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BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION  
OF THE STATE OF OREGON

In the Matter of the ) STIPULATION OF FACTS AND  
Educator License of ) FINAL ORDER OF  
JAMIE S. HENDERSON ) PUBLIC REPRIMAND

On January 15, 2020, the Teacher Standards and Practices Commission (Commission) received a misconduct report from the Medford School District (MSD), indicating possible professional misconduct on the part of licensed educator, Jamie S. Henderson (Henderson.)

After review of the matters alleged, Henderson and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a Public Reprimand.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Henderson 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, Henderson waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Henderson 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 (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 Henderson 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 has been fully advised with regard to her rights thereto, or waives any and all rights to consult with an

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

3 **STIPULATION OF FACTS**

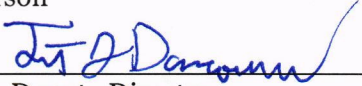
- 4 1. The Commission has licensed Henderson since August 2, 2005. Henderson holds  
5 a Professional Teaching License, with an endorsement in Art (PreK-12), valid  
6 from October 1, 2017, through September 30, 2022. During all relevant times,  
7 Henderson was employed by the Medford School District (MSD).  
8
- 9 2. On January 15, 2020, the Commission received a misconduct report from the  
10 MSD indicating Henderson may have committed acts which constitute gross  
11 neglect of duty and / or gross unfitness. MSD reported that on November 15,  
12 2019, Henderson reported for work at South Medford High School (SMHS)  
13 under the influence of alcohol.  
14
- 15 3. Investigation into the allegation revealed that on November 15, 2019, Henderson  
16 was teaching at SMHS. A staff member smelled alcohol on Henderson and  
17 reported this to school administration. Henderson was called to the SMHS office  
18 to speak with the Principal where Henderson was asked about alcohol  
19 consumption. Henderson asked to speak to the Principal privately, where she  
20 admitted to consuming two alcoholic drinks before work and that drinking  
21 alcohol before going to work was a mistake. Henderson signed a statement that  
22 summarized the meeting. At approximately 1:00 PM, Henderson was given a  
23 Blood Alcohol Content (BAC) test which showed a positive result for alcohol at a  
24 BAC level of .045. Twenty minutes later, after the first test, Henderson was given  
25 a second BAC test which showed a positive result for alcohol at a BAC level of  
26 .041. Henderson was placed on administrative leave by MSD, and issued a formal  
27 reprimand.  
28
- 29 4. On June 10, 2020, Henderson interviewed with TSPC investigative staff, and  
30 admitted to having an addiction to alcohol. Henderson stated she was in the  
31 process of seeking treatment for alcohol addiction when this incident occurred.  
32 After this incident, Henderson reported that she entered into and successfully  
33 completed a thirty-day residential treatment program. Additionally, during  
34 Henderson's interview, she admitted to drinking two glasses of wine between

1 6:00-6:30 AM on the morning of November 15, 2019, before reporting to school  
2 for work. Henderson also stated that she takes full responsibility for her choices  
3 and is sorry for what happened.

4  
5 IT IS SO STIPULATED:

6  
7   
8 \_\_\_\_\_  
9 Jamie S. Henderson

9/14/2020  
\_\_\_\_\_  
Date

10   
11 \_\_\_\_\_  
12 Trent Danowski, Deputy Director  
13 Teacher Standards and Practices Commission

10/2/2020  
\_\_\_\_\_  
Date

13 **CONCLUSION OF LAW**

14 The conduct described in sections two (2) three (3) and four (4) above constitutes  
15 gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it  
16 incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-  
17 0025(2)(e) (*Using district lawful and reasonable rules and regulations*); and OAR 584-  
18 020-0040(4)(g) (*Appearing on duty or at any district-sponsored activity while under*  
19 *the influence of alcohol or any controlled substance*).

20  
21 The Commission's authority to impose discipline in this matter is based upon  
22 ORS 342.175.

23 **ORDER**

24 The Commission adopts and incorporates herein the above findings of fact and  
25 conclusions of law, and based thereon, imposes a Public Reprimand on Jamie S.  
26 Henderson's Oregon educator license. Additionally, the commission imposes a term of  
27 Probation for not less than 2 years. Furthermore, the Commission requires that  
28 Henderson submit updated documentation from a medical or substance abuse treatment  
29 professional after completion of the 1<sup>st</sup> year of Probation.

30 Issued and dated this 6 day of November 2020.

31 **TEACHER STANDARDS AND PRACTICES COMMISSION**

32 **STATE OF OREGON**

33 By   
\_\_\_\_\_

34 Dr. Anthony Rosilez, Executive Director