

SEP 17 2015

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION  
Teacher Standards & Practices Commission  
OF THE STATE OF OREGON

In the Matter of the	)	STIPULATION OF FACTS AND
Educator License of	)	FINAL ORDER OF PUBLIC
JACK WILLIAM THOMPSON	)	REPRIMAND

On or about March 11, 2013, the Teacher Standards and Practices Commission (Commission) received a complaint from a patron of the Roseburg School District indicating possible professional misconduct by Jack William Thompson (Thompson) when he created a hostile work environment for a subordinate female employee.

After review of the matters alleged, Thompson and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a public reprimand.

By signing below, Thompson acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Public Reprimand (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Thompson nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) he states that no promise or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

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**STIPULATION OF FACTS**

1. The Commission has licensed Jack William Thompson since December 27, 1989. Thompson's current Continuing Administrator License, with an Administrator endorsement (ALL LVL), is valid from January 7, 2014, through January 6, 2019. Thompson also holds a Standard Teaching License with endorsements in Basic Mathematics (018), Basic Elementary (016), and Basic Reading (018), which is valid from January 7, 2015, through January 6, 2020. During all relevant times, Thompson was employed by the Roseburg School District.
2. On March 11, 2013, the Commission received a complaint regarding Thompson's conduct as an educator. Investigation determined that on February 14, 2013, Thompson created a hostile work environment for a subordinate female employee. Thompson's conduct was in the presence of students and patrons in the classroom. Thompson's conduct included:
  - a. Near the start of her class, Thompson contacted kindergarten teacher JS, who was preparing materials in the adjoining workroom attached to her classroom. Students and parents were present in the classroom.
  - b. Thompson closed the door between the workroom and classroom, locked or appeared to have locked the door, and then stood between JS and the exit.
  - c. Thompson verbally confronted JS about her behavior at a prior meeting where Thompson believed JS had disrespected Thompson's authority.
  - d. JS believed she was not free to leave, the conversation became disciplinary in tone, and Thompson failed to provide JS with the opportunity to have representation present.
  - e. A parent witnessed Thompson's conduct and described it as looking and sounding like a verbal reprimand being delivered to JS.
  - f. In the course of the investigation, Thompson informed the investigator that JS must have lied about the locking of the door because the door to that workroom did not have a lock. Subsequent investigation determined that the workroom in question did have an operational lock as described by JS on the inside of the door.

IT IS SO STIPULATED:

  
\_\_\_\_\_  
Jack William Thompson

\_\_\_\_\_  
Date

8-31-15

  
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Victoria Chamberlain, Executive Director  
Teacher Standards and Practices Commission

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Date

9-18-15

### CONCLUSION OF LAW

The above described conduct that Jack William Thompson engaged in constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0015(3)(a) (*Skill in assisting individual staff members to become more competent educators by complying with federal, state and local laws, rules, and lawful and reasonable district policy and contracts*), OAR 584-020-0020(3)(d) (*Skill in the use of employee and leadership techniques appropriate to the assignment and according to well established standards which ensure due process for the staff for which the administrator is responsible for evaluating*), OAR 584-020-0030(3)(c) (*Willingness to be flexible in cooperatively working with others*), OAR 584-020-0030(3)(d) (*Skill in reconciling conflict*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(2)(b) (*Conduct professional business, including grievances, through established lawful and reasonable procedures*).

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

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### ORDER

Based on the foregoing, the Commission hereby orders as follows:

1. The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand on Jack William Thompson's Oregon educator's license.

Issued and dated this 10<sup>th</sup> day of November, 2015.

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

By

  
Victoria Chamberlain, Executive Director