

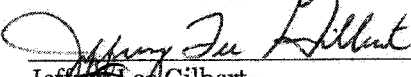
1 attorney regarding this Stipulation and Final Order and has been fully advised with regard to his
2 rights thereto, or waives any and all rights to consult with an attorney prior to entering into this
3 Stipulation and Final Order and issuance and entry of the Stipulated Final Order below. In
4 entering into this stipulation, Gilbert waives the right to a hearing to contest the findings of fact,
5 conclusions of law and order set forth below.

6 **STIPULATION OF FACTS**


- 7 1. The Commission has licensed Gilbert since July 6, 1993. Gilbert currently holds a
8 Standard Teaching License issued July 31, 2007, with endorsements in Basic Integrated
9 Science (020), Basic Language Arts (020), and Basic Social Studies (020), which was due
10 to expire on July 30, 2012. Gilbert made timely application for renewal, and his Standard
11 Teaching License status is currently pending renewal. Gilbert held an Emergency
12 Administrators License that was issued on July 31, 2011, and expired on January 31,
13 2012, and previously held an Initial I Administrators License from November 12, 2004
14 through July 30, 2011. During all relevant times, Gilbert was employed by the Reynolds
15 School District.
- 16 2. In July 2011, Gilbert failed to follow school district policies and regulations related to the
17 disposal of district property when Gilbert damaged, destroyed and/or improperly
18 disposed of school district owned property by his own hand, or by directing others to do
19 so, without the required input and approval of the Director of Business Services as
20 required by policy.
- 21 3. During the time between the years 2009 and 2012, Gilbert repeatedly failed to follow
22 school district policies and regulations related to student activity funds, staff expense
23 reimbursement, staff ethics, and expenditure of district funds for meals, refreshments
24 and gifts. During this period, Gilbert performed transactions; requested transfers and/or
25 reimbursements; and conducted, requested and approved expenditures or other
26 financial transactions in violation of these policies and regulations.

1 4. A supplemental investigation, conducted on January 29, 2013, concluded that Gilbert
2 had fraudulently claimed reimbursement for alleged school purpose expenses, which, in
3 fact, were expenses for Gilbert's personal items. The investigation documented that with
4 respect to twenty-one separate claims for reimbursement, the claims were either false,
5 misleading, consisted of fraudulent invoices, or were misrepresentations of the actual
6 expense. These twenty-one fraudulent expenses totaled \$17,216.03. On June 11, 2013,
7 Gilbert agreed to a Civil Compromise Agreement with the Reynolds School District. In
8 the agreement, Gilbert "stipulates to, or confesses, judgment". The agreement facilitates
9 the repayment of the fraudulent expenses by Gilbert, totaling \$17,216.03, and the
10 Multnomah District Attorney agreed not to file criminal charges against Gilbert for the
11 fraudulent transactions if the Civil Compromise Agreement is fulfilled by Gilbert.

12 IT IS SO STIPULATED:

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14 _____
Jeffrey Lee Gilbert

6/20/13
Date

15 
16 _____
Victoria Chamberlain, Executive Director
17 Teacher Standards and Practices Commission

6-25-13
Date

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CONCLUSION OF LAW

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Jeffrey Lee Gilbert's conduct as described in section two (2) above 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)(d) (*Using district
and school business and financial procedures*), OAR 584-020-0025(2)(e) (*Using district lawful
and reasonable rules and regulations*), and OAR 584-020-0025(3)(a) (*Leadership skills in
managing the school, its students, staff, and programs as required by lawful and reasonable*

1 *district policies, rules, and regulations, state and federal laws and regulations, and other*
2 *programs as assigned, and assures that staff is informed of these requirements).*

3 Jeffrey Lee Gilbert's conduct as described in section three (3) above constitutes Gross
4 Neglect of Duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates
5 OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(d) (*Using district*
6 *and school business and financial procedures*), OAR 584-020-0025(2)(e) (*Using district lawful*
7 *and reasonable rules and regulations*), and OAR 584-020-0025(3)(a) (*Leadership skills in*
8 *managing the school, its students, staff, and programs as required by lawful and reasonable*
9 *district policies, rules, and regulations, state and federal laws and regulations, and other*
10 *programs as assigned, and assures that staff is informed of these requirements*); OAR 584-
11 020-0040(4)(o) as it incorporates OAR 584-020-0035(2)(e) (*Not use the district's or school's*
12 *name, property, or resources for non-educational benefit or purposes without approval of the*
13 *educator's supervisor or the appointing authority*), OAR 584-020-0035(3)(a) (*Maintain the*
14 *dignity of the profession by respecting and obeying the law, exemplifying personal integrity*
15 *and honesty*); OAR 584-020-0040 (4)(a) (*Knowing and substantial unauthorized use of:*
16 *school name or financial credit; school materials or equipment for personal purposes; or*
17 *school personnel to provide personal services unrelated to school business*); and OAR 584-020-
18 0040 (4)(b) (*Knowing and substantial unauthorized use of employment time or school*
19 *resources for private purposes*). This conduct also constitute gross unfitness in violation of ORS
20 342.175(1)(c); OAR 584-020-0040 (5)(b) (*Fraud or misrepresentation*).

21 Jeffrey Lee Gilbert's conduct as described in section four (4) above constitutes Gross
22 Neglect of Duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates
23 OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(d) (*Using district*
24 *and school business and financial procedures*), OAR 584-020-0025(2)(e) (*Using district lawful*
25 *and reasonable rules and regulations*), and OAR 584-020-0025(3)(a) (*Leadership skills in*
26 *managing the school, its students, staff, and programs as required by lawful and reasonable*

1 district policies, rules, and regulations, state and federal laws and regulations, and other
2 programs as assigned, and assures that staff is informed of these requirements); OAR 584-
3 020-0040(4)(o) as it incorporates OAR 584-020-0035(2)(e) (Not use the district's or school's
4 name, property, or resources for non-educational benefit or purposes without approval of the
5 educator's supervisor or the appointing authority), OAR 584-020-0035(3)(a) (Maintain the
6 dignity of the profession by respecting and obeying the law, exemplifying personal integrity
7 and honesty); OAR 584-020-0040 (4)(a) (Knowing and substantial unauthorized use of:
8 school name or financial credit; school materials or equipment for personal purposes; or
9 school personnel to provide personal services unrelated to school business); OAR 584-020-
10 0040 (4)(b) (Knowing and substantial unauthorized use of employment time or school
11 resources for private purposes); and OAR 584-020-0040 (4)(c) (Knowing falsification of any
12 document or knowing misrepresentation directly related to licensure, employment, or
13 professional duties). This conduct also constitute gross unfitness in violation of ORS
14 342.175(1)(c); OAR 584-020-0040 (5)(b) (Fraud or misrepresentation); and OAR 584-020-
15 0040 (5)(e) (Admission of or engaging in acts constituting criminal conduct, even in the
16 absence of a conviction).

17 The Commission's authority to impose discipline in this matter is based upon ORS
18 342.175.

19 **ORDER**

20 The Commission adopts the above Stipulation of Facts, and revokes the Standard
21 Teaching License of Jeffrey Lee Gilbert.

22 IT IS SO ORDERED this 26th day of July, 2013.

23 TEACHER STANDARDS AND PRACTICES COMMISSION

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By: 
Victoria Chamberlain, Executive Director