



1 has been fully advised with regard to her rights thereto, or waives any and all rights to  
2 consult with an attorney prior to entering into this Stipulation and Final Order and  
3 issuance and entry of the Stipulated Final Order below.

4  
5 **STIPULATION OF FACTS**

6 1. The Commission has licensed McMillan since August 6, 2014. McMillan's held  
7 an Emergency Administrator License, with an endorsement in Administrator (All  
8 Levels), valid from January 10, 2018, through June 30, 2018. McMillan has not  
9 made application for renewal. During all relevant times, McMillan was employed  
10 by the Gresham-Barlow School District (GBSD).

11  
12 2. On January 19, 2018, the Commission received a report from the GBSD  
13 indicating McMillan may have committed acts which constitute gross neglect of  
14 duty. The district disclosed that McMillan reported for work under the influence  
15 of alcohol on or about January 10, 2018.

16  
17 Investigation determined that on January 10, 2018, during a work related  
18 meeting that started at approximately 11:00 AM, school officials observed  
19 McMillan exhibiting behavior that lead them to believe McMillan may have been  
20 intoxicated. Based on these observations, school officials contacted McMillan and  
21 requested that she take a blood alcohol test. McMillan agreed, advising that she  
22 had consumed a large amount of alcohol the previous night, but did not believe  
23 this continued to affect her. McMillan was tested at a local health facility at  
24 approximately 1:21 PM. At that time, McMillan took three different blood alcohol  
25 content (BAC) tests. These test results indicated McMillan was under the  
26 influence of alcohol. McMillan was transported home and placed on paid  
27 administrative leave later that day.

28  
29 On January 16, 2018, McMillan met with district officials to discuss the issue.  
30 McMillan admitted to drinking heavily the night before, and drinking two  
31 alcoholic beverages the morning of January 10, 2018, before reporting to work.  
32 McMillan cooperated fully with the investigation. McMillan immediately sought  
33 professional counseling related to her conduct. McMillan resigned her  
34 employment with GBSD on February 14, 2018 by mutual agreement.

1 IT IS SO STIPULATED:

2   
3 Stephanie Lynne McMillan

11/21/2020  
Date

4   
5 Trent Danowski, Deputy Director  
6 Teacher Standards and Practices Commission

01/28/2020  
Date

8  
9 **CONCLUSION OF LAW**

10 The conduct described above constitutes gross neglect of duty in violation of ORS  
11 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use*  
12 *professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable*  
13 *rules and regulations*); and OAR 584-020-0040(4)(g) (*Appearing on duty or at any*  
14 *district-sponsored activity while under the influence of alcohol or any controlled*  
15 *substance*).

16  
17 The Commission's authority to impose discipline in this matter is based upon  
18 ORS 342.175.

19  
20 **ORDER**

21 The Commission adopts and incorporates herein the above findings of fact and  
22 conclusions of law, and based thereon, imposes a public reprimand upon Stephanie  
23 Lynne McMillan's Oregon educator license.

24  
25 Furthermore, the Commission imposes a period of three (3) years of probation  
26 upon McMillan's Oregon educator license to commence upon reinstatement and subject  
27 to the following terms and conditions of probation:

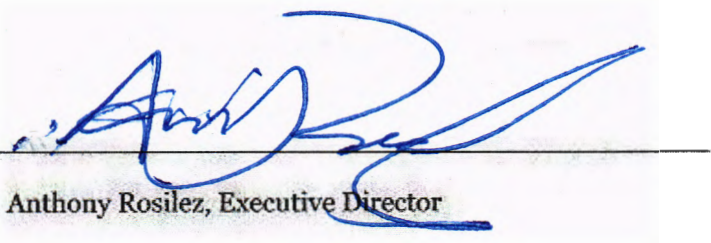
- 28  
29 1. McMillan shall comply with the Standards for Competent and Ethical  
30 Performance of Oregon Educators under Oregon Administrative Rules Chapter  
31 584, Division 020.

32  
33 Issued and dated this 7 day of ~~November, 2019.~~ FEBRUARY, 2020

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

1  
2  
3

By \_\_\_\_\_



Dr. Anthony Rosilez, Executive Director