BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 1 OF THE STATE OF OREGON 2 Case No. 122208 In the Matter of the STIPULATION, AND ORDER SUSPENSION AND PROBATION Teaching License of 4 MICHAEL RICHARD GORDON 5 The Teacher Standards and Practices (Commission) issued a Notice of Opportunity for 6 Hearing on January 12, 2005 to Michael Richard Gordon, in which the Commission proposed to 7 suspend, revoke or other wise impose discipline. . 8 After a review of the matters alleged, the Commission and Mr. Gordon have agreed that 9 their respective interests, together with the public interest, are best served by a stipulation to 10 certain facts, the imposition of a 15-day suspension and an extension of Mr. Gordon's probation 11 for a period of four years. The Commission has taken into account the length of time that has 12 taken to resolve the case in imposing a 15-day suspension. 13 In entering into this stipulation, Mr. Gordon waives his right to a hearing to contest the 14 allegations in the Notice and understands that the Commission will impose a 15-day suspension 15 and place him under probation for a period of four years. This stipulation and proposed order are 16 contingent on approval by the full Commission. If the Commission does not approve this 17 stipulation and order, it is understood that any waiver of rights by Mr. Gordon is therefore 18 revoked. It is further understood that the statements contained in this stipulation may not be used 19 by either the Commission or Mr. Gordon for any reason if the Commission fails to approve the 20 stipulation and proposed order. 21 22 23

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2	STIPULATION OF FACTS
3	Mr. Gordon and the Commission stipulate as follows:
4	1. Mr. Gordon holds a Standard Teaching License with endorsements in several
5	subjects, including U.S. History, Global Studies, Government, Citizenship and Economics.
6	2. Mr. Gordon was employed as a teacher and a coach with the Prospect School
7	District from 1981 to 2008. Mr. Gordon is not currently teaching in any position.
8	3. The Commission previously disciplined Mr. Gordon on two separate occasions:
9	a. On July 17, 1998, the Commission issued a public reprimand and placed
10	on stimulated findings of
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	high school student. As a condition of this probation, Mr. Gordon was
	o required to attend an educational program in sexual harassment and
	boundaries with students and to direct the trainer to provide a report of
-	2 Mr. Gordon's successful completion of the training within six months.
- 4	

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Mr. Gordon has failed to show evidence that he completed the training required in 1 4. the Commission's August 8, 2001 order. 2 In late September or early October 2003, Mr. Gordon and a group of teachers had 3 5. a social meeting in the classroom of a female teacher at the Prospect High School. At that time, 4 Mr. Gordon made a comment about observing the exposed breast of one of the female teachers 5 who was present in the room. That female teacher considered the comment to be a disparaging 6 7 remark. At the time of the incident, Mr. Gordon was on probation to the Commission, as a 6. 8 result of the August 8, 2001 order. 10 3-11-2010 ate 3-30-18 11 12 13 Victoria Chamberlain. Executive Director Teacher Standards and Practices Commission 14 15 **CONCLUSIONS OF LAW** 16 1. Michael Richard Gordon's comment concerning a female co-worker was 17 demeaning, embarrassing and sufficiently severe to create a hostile work 18 environment. His conduct constituted sexual harassment and gross neglect of 19 duty in violation of OAR 584-020-0040(4)(1). 20 2. Mr. Gordon's act of sexual harassment was a violation of the terms of his 21 probation and constituted gross neglect of duty in violation of OAR 584-020-22 0040(4)(k). 23

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1	3.	Mr. Gordon violated the terms of his probation by failing to ensure that a report of	
2		Gordon's successful participation in training was provided to the Commission.	
3		His failure constitutes gross neglect of duty in violation of OAR 584-020-	
4		0040(4)(k).	
5		ORDER	
6	The C	Commission imposes a 15-day suspension of Michael Richard Gordon's license.	
7	The C	Commission extends Mr. Gordon's probation for a period of four years, beginning	
8	with the date of this order. Conditions of probations are:		
9	a.	Mr. Gordon will complete a sensitivity training course subject to approval by the	
10	Commission.	Before he undertakes any teaching position, Mr. Gordon agrees to provide proof to	
11	the Commission that he has taken the sensitivity course.		
12	b.	Mr. Gordon shall comply with all Standards for Competent and Ethical	
13	Performance of Educators under OAR 584 Division 020.		
14	Viola	tion of any of the terms of probation may constitute an independent basis for the	
15	Commission to impose discipline, up to and including revocation of Mr. Gordon's Oregon		
16	Teaching License, subject to his right to a hearing on the issue of whether he violated probation.		
17	In light of Mr. Gordon's previous instances of misconduct, any future violations will be viewed		
18	by the Comn	nission to be very serious.	
19			
20	IT IS	SO ORDERED this // day of //ay, 2010.	
21		TEACHER STANDARDS AND PRACTICES COMMISSION	
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23		By: Victoria Chambenain, Executive Director	

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