

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 PUBLIC
RICHARD W. JOHNSON	)	REPRIMAND AND PROBATION

On March 9, 2024, the Teacher Standards and Practices Commission (Commission) received a school district misconduct report from the Sisters School District (District) with allegations that Richard W. Johnson (Johnson) may have engaged in professional misconduct. Specifically, Johnson was alleged to have had inappropriate conversations and electronic communications with a student.

After review of the matters alleged, Johnson 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 Probation with conditions.

This Order sets forth the Commission's facts upon which the sanction is to be imposed. Johnson 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, Johnson waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Johnson 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 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 Johnson 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

1 to consult with an attorney prior to entering into this Stipulation and Final Order and
2 issuance and entry of the Stipulated Final Order below.

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4 **STIPULATION OF FACTS**

- 5 1. The Commission has licensed Johnson since July 9, 2001. Johnson held a
6 Professional Teaching License, with an endorsement in Music (PK-12), valid from
7 October 20, 2020, through February 13, 2026. During all relevant times, Johnson
8 was employed by the Sisters School District (SSD), or the Crook County School
9 District (CCSD).
10
11 2. On March 25 2024, the Commission received a school district misconduct report
12 from the SSD, alleging that during the 2022-23 school year, Johnson had
13 inappropriate conversations and digital communications with a female student
14 who attended Sisters High School (SHS). It was also alleged these interactions
15 continued after the student graduated from SHS.
16
17 3. Investigation found that in during the 2001-02 school year, while Johnson was a
18 teacher at Crook County High School (CCHS), CCSD, Johnson had a relationship
19 with a female student enrolled at the school which was overly personal. The
20 former student did not report this to school staff at the time and reported this
21 approximately twenty (20) years later during the SSD's investigation.
22
23 4. Investigation found that during the 2002-03 school year, while Johnson was a
24 teacher at CCHS, Johnson had a relationship with a female school student
25 enrolled at the school which was overly personal. The former student did not
26 report this to school staff at the time and reported this approximately twenty (20)
27 years later during the SSD's investigation.
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29 5. Investigation found that on September 8, 2024, Johnson signed a separation
30 agreement with the SSD and resigned his position effective August 15, 2024.

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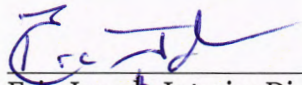
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1 IT IS SO STIPULATED:

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4 Richard W. Johnson
Richard W. Johnson (Jun 8, 2026 13:03:44 PDT)
5 Richard W. Johnson

06/08/2026

Date

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7 

06/08/2026

Date

8
9 Eric Jarock, Interim Director of Professional Practice
10 Teacher Standards and Practices Commission

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12 **CONCLUSION OF LAW**

13 Richard W. Johnson's conduct as described in sections three (3) and four (4) above
14 constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-
15 0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity*
16 *of all persons*), OAR 584-020-0010(5) (*Use professional judgment*), and OAR 584-020-
17 0030(2)(b) (*Skill in communicating with students, staff, parents, and other patrons*);
18 OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(A) (*Not*
19 *demonstrating or expressing professionally inappropriate interest in a student's*
20 *personal life*).

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

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24 **ORDER**

25 The Commission adopts and incorporates herein the above findings of fact and
26 conclusions of law, and based thereon, imposes a Public Reprimand upon Richard W.
27 Johnson's Oregon educator license.

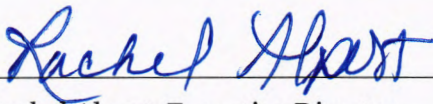
28 Furthermore, the Commission imposes a period of three (3) years of Probation
29 upon Johnson's license and subject to the following conditions:

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- 31 1. Johnson shall comply with the Standards for Competent and Ethical
32 Performance of Oregon Educators under Oregon Administrative Rules Chapter
33 584, Division 020.
 - 34
35 2. Within the first six (6) month of probation, Johnson shall successfully complete a
36 Commission approved training course on teacher/student boundaries and
37 provide evidence to the Commission of such training.

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Issued and dated this 25th day of June, 2026.

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

By 
Rachel Alpert, Executive Director