

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the
Teaching License of

MICHAEL RICHARD GORDON

Case No. 122208

STIPULATION, AND ORDER SUSPENSION
AND PROBATION

The Teacher Standards and Practices (Commission) issued a Notice of Opportunity for Hearing on January 12, 2005 to Michael Richard Gordon, in which the Commission proposed to suspend, revoke or other wise impose discipline. .

After a review of the matters alleged, the Commission and Mr. Gordon have agreed that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a 15-day suspension and an extension of Mr. Gordon's probation for a period of four years. The Commission has taken into account the length of time that has taken to resolve the case in imposing a 15-day suspension.

In entering into this stipulation, Mr. Gordon waives his right to a hearing to contest the allegations in the Notice and understands that the Commission will impose a 15-day suspension and place him under probation for a period of four years. This stipulation and proposed order are contingent on approval by the full Commission. If the Commission does not approve this stipulation and order, it is understood that any waiver of rights by Mr. Gordon is therefore revoked. It is further understood that the statements contained in this stipulation may not be used by either the Commission or Mr. Gordon for any reason if the Commission fails to approve the stipulation and proposed order.

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STIPULATION OF FACTS

Mr. Gordon and the Commission stipulate as follows:

1. Mr. Gordon holds a Standard Teaching License with endorsements in several subjects, including U.S. History, Global Studies, Government, Citizenship and Economics.

2. Mr. Gordon was employed as a teacher and a coach with the Prospect School District from 1981 to 2008. Mr. Gordon is not currently teaching in any position.

3. The Commission previously disciplined Mr. Gordon on two separate occasions:

a. On July 17, 1998, the Commission issued a public reprimand and placed Mr. Gordon on probation for three years based on stipulated findings of fact that Mr. Gordon had engaged in a series of inappropriate physical contacts with students and inappropriate comments to students. As a condition of probation Mr. Gordon was required to attend a course or workshop on sexual harassment.

b. On August 8, 2001, the Commission suspended Mr. Gordon's teaching license for 30 days, followed by a three-year period of probation based on stipulated findings of fact that Mr. Gordon had, in the presence of other students, made embarrassing and humiliating statements to a male high school student. As a condition of this probation, Mr. Gordon was required to attend an educational program in sexual harassment and boundaries with students and to direct the trainer to provide a report of Mr. Gordon's successful completion of the training within six months.

1 4. Mr. Gordon has failed to show evidence that he completed the training required in
2 the Commission's August 8, 2001 order.

3 5. In late September or early October 2003, Mr. Gordon and a group of teachers had
4 a social meeting in the classroom of a female teacher at the Prospect High School. At that time,
5 Mr. Gordon made a comment about observing the exposed breast of one of the female teachers
6 who was present in the room. That female teacher considered the comment to be a disparaging
7 remark.

8 6. At the time of the incident, Mr. Gordon was on probation to the Commission, as a
9 result of the August 8, 2001 order.

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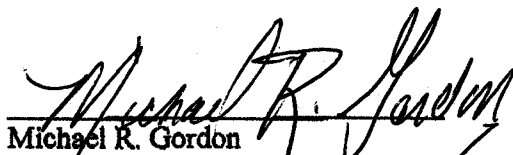
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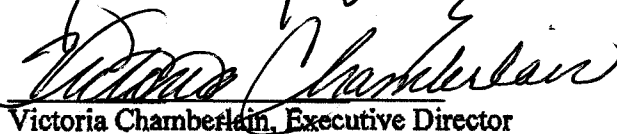
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Michael R. Gordon

2-11-2010
Date


Victoria Chamberlain, Executive Director

3-30-10
Date

Teacher Standards and Practices Commission

CONCLUSIONS OF LAW

1. Michael Richard Gordon's comment concerning a female co-worker was demeaning, embarrassing and sufficiently severe to create a hostile work environment. His conduct constituted sexual harassment and gross neglect of duty in violation of OAR 584-020-0040(4)(l).
2. Mr. Gordon's act of sexual harassment was a violation of the terms of his probation and constituted gross neglect of duty in violation of OAR 584-020-0040(4)(k).

