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

In the Matter of the)	
Administrative License of)	STIPULATION OF FACTS
JEANETTE K. HALE)	AND ORDER OF REPRIMAND
)	

On or about December 14, 2000, the Teacher Standards and Practices Commission (Commission) received a complaint from Tim Ponzoha, a teacher at South Medford High School, by and through his attorney, Ralph Wiser, alleging that Jeanette Hale, Assistant Principal, South Medford High School, engaged in sexually harassing conduct.

Ms. Hale fully cooperated with the Commission’s investigation and did not contest the allegations. After review of the matters alleged, Ms. Hale and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a Public Reprimand.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. In entering into this stipulation, Ms. Hale waives the right to a hearing to contest the finding of fact, conclusion of law and order set forth below.

This stipulation is contingent upon approval and adoption of the Order by the Commission. If the Commission does not adopt this Order, neither Ms. Hale nor the Commission are bound by these Stipulations and Ms. Hale retains all rights to a hearing on the allegations.

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1 **STIPULATION OF FACTS**

2 1. Ms. Hale holds a Standard Teaching License valid until August 31, 2001 and
3 a Basic Administrative License valid until August 31, 2003. The Commission has
4 continually licensed Ms. Hale since July 12, 1984. There are no previous complaints on
5 file with the Commission.

6 2. Ms. Hale is employed by the Medford School District. She began her
7 employment as a teacher at South Medford High School in September of 1984. Ms.
8 Hale completed a Basic Administrator program at Portland State University in August of
9 1997 and has been serving as an Assistant Principal at South Medford High School
10 since September of 1997.

11 3. On about September 14, 2000, while in the faculty lunchroom at South
12 Medford High School (no students were present), a female teacher, as a prank, gave
13 Ms. Hale a pen and asked her to remove the cap. When Ms. Hale did so a penis-like tip
14 was exposed. Ms. Hale then displayed the pen in the presence of several other
15 teachers, including Tim Ponzoha. The incident was of short duration.
16 Mr. Ponzoha considered Ms. Hale's conduct to be offensive.

17 4. On or about December 7, 2000, Ms. Hale attended a COSA Law Conference
18 class on Sexual Harassment and is now fully aware of the law.

19 5. Ms. Hale accepts responsibility for her behavior and acknowledges that it was
20 inappropriate.

21 **CONCLUSION OF LAW**

22 Standards for Competent and Ethical Performance of Oregon Educators defines
23 sexual harassment in OAR 584-020-0005(6)(c) as unwelcome verbal or physical
24 conduct when, "such conduct unreasonably interferes with an individual's work

1 performance, or creates an ... offensive working environment." The behavior described
2 in stipulation number 3 appeared to create an offensive work environment in violation of
3 OAR 584-020-0040(4)(l).

4 IT IS SO STIPULATED:

5 Jeanette K. Hale
6 Jeanette K. Hale

6/28/01
Date

8 David V. Myton
9 David V. Myton Executive Director

6/28/01
Date

10 Teacher Standards and Practices Commission
11

12 **ORDER**

13 The Commission imposes a Public Reprimand on Ms. Hale. This Stipulation of
14 Facts and Order of Reprimand constitute the reprimand.

15 Dated this 11th day of July 2001

16 TEACHER STANDARDS AND PRACTICES COMMISSION

17
18 By: David V. Myton
19 David V. Myton, Executive Director

20
21 Approved as to form:

22 James M. Brown
23 James M. Brown, OSB #67012
24 Attorney for Jeanette K. Hale
25