OF THE STATE OF OREGON

In the Matter of the)	STIPULATION OF FACTS AND
Educator License of)	FINAL ORDER OF PUBLIC
STEPHANIE L. MCMILLAN)	REPRIMAND AND PROBATION

On January 19, 2018, the Teacher Standards and Practices Commission (Commission) received a report from the Gresham-Barlow School District indicating Stephanie L. McMillan (McMillan) may have committed an act of gross neglect of duty and/or gross unfitness. Specifically, that McMillan reported for work under the influence of alcohol.

After review of the matters alleged, McMillan and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a public reprimand, and a three (3) year period of probation.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. McMillan stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, McMillan waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, McMillan acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her 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 and Probation (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 McMillan nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she 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) she states that no promise or representation has been made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an attorney regarding this Stipulation and Final Order and

4 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 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

employment with GBSD on February 14, 2018 by mutual agreement.

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个	IT IS SO STIPULATED:
2	Ten // 1/2020
3	Stephanie Lynne McMillan Date
2 3 4 5 6	Stephanie Lynne McMillan Date 1/21/2020 Date 01/28/2020
6	Trent Danovski, Deputy Director Date Teacher Standards and Practices Commission
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	TERRUPAN , 2020
33	Issued and dated this day of November, 2019.
34	TEACHER STANDARDS AND PRACTICES COMMISSION
35	STATE OF OREGON

1	AM
2	By September 1
3	Dr. Anthony Rosilez, Executive Director