

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**

- 7 1) deCastro has been licensed as an educator in Oregon since August 26, 2009. deCastro holds an
8 Initial Administrator License, with an endorsement in Administrator (All LVL), valid from October
9 31, 2013, through June 14, 2017. On May 24, 2017, deCastro submitted a timely application for
10 renewal, and her license expiration was pended awaiting the final outcome of this investigation
11 process. During all relevant times, deCastro was employed as the principal of the Pine Eagle
12 Charter School, sponsored by the Pine Eagle School District.
- 13 2) On October 18, 2015, the Commission became aware, through a news media article, of a law suit
14 that had been filed against deCastro. The lawsuit alleged misconduct on deCastro's part as related
15 to her conduct and involvement in a surprise active shooter drill. Additionally, on March 7, 2016,
16 the Commission received a complaint from a patron of the Pine Eagle School District advising that
17 deCastro had been involved in the planning and approval of an active shooter drill that was
18 reckless, dangerous, and resulted in traumatized educators and a federal law suit filed against the
19 district. The patron alleged that deCastro's conduct could be considered gross neglect of duty
20 and/or gross unfitness.
- 21 3) On April 26, 2013, the Pine Eagle Charter School experienced an unannounced "Active Shooter"
22 drill during a teacher in-service day. The "Active Shooter" drill included, but was not limited to,
23 the following:
- 24 a) Two men dressed in disguises and wearing masks entered the school posing as shooters. They
25 ignited firecrackers to simulate gunshots or explosions and each carried a .22 caliber starter
26 pistol loaded with blanks. The shooters split up and walked the hallways engaging teachers
27 who were working on "Run, Hide, Fight" safety projects in their rooms or common areas.

- 1 b) One shooter entered a classroom, pointed his pistol at the teacher inside, fired the weapon at
- 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
- 4 event, deCastro conducted a group debriefing where staff were handed out red dots to indicate
- 5 they had been shot and / or killed during the scenario. The educator who was "shot" in her
- 6 classroom was traumatized to the point she filed a federal law suit and has never returned to
- 7 work.
- 8 d) No one involved in the planning or execution of the event had experience or training on how to
- 9 stage an active shooter drill. There was no way to predict or account for the possibility that
- 10 staff or a passerby might deploy a weapon or actively engage to the point of a serious injury or
- 11 death.

12

13 IT IS SO STIPULATED:

14 Cammie deCastro
15 Cammie J. deCastro

5-22-19
Date

16 Trent Danowski
17 Trent Danowski, Deputy Director
18 Teacher Standards and Practices Commission

5/22/2019
Date

19

20 **CONCLUSIONS OF LAW**

21 Cammie J. deCastro's conduct described above constitutes gross neglect of duty in violation of

22 ORS 342.175(1)(b); OAR 584-020-0040(4); OAR 584-020-0040(4)(n) as it incorporates OAR 584-

23 020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR

24 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(3)(b) (*Skills in planning and*

25 *staff assignment*), OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students,*

26 *staff, parents, and other patrons*); and OAR 584-020-0040(4)(d) (*Unreasonable physical force*

27 *against students, fellow employees, or visitors to the school, except as permitted under ORS 339.250.*

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29

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

3
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 19 day of June, 2019.

11 TEACHER STANDARDS AND PRACTICES COMMISSION

12
13 By: _____

14 Dr. Anthony Rosilez, Executive Director