

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

3 In the Matter of the)	STIPULATION OF FACTS AND
4 Educator License of)	FINAL ORDER OF SUSPENSION
5 ROBERT GEORGE HADLEY)	AND PROBATION

6 On or about June 11, 2015, the Teacher Standards and Practices Commission (Commission)
 7 received a report from the North Clackamas School District (NCSA) indicating that Robert George
 8 Hadley (Hadley) violated professional standards and local policy.

9 After review of the matters alleged, Hadley and the Commission agree that their respective
 10 interests, together with the public interest, are best served by a stipulation to certain facts, the
 11 imposition of a thirty (30) day suspension of Hadley’s Oregon educator license and three years of
 12 probation to commence upon reinstatement of Hadley’s Oregon educator license.

13 This document sets forth the facts upon which the parties have agreed and the stipulated
 14 sanction to be imposed. Hadley stipulates that there is sufficient evidence in the Commission’s files
 15 and records to support the findings of fact, conclusions of law, and order set forth below.

16 By signing below, Hadley acknowledges, understands, stipulates, and agrees to the following:

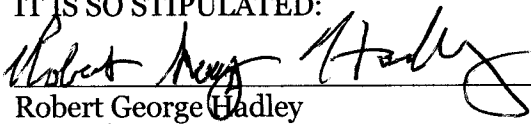
- 17 (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact,
 18 conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights
 19 to appeal or otherwise challenge this Stipulation of Facts and Final Order of Suspension and
 20 Probation (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and
 21 disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is
 22 contingent upon and subject to approval and adoption by the Commission. If the Commission does
 23 not approve and adopt this Stipulation and Final Order, then neither Hadley nor the Commission are
 24 bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it
 25 completely; (v) he voluntarily, without any force or duress, enters into this Stipulation and Final Order
 26 and consents to issuance and entry of the Stipulated Final Order below; (vi) he states that no promises
 27 or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he
 28 has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised

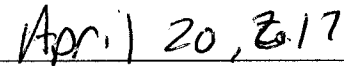
1 with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to
2 entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order
3 below.

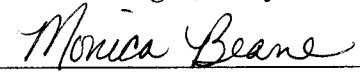
4 **STIPULATION OF FACTS**

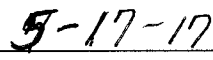
- 5 1) The Commission has licensed Hadley since April 17, 1995. Hadley holds a Standard Teaching
6 License, with endorsements in Basic Speech (020) and Standard Social Studies (020), valid from
7 December 27, 2011, through December 26, 2016. During all relevant times, Hadley was employed
8 by the North Clackamas School District.
- 9 2) On June 11, 2015, the Commission received a report from the North Clackamas School District
10 alleging that Hadley had committed an act of gross neglect of duty and/or gross unfitness under
11 the Oregon Administrative Rules; specifically, Hadley had misused school district computer
12 equipment and displayed inappropriate computer images to students. Subsequent investigation
13 determined the following events occurred:
- 14 a) On March 9, 2015, Hadley was using his district supplied laptop computer to show a
15 PowerPoint presentation to his classroom. While switching from one program to another,
16 Hadley unintentionally displayed explicit images to students on the large classroom screen.
17
- 18 b) In the course of the resulting investigation, Hadley explained that his personal computer was
19 broken, and he had been using the district's computer inappropriately (to view explicit
20 materials) for approximately one year. Hadley resigned his employment with the district
21 effective September 30, 2015.
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- 23 c) Hadley has sought professional treatment and support related to his conduct described above.
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26 IT IS SO STIPULATED:

27 
28 Robert George Hadley


Date

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30 Dr. Monica Beane, Executive Director
31 Teacher Standards and Practices Commission


Date

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CONCLUSIONS OF LAW

The above described conduct that Robert George Hadley engaged in constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(b) (*Using and maintaining district property, equipment, and materials appropriately*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*); and OAR 584-020-0040(4)(q) (*Unauthorized use of school electronic equipment to receive, store, produce or send sexually explicit materials*).

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

ORDER

The Commission hereby adopts and incorporates herein the above stipulation of facts, conclusions of law, and based thereon hereby imposes a thirty (30) day suspension upon Hadley’s Oregon educator license as follows:

Robert George Hadley’s Oregon educator license is hereby suspended for thirty (30) days following the adoption of this order.

Furthermore, the Commission imposes three (3) years of probation upon Hadley to commence upon reinstatement of his license and subject to the following terms and conditions of probation:

1. Hadley shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
2. Within the first year of probation, Hadley will complete the NASDTEC ethics course “Prevention and Correction”, and submit proof of completion to the Commission.
3. Hadley will continue to participate in any ongoing counseling / therapy as recommended by his current provider. Within sixty (60) days of the signing of this order, Hadley will provide the Commission a letter from his provider detailing any such recommendation. Upon the completion of Hadley’s probation period, or sooner if appropriate, Hadley will provide the Commission a summary of his treatment participation.

1 Violation of any term or condition of probation shall constitute an independent basis for the
2 Commission to revoke Hadley's educator license or otherwise impose discipline, after first providing
3 Hadley with notice and opportunity for hearing.

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IT IS SO ORDERED this 21st day of June, 2017.
TEACHER STANDARDS AND PRACTICES COMMISSION

By: Monica Beane
Dr. Monica Beane, Executive Director