

1 rafting field trip for alternative high school students in an outdoor recreation CTE program,
2 which contributed to students being endangered. Cole and another teacher were jointly
3 responsible for the planning and execution of the event. Investigation determined the
4 following:

- 5 a. On June 14, 2018, during the rafting portion of the trip, a student tipped her kayak
6 and became pinned under a log, nearly drowning. Cole failed to immediately notify
7 school administrators, parents or medical providers of the accident as required by
8 policy, even after reaching reliable cellular coverage.
 - 9 b. Because the trip was co-ed and included at-risk students, including one student (CS)
10 under the care of the Oregon Youth Authority (OYA), special plans had been made to
11 ensure everyone's safety. These plans included organizing the locations where
12 students would sleep and conducting regular nighttime bed checks. The other
13 educator went to bed at 9:00pm. At that time, student CS was with the rest of the
14 group around the campfire. Cole went to bed at approximately 9:30pm. Student CS,
15 as well as other students, were known to be visiting in a tent occupied by female
16 students (AA) and (AE) when Cole retired. Though some bed checks occurred, the
17 safety plans regarding student sleeping arrangements and bed checks were not
18 properly followed, and CS did not receive the extra scrutiny required and planned for.
 - 19 c. At approximately 5:30 am, student AA reported to Cole that she was inappropriately
20 (sexually) touched by CS during the night while in her tent. It was decided that AA
21 should be taken home, and Cole provided her a ride back to her vehicle. The other
22 educator instructed Cole to also contact school officials and AA's parents while
23 driving AA home and brief them on the situation. Cole failed to do so, and
24 Administration first learned of the incidents shortly thereafter when contacted by
25 returning student AA. Subsequently, the remainder of the trip was cancelled.
 - 26 d. As a result of Cole's policy violations, school district officials sought disciplinary
27 action against Cole. Cole resigned his employment with the district on September 28,
28 2018. CS's conduct was subsequently reported to law enforcement, and no criminal
29 charges were filed.
- 30
- 31 3. On March 20, 2019, a Commission investigator sent Cole a letter by First class and Certified
32 Mail, requesting a formal interview. On April 26, 2019, the investigator left a voicemail for
33 Cole, again requesting Cole make contact regarding an interview. On April 29, 2019, Cole
34 contacted the investigator and advised he would not be participating in any interviews. Cole

1 was informed that failing to participate in an interview could result in discipline against his
2 license, and Cole again declined to be interviewed.
3

4 **CONCLUSIONS OF LAW**

5 Cole's conduct described in sections two (2) (a-d), above constitutes gross neglect of duty in
6 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5)
7 (*Use professional judgment*), OAR 584-020-0020(2)(d) (*Skill in the supervision of students*); OAR
8 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*).
9

10 Cole's conduct described in section three (3), above constitutes gross neglect of duty in
11 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-
12 0040(4)(p) (*Subject to the exercise of any legal right or privilege, failure or refusal by an educator*
13 *under investigation to respond to requests for information, to furnish documents or to participate*
14 *in interviews with a Commission representative relating to a Commission investigation*).
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16 The Commission's authority to impose discipline in this matter is based upon ORS 342.175.
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18 **FINAL ORDER**

19
20 The Commission hereby suspends Raymond F. Cole's right to apply for licensure for a period
21 of six (6) months, to begin upon the date this order is signed and in effect.
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24 IT IS SO ORDERED THIS 7th day of October, 2019.

25 TEACHER STANDARDS AND PRACTICES COMMISSION

26 By: Anthony J. Rosilez
27 Dr. Anthony Rosilez, Executive Director
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NOTICE OF APPEAL OR RIGHTS

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