## BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS, 4 Teaching License of ORDER OF REPRIMAND 5 Rudolfo Antonio Puente AND PROBATION 6 7 8 9 On or about February 23, 2001, the Teacher Standards and Practices 10 Commission (Commission) received a report from Pete Craemer, Acting 11 Superintendent, St. Helens School District indicating that Rudolfo "Rudy" Antonio 12 Puente (Mr. Puente), a licensed educator, may have violated standards regarding, "...1) 13 sexual harassment and 2) a pattern of altering employment documents." 14 Mr. Puente fully cooperated with the Commission's investigation. After review of 15 the matters alleged, Mr. Puente and the Commission agree that their respective 116 interests, together with the public interest, are best served by a stipulation to certain 17 facts, a public reprimand and a two (2) year period of probation. This Order sets forth 18 the facts upon which the parties have agreed and the sanction to be imposed. In 19 entering into this stipulation, Mr. Puente waives the right to a hearing to contest the 20 finding of fact, conclusion of law and order set forth below. 21 STIPULATION OF FACTS 22 1. The Commission has continually licensed Mr. Puente since January 13, 1988, 23 he currently holds a Standard Administrative License with a Standard Administrator 24 Endorsement valid June 17, 1998 through February 11, 2004. There are no prior 25 complaints on file with the Commission. 26 2. Mr. Puente was employed by St. Helens School District beginning March 13, 27 1995 until his resignation January 16, 2001.

1	3. During the 1998-99 academic year Mr. Puente failed to perform his
2	professional duty to conduct a second formal observation of a probationary teacher as
3	required by ORS 342.850 and district policy.
4	4. In June of 1999, in an effort to conceal his failure to perform the formal
5	observation, Mr. Puente asked the second year probationary teacher, Brian Murphy, to
6	sign a teaching evaluation observation form dated February 15, 1999, for a formal
7	evaluation Mr. Puente had not conducted. Mr. Puente signed the teaching evaluation
8	documents and placed them in the second year probationary teacher's personnel file.
9	5. Mr. Puente accepts responsibility for his behavior and acknowledges his
10	failure to conduct the evaluation and his attempt to conceal that fact was inappropriate.
11	This stipulation is contingent upon approval and adoption of the Order by the
12	Commission. If the Commission does not adopt this Order, neither Mr. Puente nor the
13	Commission are bound by these Stipulations and Mr. Puente retains all rights to a
14	hearing on the allegations.
15	IT IS SO STIPULATED:
16 17 18	Radolfo Antonio Puente Bate
19 20 21 22	David V. Myton Executive Director Teacher Standards and Practices Commission
23	CONCLUSION OF LAW
24	Mr. Puente's actions in this matter constitute gross neglect of duty in violation of
25	OAR 584-020-0020(3)(b) and OAR 584-020-0040(4)(c).

ORDER The Commission imposes a Public Reprimand on Mr. Puente. This Stipulation of Facts, Order of Reprimand and Probation constitutes the reprimand. Furthermore, the 3 Commission imposes a two (2) year probation upon Mr. Puente subject to the condition 4 that Mr. Puente comply with all Standards for Competent and Ethical Performance 5 6 under Chapter OAR 584, Division 020. 7 Violation of the terms of this probation may constitute an independent basis for 8 the Commission to impose discipline, up to and including revocation of Mr. Puente's 9 teaching license subject Mr. Puente's right to a hearing on the issue of whether he 10 violated probation. Dated this  $-\frac{14}{2}$  day of September, 2001 11 TEACHER STANDARDS AND PRACTICES COMMISSION 12 14 15 16 17 APPROVED AS TO FORM 18 19

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James M. Brown OSB #67012 Attorney for Rudolfo Antonio Puente