



1 relevant times Weems was employed by the North Wasco County School District  
2 (NWCSDD) and the Morrow County School District (MCSDD).

- 3 2. On February 15, 2018, the Commission received a report from MCSDD, informing the  
4 Commission that Weems had been arrested for sex abuse and official misconduct  
5 based on allegations that Weems was involved in a sexual relationship with female  
6 student. The Commission also received a report from the NWCSDD reporting the  
7 same misconduct allegations, adding that the involved student attended school at  
8 NWCSDD and that Weems had been employed at NWCSDD as a long term substitute  
9 teacher during the 2016-2017 school year.

10 Investigation determined that Weems began having an inappropriate relationship  
11 with the student in 2016, when she was 16 years old. Weems exchanged contact  
12 information and communicated via email, text messages, and social media  
13 platforms. Weems' communications included boundary violations, flirtation, sharing  
14 of photos, personal information and sexual fantasies. Beginning in October 2017,  
15 Weems' relationship with the student became physical. This included kissing; sexual  
16 touching; and in November of 2017, sexual intercourse. On February 2, 2018,  
17 Weems was arrested and charged with two felony counts of Sex Abuse 2 and one  
18 count of Sex Abuse 3

- 19  
20 3. On March 7, 2019, Weems plead guilty to and was convicted of two counts of ORS  
21 163.425, Sexual Abuse in the Second Degree, a Class C Felony, and one count of ORS  
22 162.415, Official Misconduct in the First Degree, a class A misdemeanor. Weems was  
23 sentenced to 150 days in jail, followed by 36 months of probation, and required to  
24 register as a sex offender.

### 25 **CONCLUSIONS OF LAW**

26 Robert Weems' criminal convictions as described in section three (3) above,  
27 constitute gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-  
28 0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*); and  
29 OAR 584-020-0040(1) (*The Commission will deny, revoke or deny the right to apply*  
30 *for a license or charter school registration to any applicant or educator who has been*  
31 *convicted of any of the crimes listed in ORS 342.143, or the substantial equivalent of*

1 *any of those crimes if convicted in another jurisdiction, or convicted of attempt to*  
2 *commit such crimes as defined in ORS 161.405 ), including ORS 163.425 –Sexual Abuse*  
3 *in the Second Degree. This conduct also constitutes gross unfitness in violation of ORS*  
4 *342.175(1)(c); OAR 584-020-0040(5)(c) (Conviction of violating any federal, state, or*  
5 *local law. A conviction includes any final judgment of conviction by a court whether as*  
6 *the result of guilty plea, no contest plea or any other means); OAR 584-020-*  
7 *0040(5)(d) (Commission of an act listed in OAR 584-020-0040(1); and OAR 584-020-*  
8 *0040(5)(e) (Admission of or engaging in acts constituting criminal conduct, even in*  
9 *the absence of a conviction).*

10  
11 Pursuant to ORS 342.175(3) and OAR 584-020-0040(1) the Teacher Standards  
12 and Practices Commission must revoke Weems’ license and / or Weems’ right to apply  
13 for a license based on Weems’ conviction of any of the crimes listed in ORS  
14 342.143(3)(a), or the substantial equivalent of any of those crimes, or convicted of  
15 attempt to commit such crimes as defined in ORS 161.405.

16  
17 Furthermore, the conduct underlying Weems’ convictions as described in section  
18 two (2) above, constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR  
19 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional*  
20 *judgment*); OAR 584-020-0040(4)(f) (*Any sexual conduct with a student*) as defined by  
21 OAR 584-020-0005(5); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-  
22 0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and*  
23 *conversations at all times*); and OAR 584-020-0035(3)(a)(*Maintain the dignity of the*  
24 *profession by respecting and obeying the law, exemplifying personal integrity and*  
25 *honesty*). Additionally, Weems’ criminal convictions and conduct related to his  
26 convictions constitute “gross unfitness” in violation of ORS 342.175(1)(c); OAR 584-  
27 020-0040(3)(c) and (d) as defined by OAR 584-020-0040 (5) (*Gross unfitness is any*  
28 *conduct which renders an educator unqualified to perform his or her professional*  
29 *responsibilities*).


30  
31 The Commission’s authority to impose discipline in this matter is based upon  
32 ORS 342.175.

1 **FINAL ORDER**

2 The Commission hereby revokes Robert L. Weems' Oregon educator license and  
3 his right to apply for an Oregon educator license.

4 IT IS SO ORDERED THIS 20<sup>th</sup> day of September, 2019.

5 TEACHER STANDARDS AND PRACTICES COMMISSION

6 By:   
7 Dr. Anthony Rosilez, Executive Director  
8

9 NOTICE OF APPEAL OR RIGHTS

10 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY  
11 BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE  
12 SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF  
13 ORS 183.482 TO THE OREGON COURT OF APPEALS.  
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