

1 that related complaints had also been filed and investigated at the school district
2 level. Investigation indicated a pattern of improper conduct on Shepherd's part,
3 including:

- 4
- 5 a. December 2011, Shepherd and his construction students performed electrical
6 work on the school field house without proper permits. Shepherd was disciplined
7 with a written reprimand and one day suspension without pay for being
8 dishonest, exposing the district to liability and fines, and setting a poor example
9 to students.
- 10
- 11 b. May 2011, Shepherd was issued a written reprimand and a day off without pay for
12 poking a student with a stick to get him out of the shop area, leaving a red mark
13 on the student's skin. Shepherd also inappropriately made reference to the use of
14 a nail puller as a "Dumbass Bar" towards an instructor and in the presence of
15 students.
- 16
- 17 c. November 2011, Shepherd was issued a written reprimand for patting a student
18 on the face with his hands and calling another student an "insubordinate ass", in
19 the presence of other students.
- 20
- 21 d. October 2012, Shepherd was issued a written reprimand and three days of unpaid
22 leave for slapping a student on the face with his hand.
- 23
- 24 e. May 2013, Shepherd was issued a written reprimand, given five days off without
25 pay, and instructed that this was a final warning for belittling a student.
26 Shepherd sent the student a text message calling him a "slimy weasel" and to
27 "man up". In class, Shepherd referred to students as "jackasses" and "stupid",
28 calling the same student "The stupidest "Last Name" you had ever met" in the
29 presence of other students.
- 30
- 31 f. June 2014, Shepherd was issued a written reprimand and five days of unpaid leave.
32 This district reprimand was for the same conduct that was reported to the

1 Commission June 9, 2014, specifically, using pet names like “princess”, “darling”,
2 and “beautiful” towards a female student making her uncomfortable. Shepherd also
3 poked or tickled the same student in the ribs when she was blocking Shepherd’s
4 entrance to the school concession stand.
5

6 CONCLUSIONS OF LAW

7 Shepherd’s conduct described above constitutes gross neglect of duty in violation
8 of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1)
9 (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-
10 020-0010(5) (*Use professional judgment*), OAR 584-020-0030(2)(b) (*Skill in*
11 *communicating with administrators, students, staff, parents, and other patrons*); and
12 *OAR 584-020-0040(4)(o) as it incorporates, OAR 584-020-0035(1)(c)(D) (Honoring*
13 *appropriate adult boundaries with students in conduct and conversations at all times).*
14

15 The Commission’s authority to impose discipline in this matter is based upon ORS
16 342.175.

17 FINAL ORDER

18 The Commission hereby revokes T L Joe Shepherd’s Educator License.
19 IT IS SO ORDERED THIS 15th day of August, 2016.

20 TEACHER STANDARDS AND PRACTICES COMMISSION

21 By: Monica Beane
22 Dr. Monica Beane, Executive Director
23

24 NOTICE OF APPEAL OR RIGHTS

25
26 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW
27 MAY BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM
28 THE SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE
29 PROVISIONS OF ORS 183.482 TO THE OREGON COURT OF APPEALS.

CERTIFICATE OF MAILING

I hereby certify that I served the foregoing notice of final order, certified by me as such, by mailing U.S. First Class Mail and U.S. Certified Mail—Return Receipt Requested, addressed to:

T L Joe Shepherd
28201 S Barlow Rd
Aurora, OR 97002-9304

Dated this 15th day of August, 2016.

By: *Patty Sheldon*
Patty Sheldon
Investigative Assistant