

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

In the Matter of the) DEFAULT ORDER OF
Educator License of) SUSPENSION OF RIGHT TO
BILLINGS, MARK R.) APPLY AND PROBATION

On August 1, 2025, the Teacher Standards and Practices Commission (Commission) issued a Notice of Opportunity for Hearing to Mark R. Billings (Billings) in which the Commission charged him with Gross Neglect of Duty. The Notice was sent via U.S. First Class Mail and U.S. Certified Mail Receipt 9589 0710 5270 2307 8994 07 to Billing's address on file with the Commission. The Notice designated the Commission file as the record for purposes of proving a *prima facie* case. The Notice was confirmed delivered by a signed USPS certified mail receipt on August 11, 2025. The Notice of Opportunity of Hearing, dated August 1, 2025, and signed by Rachel Alpert, Executive Director, stated:

“IF A REQUEST FOR HEARING IS NOT RECEIVED WITHIN THIS 21-DAY PERIOD, YOUR RIGHT TO A HEARING SHALL BE CONSIDERED WAIVED UNLESS YOUR FAILURE TO REQUEST A HEARING WAS BEYOND YOUR REASONABLE CONTROL. IF YOU DO NOT REQUEST A HEARING, WITHDRAW YOUR REQUEST FOR HEARING, OR IF YOU FAIL TO APPEAR AT A HEARING, OR NOTIFY THE COMMISSION THAT YOU WILL NOT APPEAR AT HEARING, THE COMMISSION WILL ADOPT AN ORDER OF DEFAULT WHICH MAY INCLUDE THE REVOCATION OR SUSPENSION OF YOUR LICENSE OR OTHER DISCIPLINE.”

As of the writing of this Default Order, the Commission has not heard from Billings or his attorney since August 12, 2025. The Commission, therefore, finds Billings to be in default and enters the following findings of fact, conclusions of law, and final order, based on the files and records of the Commission concerning this matter.

FINDING OF FACT

1. The Commission has licensed Billings since July 3, 2024. Billings held a Restrict Substitute Teaching License with an endorsement for Substitute (PreK-12) which was issued on July 3, 2024, and expired on June 30, 2025. During all relevant times, Billings was employed by the ESS/Brookings-Harbor School District (BHSD).
2. On March 3, 2025, the Commission received a School District Misconduct Report from ESS. On March 4, 2025, the Commission received a School District Misconduct Report

from the BHSD. Both reports allege professional misconduct on the part of Billings, a licensed educator and substitute teacher working for ESS in the BHSD. The reports indicated that Billings engaged in unprofessional behavior with staff at both ESS and the BHSD.

3. The Commission conducted an investigation and determined that Billings engaged in the following conduct:
 - On February 21, 2025, while substitute teaching at Brookings-Harbor High School (BHHS), Billings found that a student had written the “N” word (full word) inside a welding booth.
 - When students returned to the classroom on February 25, 2025, Billings had prepared a flyer and placed it on all the student desks.
 - Billings told the students that they would all be receiving an F for a grade and he would be calling their parents.
 - Billings told students that until someone came forward to admit they had written the “N” word, no one in the class would be welding.
 - The flyer Billings left for students indicated a similar message, indicating all student grades had been changed to an F and that students would not be doing anything in shop class but cleaning until the student who wrote the “N” word graffiti came forward.
 - Students reported that while confronting students about the graffiti, Billings used the “N” word multiple times.
 - Students also reported that Billings wrote more graffiti in the welding booth where the “N” word had been written. The graffiti Billings wrote was: “Fuck me no fuck you all classes say to my face you fucking pussies.”
- 4) On March 17, 2025, TSPC investigative staff sent Billings an interview letter requesting that he participate in an investigatory interview. On March 31, 2025, Billings emailed TSPC investigative staff confirming that he had received the letter. During the email exchanges Billings was advised that if he failed to cooperate with an interview he could be charged with failure to interview by the Commission. Billings stopped

communicating with TSPC investigative staff and did not make himself available for an investigative interview.

- 5) As part of the course of conduct identified above, Billings sent several emails to ESS Human Resources Incident Coach Nadine Regan. In those emails, Billings disclosed that he was “out of control,” that he was seeking personal help, and that he had started drinking after 27 years clean. Billings’ emails to Regan contained multiple instances of the “N” word.

CONCLUSIONS OF LAW

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(1) (Recognize the worth and dignity of all persons and respect for each individual), OAR 584-020-0010(5) (Use professional judgment), OAR 584-020-0020(2)(d) (Skill in the supervision of students), OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations) and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (Honoring appropriate adult boundaries with students in conduct and conversations at all times).

The conduct described in section four (4) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as incorporates OAR 584-020-0010(5) (Use professional judgment), and OAR 584-020-0040(4)(p) (Subject to the exercise of any legal right or privilege, failure or refusal by an educator under investigation to respond to request for information, to furnish or to participate in interviews with a Commission representative relating to a Commission investigation).

The conduct described in paragraph five (5) above demonstrates a lack of fitness under ORS 342.143(2) and ORS 670,280(3).

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

FINAL ORDER

The Commission hereby imposes a sixty (60) day suspension on Mark R. Billings Right to Apply for an Oregon educator license.

Furthermore, the Commission imposes a period of two (2) years of probation upon Billings' license to commence upon reinstatement and subject to the following conditions:

1. Billings shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
2. Prior to reinstatement, Billings shall successfully complete a drug and alcohol evaluation including compliance with treatment recommendations and provide the Commission with a written record of this.

IT IS SO ORDERED THIS 16 day of January, 2026.

TEACHER STANDARDS AND PRACTICES COMMISSION

By: 
Rachel Alpert, Executive Director

NOTICE OF APPEAL OR RIGHTS

YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF ORS 183.482 TO THE OREGON COURT OF APPEALS