

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 REVOCATION
NATHAN A. RADCLIFFE)	

On March 1, 2021, the Teacher Standards and Practices Commission (Commission) received a report from the Tillamook School District (District) indicating Nathan A. Radcliffe (Radcliffe) may have committed an act of gross neglect of duty and/or gross unfitness. Specifically, the District reported Radcliff sexually harassed a student, threatened a student, and violated a district directive of returning to his workplace after being placed on administrative leave.

After review of the matters alleged, Radcliffe and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the revocation of Radcliffe’s Oregon educator license.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Radcliffe stipulates that there are sufficient evidence 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, Radcliffe waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Radcliffe 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 Revocation (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 Radcliffe 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 FACT

1. Nathan A. Radcliffe has been licensed by the Commission since July 27, 1993. Radcliffe holds a Professional Teaching License, with endorsement in Advanced Mathematics (PK-12), valid from December 8, 2016, through November 20, 2021. On November 18, 2021, Radcliffe submitted his application to renew his license. As a result, the expiration of Radcliffe's license was stayed pending the final outcome of the Commission's investigation. During all relevant times, Radcliffe was employed by Tillamook School District (TSD).
2. On March 1, 2021, the Commission received a report from the TSD indicating Radcliffe may have committed acts which constitute gross neglect of duty and/or gross unfitness. Specifically, the report alleged Radcliffe sexual harassed a person when they were a student and after they graduated; Radcliffe threatened a student; and Radcliffe violated a directive to get permission prior to returning to the workplace after being placed on administrative leave.
3. Investigation determined Radcliff was employed at Tillamook High School (THS) from the 1993-1994 school year until the end of the 2020-2021 school year. In September 2014, Radcliffe taught a math class in which a female student, WW, was enrolled. A personal, student-teacher mentoring relationship between Radcliffe and WW began to develop approximately one (1) month into the school year when Radcliffe met with WW alone in his classroom following class after Radcliffe noticed a change in WW's demeanor. At this meeting, WW explained she had recently experienced an upsetting event with a male student, and Radcliffe provided some advice and guidance. During WW's four (4) year academic career at THS, WW met with Radcliffe alone in his classroom and shared her personal information regarding the upsetting event, sex, dating, and familial issues which concerned her. Approximately every other week during WW's academic career, Radcliffe gave WW frontal hugs, and unwanted hugs with kisses on the cheek. Radcliffe was unaware that his physical contact with WW was unwanted or caused her concern.
4. During approximately the same time period that WW attended THS, another female student, LM, attended THS and was enrolled in several math classes taught by Radcliffe. Radcliffe developed a personal, student-teacher mentoring relationship with LM which involved meeting LM alone in his classroom with the door shut, during which LM shared personal and familial issues of concern to Radcliffe. Radcliffe regularly gave LM frontal hugs

during her academic career at THS. Radcliffe was unaware that this physical contact with LM was unwanted or caused her concern.

5. In late winter or early spring of 2020, Radcliffe placed his hands on a minor-aged female student's ribs and waist and hugged the student while in the library at THS. The student, CG, had recently been released from the hospital because of a life-threatening medical condition. CG reported she directed Radcliffe back with her hand as she felt the contact was unwanted and made her feel uncomfortable.
6. Radcliffe was reported to have rubbed the thigh of a female student, SP, in the library at THS, and occasionally gave SP side and frontal hugs. SP reported the physical contact was unwanted and made her feel uncomfortable. Radcliffe disputed SP's claims.
7. On February 19, 2020, Radcliffe met with former student WW in his classroom at THS after WW contacted him to arrange a visit. During the meeting, Radcliffe told WW several times that she was beautiful. As the visit was ending, Radcliffe gave WW a hug and kissed her on the cheek on or close to the corner of her lips. Radcliffe then asked WW if he could kiss her. Radcliffe's interaction with WW in February 2020, was reported to law enforcement and an investigation ensued. On May 6, 2021, a misdemeanor charge of harassment was filed against Radcliffe in Tillamook County Circuit Court for subjecting WW to offensive physical contact. On August 20, 2021, Radcliffe plead no contest to the charge, and Radcliffe was convicted of harassment. On August 20, 2021, Radcliffe was sentenced to a period of eighteen (18) months Bench Probation, a fine, restitution, community service, no contact with the victims and Radcliffe was not permitted to teach for the duration of his probation period.
8. In late February or early March 2018, WW shared with Radcliffe concerns she had regarding her relationship with a male student. Approximately a week later, Radcliffe confronted the male student in the school parking lot using profanity and threatening that if the student ever hurt WW, Radcliffe would "fucking kill" him. Radcliffe denied this alleged event occurred. WW and the student ended their relationship a short time later.
9. On January 19, 2021, WW made a complaint against Radcliffe to the TSD. On January 22, 2021, the TSD placed Radcliffe on administrative leave. The district gave Radcliffe a written directive informing him that if he needed to come to the workplace for any reason, Radcliffe needed to contact the THS principal. The district disabled Radcliffe's access to the building. On Sunday, January 31, 2021, Radcliffe borrowed the electronic key to THS from his wife, who was also employed at THS, went to THS and entered the facility to provide lesson plans

for his substitute teacher. Radcliffe did not contact the THS principal to coordinate entering the school and working prior to or during his visit to the school.

IT IS SO STIPULATED:

 _____ Nathan A. Radcliffe	<u>4/3/2022</u> _____ Date
 _____ Trent Danowski, Deputy Director Teacher Standards and Practices Commission	<u>04/05/2022</u> _____ Date

CONCLUSIONS OF LAW

Nathan A. Radcliffe's behavior as described 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(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*), and OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(A) (*Not demonstrating or expressing professionally inappropriate interest in a student's personal life*), and OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*); and OAR 584-020-0040(4)(l) (*Sexual harassment*).

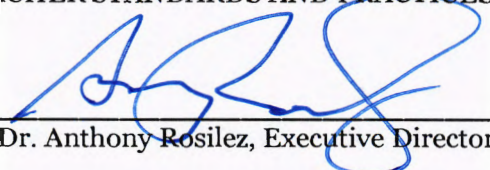
The Commission's authority to impose discipline in this matter is based upon ORS 342.175.

FINAL ORDER

The Commission hereby revokes Nathan A. Radcliffe's Oregon educator license.

IT IS SO ORDERED THIS 22 day of June, 2022.

TEACHER STANDARDS AND PRACTICES COMMISSION

By: 

Dr. Anthony Rosilez, 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.