1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 4 In the Matter of the STIPULATION OF FACTS AND 5 Educator License of FINAL ORDER OF SUSPENSION ALLISON L. HARN 6 AND PROBATION 7 8 On April 16, 2021, the Teacher Standards and Practices Commission (Commission) 9 received a report from the Eugene School District indicating Allison L. Harn (Harn) may have 10 committed acts of gross neglect of duty and/or gross unfitness, specifically, that Harn engaged 11 in inappropriate teacher/student boundaries with a student. 12 After review of the matters alleged, Harn and the Commission agree that their respective 13 interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a six (6) month suspension, and probation for a period of three (3) years of Harn's 14 15 Oregon educator license. 16 This Order sets forth the facts upon which the parties have agreed and the sanction to be 17 imposed. Harn stipulates that there is sufficient evidence contained in the Commission's files 18 and records to support the findings of fact and conclusions of law set forth below. In entering 19 into this stipulation, Harn waives the right to a hearing to contest the findings of fact, 20 conclusions of law and order set forth below. 21 By signing below, Harn acknowledges, understands, stipulates, and agrees to the 22 following: (i) she has been fully advised of her rights to notice and a hearing to contest the 23 findings of fact, conclusions of law, and order set forth below, and fully and finally waives all 24 such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final 25 Order of Suspension and Probation (Stipulation and Final Order); (ii) this Stipulation and Final 26 Order is a public document and disclosed to the public upon request by the Commission; (iii) 27 this Stipulation and Final Order is contingent upon and subject to approval and adoption by the 28 Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Harn nor the Commission are bound by the terms herein; (iv) she has fully read 29 this Stipulation and Final Order, and understands it completely; (v) she voluntarily, without any 30 force or duress, enters into this Stipulation and Final Order and consents to issuance and entry 31 of the Stipulated Final Order below; (vi) she states that no promise or representation has been 32 made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an 33

attorney regarding this Stipulation and Final Order and has been fully advised with regard to

this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

her rights thereto, or waives any and all rights to consult with an attorney prior to entering into

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- 2 Allison L. Harn has been licensed by the Commission since April 21, 2014. Harn holds a 3 Professional Teaching License, with an endorsement in Elementary - Multiple Subjects (PK-4 12), valid from October 3, 2017, through June 18, 2022. During all relevant times, Harn was 5 employed by the Eugene School District (ESD).
- 2. On April 16, 2021, the Commission received a report from the ESD indicating Harn may 6 7 have committed acts which constitute gross neglect of duty and/or gross unfitness. 8 Specifically, the report alleged Harn engaged in an inappropriate teacher/student 9 relationship.
- 10 3. Investigation determined that Harn was assigned to Churchill High School for the 2019-11 2020 school year. At the beginning of the school year, Harn met HO, a minor-aged female 12 student who attended the high school. HO was not in any of Harn's classes. Over the fall of 13 2019, Harn, HO, and another staff member had safety concerns for another student, a friend 14 of HO. While assisting the other student, Harn spent significant time with HO on and off-15 campus during and after regular school hours. Initially, Harn's relationship with HO 16 centered on assisting the other student but developed into a friendship independent of the 17 other staff and students.

19 As the relationship developed, Harn's texts with HO went from coordinating assistance for 20 the other student to sharing information more typical of friends. Harn and HO were 21 connected on Instagram and were friends on social media. HO spent most of her free time at school in Harn's classroom and was often seen alone with Harn in Harn's classroom after 22 school, sometimes as late as 5:00 PM. Harn gave HO hugs and Harn told HO she loved her. 23 In 2020, when the school moved to remote learning because of COVID 19, Harn continued 24 her relationship with HO through phone calls, texts, and off-campus activities once or twice 25 a week. Some of these activities included having lunch or dinner together, having a picnic, 26 or meeting in a park. Harn reported having parental permission for off-campus activities 27 with HO. Harn did not inform the school administration of her off-campus activities with 28 HO. Prior to HO's graduation in the spring of 2020, Harn made a daytrip by automobile 29 outside the Eugene area with HO to pick up another student. HO gave Harn a gift basket as 30 31

Christmas gift and Harn gave HO a book. At HO's graduation party, Harn gave HO a globe and a bulletin board. On Harn's "one-year anniversary" with HO, Harn gave HO a view 32

master type-tov which had photos of Harn and HO together.

1	In the summer of 2020, after HO's graduation and prior to HO's eighteenth birthday, Harn		
2	continued the relationship with HO by texts, phone calls and in person meetings. Harn		
3	continued making daytrips with HO and spending time with HO. Harn admitted that		
4	approximately a month after HO turned eighteen, Harn and HO engaged in a romantic		
5	relationship.		
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7	IT IS SO STIPULATED:		
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8 9	Allison L. Harn The Dayson Trent Danowski, Deputy Director Date 1/6/12 Date 1/6/12 Date		
	Date Date		
10 11	Trent Danowski, Deputy Director Date		
12	Teacher Standards and Practices Commission Date Teacher Standards and Practices Commission		
13			
14	CONCLUSIONS OF LAW		
15	Allison L. Harn's conduct described above constitutes gross neglect of duty in violation of		
16	ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use		
17	professional judgment), OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules		
18	and regulations); OAR 584-020-0040(4)(0) as it incorporates OAR 584-020-0035(1)(c)(A)		
19	(Not demonstrating or expressing professionally inappropriate interest in a student's personal		
20	life), OAR 584-020-0035(1)(c)(B) (Not accepting or giving or exchanging romantic or overly		
21	personal gifts or notes with students), and OAR 584-020-0035(1)(c)(D) (Honoring		
22	appropriate adult boundaries with students in conduct and conversations at all times).		
23	The Commission's authority to impose discipline in this matter is based upon ORS		
24	342.175.		
25	FINAL ORDER		
26	The Commission adopts and incorporates herein the above findings of fact and		
27	conclusions of law, and based thereon, imposes a six (6) month suspension upon Allison L.		
28	Harn's Oregon educator license.		
29	Furthermore, the Commission imposes a period of three (3) years of probation upon		
30	Harn's licensure to commence upon reinstatement of Harn's Oregon educator license and		
31	subject to the following conditions:		
32	1. Harn shall comply with the Standards for Competent and Ethical Performance of Oregon		
33	Educators under Oregon Administrative Rules Chapter 584, Division 020.		
34	2. Within the first year of the three (3) year probation period, Harn shall successfully		

1	complete a Commission approved training course on teacher/student boundaries and
2	provide the Commission a written record of this.
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4	IT IS SO ORDERED THIS day of February, 2022.
5	TEACHER STANDARDS AND PRACTICES COMMISSION
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8	By:
10	Divinition, 100mes, theethre incetor
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12	NOTICE OF APPEAL OR RIGHTS
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14	YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY
15	BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE
16	SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF
17	ORS 183.482 TO THE OREGON COURT OF APPEALS.