

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

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 SUSPENSION
JEFFREY N. GRIMES) AND PROBATION

On September 26, 2018, the Teacher Standards and Practices Commission (Commission) received reports from the Oregon City School District (District) indicating Jeffrey N. Grimes (Grimes) may have committed an act of gross neglect of duty and/or gross unfitness, specifically, that Grimes was under the influence of intoxicants at his assigned place of duty.

After review of the matters alleged, Grimes 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 sixty (60) day suspension, and a two (2) year period of probation.

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


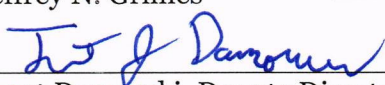
By signing below, Grimes acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Suspension 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 Grimes 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

1 advised with regard to his rights thereto, or waives any and all rights to consult with an
2 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
3 the Stipulated Final Order below.

4 **STIPULATION OF FACTS**

- 5 1. The Commission has licensed Grimes since June 12, 2002. Grimes holds a
6 Substitute Teaching License, with an endorsement in Any Specialty (PreK-12),
7 valid from November 1, 2017, through December 20, 2020. During all relevant
8 times, Grimes was employed by the Oregon City School District (OCSD).
- 9 2. On September 26, 2018, the Commission received a report from the OCSD
10 indicating Grimes may have committed an act which constitutes gross neglect of
11 duty. The district reported Grimes had been under the influence of alcohol while
12 providing substitute teaching services at the Jackson Campus on or about
13 September 25, 2018.
- 14 3. Investigation determined that on September 25, 2018, Grimes was under the
15 influence of alcohol when he reported for work for the OCSD. School staff smelled
16 alcohol on Grimes and an investigation was immediately conducted. At the request of
17 district officials, Grimes consented to a blood alcohol test. At 1:19PM, Grimes tested
18 positive for alcohol with a blood alcohol content of 0.087%, and at 1:36PM, Grimes
19 tested positive for alcohol with a blood alcohol content of 0.085%. During the district
20 and Commission investigation, Grimes admitted to drinking alcohol heavily the night
21 before because he was "unable to sleep." Grimes indicated he drank "much later"
22 than he intended to, drinking into the morning hours of September 25, 2018. OCSD
23 terminated Grimes' substitute teaching employment after determining Grimes'
24 conduct violated district policy based on the test results and Grimes' admission of
25 alcohol consumption. Grimes enrolled in a treatment program.
- 26

27 IT IS SO STIPULATED:

28
29 
30 _____
31 Jeffrey N. Grimes
32 
33 _____
34 Trent Danowski, Deputy Director
Teacher Standards and Practices Commission

8.3.20

Date
08/11/2020

Date

1 **CONCLUSION OF LAW**

2 The conduct described in sections two (2) and three (3) above constitutes gross
3 neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it
4 incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-
5 0025(2)(e) (*Using district lawful and reasonable rules and regulations*), and OAR 584-
6 020-0040(4)(g) (*Appearing on duty or at any district-sponsored activity while under
7 the influence alcohol or any controlled substance*).

8
9 The Commission’s authority to impose discipline in this matter is based upon
10 ORS 342.175.

11 **ORDER**

12
13 The Commission adopts and incorporates herein the above findings of fact and
14 conclusions of law, and based thereon, imposes a sixty (60) day suspension upon Jeffrey
15 N. Grimes’ Oregon educator license.

16 Furthermore, the Commission imposes a period of two (2) years of probation
17 upon Grimes’ licensure to commence upon reinstatement and subject to the following
18 condition:

- 19 1. Grimes shall comply with the Standards for Competent and Ethical Performance
20 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division
21 020.

22
23 Issued and dated this 6 day of August, 2020.

24 **TEACHER STANDARDS AND PRACTICES COMMISSION**

25 **STATE OF OREGON**

26
27 By  _____

28 Dr. Anthony Rosilez, Executive Director