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Teacher Standards &
Practices Commission

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By signing below, Seagoe 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 Suspension 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 Seagoe 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 promises or representation has been

1 made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an
2 attorney regarding this Stipulation and Final Order and has been fully advised with regard to his
3 rights thereto, or waives any and all rights to consult with an attorney prior to entering into this
4 Stipulation and Final Order and issuance and entry of the Stipulated Final Order below. This
5 Order sets forth the facts upon which the parties have agreed and the sanction to be imposed.
6 In entering into this stipulation, Seagoe waives the right to a hearing to contest the findings of
7 fact, conclusions of law and order set forth below.

8 **STIPULATION OF FACTS**

- 9 1) The Commission has licensed Seagoe since July 27, 2010. Seagoe holds an Initial I
10 Teaching License, with endorsements in English for Speakers of Other Languages
11 (ECE/ELE) and Multiple Subjects Self-Contained (ECE, ELE), valid July 27, 2010,
12 through September 8, 2013. Seagoe made timely application for renewal of his
13 license, and the expiration of Seagoe's license was pended awaiting the final outcome
14 of the Commission's investigation. During all relevant times, Seagoe was employed
15 by the Harrisburg School District as a substitute teacher and the Junction City
16 School District as a part-time volunteer/contracted cheer coach.
- 17 2) On July 1, 2013, the Commission received a complaint from the administration of the
18 Junction City School District indicating Seagoe may have violated professional
19 standards. Subsequent investigation determined the following:
- 20 a) On or about May 2013, Seagoe learned from female student NE that rumors had
21 been circulating among students alleging Seagoe and NE were having a sexual
22 relationship. After some confirmation that this rumor did exist, Seagoe, asserting
23 the rumor to be false, and reported the information to the Junction City High
24 School principal.
- 25 b) During the 2012-2013 school year, NE was a senior at Junction City High School,
26 and a member of the Cheer team. Seagoe was an independent contractor for the
27 Junction City Cheer program under the supervision of Coach Raquel Cope.
- 28 c) Seagoe developed "Free-stunting practice" after hours and not sanctioned by the
29 school district. Stunting practice included off site practice of stunting and cheer
30 practice at the OSU and U of O facilities for cheer athletes who wanted the extra

1 and advanced practice. The stunting practice was free, required parental
2 permission, and was not associated with the high school's cheer team program.
3 Student NE, and other students participated in the extra stunting activities
4 regularly. Seagoe developed or continued this practice even after being
5 recommended by school district administration and coaching staff that Seagoe
6 could no longer officially work with the cheer team unless Seagoe completed
7 required training courses for coaches.

8 d) Seagoe hosted students at his residence (a family farm also occupied by Seagoe's
9 parents) for bucking hay, hauling wood, after-hour's bonfires and social
10 gatherings, which included student NE. Other students attending these events
11 described Seagoe's relationship with NE as "flirtatious". Seagoe described these
12 events as "hanging out" because Seagoe was friends with these students. Seagoe
13 reports that there were always multiple persons present at these events.

14 e) Seagoe developed a job shadow / student teacher opportunity for NE who had
15 expressed an interest in the teaching profession. Seagoe's job shadow
16 opportunity included NE visiting Seagoe's classroom at the elementary school
17 where NE assisted Seagoe for several hours each day two to three days a week.
18 NE assisted Seagoe in the classroom, grading papers, prepping for classes, and
19 note-taking. NE used her lunch break, her off-period, and, with permission,
20 occasionally during her 5th period class while assisting Seagoe in his classroom.

21 f) Seagoe communicated directly with NE, and other students via, cell phone, and
22 text messages.

23 g) Shortly after NE graduated from high school, Seagoe and NE engaged in a casual
24 dating relationship, that later evolved into a more serious, intimate relationship.

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1 IT IS SO STIPULATED:

2 Andrew Philip Seagoe
3 Andrew Philip Seagoe

December 24, 2015
Date

4 Victoria Chamberlain
5 Victoria Chamberlain, Executive Director
6 Teacher Standards and Practices Commission

1-5-15
Date

7
8 **CONCLUSION OF LAW**

9 Andrew Philip Seagoe's conduct as described in section two (2) above constitutes gross
10 neglect of duty in violation ORS 342.143(2); ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it
11 incorporates OAR 584-020-0010(5) (*Use professional judgment*); OAR 584-020-
12 0035(1)(c)(A) (*Not demonstrating or expressing professionally inappropriate interest in a*
13 *student's personal life*), and OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult*
14 *boundaries with students in conduct and conversation at all times*).

15
16 The Commission's authority to impose discipline in this matter is based upon ORS
17 342.175.

18 **ORDER**

19 The Commission hereby adopts and incorporates herein the above stipulation of facts,
20 conclusions of law, and based thereon hereby imposes a one (1) year suspension upon
21 Seagoe's Oregon educator license as follows:

22 Andrew Philip Seagoe's Oregon educator license is hereby suspended for one (1) year
23 following the adoption of this order.

24 Prior to reinstatement, Seagoe must provide a favorable psychosexual evaluation report
25 from a Commission pre-approved provider, meeting commission standards for such
26 evaluations.

1 Prior to reinstatement, Seagoe must fully qualify under the rules in effect at the time of
2 application for the Teaching License for which he is applying.

3 Prior to reinstatement, Seagoe must appear before the Commission as part of the
4 Commission's fitness determination and have his application for teaching approved by the
5 Commission following that appearance.

6 Furthermore, if Seagoe's license is reinstated, the Commission imposes four (4) years of
7 probation upon Seagoe to commence upon the date of reinstatement of his license and
8 subject to the following terms and conditions of probation:

- 9 1. Seagoe shall comply with the Standards for Competent and Ethical Performance of
10 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
11 2. Seagoe will comply with any recommended counseling, training, or other such
12 requirement (if any) as may be determined/recommended by the psychological
13 evaluation report or as may be determined by the Commission following his
14 appearance for reinstatement. Seagoe will supply written proof of such compliance
15 to the Commission prior to the expiration of the first year of his probationary
16 period.

17
18 Violation of any term or condition of probation shall constitute an independent basis for the
19 Commission to revoke Seagoe's educator license or otherwise impose discipline, after first
20 providing Seagoe with notice and opportunity for hearing.

21
22 IT IS SO ORDERED this 26th day of January, 2016.

23 TEACHER STANDARDS AND PRACTICES COMMISSION

24
25 By: Victoria Chamberlain
26 Victoria Chamberlain, Executive Director