## 1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION RECEIVEL 2 OF THE STATE OF OREGON DEC 18 2000 In the Matter of the 3 reacties out and and a Reinstatement of the STIPULATION OF FACTS, REINSTATEMENT CONTROL Teaching License of 4 ORDER AND PROBATION 5 RICHARD ELWOOD LANCE 6 7 On or about December 4, 1998 the Teacher Standards and Practices Commission 8 (Commission) by order, revoked the license of Richard E. Lance (Lance). The order provided 9 for Lance's possible reinstatement pursuant to law, specified terms of probation and general 10 terms relating to competent and ethical educators. 11 FINDINGS OF FACT 12 1. On or about April 9, 2000 Lance requested reinstatement of his license. 13 2. Pursuant to OAR 584-050-0015(4) Lance has supported his application for 14 reinstatement by personal affidavit. 15 3. Pursuant to OAR 584-050-0015(4) the Executive Director brought the 16 reinstatement request to the Discipline Committee (Committee) for review and discussion. 17 4. Lance addressed the Committee in Executive session on November 16, 2000 and 18 responded to questions of commissioners. 19 5. In order to address concerns of the committee, Lance agreed that a period of four 20 years probation and mandatory drug testing at the discretion of a public employer would be 21 appropriate additions to other terms of probation previously imposed by the Commission in the 22 December 1998 order. 23 ///

1	6. On the basis of the information known to it, and the proposed terms of probation
2	the Committee recommended Lance be reinstated, subject to the terms above.
3	IT IS SO STIPULATED
4	12-15-00
5	Richard Elwood Lance Date
6	Daniel My 4 12/4/00
7	David V. Myton Date  Executive Director
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9	DISCUSSION
10	Although an individual is legally eligible for reinstatement of a revoked license after one
11	year, the burden of establishing fitness and suitability for reinstatement after such a short period
12	of time is a daunting task. In the surrender and revocation order of December 4, 1998, the
13	Commission expressed its opinion that Lance had demonstrated model behavior after his arrest
14	and plea to unlawful possession of controlled substances. Lance has now complied with his
15	criminal diversion and the criminal charges were dismissed in late 1999.
16	The Commission is persuaded that Lance has continued to address his dependency
17	problems and will continue to do so for both his personal health and to further his chances of one
18	day returning to teaching. However, in light of the gravity of the offense and in order to better
19	insure that Lance will adhere to Commission expectations, a lengthy and encompassing
20	probation will be imposed.
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- 2 The Commission adopts the above Findings of Fact and reinstates Lance's license subject 3 to all standard terms and conditions and subject to the following special terms of probation: 4 1 Lance will be on probation for four (4) years from the date of his reinstatement 5 subject to the terms described below. 2. 6 Lance shall comply with court ordered terms, if any. 7 3. Lance shall comply with any treatment plan of his health providers and will 8 provide the Executive Director with copies of the plan and a release for the purpose of verifying 9 Lance's compliance. 10 Lance shall comply with the standards for ethical and competent performance of 4. Oregon educators. 11 5. Lance shall comply with all laws and report to the Executive Director any arrests, 12 diversions, civil compromises, or pleas within ten days of occurrence. 13 Lance shall report to the Executive Director within ten days any employer 14 6. investigations of possible misconduct or any discipline received from any public school 15 16 employer that is reportable to the Commission. 17 7. Lance shall comply with any drug test request if made by a public employer of licensed teachers for random, periodic or cause based drug testing and will report to the 18 19 Commission any positive test results. 20 8. Promptly after the full term of probation is completed, Lance shall provide pursuant to OAR 584-050-0015(2), a personal affidavit, together with requisite and additional 21 22 documentation, sufficient to establish convincingly that all terms and conditions of probation
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have been met and successfully fulfilled.

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1	9. Violation of the terms of this probation shall constitute independent basis for the
2	Commission to impose disciplinary sanctions up to and including revocation after first giving
3	Lance notice and opportunity for hearing.
4	DATED this day of Neverriber 2000.
5	TEACHER STANDARDS AND PRACTICES COMMISSION
6	By: David Maylo
7	David V. Myton, Executive Director
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