

1 3. Subsequent investigation determined the following:
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- 3 a) On October 4, 2012, Ramirez signed a Temporary Licensed Employee Contract with the
4 Douglas County School District for the 2012 – 2013 school year. Under the Conditions of the
5 contract, item 9 provides the contract is binding unless the teacher gives 60 days written
6 notice of termination to the district superintendent or be subject to possible discipline as set
7 forth under ORS 342.553(1).
8 b) On November 15, 2012, the Human Resources Office of Roseburg High School received
9 Ramirez’s written resignation dated November 14, 2012, and stating Ramirez’s last day
10 would be December 7, 2012. Principal Goirigolzarri reminded Ramirez of her contractual
11 requirement to provide 60 days’ notice. On November 26, 2012, Ramirez sent an email to
12 Goirigolzarri advising her that Ramirez’s last day at work would now be November 30, 2012.
13 Ramirez’s resignation only provided 10 working days of notice to the school district, causing
14 significant difficulties and requiring the district to hire a substitute teacher to fill the vacancy
15 until a qualified replacement could be found.

16 **CONCLUSIONS OF LAW**

17 Ramirez’s conduct described above, constitutes gross neglect of duty in violation of ORS
18 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional*
19 *judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*);
20 and OAR 584-020-0040(4)(j) (*Resignation from a contract in violation of ORS 342.553*).
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22 The Commission’s authority to impose discipline in this matter is based upon ORS 342.175.
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24 **FINAL ORDER**

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26 The Commission hereby suspends Ana Martinez Ramirez’s licensure for a period of thirty
27 (30) days, to begin upon the date this order is signed and in effect.

28 IT IS SO ORDERED THIS 31st day of October, 2014.

29 TEACHER STANDARDS AND PRACTICES COMMISSION

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31 By: _____
Victoria Chamberlain, Executive Director

NOTICE OF APPEAL OR RIGHTS

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3 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY BE
4 OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE SERVICE OF
5 THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF ORS 183.482 TO
6 THE OREGON COURT OF APPEALS.