



1 **STIPULATION OF FACTS**

2 1. The Commission has licensed Mr. Tubbs continuously since 1979. Mr. Tubbs  
3 currently holds a Standard Oregon Teaching License with Standard Agriculture Science and  
4 Technology; and Basic Biology endorsements valid until July 15, 2006.

5 2. Mr. Tubbs is currently employed by Imbler Public Schools as the Agriculture  
6 Technology Science teacher at Imbler High School. He had been with the District since 1997.

7 3. On or about June 23, 2000, Mr. Tubbs submitted a travel expense report form for  
8 reimbursement of expenses for June. Mr. Tubbs listed a \$212.00 expense for lodging without a  
9 receipt. Mr. Tubbs told District staff that he had paid \$212.00 for lodging at the Lakeview Lodge  
10 and that the receipt was not available at this time. On June 29, 2000, the District obtained a  
11 copy of the receipt. The receipt indicated that Mr. Tubbs shared a room with another educator  
12 and that the total amount paid was \$159.00. On or about July 6, Mr. Tubbs provided the District  
13 with a receipt for \$159.00 and after some discussion admitted that his actual expense for  
14 lodging was \$79.50, not \$212.00 as claimed on his travel expense report.

15 4. Mr. Tubbs is remorseful for his behavior and acknowledges his behavior was  
16 inappropriate.

17 IT IS SO STIPULATED:

18 Ray J. Tubbs  
19 Ray J. Tubbs

6/06/01  
Date

20 David V. Myton  
21 David V. Myton Executive Director  
22 Teacher Standards and Practices Commission

5/29/01  
Date

23 **CONCLUSION OF LAW**

24 Mr. Tubbs failed to maintain the dignity of the profession by respecting and obeying the  
25 law, exemplifying personal integrity and honesty in violation of OAR 584-020-0035(3)(a) when  
26 he submitted a request for reimbursement of funds he had not incurred.

1 **ORDER**

2 The Commission imposes a Public Reprimand on Mr. Tubbs. This Stipulation of Facts,  
3 Order and Probation constitutes the Reprimand. Furthermore, the Commission imposes a two  
4 (2) year probation upon Mr. Tubbs subject to the following conditions:

5 1. Mr. Tubbs shall comply with all Imbler Public School policies and administrative  
6 directives pertaining to his performance as an educator.

7 2. Mr. Tubbs shall comply with all Standards for Competent and Ethical Performance  
8 under Chapter OAR 584, Division 020.

9 3. Mr. Tubbs shall provide information as requested by the Commission to verify that he  
10 has complied with the conditions of probation, including a statement from his employing district  
11 that he has complied with the Standards for Competent and Ethical Performance under Chapter  
12 OAR 584, Division 020.

13 Violation of the terms of this probation may constitute an independent basis for the  
14 Commission to impose discipline, up to and including revocation of Mr. Tubbs' teaching license  
15 subject Mr. Tubbs' right to a hearing on the issue of whether he violated probation.

16 Dated this 11<sup>th</sup> day of July 2001

17 TEACHER STANDARDS AND PRACTICES COMMISSION

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

21 Approved as to form:

22  
23 Ralph E. Wisner 6/14/01  
24 Ralph E. Wisner, OSB #81423  
25 Attorney for Ray J. Tubbs