1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS AND 4 Educator License of) FINAL ORDER OF SUSPENSION CAMMIE J. dECASTRO 5 6 On October 18, 2015, the Teacher Standards and Practices Commission (Commission) became 7 aware through a news media article, that a law suit had been filed against Cammie deCastro 8 (deCastro). The lawsuit alleged misconduct on the part of deCastro as related to deCastro's conduct 9 and involvement in a surprise active shooter drill. Additionally, on March 7, 2016, the Commission 10 received a complaint from a patron of the Pine Eagle School District alleging similar misconduct by 11 deCastro and that she had violated Professional Standards and Practices. 12 After review of the matters alleged, deCastro and the Commission agree that their respective 13 interests, together with the public interest, are best served by a stipulation to certain facts and the 14 imposition of a thirty (30) day suspension of deCastro's Oregon educator license. 15 This document sets forth the facts upon which the parties have agreed and the stipulated 16 sanction to be imposed. deCastro stipulates that there is sufficient evidence in the Commission's files 17 and records to support the findings of fact, conclusions of law, and order set forth below. 18 By signing below, deCastro acknowledges, understands, stipulates, and agrees to the 19 following: (i) she has been fully advised of her rights to notice and a hearing to contest the findings of 20 fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any 21 rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Suspension 22 (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed 23 to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent 24 upon and subject to approval and adoption by the Commission. If the Commission does not approve 25 and adopt this Stipulation and Final Order, then neither deCastro nor the Commission are bound by 26 the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it 27 completely; (v) she voluntarily, without any force or duress, enters into this Stipulation and Final 28 Order and consents to issuance and entry of the Stipulated Final Order below; (vi) she states that no

1 promises or representation has been made to induce her to sign this Stipulation and Final Order; and 2 (vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully 3 advised with regard to her rights thereto, or waives any and all rights to consult with an attorney prior 4 to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order 5 below. 6

STIPULATION OF FACTS

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- 1) deCastro has been licensed as an educator in Oregon since August 26, 2009. deCastro holds an Initial Administrator License, with an endorsement in Administrator (All LVL), valid from October 31, 2013, through June 14, 2017. On May 24, 2017, deCastro submitted a timely application for renewal, and her license expiration was pended awaiting the final outcome of this investigation process. During all relevant times, deCastro was employed as the principal of the Pine Eagle Charter School, sponsored by the Pine Eagle School District.
- 2) On October 18, 2015, the Commission became aware, through a news media article, of a law suit that had been filed against deCastro. The lawsuit alleged misconduct on deCastro's part as related to her conduct and involvement in a surprise active shooter drill. Additionally, on March 7, 2016, the Commission received a complaint from a patron of the Pine Eagle School District advising that deCastro had been involved in the planning and approval of an active shooter drill that was reckless, dangerous, and resulted in traumatized educators and a federal law suit filed against the district. The patron alleged that deCastro's conduct could be considered gross neglect of duty and/or gross unfitness.
- On April 26, 2013, the Pine Eagle Charter School experienced an unannounced "Active Shooter" drill during a teacher in-service day. The "Active Shooter" drill included, but was not limited to, the following:
 - a) Two men dressed in disguises and wearing masks entered the school posing as shooters. They ignited firecrackers to simulate gunshots or explosions and each carried a .22 caliber starter pistol loaded with blanks. The shooters split up and walked the hallways engaging teachers who were working on "Run, Hide, Fight" safety projects in their rooms or common areas.

- b) One shooter entered a classroom, pointed his pistol at the teacher inside, fired the weapon at 1 2 them and stated "You're dead". 3
 - c) None of the involved educators were aware the event was a drill prior to the incident. After the event, deCastro conducted a group debriefing where staff were handed out red dots to indicate they had been shot and / or killed during the scenario. The educator who was "shot" in her classroom was traumatized to the point she filed a federal law suit and has never returned to work.
 - d) No one involved in the planning or execution of the event had experience or training on how to stage an active shooter drill. There was no way to predict or account for the possibility that staff or a passerby might deploy a weapon or actively engage to the point of a serious injury or death.

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13	IT IS SQ-STIPULATE	U.

14 15 Cammie J. deCastro

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Trent Danowski, Deputy Director 18

Teacher Standards and Practices Commission

CONCLUSIONS OF LAW

Cammie J. deCastro's conduct described above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4); 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 584-020-0025(3)(b) (Skills in planning and staff assignment), OAR 584-020-0030(2)(b) (Skill in communicating with administrators, students, staff, parents, and other patrons); and OAR 584-020-0040(4)(d) (Unreasonable physical force against students, fellow employees, or visitors to the school, except as permitted under ORS 339.250.

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2	The Commission's authority to impose discipline in this matter is based upon ORS 342.175
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4	ORDER
5	The Commission hereby adopts and incorporates herein the above stipulation of facts,
6	conclusions of law, and based thereon hereby imposes a thirty (30) day suspension of deCastro's
7	Oregon educator licenses following the adoption of this order.
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9 10	IT IS SO ORDERED this day of June, 2019.
11	TEACHER STANDARDS AND PRACTICES COMMISSION
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13 14	By: Dr. Anthony Rosilez, Executive Director