

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

In the Matter of the )  
Educator License of )  
ZACHARY L. COOPER )

STIPULATION OF FACTS AND  
FINAL ORDER OF PUBLIC  
REPRIMAND AND PROBATION

On November 13, 2023, the Teacher Standards and Practices Commission (Commission) received a School District Misconduct Report from the Gaston School District (District) indicating Zachary L. Cooper (Cooper) may have committed acts which constitute gross neglect of duty and/or gross unfitness.

After review of the matters alleged, Cooper 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 and a Probation period of three (3) years with conditions, on his Oregon educator's license.

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

By signing below, Cooper 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 Public Reprimand 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 Cooper 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 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 Cooper since December 11, 2015. Cooper holds a Professional Teaching License with an endorsement in Career Trades - Generalist (PK-12) and Social Studies (PK-12), valid from October 1, 2020, through November 26, 2025. During all relevant times, Cooper was employed by the Gaston School District (GSD).
2. On November 13, 2023, the Commission received a School District Misconduct Report from the GSD indicating Cooper may have committed acts which constitute gross neglect of duty. Specifically, the GSD reported a student complained to a school counselor that Cooper was teaching in his high school psychology class, content which was inappropriate and sexual in nature. After learning of the complaint, the GSD administration also questioned the course content and using an outside investigator, learned Cooper had implemented non-district approved, sexually explicit content in the course.
3. Investigation found that on or about October 17, 2023, Cooper was teaching a section in his high school psychology class titled "Food and Sex". Prior to beginning the section, students were informed by Cooper they could leave the classroom if they felt uncomfortable with the content. Several students left after Cooper informed the class of the section's topics which included sexual response cycles and orgasm differences between the sexes; students anonymously and in writing describing characteristics of their ideal partner; and discussions on homosexuality, parental investment theory, and pornography. During Cooper's instruction, several other students left the classroom.
4. Investigation found that the "Food and Sex" section had not been approved for and was not part of the district's existing curriculum. During Cooper's District and Commission interviews, Cooper admitted to not seeking district approval prior to teaching the section, but it was aligned with the American Psychology Association standards for high school curriculum. Cooper said he had taught this section in his psychology class previously at Gaston High School eight (8) times in approximately four (4) years.

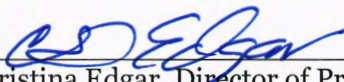
1 IT IS SO STIPULATED:

2  
3 

4  
5 Zachary L. Cooper

05 / 07 / 2025

Date

6  
7   
8  
9 Cristina Edgar, Director of Professional Practices  
10 Teacher Standards and Practices Commission

5/12/25

Date

11  
12 **CONCLUSION OF LAW**

13 Cooper's conduct described in section three (3) above constitutes gross neglect of  
14 duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR  
15 584-020-0010(5) (*Use professional judgment*), and 584-020-0030(2)(b) (*Skill in*  
16 *communicating with administrators, students, staff, parents and other patrons*); OAR  
17 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring*  
18 *appropriate adult boundaries with students in conduct and conversations at all times*).

19 Cooper's conduct described in section four (4) above constitutes gross neglect of  
20 duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR  
21 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0015 (2)(a) (*Use of state*  
22 *and district adopted curriculum and goals*), OAR 584-020-0015(2)(c) (*Use of current*  
23 *subject matter appropriate to the individual needs of students*), and OAR 584-020-  
24 0025(2)(e) (*Using district lawful and reasonable rules and regulations*).

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

27  
28 **ORDER**

29 The Commission adopts and incorporates herein the above findings of fact and  
30 conclusions of law, and based thereon, imposes a Public Reprimand on Zachary L.  
31 Cooper's Oregon educator license.

32 Furthermore, the Commission imposes a three (3) year period of probation upon  
33 Cooper's Oregon educator license and subject to the following conditions:

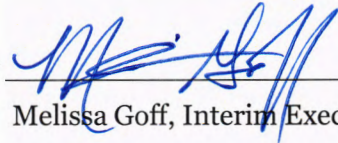
- 34 1. Cooper shall comply with the Standards for Competent and Ethical Performance  
35 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division  
36 020.  
37 2. Within the first six (6) months of probation, Cooper shall successfully complete a

1 Commission-approved training course on classroom management and provide  
2 evidence to the Commission of such training.  
3

4 Issued and dated this 26 day of June, 2025.

5 **TEACHER STANDARDS AND PRACTICES COMMISSION**  
6 **STATE OF OREGON**  
7

8 By

A handwritten signature in blue ink, appearing to read 'Melissa Goff', is written over a horizontal line.

9 Melissa Goff, Interim Executive Director