


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

5 **STIPULATION OF FACTS**

- 6 1. The Commission has licensed McDonald since March 24, 2014. McDonald held a
7 Preliminary Teaching License, with an endorsements in Elementary – Multiple
8 Subjects (PK-12), valid from February 4, 2016, through February 3, 2019. On
9 December 19, 2018, McDonald made application for renewal of her Preliminary
10 Teaching License. During all relevant times, McDonald was employed by the
11 Jefferson County School District (JCSD).
- 12 2. On April 15, 2019, the Commission received a report from the JCSD indicating
13 McDonald may have committed acts of gross neglect of duty and/or gross
14 unfitness. Specifically, that on March 21, 2019, McDonald reported to work at
15 Madras Elementary School under the influence of alcohol.
- 16 3. On March 21, 2019, McDonald was teaching first grade at the Madras Elementary
17 School. The school Principal and the Human Resource Coordinator reported
18 smelling alcohol on McDonald at the school’s office. McDonald was asked to take
19 a blood alcohol test which McDonald consented to. McDonald’s test result was a
20 blood alcohol content of 0.059 %. McDonald was placed on administrative leave.
21 During the district’s investigation, McDonald admitted to having an addiction to
22 alcohol and that alcoholism runs in her family. McDonald told district officials
23 she “self-medicated” with alcohol because she of her husband’s infidelity,
24 domestic violence, a home intruder, loss of her pet and other personal issues.
- 25 4. McDonald provided medical information showing she had a distressed liver that
26 was not processing alcohol efficiently at the time of the incident. While on
27 administrative leave in 2019, McDonald voluntarily admitted herself into a
28 residential alcohol treatment program and successfully completed the program.
29 McDonald states she has continued in an outpatient program and has not
30 consumed alcohol since beginning her treatment.

31
32 IT IS SO STIPULATED:

33 
34 _____
35 Glory A. McDonald

6/16/2020
Date

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

06/16/2020
Date

5 **CONCLUSION OF LAW**

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

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

15 **ORDER**

16 The Commission adopts and incorporates herein the above findings of fact and
17 conclusions of law, and based thereon, imposes a sixty (60) day suspension upon Glory
18 A. McDonald's Oregon educator license.

19 Furthermore, the Commission imposes a period of two (2) years of probation
20 upon McDonald's licensure to commence from the date this order is signed by the
21 Commission and subject to the following condition:

- 22 1. McDonald shall comply with the Standards for Competent and Ethical
23 Performance of Oregon Educators under Oregon Administrative Rules Chapter
24 584, Division 020.

25
26 Issued and dated this 23 day of June, 2020.

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

29
30 By 

31 Dr. Anthony Rosilez, Executive Director