

In the Matter of the	)	STIPULATION OF FACTS AND
Educator License of	)	FINAL ORDER OF PUBLIC
ANDREW D. BELL	)	REPRIMAND AND PROBATION

1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of  
2 the Stipulated Final Order below.

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4 **STIPULATION OF FACTS**

5 1. The Commission has licensed Bell since September 14, 2013. Bell held a Restricted  
6 Substitute Teaching License with an endorsement in Substitute (PK-12), valid from  
7 September 14, 2023, through October 28, 2024. On June 3, 2024, Bell electronically  
8 submitted a renewal application for Restricted Substitute Teaching License. That  
9 application was placed on hold pending the outcome of this matter. During all  
10 relevant times, Bell was employed by Edustaff and ESS West, temporary teacher  
11 staffing businesses operating in Oregon who provided Bell's services to multiple  
12 school districts.

13  
14 2. On June 3, 2024, the Commission received Bell's electronic application for a  
15 licensure renewal. Bell disclosed on his application he was terminated by Edustaff in  
16 April 2024, and that he had a prior criminal history. Commission staff requested  
17 additional information from Bell on his termination, which Bell provided on June 10,  
18 2024. After Commission staff reviewed the additional information, the Commission  
19 opened an investigation to determine the circumstances of Bell's termination.

20  
21 3. Investigation found that while Bell was employed with Edustaff from October 12,  
22 2023, until his termination on April 19, 2024, Bell was utilized as a teacher or other  
23 educational professional with multiple schools in multiple school districts. During  
24 this time, Bell was involved in the following incidents:

- 25 • On January 26, 2024, Bell was assigned to South Albany High School (SAHS),  
26 Greater Albany Public Schools (GAPS). Bell inadvertently disclosed a  
27 teacher's personal cell phone number and network access password in class to  
28 students, and he failed to follow the lesson plan.
- 29 • On February 16, 2024, Bell was assigned to Fairmount School, GAPS, a school  
30 which focuses on students requiring behavioral support. Bell was defensive  
31 when responding to students, which upset some students. Bell's classroom  
32 management required other staff to take over his class.

33  
34 Investigation found that while working for ESS West from December 12, 2022, to  
35 present, Bell was utilized as a teacher or other educational professional with multiple

1 schools in multiple school districts. During this time, Bell was involved in the  
2 following incidents:

- 3 • On February 1, 2023, Bell was assigned to Oceanlake Elementary, Lincoln  
4 County School District (LCSD). Bell told staff students at the school were  
5 illiterate and the school was terrible. After staff explained why Bell's  
6 comments were incorrect, Bell continued to call the students illiterate. The  
7 district requested that ESS block Bell from the school. ESS provided Bell a  
8 substitute training guide to assist him in correcting his actions.
- 9 • On March 24, 2023, Bell was assigned to Taft 7-12 Middle & High School,  
10 LCSD. Bell was assigned as a media assistant and was found resting/sleeping  
11 on a couch in the library. On an unknown date between Bell's hiring with ESS  
12 West and this incident, Bell arrived at school smelling of marijuana. ESS  
13 offered Bell some suggestions for avoiding this type of behavior in the future.
- 14 • On May 29, 2023, Bell was assigned to Alice Ott Middle School, David  
15 Douglas School District (DDSD). Bell did not interact with students or the co-  
16 teacher and failed to provide any support for the class.
- 17 • On October 8, 2024, Bell was assigned to Gilbert Park Elementary, DDSD.  
18 Bell was unable to follow instructions; demonstrated limited ability to  
19 manage a classroom the previous year and had not shown improvement; and  
20 Bell failed to seek assistance when an altercation broke out in his classroom.

21  
22 IT IS SO STIPULATED:

23  
24  
25  
26 Andrew D. Bell

09/14/2025

Date

27  
28  
29  
30 Cristina Edgar, Director of Professional Practices  
31 Teacher Standards and Practices Commission

9/15/25

Date

32  
33 **CONCLUSION OF LAW**

34 Andrew D. Bell's conduct described in section three (3) constitutes gross neglect  
35 of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates  
36 OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0015 (2)(a) (*Use of*  
37 *state and district adopted curriculum and goals*), OAR 584-020-0020(2)(d) (*Skill in the*

1 supervision of students), 584-020-0025(2)(a) (*Establishing and maintaining classroom*  
2 *management that is conducive to learning*), and 5824-020-0030(2)(b) (*Skill in*  
3 *communicating with administrators, students, staff, parents, and other patrons*

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

6  
7 **ORDER**

8 The Commission adopts and incorporates herein the above findings of fact and  
9 conclusions of law, and based thereon, imposes a Public Reprimand on Andrew D. Bell's  
10 Oregon educator license.

11 Furthermore, the Commission imposes a three (3) year period of probation upon  
12 Bell's Oregon educator license to commence from the date this order is adopted by the  
13 Commission and subject to the following conditions:

- 14 1. Bell shall comply with the Standards for Competent and Ethical Performance of  
15 Oregon Educators under Oregon Administrative Rules Chapter 584, Division  
16 020.
- 17 2. Bell shall complete a drug and alcohol dependency evaluation within six (6)  
18 months from the execution of this order, and provide to the Commission  
19 evidence of the evaluation, and evidence of successful completion of post-  
20 evaluation treatment if recommended.
- 21 3. If Bell is employed by a PK-12 education provider at any time during his  
22 probation period, Bell shall submit statements from his employer(s), to include  
23 educator employment services, every six (6) months. The statements will indicate  
24 there were no allegations of misconduct or include any new reports of allegations  
25 of misconduct.

26  
27 Issued and dated this 19<sup>th</sup> day of November, 2025.

28 **TEACHER STANDARDS AND PRACTICES COMMISSION**  
29 **STATE OF OREGON**

30  
31 By Rachel Alpert  
32 Rachel Alpert, Executive Director