

- 1 3. Investigation established a pattern of behavior dating back to 2017. On October 30, 2017,
2 an educator reported to a school administrator that he smelled marijuana coming from
3 Knox's classroom and that the smell intensified the closer the educator was to Knox. The
4 administrator met with Knox and reported Knox smelled of marijuana. Knox refused a
5 request to take a field sobriety test with the district's School Resource Officer. Knox
6 denied using marijuana at school and admitted to using marijuana recreationally once
7 per month at home. Knox was given a letter of direction and provided a copy of the
8 district's policy for a drug free workplace.
- 9 4. On December 1, 2017, three staff members reported to a school administrator that Knox
10 appeared to be under the influence. The administrator met with Knox and reported
11 Knox's speech was slow and slurred. Knox refused to take a drug and alcohol test in
12 violation of the district's policy on a drug free workplace. Knox told district officials he
13 believed he was having manifestations of a stroke at the time. Knox was again provided a
14 copy of the district's policy on a drug free workplace.
- 15 5. On February 1, 2018, witnesses reported to a school administrator that during duty
16 hours, Knox was asleep in the classroom for approximately forty-five (45) minutes, his
17 breath smelled of alcohol, he was off balance, he bumped into tables, he staggered and his
18 speech was slurred and unintelligible. When the administrator confronted Knox about
19 his appearance, Knox denied drinking and refused to take a drug and alcohol test in
20 violation of the district's policy for a drug free workplace. Knox was placed on
21 administrative leave pending completion of a district investigation.
- 22 6. On February 5, 2018, Knox submitted OFLA/FMLA leave paperwork and was removed
23 from administrative leave. Knox's OFLA/FMLA leave ended on May 7, 2018, and Knox
24 failed to provide a district requested fit-for-duty report or to set up a due process
25 meeting. In June 2018, Knox submitted his resignation which was accepted by the
26 district.

27 28 **CONCLUSIONS OF LAW**

29 Knox's conduct described above constitutes gross neglect of duty in violation of ORS
30 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional*
31 *judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*);
32 and OAR 584-020-0040(4)(g) (*Appearing on duty or at any district-sponsored activity while*
33 *under the influence alcohol or any controlled substance*).

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

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3 **FINAL ORDER**

4 The Commission hereby suspends Douglas H. Knox's right to apply for an Oregon educator
5 license for a period of six (6) months, to begin upon the date this order is signed and in effect.


6 In addition, the Commission places Knox on probation for a period of three (3) years to
7 commence upon Knox's reinstatement from suspension. This probation period is subject to the
8 following terms and conditions:

- 9
10 1. Knox shall comply with the Standards for Competent and Ethical Performance of
11 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
12 2. Knox shall complete within ninety (90) days of future application for licensure, an
13 updated professional drug/alcohol assessment.

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

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19 IT IS SO ORDERED THIS 22nd day of September, 2020.

20 TEACHER STANDARDS AND PRACTICES COMMISSION

21 By: 
22 Dr. Anthony Rosilez, Executive Director
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30 **NOTICE OF APPEAL OR RIGHTS**

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