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**STIPULATION OF FACTS**

1. The Commission has licensed Watkins since August 20, 2001. Watkins' Preliminary Teaching License, with endorsements in Health (PK-12) and Physical Education (PK-12), is valid from May 13, 2016 through May 12, 2019. Watkins also holds a Continuing Administrator License, with an endorsement in Administrator (ALL LVL), valid from May 1, 2014 through May 12, 2019. During all relevant times, Watkins was employed by the SKSD.

2. On October 7, 2016, the Commission received a report from the SKSD indicating Watkins may have committed an act of gross neglect of duty and/or gross unfitness. Specifically, unprofessional interactions with subordinate employees in violation of sexual harassment policies.

Investigation confirmed that Mr. Watkins had a conversation with subordinate SKSD employees that was in violation of SKSD policies and training designed to prevent sexual harassment. Watkins resigned his employment effective June 27, 2017

IT IS SO STIPULATED:

  
Adam M. Watkins

5/2/19  
Date

  
Trent Dakowski, Deputy Director  
Teacher Standards and Practices Commission

5/13/2019  
Date

**CONCLUSION OF LAW**

The conduct 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(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*), OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*); and OAR 584-020-0040(4)(l) (*Sexual harassment*).

