

1 been made to induce him to sign this Stipulation and Final Order; and (vii) he has
2 consulted with an attorney regarding this Stipulation and Final Order and has been fully
3 advised with regard to his rights thereto, or waives any and all rights to consult with an
4 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
5 the Stipulated Final Order below.

6
7 **STIPULATION OF FACTS**

- 8 1. The Commission has licensed Cota since August 14, 1998. Cota held a Standard
9 Teaching License, with endorsements in Middle School language Arts (023);
10 Basic English to Speakers of Other Languages (017); and Standard Social Studies
11 (020), valid from July 24, 2013 through July 23, 2018. Cota made timely
12 application for renewal of his license and his expiration was pended awaiting the
13 outcome of this investigation. During all relevant times, Cota was employed by
14 the Woodburn School District (WSD).
- 15
- 16 2. On December 20, 2017, the Commission received a report from the WSD
17 indicating Cota may have committed an act of gross neglect of duty and/or gross
18 unfitness. Specifically, unprofessional interactions with coworker(s) / WSD
19 employees in violation of sexual harassment policies.
- 20
- 21 3. Investigation determined that on September 28, 2017, employee GS reported to
22 school officials that she had been sexually harassed by Cota on multiple
23 occasions. The described harassment included inappropriate and unwanted
24 comments and emails associated with her appearance, clothing, and her exposed,
25 bare shoulders. GS reported that she felt uncomfortable around Cota and avoided
26 any situations where she might have to be alone with him. The ensuing
27 investigation resulted in other staff members coming forward and stating they
28 had witnessed some of these behaviors described by GS, and several staff
29 members reported Cota had harassed them in a similar manner. These
30 complaints included Cota invading their personal space, asking inappropriate
31 questions, physically touching them, inappropriate comments and unwanted /
32 inappropriate emails. WSD determined that Cota's conduct violated district
33 policy on sexual harassment.
- 34

1 IT IS SO STIPULATED:

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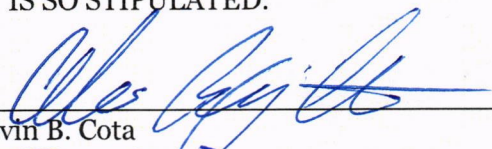
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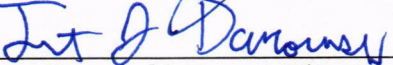
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Alvin B. Cota

June 1, 2020
Date



Trent Danowski, Deputy Director
Teacher Standards and Practices Commission

06/23/2020
Date

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10

CONCLUSION OF LAW

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The conduct described in section two (2) and three (3) 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).

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

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ORDER

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The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a thirty (30) day suspension upon Cota's Oregon educator license as follows:

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Alvin B. Cota's Oregon educator license is hereby suspended for thirty (30) days following the adoption of this order.

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Furthermore, the Commission imposes a one (1) year period of probation upon Cota to commence upon reinstatement of his Oregon educator license and subject to the following terms and conditions of probation:

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1. Cota shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

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2. Cota must provide proof of successful completion of a Commission approved Sexual Harassment training class/course to be completed during the period of probation.

Violation of any term or condition of probation shall constitute an independent basis for the Commission to revoke Cota's Oregon educator license or otherwise impose discipline, after first providing Cota with notice and opportunity for hearing

Issued and dated this 23 day of ~~May~~ ^{June AR}, 2020.

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

By  _____
Dr. Anthony Rosilez, Executive Director