

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

5 This stipulation is contingent upon approval and adoption of the Order by the Commission. If
6 the Commission does not adopt this Order, neither Thomason nor the Commission are bound
7 by these Stipulations and Thomason retains all rights to a hearing on the allegations.

8 **STIPULATION OF FACTS**

9 1. The Commission has licensed Thomason since October 29, 2981. Thomason currently
10 holds a Substitute Teaching License issued October 27, 2007 and valid through October
11 26, 2010. During all relevant times Thomason worked as a substitute teacher with the
12 High Desert Education Service District.

13 2. On April 19, 2010 you made the following comments that:

14 a. During roll call you called one female student's name repeatedly.

15 b. You compared a piece of green candy to the color of the same female
16 student's hair.

17 c. You took a water bottle from the same female student's desk, announced to
18 the class that you needed to smell it. You then announced that the liquid
19 smelled like bourbon. You then replaced the water bottle on the student's
20 desk.

21 d. You commented that the students at Marshal High School were there
22 because their parents use drugs or were divorced.

23 3. Thomason commented to an African American student: "*Now don't take offense, but you*
24 *are only strong, fast and can jump high because you are black,*" or words to that effect.

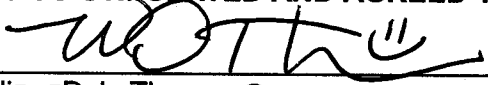
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1 4. During the Commission's investigation of these incidents, Thomason expressed difficulty
2 relating to a new generation of students and expressed an interest in taking classes or
3 training to gain greater cultural competency and sensitivity.

4 **IT IS SO STIPULATED AND AGREED TO:**

5 
6 _____
7 William Dale Thomason

_____ 11-7-10
Date

8 
9 _____
10 Victoria Chamberlain, Executive Director
11 Teacher Standards and Practices Commission

_____ 11-2-10
Date

12 **CONCLUSION OF LAW**

13 William Dale Thomason made inappropriate comments to students. This conduct
14 constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as
15 it incorporates OAR 584-020-0010(1)(Recognize the worth and dignity of all persons and
16 respect for each individual), OAR 584-020-0010(5) (Use of professional judgment) and OAR
17 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and
18 other patrons*). The Commission has the authority to impose discipline in this matter under ORS
19 342.120 through 342.430 and OAR Chapter 584.

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1 **FINAL ORDER**

2 The Commission adopts and incorporates herein the above findings of fact and
3 conclusions of law, based thereon, hereby imposes a 30 day suspension and one year
4 probation on the licensure of William Dale Thomason. Thomason will be placed on probation
5 beginning from the date this order is issued, subject to the following conditions:

- 6 1. Thomason will, at his own expense, attend cultural sensitivity training classes approved
7 by the Commission.
- 8 2. Read the book, "We Can't Teach What We Don't Know" and prior to the end of the
9 probation period, provide a summary of the book to the Commission.
- 10 3. Thomason shall comply with the Standards for Competent and Ethical Performance of
11 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
12 Violation of any term of probation shall constitute an independent basis for the
13 Commission to revoke Thomason's license or otherwise impose discipline, after first
14 providing Thomason with notice and opportunity for hearing.

15 Issued and dated this 16th day of November, 2010.

16 **TEACHER STANDARDS AND PRACTICES COMMISSION**
17 **STATE OF OREGON**

18
19 By 
20 Victoria Chamberlain, Executive Director