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

In the Matter of the) STIPULATION OF FACTS,
Teaching License of) AND FINAL ORDER
TIMOTHY EDGAR BOWMAN) OF REPRIMAND

On August 4, 2009, the Teacher Standards and Practices Commission (Commission) received a report from the Gervais School District, indicating that Timothy Edgar Bowman (Bowman) forged the names of two coaches on their evaluations.

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

This document sets forth the facts upon which the parties have agreed and the stipulated sanction to be imposed. Bowman stipulates that there is sufficient evidence in the Commission's files and records to support the findings of fact, conclusions of law, and order set forth below.

By signing below, Bowman acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his 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, Order of 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 Bowman nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he 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) he states that no promises or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney

1 regarding this Stipulation and Final Order and has been fully advised with regard to his rights
2 thereto, or waives any and all rights to consult with an attorney prior to entering into this
3 Stipulation and Final Order and issuance and entry of the Stipulated Final Order below. This
4 stipulation is contingent upon approval and adoption of the Order by the Commission. If the
5 Commission does not adopt this Order, neither Bowman nor the Commission are bound by
6 these Stipulations and Bowman retains all rights to a hearing on the allegations.


7 **STIPULATION OF FACTS**

- 8 1. The Commission has licensed Timothy Bowman since March 24, 2005. Bowman holds an
9 Initial I Teaching License issued November 16, 2008 and valid through November 15, 2011
10 with an endorsement in Social Studies and authorized to teach high school. During all
11 relevant times, Bowman was employed by the Gervais School District.
- 12 2. In addition to his teaching duties Bowman also served as Athletic Director at Gervais High
13 School. Near the end of the 2008/2009 school year Bowman failed to obtain signatures on
14 two coaches' annual evaluations. After discussing the contents of the evaluations with each
15 coach, and unsuccessfully attempting to meet with the coaches to obtain their signatures on
16 the evaluations, Bowman signed the coaches' signatures for them.
- 17 3. The Gervais School District reprimanded Bowman, suspended his position as Athletic
18 Director for the remainder of the year although he continued to perform all the duties except
19 evaluation writing, reduced his salary, required that he rewrite the evaluations at issue, and
20 placed him on probation upon reinstatement of full Athletic Director duties.

21 IT IS SO STIPULATED:

22 
23 Timothy Edgar Bowman

10/31/11
Date

24 
25 Victoria Chamberlain, Executive Director
26 Teacher Standards and Practices Commission

12-14-11
Date

27 ///

28 ///

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CONCLUSION OF LAW

1 Timothy Edgar Bowman forged the signatures of two coaches on their coaching
2 evaluations. This conduct constitutes gross neglect of duty in violation of ORS 342.175(1)(b);
3 OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use of professional*
4 *judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and*
5 *regulations*), and OAR 584-020-0040(4)(c) (*Knowing falsification of any document or*
6 *knowing misrepresentation directly related to licensure, employment, or professional duties*).
7 The Commission's authority to impose discipline in this matter is based upon ORS 342.175.

8 **ORDER**

9 The Commission adopts and incorporates herein the above findings of fact and
10 conclusion of law, based thereon, hereby imposes a Public Reprimand upon the Teaching
11 License of Timothy Edgar Bowman and a period of probation for 1 year.

12 IT IS SO ORDERED this 14 day of ^{December}~~February~~, 2011.

13 TEACHER STANDARDS AND PRACTICES COMMISSION

14
15 By: Victoria Chamberlain
16 Victoria Chamberlain, Executive Director

This order was approved by the
Commission on February 11, 2011 contingent
upon its receipt by March 4, 2011.
The order was returned to the
Commission ~~in~~ in November, 2011.

10 12-14-11