



**Oklahoma  
State Board  
of  
Education**

Oliver Hodge Building  
2500 N. Lincoln Boulevard  
Oklahoma City, OK 73105  
(405) 521-3308  
<http://sde.ok.gov>

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April 12, 2019

**VIA E-MAIL W/ CERTIFIED U.S. MAIL TO FOLLOW**

Craig A Andrus  
1710 N 10<sup>th</sup> Ave  
Durant, OK 74701

Re: Teaching Certificate, Number 432462

Dear Mr. Andrus,

Enclosed is an Application to Revoke (the "Application") that has been filed with the Oklahoma State Board of Education (the "Board"), seeking revoke your teaching certificate (the "Certificate"). Further the proposed effective date for revocation of the Certificate is May 27, 2019, as set forth therein, or thereafter as determined by the Board.

At this time a hearing on the Application to possibly revoke your teaching Certificate (the "Certificate") has not been scheduled. When the hearing has been scheduled, I will notify you of the date, time and, location. You will have the right to appear at the hearing, in person or through legal counsel. If you wish to contest the revocation of the Certificate and/or have a person attend the hearing to testify on your behalf, you are required to notify my office no later than fifteen (15) calendar days prior to the hearing. Such notice must be in writing, and provide the name and address of the desired witness(es). Additionally, no later than fifteen (15) calendar days prior to the hearing for possible revocation of the Certificate, you are required to provide this office with any witness and exhibit lists, including delivering copies of the exhibits, which you may seek to use at the hearing. Should you fail to appear for the hearing and contest the revocation, the allegations in the Application will be deemed confessed and the Board may issue a final order to effect revocation of the Certificate as of the effective date proposed herein.

Please send all correspondence to the Oklahoma State Board of Education, 2500 North Lincoln Boulevard, Suite 117, Oklahoma City, Oklahoma 73105. Should you have any questions or want to further discuss this matter, please do not hesitate to contact me.

Sincerely,

Brad Clark,  
General Counsel

Enclosures

Cc: Preston Burns





4. On or near January 2, 2019, the Department began to receive correspondence from parents, families, and citizens in the District relating to Andrus' alleged behavior as an employee of the District. Included in the allegations was information concerning Andrus showing explicit, vulgar, and degrading videos to students in his 8<sup>th</sup> grade class(es). In particular, on December 7, 2018, using the District's smartboard in his class, Andrus showed, a video that was "vulgar, sexually explicit and degrading, [and] this video was also shown on a GroupMe chat he has with parents and players." Information provided to the Department confirms Andrus having provided the aforementioned videos to students, and their parents, on the District's basketball teams (both girls and boys). *See* Images, attached as Exhibit "B."

5. Further, the information provided identifies that Andrus showed two (2) more videos the week prior, one with a "man peeing on a woman's [sic] face and describes a penis" and with vulgar and derogatory language, including comments relating to a woman's menstrual cycle, a dog getting shot, and descriptions of male and female body parts.<sup>1</sup>

6. Notwithstanding the admission of showing the video to students, according to information received, Andrus played the video on his own volition and without a request to do so. More specifically, Andrus asked students if they had watched the video that he had sent on the GroupMe chat, and when the students indicated "no" they had not viewed the video, Andrus played the video to the students in class. Furthermore, upon information and belief, Andrus repeated this action and conduct in the subsequent class.

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<sup>1</sup> Links to the alleged videos were provided, and are included herein. 1) Customers be like (feat. Reggie Couz): <https://www.youtube.com/watch?v=xDWCTYtznK8&feature=youtu.be>; 2) Chappelle's Show – Tron Carter's "Law and Order" – Uncensored: [https://www.youtube.com/watch?v=HeOVbeh2yr0&fbclid=IwAR0QT1fN52x0SeEIOcuR-1PBP9fsr8EoeIRObQQ4iRqBUMt1\\_6W4pEkEdus&app=desktop](https://www.youtube.com/watch?v=HeOVbeh2yr0&fbclid=IwAR0QT1fN52x0SeEIOcuR-1PBP9fsr8EoeIRObQQ4iRqBUMt1_6W4pEkEdus&app=desktop); and, 3) Chappelle's Show – Celebrity Trial Jury Selection: [https://www.youtube.com/watch?v=XXc3O6GMZt0&feature=youtu.be&fbclid=IwAR0wrIYNdsJFJGg1Hv9IjCDvDvElGspqUUX0\\_PSwLXV5Nxxv7pxU-4YN8jhl](https://www.youtube.com/watch?v=XXc3O6GMZt0&feature=youtu.be&fbclid=IwAR0wrIYNdsJFJGg1Hv9IjCDvDvElGspqUUX0_PSwLXV5Nxxv7pxU-4YN8jhl;);

7. The next day, on January 3, 2019, the Department received a subsequent complaint relating to Andrus' aforementioned actions and conduct, including the displaying of the videos. In the correspondence provided, the parent states that as a result of the Andrus' actions, she has had to have conversations with her thirteen (13) year old son about the impropriety of urinating on girls, it never being appropriate to use the "N" word, nor is it acceptable to refer to a woman as a "bitch."

8. On December 12, 2018, Andrus issued an apology to students and parents in a GroupMe chat, stating:

Hey everybody I am sorry about sharing this annoying customers video with y'all and showing it in class last Friday, ***I didn't think it was bad, I thought it was funny*** and some kids asked me to show other kids during our free time on Friday and I did. I understand school is a place for learning and things like this does [sic] not need to be allowed in class. If you do not know what I am talking about the video is in this group chat so if you would like to view it and tell me how much you disapprove. Clearly I am in the wrong here and I sincerely apologize. *Id.* (emphasis added)

9. Shortly thereafter, Andrus took to the classroom setting and told the students he will:

stop treating you like college students and things are going to change. You will no longer be allowed to leave this classroom under any circumstances with the exception of being called out by the office. You will not talk, period. We will strictly do class work. And stop having fun."

10. Upon information and belief, in further attempt at retaliating against the students, Andrus took action against a student-athlete, whose parent had provided a formal complaint against him. Specifically, a student-athlete who had played in every game all season was abruptly informed that he needed to give up his jersey, as he was now an alternate."

11. In addition to the allegations relating to classroom conduct, the Department has received information concerning misconduct by Andrus in his capacity as the Athletic Coach at the District. According to the information received, Andrus has previously had to issue an apology for using the “F” word over twenty-five (25) times during a practice. Upon information and belief, this resulted in a coach-approved rallying chant about the incident, and he advised his players not to tell their parents because they would not understand.

12. In one incident that has been reported to the Department, Andrus made fun of a student for wearing pink socks in honor of his mother who was battling stage 4 Metastatic breast cancer. In addition, Andrus has been seen leading players in photos flashing sexually explicit gestures, including the “shocker” sign.<sup>2</sup> *Id.* Further, Andrus has reportedly referred to players and coaches, and allowed other players to refer to each other, as “Mother Fuckers.”

13. The actions and conduct of Andrus have resulted in students, District patrons, and citizens of neighboring communities expressing concern, fear, and disbelief. Specifically, one student has reported humiliation and bullying as a result of being Andrus’ target.

14. Similarly, colleagues at the District have expressed concern about the actions and conduct of Andrus. In his duties as a classroom teacher, Andrus has reportedly failed to grade student athlete’s work until after basketball season was over, has been minimally present for parent-teacher conferences, and has not been available for parents to speak to him at said conferences.

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<sup>2</sup>The “shocker” is known as a hand gesture with a sexual connotation, referring to the act of inserting the index and middle fingers into a vagina and the little finger into the anus.

15. The Certificate is scheduled to expire on June 30, 2019. Upon information and belief, the District intends to request the renewal of the Certificate for purposing of re-employing Andrus for the 2019-20 school year. In fact, on March 25, 2019, the District voted to rehire Andrus for the 2019-20 school year.

### Conclusions of Law

1. The Board is vested with the general authority to provide for the health and safety of schoolchildren while under the jurisdiction of school authorities. *See* 70 O.S. § 3-104(17).

2. That Title 70 O.S. § 3-104(6) provides:

The supervision of the public school system of Oklahoma shall be vested in the State Board of Education and, subject to limitations otherwise provided by law, the State Board of Education shall...[h]ave authority in matters pertaining to the licensure and certification of persons for instructional, supervisory and administrative positions and services in the public schools of the state...and shall formulate rules governing the issuance and revocation of certificates....

3. Oklahoma law and Board rules provide that a certificate shall be revoked for a “willful violation of a rule or regulation of the State Board of Education, a willful violation of any federal or state law....or for other proper cause.” *See* 70 O.S. § 6-189(F); *see also* OAC 210:1-5-6(b).

4. State Board of Education rules provide that an individual possessing a teaching certificate shall possess and demonstrate the following:

(9) **Professional learning and ethical practice.** The teacher engages in ongoing professional learning and uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others (learners, families, other professionals, and the community), and adapts practice to meet the needs of each learner.

(10) **Leadership and collaboration.** The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession. *See* OAC 210:20-9-152.



5. Further, the Board's rules provide that "[t]eachers are charged with the education of the youth of this State. In order to perform effectively, teachers must demonstrate a belief in the worth and dignity of each human being, recognizing the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles." *See* OAC 210:20-29-1(b). (Emphasis added).

6. In addition, a teacher shall "strive to help each student realize his or her potential as a worthy and effective member of society." *See* OAC 210:20-29-3. In fact, in fulfillment of the obligations to the student, a teacher shall:

- a. make reasonable effort to protect the student from conditions harmful to learning or to health and safety
- b. not intentionally expose the student to embarrassment or disparagement.  
*Id.*

7. Additionally, the Board's rules, at OAC 210:20-29-4, provide:

- a. The teaching profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.
- b. In order to assure that the quality of the services of the teaching profession meets the expectations of the State and its citizens, the teacher shall exert every effort to raise professional standards, fulfill professional responsibilities with honor and integrity, promote a climate that encourages the exercise of professional judgment, achieve conditions which attract persons worthy of the trust to careers in education, and assist in preventing the practice of the profession by unqualified persons.

8. Pursuant to the Standards of Performance and Conduct for Teachers, Board rules provide that a teacher may be dismissed or not reemployed for "any reason involving moral turpitude." *See* OAC 210:20-29-5.



9. It has been held by Oklahoma courts that “a teacher...in the public school system is regarded by the public and pupils in the light of an exemplar, whose words and actions are likely to be followed by the children coming under her care and protection.” *Vaughn v. Board of Bar Examiners for the Oklahoma Bar Association*, 1988 OK 87, 759 P.2d 1026, 1030. The teaching profession, not unlike the legal profession, imposes a code of ethics upon its members. *Id.*

10. Moral turpitude implies something immoral in itself, regardless of whether it is punishable by law. *See Andrews v. Independent Sch. Dist. No. 57*, 2000 OK CIV APP 103, 12 P.3d 491.

11. That based upon the information and evidence presented, and the foregoing authority, proper cause exists to revoke the Teaching Certificate and certification number 432462 of Craig A. Andrus.

12. Board rules further provide that upon the filing of an application to revoke a certificate, the Board, at its discretion, may utilize a hearing officer to conduct the hearing and such individual shall be appointed by the Chairperson of the Board. *See OAC 210:1-5-6(f)(1)*.

WHEREFORE, the Oklahoma State Department of Education requests that the State Board of Education revoke the teaching certificate and certification number of Respondent, Craig A. Andrus, pending an individual proceeding for revocation or other action, that the State Board of Education, or its designee, set a time and date for hearing on proceedings to revoke Respondent's teaching certification and certification number, and that the teaching certificate and certification number of Respondent be revoked, effective May 27, 2019 or thereafter as determined by the Board.

Respectfully Submitted,

Brad Clark

Brad S. Clark, OBA #22525

Lori Murphy, OBA #31162

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[Lori.Murphy@sde.ok.gov](mailto:Lori.Murphy@sde.ok.gov)

Attorneys for Applicant

The State Board of Education certifies and authorizes

Craig A. Andrus

to serve in the accredited schools of Oklahoma as indicated below.

Description	Level	Valid From	Valid To
PHYSICAL EDUCATION/HEALTH/SAFETY	PK-12	7/1/2018	6/30/2019
US HISTORY/OK HISTORY/GOVERNMENT/ECONOMICS	5-12	7/1/2018	6/30/2019
WORLD HISTORY/GEOGRAPHY	5-12	7/1/2018	6/30/2019
MID-LEVEL SOCIAL STUDIES	5-8	7/1/2018	6/30/2019

\*\*\*\*\*NO ENTRIES BELOW THIS LINE\*\*\*\*\*

Teacher #: 432462  
Print Date: 8/21/2018

Degree: Master's  
Class of Certification: Emergency  
Certification Background Clearance: 8/14/2017

*[Signature]*  
State Superintendent of Public Instruction

*[Signature]*  
State Superintendent of Public Instruction

The State Board of Education certifies and authorizes Craig A. Andrus to serve in the accredited schools of Oklahoma as indicated below.

Area Description	Level	Valid	Expire	Area Description	Level	Valid	Expire
6550 US HISTORY/OK HISTORY/GOVERNMENT/ECONOMICS	5-12	7/1/2018	6/30/2019	2019 PHYSICAL EDUCATION/HEALTH/SAFETY	PK-12	7/1/2018	6/30/2019
6560 MID-LEVEL SOCIAL STUDIES	5-8	7/1/2018	6/30/2019	6552 WORLD HISTORY/GEOGRAPHY	5-12	7/1/2018	6/30/2019

\*\*\*\*\*NO ENTRIES BELOW THIS LINE\*\*\*\*\*

0227000  
CRAIG A. ANDRUS  
1710 N 10TH AVE  
DURANT, OK 74701

Certificate Above for Personal Records

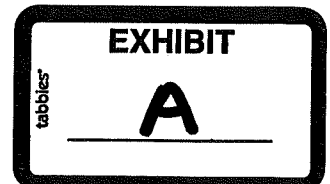
Submit Certificate Below to School District

*[Signature]*  
State Superintendent of Public Instruction

The State Board of Education certifies and authorizes Craig A. Andrus to serve in the accredited schools of Oklahoma as indicated below.

Area Description	Level	Valid	Expire	Area Description	Level	Valid	Expire
6550 US HISTORY/OK HISTORY/GOVERNMENT/ECONOMICS	5-12	7/1/2018	6/30/2019	2019 PHYSICAL EDUCATION/HEALTH/SAFETY	PK-12	7/1/2018	6/30/2019
6560 MID-LEVEL SOCIAL STUDIES	5-8	7/1/2018	6/30/2019	6552 WORLD HISTORY/GEOGRAPHY	5-12	7/1/2018	6/30/2019

\*\*\*\*\*NO ENTRIES BELOW THIS LINE\*\*\*\*\*







Boys B.B.

BB

Not connected.  
Tap to retry.

CA

Coach A

Youtube



Customers be like (feat. Reggie Couz)

CA

Coach A

Ya welcome



Dec 5, 2018, 5:26 PM

CA

Coach A

Ok guys here's what I'm thinking  
All athletes and cheer if you can donate  
\$5 to aid our Christmas dinner, turn it  
into the front office by Friday. All the  
money will go to our Xmas dinner and  
help us make this thing special!!!! If you  
can't please don't stress bc mr Rowland



Send Message...

EXHIBIT  
B





# Girls BB

GB

Connecting...

soooo maybe it was the sodas and med foods lmao!!!!!!! Great job ladies, I love you guys

B

Brittany

Love you too coach! 💪😂



Dec 1, 2018 at 9:37 PM

CA

Coach A

Youtube



Customers be like (feat. Reggie Couz)

CA

Coach A

Ya welcome



Dec 3, 2018 at 10:20 AM

J

Jennifer

Does anyone have the practice schedule



Send Message...









## Boys B.B.

BB

9:38 AM



Coach A

Go to our RC basketball page or my Facebook page and share the holiday luncheon post today!



10:45 AM



Coach A

Hey everybody I am sorry about sharing this annoying customers video with y'all and showing it in class last Friday, I didn't think it was bad, I thought it was funny and some kids asked me to show other kids during our free time on Friday and I did. I understand school is a place for learning and things like this does not need to be allowed in class. If you do not know what I am talking about the video is in this group chat so if you would like you can view it and tell me how much you disapprove. Clearly I am in the wrong here and I sincerely apologize



Coach A

[405-762-6852](tel:405-762-6852)

You can call or text me personally so this can stay between us and not our kids



Send Message...







