



1 2019, through April 2, 2022. During all relevant times, Morgan was employed by  
2 the North Wasco County School District (NWCSO).

- 3
- 4 2. On May 27, 2021, the Commission received a report from the NWCSO indicating  
5 Morgan may have committed an act which constitutes gross neglect of duty.  
6 Specifically, the District reported that on April 2, 2021, Morgan carried out his  
7 duties under the influence of alcohol at an away high school football game.  
8
- 9 3. Investigation determined that on March 11, 2021, Morgan engaged in a telephone  
10 conversation, from his home, with a patron regarding duties related to his  
11 position as the District's athletic director. On March 15, 2021, the patron reported  
12 to the District that during the telephone call on March 11, 2021, the patron  
13 believed Morgan was under the influence because his speech was slurred, and he  
14 asked the patron repeated questions which had already been answered by the  
15 patron during the conversation or earlier in the school day. On March 17, 2021,  
16 the District received a complaint from another patron reporting that while the  
17 patron was attending a high school athletic event and talking with the Morgan,  
18 Morgan's speech appeared abnormal. The patron thought Morgan was possibly  
19 under the influence because Morgan elongated syllables, repeated himself and  
20 talked louder than normal. The District investigated these incidents and in his  
21 interview, Morgan admitted to having consumed alcohol prior to the telephone  
22 conversation with the patron. On April 1, 2021, the District gave Morgan a letter  
23 of direction. The letter directed that if Morgan was engaged in his duties at school  
24 and unable to perform them in a clear and professional manner, he needed to  
25 inform his supervisor. It also directed that occasionally after the school day,  
26 Morgan might engage in communications related to his duties and he needed to  
27 perform them in a clear and professional manner.  
28
- 29 4. Investigation determined that on April 2, 2021, at approximately 3:30 PM,  
30 Morgan and several District employees met at a local pub in The Dalles to  
31 celebrate several birthdays. Within minutes of arriving at the pub, an athletic  
32 trainer texted Morgan with a request for Morgan to bring cases of water for The

1 Dalles High School football team, which was playing an away game in Hood  
2 River, OR. Morgan said he did not initially see the text. While at the pub, Morgan  
3 consumed three (3) pints of beer and three (3) shots of whiskey. Morgan  
4 remained at the pub until approximately 5:30 PM. At some point just prior to or  
5 just after departing the pub, Morgan claimed to see the text. Morgan drove his  
6 personal vehicle to Hood River.

7  
8 At Hood River, Morgan purchased cases of water for the football team at a local  
9 store and proceeded to deliver the water to the team at the Hood River Valley  
10 High School stadium. While at the stadium, Morgan spoke with his principal and  
11 two contracted medical trainers. Morgan watched the remainder of the game  
12 from the field. Witnesses reported they observed Morgan was anxious, restless,  
13 unfocused, having bloodshot eyes, slowed speech, and he had an odor of alcoholic  
14 emanating from his person.

15  
16 On April 5, 2021, the principal contacted the District to report Morgan's behavior  
17 at the football game. On April 8, 2021, the District placed Morgan on  
18 administrative leave pending further investigation. On April 21, 2021, Morgan  
19 signed a return to work agreement which required him to undergo an  
20 assessment. On May 26, 2021, Morgan was given a letter of reprimand and a  
21 three-day, unpaid suspension for violating District policy related to being under  
22 the influence on duty. On May 26, 2021, Morgan was also given a letter of  
23 expectation on returning to work. At an unknown date after May 26, 2021,  
24 Morgan tendered his resignation effective June 30, 2021.

## 25 26 **CONCLUSIONS OF LAW**

27 Fred M. Morgan's conduct described above constitutes gross neglect of duty in  
28 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-  
29 020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district*  
30 *lawful and reasonable rules and regulations*); and OAR 584-020-0040(4)(g)  
31 (*Appearing on duty or at any district-sponsored activity while under the influence of*  
32 *alcohol or any controlled substance*).

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

3  
4 **FINAL ORDER**


5 The Commission adopts and incorporates herein the above findings of fact and  
6 conclusions of law, and based thereon, imposes a thirty (30) day suspension upon Fred  
7 M. Morgan's Oregon educator license.

8 Furthermore, the Commission imposes a period of two (2) years of probation  
9 upon Morgan's licensure to commence upon successful reinstatement of Morgan's  
10 Oregon educator license and subject to the following condition:

- 11 1. Morgan shall comply with the Standards for Competent and Ethical Performance  
12 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division  
13 020.

14  
15 IT IS SO ORDERED THIS 18<sup>th</sup> day of March, 2022.

16  
17 **TEACHER STANDARDS AND PRACTICES COMMISSION**

18 By:   
19 Dr. Anthony Rosilez, Executive Director  
20

21  
22 **NOTICE OF APPEAL OR RIGHTS**

23  
24 **YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY**  
25 **BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE**  
26 **SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF**  
27 **ORS 183.482 TO THE OREGON COURT OF APPEALS.**