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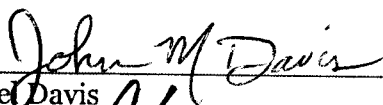

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1 October 18, 2014. On October 14, 2014, Davis made timely application for the renewal of
2 his license. The expiration of Davis' license was pended while an investigation could be
3 completed regarding affirmative answers to the Character Question portion of Davis'
4 application. During all relevant times, Davis was employed by the Eugene School
5 District.

- 6 2. On October 14, 2014, TSPC received Davis' application for the renewal of his educator
7 license. Davis answered affirmatively to questions three and seven of the character
8 question portion of the application, indicating Davis had been placed on leave by his
9 employer for alleged misconduct, and that Davis had been disciplined by a public agency
10 related to educational licensure. As required, Davis provided written explanation of his
11 affirmative answers. Davis' explanations prompted an investigation by the Commission.
12 3. Investigation determined that during the 2012-2013 school year, Davis engaged in a
13 series of inappropriate student interactions:
14 a. Davis deliberately and repeatedly mispronounced the Spanish word "pagina" to
15 rhyme with "vagina" in class.
16 b. Davis made comments about female students' clothing and failure to adhere to
17 the school dress code, which made those students feel uncomfortable.
18 4. Davis independently and promptly sought counseling and treatment related to the
19 alleged conduct.
20

21 IT IS SO STIPULATED:

22 
23 _____
24 John Michael Davis
25 
26 _____
27 Victoria Chamberlain, Executive Director
28 Teacher Standards and Practices Commission

31 May 2016

Date
6-13-16

Date

29
30
31 **CONCLUSION OF LAW**

32 John Michael Davis violated professional standards as described above. This
33 conduct constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-
34 020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and*

1 *dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use*
2 *professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and*
3 *reasonable rules and regulations*), OAR 584-020-0030(2)(b) (*Skill in communicating*
4 *with administrators, students, staff, parents, and other patrons*), and (OAR 584-020-
5 0040(4)(o) as is incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate*
6 *adult boundaries with students in conduct and conversation at all times*).

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

9 ///

10 **ORDER**

11 Based on the foregoing, the Commission hereby orders as follows:

12 The Commission adopts and incorporates herein the above findings of fact and
13 conclusions of law, and based thereon, imposes a Public Reprimand on John Michael
14 Davis' Educator License.

15 Furthermore, the Commission imposes four (4) years of probation upon Davis to
16 commence upon finalization of this order subject to the following terms and conditions
17 of probation:

- 18 1. Davis shall comply with the Standards for Competent and Ethical
19 Performance of Oregon Educators under Oregon Administrative Rules
20 Chapter 584, Division 020.
- 21 2. Within the first year of probation, Davis will successfully complete the
22 National Association of State Directors of Teacher Education and
23 Certification (NASDTEC) course titled "Prevention and Correction". Davis
24 will supply written proof of such compliance to the Commission within
25 the first year of his probation period.

1 3. Davis will continue to comply with any recommended, ongoing treatment
2 related to his alleged conduct.

3 Violation of any term or condition of probation shall constitute an independent basis for
4 the Commission to revoke Davis' educator license or otherwise impose discipline, after
5 first providing Davis with notice and opportunity for hearing.

6
7 Issued and dated this 27th day of June, 2016.

8
9 **TEACHER STANDARDS AND PRACTICES COMMISSION**
10 **STATE OF OREGON**

11 By 
12 Victoria Chamberlain, Executive Director
13