



1           3.       On November 19, 1999, Roberts stood behind a female employee, took her by the  
2 arms, and kissed her on the cheek. Roberts later told her in substance that he had,  
3 “overstepped his bounds.” A week or two later Roberts came back and in substance said to her,  
4 “Watch out. I feel like overstepping my bounds again.” The conduct was unwelcome and  
5 offensive to the employee.

6           4.       On November 29, 1999, Roberts grabbed a teacher and gave her a big, chest-to-  
7 chest hug, patting her back. The conduct was unwelcome and offensive to the teacher.

8           5.       In November 1999, Roberts said to a teacher “Fuck you.” Leaning forward  
9 Roberts followed by saying, “And I really mean it.” The conduct was unwelcome and offensive  
10 to the teacher.

11          6.       In November 1999, Roberts patted a teacher on the cheek in a manner that was  
12 perceived as condescending and inappropriate. The conduct was unwelcome and offensive to the  
13 teacher.

14          7.       Roberts used a district computer to show a sexually explicit video of male  
15 genitalia to a female staff member. When the staff member told him not to have the video of a  
16 penis on the screen, he responded with “Wait, it’s better with music.” This conduct was  
17 unwelcome and offensive.

18               Roberts enters into this Stipulation of Facts with the knowledge that TSPC will adopt an  
19 Order requiring the suspension of his license, placing Roberts on four years of probation and  
20 imposing additional conditions while on probation. This stipulation is contingent upon the  
21 approval and adoption of the Order by the Commission. If the Commission does not adopt this  
22 Order, neither Roberts nor the Commission are bound by these stipulations and he retains all  
23 rights to a hearing on the allegations.

1 IT IS SO STIPULATED:

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David S. Roberts  
David S. Roberts

9/23/00  
Date

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David V. Myton  
David V. Myton, Executive Director  
Teacher Standards and Practices Commission

10/31/00  
Date

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**CONCLUSIONS OF LAW**

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1. On or about November 1999, Roberts violated OAR 584-020-0040(4)(l) on several occasions when he engaged in verbal or physical conduct of a sexual nature described in the findings of fact.

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2. On or about December 1999, Roberts violated OAR 584-020-0040(4)(n) when accepted and displayed a sexually explicit e-mail attachment video on a district computer.

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**OPINION**

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In consideration of the fact that Roberts had been away from the teaching vocation for a decade and had not previously been subject to discipline, the Commission concludes the sanction of suspension and probation is appropriate.

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**ORDER**

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The Commission suspends Roberts' license for a period of 90-days commencing September 1, 2000. Upon reinstatement of his teaching license, Roberts will be placed on probation for a period of four (4) years subject to the following conditions:

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1. During the period of suspension Roberts will attend sexual harassment training of not less than four hours, at his own expense and as approved by the Executive Director.

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