BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS, 4 Teaching License of ORDER OF REPRIMAND 5 RAY J. TUBBS AND PROBATION 6 7 On or about November 16, 2000, Teacher Standards and Practices Commission 8 (Commission) received a report from Larry Glaze, Superintendent, Imbler Public Schools 9 alleging that Ray Tubbs violated Standards for Ethical Performance of Oregon Educators. The 10 records indicate that Mr. Tubbs failed to use professional judgment; failed to follow District policies and directives; and failed to maintain the dignity of the profession by exemplifying 11 12 personal integrity and honesty regarding a travel reimbursement. Mr. Tubbs is currently on a 13 Program of Assistance for Improvement regarding these issues. 14 Mr. Tubbs fully cooperated with the Commission's investigation. After review of the 15 matters alleged, Mr. Tubbs and the Commission agree that their respective interests, together 16 with the public interest, are best served by a stipulation to certain facts and the imposition of a 17 Public Reprimand, followed by a period of probation of two (2) years. This Order sets forth the 18 facts upon which the parties have agreed and the sanction to be imposed. In entering into this 19 stipulation, Mr. Tubbs waives the right to a hearing to contest the findings of fact, conclusion of 20 law and order set forth below. Mr. Tubbs understands that the probation with be subject to 21 specific conditions. 22 This stipulation is contingent upon approval and adoption of the Order by the 23 Commission. If the Commission does not adopt this Order, neither Mr. Tubbs nor the 24 Commission are bound by these Stipulations and Mr. Tubbs retains all rights to a hearing on the 25 allegations.

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1 STIPULATION OF FACTS 2 1. The Commission has licensed Mr. Tubbs continuously since 1979. Mr. Tubbs currently holds a Standard Oregon Teaching License with Standard Agriculture Science and 3 4 Technology; and Basic Biology endorsements valid until July 15, 2006. 2. Mr. Tubbs is currently employed by Imbler Public Schools as the Agriculture 5 6 Technology Science teacher at Imbler High School. He had been with the District since 1997. 7 3. On or about June 23, 2000, Mr. Tubbs submitted a travel expense report form for 8 reimbursement of expenses for June. Mr. Tubb listed a \$212.00 expense for lodging without a receipt. Mr. Tubbs told District staff that he had paid \$212.00 for lodging at the Lakeview Lodge 9 10 and that the receipt was not available at this time. On June 29, 2000, the District obtained a 11 copy of the receipt. The receipt indicated that Mr. Tubbs shared a room with another educator 12 and that the total amount paid was \$159.00. On or about July 6, Mr. Tubbs provided the District with a receipt for \$159.00 and after some discussion admitted that his actual expense for 13 14 lodging was \$79.50, not \$212.00 as claimed on his travel expense report. 4. Mr. Tubbs is remorseful for his behavior and acknowledges his behavior was 15 16 inappropriate. 17 IT IS SO STIPULATED: 18 19 20 21 David V. Myton Executive Director 22 Teacher Standards and Practices Commission 23 **CONCLUSION OF LAW** 24 Mr. Tubbs failed to maintain the dignity of the profession by respecting and obeying the 25 law, exemplifying personal integrity and honesty in violation of OAR 584-020-0035(3)(a) when

he submitted a request for reimbursement of funds he had not incurred.

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1 ORDER 2 The Commission imposes a Public Reprimand on Mr. Tubbs. This Stipulation of Facts, 3 Order and Probation constitutes the Reprimand. Furthermore, the Commission imposes a two 4 (2) year probation upon Mr. Tubbs subject to the following conditions: 5 1. Mr. Tubbs shall comply with all Imbler Public School policies and administrative 6 directives pertaining to his performance as an educator. 2. Mr. Tubbs shall comply with all Standards for Competent and Ethical Performance 7 8 under Chapter OAR 584, Division 020. 3. Mr. Tubbs shall provide information as requested by the Commission to verify that he 9 has complied with the conditions of probation, including a statement from his employing district 10 that he has complied with the Standards for Competent and Ethical Performance under Chapter 11 12 OAR 584, Division 020. 13 Violation of the terms of this probation may constitute an independent basis for the Commission to impose discipline, up to and including revocation of Mr. Tubbs' teaching license 14 subject Mr. Tubbs' right to a hearing on the issue of whether he violated probation. 15 Dated this // day of July 2001 16 17 TEACHER STANDARDS AND PRACTICES COMMISSION 18 19 David V. Myton, Executive Director 20 21 Approved as to form: 22 23 24 Ralph Wiser, OSB #81423 25 Attorney for Ray J. Tubbs