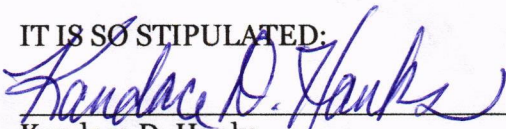


1 consult with an attorney prior to entering into this Stipulation and Final Order and
2 issuance and entry of the Stipulated Final Order below.

3 **STIPULATION OF FACTS**

- 4
- 5 1. The Commission has licensed Hanks since August 8, 1991. Hanks holds a
6 Professional Teaching License, with an endorsement in Elementary Multiple
7 Subjects (PK-12) and Foundational English Language (PK-12), valid from
8 November 30, 2017, through November 18, 2022. During all relevant times,
9 Hanks was employed by the Redmond School District (RSD).
10
- 11 2. On February 23, 2018, the Commission received a misconduct report from the
12 RSD indicating Hanks may have committed acts which constitute gross
13 neglect of duty and / or gross unfitness. RSD reported that on February 13,
14 2018, Hanks reported for work at Obsidian Middle School (OMS) under the
15 influence of alcohol and violated the RSD's drug-free workplace policy by
16 consuming tobacco products on campus.
17
- 18 3. On February 13, 2018, Hanks was teaching at Obsidian Middle School (OMS).
19 Several students reported seeing Hanks pour "something" from her purse or
20 pocket into a large plastic Starbucks cup, and drink from it. Additionally, they
21 reported observing Hanks drink "Crest mouthwash" from her desk, without
22 spitting it out. The students also reported seeing Hanks take a bottle out of a
23 filing cabinet and "duck" behind her desk while consuming a liquid. The
24 students reported that Hanks was often "angry" during the beginning of class
25 and then usually "calm" by the end of class. Students also reported that
26 Hanks' face was "red" and reported that she would often "shake" or stutter"
27 when speaking to the class. The students reported this witnessed behavior to
28 school staff. OMS Principal Tami Nakamura came to Hanks' classroom and
29 asked her about the behaviors the students had reported. Nakamura found
30 Hanks to be in possession of a Crest mouthwash container which had tobacco
31 spit in it, and a Starbucks cup that contained alcohol. Hanks gave blood
32 alcohol breath samples via an intoxilyzer machine and the two samples tested
33 positive for alcohol at levels of .153% and .141%. During the district and
34 TSPC's investigation, Hanks admitted to drinking 1-2 glasses of wine at
35 6:45AM before school, and 1-2 glasses of wine at 12:00PM on her lunch break.
36 Hanks denied drinking on the job, and reported to the district and TSPC that
37 she was a "high-functioning" alcoholic. Immediately following this incident,
38 while serving a twenty-eight (28) day district suspension, Hanks successfully
39 completed inpatient alcohol treatment.
40

41 IT IS SO STIPULATED:

42 
43 Kandace D. Hanks

44 2-28-21
45 Date

1 Trent Danowski
2 Trent Danowski, Deputy Director
3 Teacher Standards and Practices Commission

03/23/2021
Date

4
5 **CONCLUSION OF LAW**

6 The conduct described in sections two (2) and (3) above constitutes gross neglect
7 of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates
8 OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using*
9 *district lawful and reasonable rules and regulations*), and OAR 584-020-0040(4)(g)
10 (*Appearing on duty or at any district-sponsored activity while under the influence of*
11 *alcohol or any controlled substance*).


12
13
14 The Commission's authority to impose discipline in this matter is based upon
15 ORS 342.175.

16 **ORDER**

17 The Commission adopts and incorporates herein the above findings of fact and
18 conclusions of law, and based thereon, imposes a Public Reprimand on Kandace D.
19 Hanks' Oregon educator license. Additionally, the commission imposes a term of
20 Probation for not less than 3 years. Furthermore, the Commission requires that Hanks
21 submit documentation of AA attendance and Serenity Lane Alumni/Aftercare Group
22 Meetings and Hanks also agrees to complete an updated substance abuse evaluation with
23 a certified substance abuse treatment professional due before the end of her first year of
24 probation.

25
26 Issued and dated this 2nd day of April, 2021.

27 **TEACHER STANDARDS AND PRACTICES COMMISSION**
28 **STATE OF OREGON**

29
30 By 
31 Dr. Anthony Rosilez, Executive Director