BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION OF

2 THE STATE OF OREGON

3 In the Matter of the) STIPULATION OF FACTS AND 4 Educator License of) FINAL ORDER OF PUBLIC 5 CHARLIE K. WILSHIRE) REPRIMAND AND PROBATION

On January 29, 2019 and September 27, 2019, the Teacher Standards and Practices Commission (Commission) received reports from the Eugene School District (ESD) indicating Charlie K. Wilshire (Wilshire) may have committed an act of gross neglect of duty and/or gross unfitness, specifically, failing to maintain boundaries with staff and students.

After review of the matters alleged, Wilshire and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a Public Reprimand, and a four (4) year period of probation.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Wilshire 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, Wilshire waives the right to a notice of opportunity for a hearing, and the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Wilshire 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 Wilshire 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

- The Commission has licensed Wilshire since February 28, 2003. Wilshire's
 Professional Teaching License, with endorsements in Social Studies, English
 Language Arts, Reading Intervention, English to Speakers of Other Languages
 (all PK-12), is valid from December 13, 2016, through December 12, 2021. During
 all relevant times, Wilshire was employed by the Eugene School District (ESD).
- 2. On January 29, 2019 and September 27, 2019, the Commission received reports from the ESD indicating Wilshire may have committed an act of gross neglect of duty and/or gross unfitness. Specifically, Wilshire failed to maintain boundaries with staff and students.
- 3. The ESD's investigation concluded: (a) Wilshire gave flowers to a female student in front of her family following her performance in a play; (b) Wilshire made female staff uncomfortable when he "tried to thrust over" (staff description) her while trying to free a raft that was stuck on a rock, physical contact with a shoulder, observing their class, asking them about the status of a student's grade, for guidance about a field trip, and in role-playing exercise; (c) Wilshire made female students uncomfortable by standing too close (Wilshire has a hearing deficit), physical contact with their shoulder or arm, referencing one student's 504 plan and a meeting with another's mother, and by calling a student a perfectionist like his wife; and (d) failing to follow a June 1, 2018 directive. Wilshire provided the District a letter of apology on November 6, 2018 in which he expressed regret for making anyone uncomfortable and noted that it was not his intent to hurt others.

IT IS SO STIPULATED:

I Allotation	10-27-2020
Charlie K. Wilshire	Date
Trent Danowski, Deputy Director	10/28/2020
Trent Danowski, Deputy Director	Date
Teacher Standards and Practices Commission	

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1 CONCLUSION OF LAW 2 The conduct described above constitutes gross neglect of duty in violation of ORS 3 342.175(1)(b); OAR 584-020-0010(1) (Recognize the worth and dignity of all persons and 4 respect for each individual), OAR 584-020-0010(5) (Use professional judgment), OAR 5 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations) OAR 6 584-020-0025(2)(c) (Using and maintaining student records as required by federal and 7 state law and district policies and procedures), OAR 584-020-0030(2)(b) (Skill in 8 communicating with administrators, students, staff, parents, and other patrons); OAR 584-020-0040(4)(0) as it incorporates OAR 584-020-0035(1)(b) (Refrain from 9 10 exploiting professional relationships with any student for personal gain, or in support of 11 persons or issues), OAR 584-020-0035(1)(c)(A) (Not demonstrating or expressing 12 professionally inappropriate interest in a student's personal life), and OAR 584-020-13 0035(1)(c)(D) (Honoring appropriate adult boundaries with students in conduct and 14 conversations at all times). 15 The Commission's authority to impose discipline in this matter is based upon 16 ORS 342.175. 17 ORDER 18 The Commission adopts and incorporates herein the above findings of fact and 19 conclusions of law, and based thereon, imposes a Public Reprimand upon Charlie K. 20 Wilshire's Oregon educator license. 21 Furthermore, the Commission imposes a period of four (4) years of probation 22 upon Wilshire's licensure to commence from the date this order is signed by the 23 Commission and subject to the following condition: 24 1. Wilshire shall comply with the Standards for Competent and Ethical Performance 25 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 26 020. 27 2. Wilshire must provide proof of successful completion of a Commission approved 28 class regarding professional boundaries during the period of probation. Issued and dated this _____ day of October, 2020. 29 30 TEACHER STANDARDS AND PRACTICES COMMISSION STATE OF OREGON 31 32 33

Dr. Anthony Rosilez, Executive Director