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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 PUBLIC  
ROBERT J. JACKSON     )       REPRIMAND AND PROBATION

On December 15, 2017, the Teacher Standards and Practices Commission (Commission) received a report from the Three Rivers School District (TRSD) indicating possible professional misconduct on the part of licensed educator, Robert Jackson (Jackson).

After review of the matters alleged, Jackson and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a Public Reprimand, and a period of probation.

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

By signing below, Jackson 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 Public Reprimand and Probation (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 Jackson 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

1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of  
2 the Stipulated Final Order below.

### 3 STIPULATION OF FACTS

4 1. The Commission has licensed Jackson since July 18, 2002. Jackson holds a  
5 Professional Teaching License, with an endorsement in Physical Education (PK-  
6 12), valid from October 19, 2015 through October 18, 2020. During all relevant  
7 times, Jackson was employed by the Three Rivers School District (TRSD) at the  
8 Hidden Valley High School (HVHS).

9 2. On December 15, 2017, the Commission received a report from TRSD, advising  
10 that Jackson had made inappropriate comments to a group of students in  
11 violation of local policy and could be in violation of professional standards.

12 Investigation determined the following:

- 13 • On December 6, 2017, while Jackson was having lunch in his classroom  
14 with teacher Vidlak, HVHS students RH, SS, and BK came to Jackson's  
15 classroom to meet with Vidlak. Jackson's daughter OJ, also a HVHS  
16 student, had been experiencing harassment and bullying by these same  
17 three students. Jackson took the opportunity to talk to these students  
18 about the bullying. Jackson's comments were inappropriate and were  
19 perceived by some individuals present as being threatening in nature. The  
20 three students then left Jackson's classroom.
- 21 • Student RH contacted his mother who suggested discussing the situation  
22 one on one. All three students contacted Jackson and apologized for the  
23 harassment / bullying issues. Jackson explained to the students that he  
24 had responded as a father and apologized for his conduct. Jackson  
25 explained his frustrations about how other HVHS teachers were aware of  
26 the harassment / bullying issue but had failed to address it properly.
- 27 • Vidlak notified the administration about Jackson's interactions with the  
28 students. A district investigation was conducted, and Jackson was placed  
29 on administrative leave. The district found Jackson's comments to be  
30 inappropriate and in violation of district policy. On January 19, 2018,  
31 Jackson and TRSD reached a separation agreement resulting in Jackson's  
32 resignation, effective March 14, 2018.

1 IT IS SO STIPULATED:

2   
3 Robert J Jackson

4/5/19  
Date

4   
5 Trent Danowski, Deputy Director  
6 Teacher Standards and Practices Commission

5/13/2019  
Date

8 **CONCLUSION OF LAW**

9 The conduct described above constitutes gross neglect of duty in violation of ORS  
10 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1)  
11 (*Recognize the worth and dignity of all persons and respect for each individual*), OAR  
12 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district*  
13 *lawful and reasonable rules and regulations*); and OAR 584-020-0030(2)(b) (*Skill in*  
14 *communicating with administrators, students, staff, parents, and other patrons*).

15  
16 The Commission's authority to impose discipline in this matter is based upon  
17 ORS 342.175.

18 **ORDER**

19 The Commission adopts and incorporates herein the above findings of fact and  
20 conclusions of law, and based thereon, imposes a Public Reprimand on Robert J  
21 Jackson's Oregon educator license.

22 Furthermore, the Commission imposes a period of two (2) years of probation  
23 upon Jackson's licensure to commence from the date this order is signed by the  
24 Commission and subject to the following conditions:

- 25  
26 1. Jackson shall comply with the Standards for Competent and Ethical Performance  
27 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division  
28 020.

29 Issued and dated this 19 day of June, 2019.

30 **TEACHER STANDARDS AND PRACTICES COMMISSION**  
31 **STATE OF OREGON**

32  
33 By 

34 Dr. Anthony Rosilez, Executive Director