

1                   BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION

2   OF THE STATE OF OREGON

3           In the Matter of the   )                   STIPULATION OF FACTS AND  
4           Administrative License of   )                   FINAL ORDER OF REPRIMAND  
5           JULIE ANN YORK   )  
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7                   On or about December 2, 2009, the Teacher Standards and Practices

8           Commission (Commission) received a report from the Medford School District,  
9           indicating Julie Ann York (York), inappropriately hired and supervised her two children  
10          on a grant project.

11           After review of the matters alleged, York and the Commission agree that their  
12          respective interests, together with the public interest, are best served by a stipulation to  
13          certain facts and the imposition of a Public Reprimand on York's Administrator License.

14           By signing below, York acknowledges, understands, stipulates, and agrees to the  
15          following: (i) she has been fully advised of her rights to notice and a hearing to contest  
16          the findings of fact, conclusions of law, and order set forth below, and fully and finally  
17          waives all such rights and any rights to appeal or otherwise challenge this Stipulation of  
18          Facts and Final Order of Suspension (Stipulation and Final Order); (ii) this Stipulation  
19          and Final Order is a public document and disclosed to the public upon request to the  
20          Commission; (iii) this Stipulation and Final Order is contingent upon and subject to  
21          approval and adoption by the Commission. If the Commission does not approve and  
22          adopt this Stipulation and Final Order, then neither York nor the Commission are bound  
23          by the terms herein; (iv) she has fully read this Stipulation and Final Order, and  
24          understands it completely; (v) she voluntarily, without any force or duress, enters into  
25          this Stipulation and Final Order and consents to issuance and entry of the Stipulated  
26          Final Order below; (vi) she states that no promise or representation has been made to  
27          induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an  
28          attorney regarding this Stipulation and Final Order and has been fully advised with

1 regard to her rights thereto, or waives any and all rights to consult with an attorney prior  
2 to entering into this Stipulation and Final Order and issuance and entry of the Stipulated  
3 Final Order below.

4 **STIPULATION OF FACTS**

- 5 1. The Commission has licensed Julie Ann York as a teacher in Oregon since August 9,  
6 1983. York's current Continuing Administrator License, issued on January 26, 2009,  
7 is valid until January 25, 2014. During all relevant times York was employed by the  
8 Medford School District.
- 9 2. As part of York's employment she administered a grant project with the Pacific  
10 Institutes for Research. The grant required the hiring of several temporary positions  
11 for intermittent work within the district. York held these positions open for teachers  
12 whom the district anticipated laying off due to budget constraints.
- 13 3. When the anticipated layoffs did not occur York had limited time to fill the positions,  
14 and hired her children to fill the positions.
- 15 4. York had administered the same grant project the year before and was aware of  
16 district hiring procedures. Per district rules any deviation from the standard hiring  
17 procedure required the approval of the Superintendent, which York did not seek.
- 18 5. Although directly supervised by others, York hired, set the terms of the  
19 compensation, and signed the time sheets of her children.
- 20 6. The district acknowledged that the unexpected lack of layoffs caused difficulty in  
21 filling the positions through the normal hiring procedures. There is also evidence to  
22 suggest that both of York's children were inconvenienced by the work and took to the  
23 position to help their mother. The District had previously approved the hiring of  
24 York's children for similar projects.
- 25 7. York was subsequently removed from the position of Director of Student Services.

26 IT IS SO STIPULATED:

27   
28 \_\_\_\_\_  
29 Julie Ann York  
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31 \_\_\_\_\_  
32 Victoria Chamberlain, Executive Director  
33 Teacher Standards and Practices Commission

34 10-24-11  
Date  
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**CONCLUSION OF LAW**

Julie Ann York hired and supervised her children for a grant project over which she had administrative authority. This conduct constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use of professional judgment*), OAR 584-020-0025(3)(a) (*Leadership skills in managing the school, its students, staff, and programs as required by lawful and reasonable district policies, rules, and regulations, state and federal laws and regulations, and other programs as assigned, and assures that staff is informed of these requirements*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(3)(a) (*Maintain the dignity of the profession by respecting and obeying the law, exemplifying personal integrity and honesty*), specifically ORS 244.177(1)(a) and ORS 244.179(1).

**ORDER**

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand on the Administrative license of Julie Ann York.

Issued and dated this 7<sup>th</sup> day of November, 2011.

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

By *Victoria Chamberlain*  
Victoria Chamberlain, Executive Director