



1 regard to his rights thereto, or waives any and all rights to consult with an attorney prior to entering  
2 into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below. This  
3 stipulation is contingent upon approval and adoption of the Order by the Commission. If the  
4 Commission does not adopt this Order, neither Jones nor the Commission are bound by these  
5 Stipulations and Jones retains all rights to a hearing on the allegations.

6 **STIPULATION OF FACTS**

7 1. The Commission has licensed Jones since March 8, 2007. Jones currently holds a  
8 Standard Teaching License, with a Standard Handicapped Learner endorsement, issued  
9 December 12, 2005 and valid through January 3, 2011.

10 2. During the period from approximately September 2001 until March 2003, Jones on several  
11 occasions made sexually inappropriate comments, touched and massaged the shoulders, and  
12 patted the buttocks of a female educational assistant who was assigned to his classroom.  
13 Jones' conduct was unsolicited and unwelcome and had the effect of creating an intimidating,  
14 hostile and offensive work environment.

15 3. After receiving complaints from co-workers, the school district conducted an investigation of  
16 Jones' conduct. It concluded that Jones had violated district policy on sexual harassment and  
17 professional standards of the Commission. The district suspended Jones for five days without  
18 pay, placed him on a plan of assistance, required Jones to undergo a psychological evaluation  
19 and training in the areas of professional boundaries with co-workers and students, and  
20 transferred Jones to another school within the district. The district also placed Jones on an  
21 "intensive assistance plan" which required Jones not to be alone with females in a room unless  
22 students or another adult was present, and to not make comments to coworkers about their  
23 appearance or other comments.

24 4. Jones underwent a psychological evaluation by Dwight D. Mowry, Ph.D. The evaluation  
25 was followed by counseling and training in the area of professional boundaries. Dr. Mowry

1 concluded that Jones understands and can be expected to observe appropriate personal and  
2 professional boundaries with co-workers and students in the future.

3 5. On March 5, 2004 the Commission imposed a Public Reprimand and four year probation  
4 upon Jones' license.

5 6. On April 12, 2010 the Commission received a report from the Baker School District  
6 indicating that a Special Education Paraprofessional submitted a sexual harassment complaint  
7 form regarding Jones' conduct.

8 7. Sometime between December 2009 and January 2010 Jones sent the Paraprofessional a  
9 text message asking her if she would consider the two of them being together. The  
10 Paraprofessional responded "it is inappropriate, and we have to work together, and I do not  
11 want to be uncomfortable at work."

12 8. On April 6<sup>th</sup>, the same Paraprofessional found a yellow sticky note on her computer that  
13 read, "think about it FWB." She recognized the handwriting as that of Jones. The  
14 Paraprofessional, not knowing what "FWB" stood for, asked another coworker and was told  
15 that it meant "friends with benefits." Jones approached the Paraprofessional later in the day  
16 and said "No response, I thought I could at least get a rise out of you." The Paraprofessional  
17 did not respond. The following period Jones repeated himself by saying: "I can't even get a  
18 response from you; I thought that I would at least get a rise out of you." The Paraprofessional  
19 responded "I didn't even know what that meant Robert." Jones responded "Yeah, sure you  
20 didn't."

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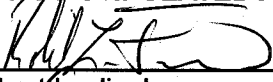
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1 9. Jones initially denied writing the note or engaging in the subsequent conversation about it  
2 with the Paraprofessional. Following the Commission consideration of these events, Jones  
3 corrected his statement to reflect that he had left the note.

4 **IT IS SO STIPULATED AND AGREED TO:**

5   
6 \_\_\_\_\_  
7 Robert Leslie Jones

3/21/11  
\_\_\_\_\_  
Date

8   
9 \_\_\_\_\_  
Victoria Chamberlain, Executive Director  
Teacher Standards and Practices Commission

4-1-11  
\_\_\_\_\_  
Date

10 **CONCLUSION OF LAW**

11 Robert Leslie Jones approached a coworker about initiating a romantic relationship.  
12 After being told that a romantic relationship was unwanted and would cause discomfort  
13 because of the work environment, Mr. Jones left a note for the coworker alluding to a "friends  
14 with benefits" relationship, and engaged in subsequent conversations with the coworker along  
15 these lines. Mr. Jones was not initially honest with the Commission investigator concerning  
16 this conduct. This conduct constitutes gross neglect of duty in violation of ORS 342.175(1)  
17 (b); OAR 584-020-0040(4)(l) (*Sexual harassment*), OAR 584-020-0040(4)(c) (*Knowing*  
18 *falsification of any document or knowing misrepresentation directly related to licensure,*  
19 *employment, or professional duties*), and OAR 584-020-0040(4)(n) as it incorporates OAR  
20 584-020-0010(5) (*Use professional judgment*). The Commission has the authority to impose  
21 discipline in this matter under ORS 342.120 through 342.430 and OAR Chapter 584.

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30 **FINAL ORDER**

31 The Commission adopts and incorporates herein the above findings of fact and conclusion of  
32 law, based thereon, hereby suspends the licensure of Robert Leslie Jones for one year and places  
33 him on two years probation.

34 Issued and dated this 16<sup>th</sup> day of May, 2011.

35 **TEACHER STANDARDS AND PRACTICES COMMISSION**  
36 **STATE OF OREGON**

37 *(signature) on next page)*

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By *Victoria Chamberlain*  
Victoria Chamberlain, Executive Director