May 13, 2023.
 - 29 • On May 14, 2023, Rich spoke to her counselor and told them about the
30 assault. She believed that the counselor would report the assault.
 - 31 • After leaving the counselor's office, Rich went to LF's residence and
32 confronted him about the assault.

- 1 • LF admitted the assault.
- 2 • On May 16, 2023, Rich's counselor reported the assault to authorities.
- 3 • On June 2, 2023, Rich took the daughter who had been assaulted by LF to
- 4 LF's residence for a play date with LF's sister.
- 5 • On an unknown date in June, 2023 (after the assault) LF's mother, drove
- 6 Rich's daughter and a few other children to the library with LF sitting in the
- 7 front seat.
- 8 • On June 26, 2023, Harden is granted temporary custody of both daughters
- 9 due to Rich allowing the daughters to be around LF after the sexual assault
- 10 had occurred.
- 11 • Rich did not notify law enforcement of the assault through traditional means.
- 12 On May 14, 2023, Rich reported the assault to her ex-husband. Rich's ex-
- 13 husband is the father of the daughter who was a victim of LF's assault. The
- 14 father is a police officer at the Ontario Police Department. Rich did not report
- 15 the assault to DHS.
- 16 • During Rich's interview with TSPC investigative staff on September 19, 2024,
- 17 Rich reported that she was "not in a good mental state" after the assault and
- 18 stated that she believed that her counselor was going to report the assault to
- 19 the authorities.
- 20

21 IT IS SO STIPULATED:

22 
23 Naomi P. Rich

3/18/25
Date

24 
25 Cristina Edgar, Deputy Director
26 Teacher Standards and Practices Commission

3/18/25
Date

28

29

CONCLUSION OF LAW

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The conduct described in section three (3) 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 584-020-0025(2)(e) (Using

1 *district lawful and reasonable rules and regulations), and OAR 584-020-*
2 *0040(4)(s)(Failing to report child abuse pursuant to ORS 419B.010).*

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

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8 **ORDER**

9 The Commission adopts and incorporates herein the above findings of fact and
10 conclusions of law, and based thereon, imposes a Public Reprimand upon Naomi P.
11 Rich's Oregon educator license.

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13 Issued and dated this 7th day of April, 2025.

14 **TEACHER STANDARDS AND PRACTICES COMMISSION**
15 **STATE OF OREGON**

16
17 By  _____

18 Melissa Goff, Interim Executive Director