



# SUPERINTENDENT OF PUBLIC INSTRUCTION

DR. TERRY BERGESON OLD CAPITOL BUILDING • PO BOX 47200 • OLYMPIA WA 98504-7200 • <http://www.k12.wa.us>

IN THE MATTER OF THE EDUCATION )  
CERTIFICATE OF )

OPP No. D06-01-003

Ramon Paz-Flores )  
Certificate No. 373114H )

AGREED ORDER  
OF SUSPENSION

COMES NOW the Office of Superintendent of Public Instruction, under the authority granted by the laws of the state of Washington, having reviewed the file of the above-referenced case, and having considered the entire evidence contained therein, does hereby stipulate by and between the Office of Professional Practices (OPP), Office of Superintendent of Public Instruction (OSPI), and Ramon Paz-Flores, that the Washington Education Certificate, No. 373114H, of Ramon Paz-Flores, shall be suspended, based on the Findings of Fact and Conclusions of Law set forth below:

## FINDING OF FACTS

1. Ramon Paz-Flores was issued a Washington Education Certificate, No. 373114H, on October 13, 1999. That certificate currently remains valid.
2. Ramon Paz-Flores was employed by the Bethel Public Schools.



3. On January 11, 2006, the Office of Professional Practices, within OSPI, received a complaint letter from the Superintendent of the Bethel Public Schools alleging a lack of good moral character or personal fitness, or a violation of the Code of Professional Conduct, Washington Administrative Code (WAC) 181-87, by Ramon Paz-Flores.

4. On December 7, 2005, Mr. Paz-Flores allowed a student led discussion titled a "Teen Forum" for his 2<sup>nd</sup> and 3<sup>rd</sup> period 12<sup>th</sup> grade English classes. During the "Teen Forum" for both classes, students: chose the topic of "sex" for discussion; discussed sex and related subjects; a poll was taken to determine which students were virgins. Mr. Paz-Flores did not attempt to change the topic of discussion, stop the discussions or stop the poll from being taken. During the discussions, Mr. Paz-Flores was at his desk.

5. On December 8, 2005, Mr. Paz-Flores allowed the students in his 2<sup>nd</sup> period 12<sup>th</sup> grade English class to continue their discussion from December 7, 2005. Mr. Paz-Flores did not attempt to stop inappropriate student discussion. Mr. Paz-Flores also introduced articles that he had obtained from an internet website of "Sexetc.org". One of the articles was titled Oral Sex: OK for Guys but Not for Girls? During the discussion, Mr. Paz-Flores was at his desk.

6. On December 8, 2005, Mr. Paz-Flores allowed students in his 3<sup>rd</sup> period 12<sup>th</sup> grade English class to continue their discussion from December 7, 2005. Mr. Paz-Flores also introduced an article that he had obtained from the internet website of "Sexetc.org". The article was titled Life in His Chess Game. This article dealt with issues of abusive teen relationships and contained reference to sexual activity. During the discussion, Mr. Paz-Flores was at his desk.

7. On December 12, 2005, Mr. Paz-Flores was placed on administrative leave by Thomas Seigel, Superintendent of the Bethel Public Schools.

8. On January 11, 2006, Mr. Paz-Flores was advised that his resignation was accepted by the Bethel Public Schools Board of Directors on January 10, 2006.

9. On July 18, 2006, Mr. Paz-Flores was interviewed by an investigator for OPP as part of his response to allegations of misconduct. During the interview, Mr. Paz-Flores stated: that his 2<sup>nd</sup> and 3<sup>rd</sup> period classes did not have a "Teen Forum" discussion on December 7, 2005; that during student discussion, he attempted to stop inappropriate comments and re-direct the discussion; that he had intended to remove any references to oral sex on the articles he presented to his students; and that he did not allow students to conduct a poll to see who was a virgin.

10. On July 28, 2006, Mr. Paz-Flores submitted a sworn statement to OPP as part of his response to allegations of misconduct. In the statement, Mr. Paz-Flores states: that his 2<sup>nd</sup> and 3<sup>rd</sup> period classes did not have a "Teen Forum" discussion on December 7, 2005; that during student discussion, he attempted to stop inappropriate comments and re-direct the discussion; that he had intended to remove any references to inappropriate language on the articles he presented to his students; he was unable to remove any references to inappropriate language on the articles he presented to his students because he covered another class during his 1<sup>st</sup> period prep period; and that he did not allow students to conduct a poll to see who was a virgin.

11. Good moral character and personal fitness is a continuing requirement to maintain a Washington Education Certificate.

**CONCLUSIONS OF LAW**

1. OSPI has jurisdiction over Ramon Paz-Flores and over the subject matter of this action.
  
2. OSPI has shown by clear and convincing evidence that Washington Education Certificate, No. 373114H, of Ramon Paz-Flores, should be suspended as provided for in WAC 181-86-070.
  
3. Ramon Paz-Flores has violated WAC 181-87-060, WAC 181-87-050, RCW 28A.410.090, WAC 181-86-013, and/or WAC 181-86-014.

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**ORDER**

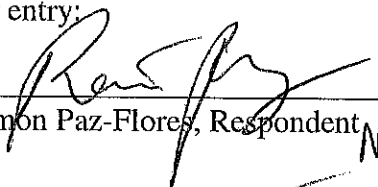
THEREFORE, it is hereby ordered and agreed that the Washington Education Certificate, No. 373114H, of Ramon Paz-Flores, be suspended for twelve (12) months from the date of entry of this Order.


Reinstatement will require successful completion of boundary issue training, to be provided through Washington Education Association's class/seminar titled "Safer Relationships with Students". Reinstatement shall also require submission of a new application, provided by OPP and having Ramon Paz-Flores' fingerprints be checked by both the Federal Bureau of Investigation (FBI) and the Washington State Patrol (WSP).

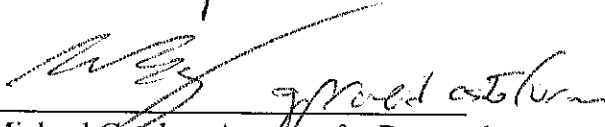
DATED This 22<sup>nd</sup> day of November, 2006.

DR. TERRY BERGESON  
Superintendent of Public Instruction  
State of Washington

Stipulated to and approved  
For entry:

  
Ramon Paz-Flores, Respondent *Nov. 8, 2006*

  
Martin Mueller  
Assistant Superintendent  
Student Support and Operations

  
Michael Gawley, Attorney for Respondent  
WSBA # 22110