

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

In the Matter of the)
Educator License of)
BRYNNE M. FLETCHER)

**STIPULATION OF FACTS AND
FINAL ORDER OF REVOCATION**

On March 16, 2017, the Teacher Standards and Practices Commission (Commission) received a report from the North Clackamas School District (NCSD) indicating Brynne Fletcher (Fletcher) may have committed an act of gross neglect of duty and/or gross unfitness, specifically, reporting to work under the influence of intoxicants. On April 16, 2017, the Commission received a second report from NCSD indicating Brynne Fletcher (Fletcher) had committed an additional act of gross neglect of duty and/or gross unfitness, specifically that Fletcher, while under the influence of narcotics, had administered state testing to SPED students.

After review of the matters alleged, Fletcher 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 revocation of Fletcher's Oregon educator license.

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

By signing below, Fletcher 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 Revocation (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 Fletcher 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

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



6
7 **STIPULATION OF FACTS**

- 8 1. The Commission has licensed Fletcher since July 21, 2014. Fletcher's Preliminary
9 Teaching License, with an endorsement in Special Education: Generalist (PK-12),
10 is valid from July 16, 2016 through July 15, 2019. During all relevant times,
11 Fletcher was employed by the North Clackamas School District (NCS D).
- 12 2. On March 16, 2017, the Commission received information from the NCS D
13 indicating Fletcher may have committed acts which constitute gross neglect of
14 duty and / or gross unfitness. The district reported that on March 14, 2017,
15 Fletcher reported to work under the influence of intoxicants on school grounds
16 and was subsequently arrested for possession of narcotics. On April 16, 2017, the
17 Commission received an additional report from the NCS D indicating that in
18 addition to the report made on March 16, 2017, Fletcher had committed
19 additional acts which constitute gross neglect of duty, and / or gross unfitness.
20 The district reported that on March 14, 2017, while under the influence of
21 narcotics, Fletcher had administered state testing to SPED students.
- 22 3. Investigation determined that on the morning of March 14, 2017, a school official
23 observed Fletcher making trips to her vehicle that was parked in the school
24 parking lot. The administrator observed evidence of possible drug activities and
25 contacted law enforcement.
26 Checking on Fletcher's classroom, the administrator observed Fletcher assisting a
27 special education student take a state assessment exam. It was later learned that
28 Fletcher had provided one on one assistance to two separate SPED students in
29 taking their state assessment exams.
30 When law enforcement arrived, they confirmed the suspected conduct and
31 determined that Fletcher was in position of illegal drugs. When questioned,
32 Fletcher admitted to using heroin while in her vehicle located in the school
33 parking lot and to being under the influence while assisting students as described
34 previously. Law enforcement arrested Fletcher for possession of narcotics.

1 Fletcher was subsequently arrested for possession of heroin, a class C felony, and
2 later provided a conditional discharge and placed on probation. Fletcher
3 successfully completed a 48 day, in-patient treatment program and has complied
4 with her probation requirements.

5
6 NCS D found Fletcher's conduct to have violated district policy and Fletcher
7 resigned her employment with NCS D. Under OAR 584-050-0018, an educator
8 may be eligible to make application for reinstatement of licensure after a period
9 of at least 12 months from the date of a final order of revocation; if they meet the
10 conditions of OAR 584-050-0015 and 584-050-0018, and any other licensure /
11 application requirements required by rule or law.

12
13 **IT IS SO STIPULATED:**

14  3/27/19
15 Brynne Fletcher Date
16
17  3/28/2019
18 Trent Danowski, Deputy Director Date
19 Teacher Standards and Practices Commission
20

21
22 **CONCLUSION OF LAW**

23 The conduct described above constitutes gross neglect of duty in violation of ORS
24 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use*
25 *professional judgment*), OAR 584-020-0020(2)(d)(*Skill in the supervision of students*),
26 OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*);
27 OAR 584-020-0040(4)(g) (*Appearing on duty or at any district-sponsored activity while*
28 *under the influence of alcohol or any controlled substance*); and OAR 584-020-
29 0040(4)(o) as it incorporates OAR 584-020-0035(3)(a)(*Maintain the dignity of the*
30 *profession by respecting and obeying the law, exemplifying personal integrity and*
31 *honesty*).

32 The conduct described above also constitutes gross unfitness in violation of ORS
33 342.175(1)(c); OAR 584-020-0040(5)(e) (*Admission of or engaging in acts constituting*
34 *criminal conduct, even in the absence of a conviction*).

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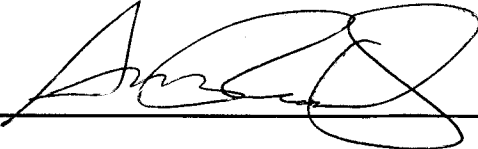
1 The Commission's authority to impose discipline in this matter is based upon
2 ORS 342.175.

3 **ORDER**

4 The Commission adopts and incorporates herein the above findings of fact and
5 conclusions of law, and based thereon, revokes Brynne M. Fletcher's Oregon educator
6 license.

7
8 Issued and dated this 5 day of April, 2019.

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

12
13 By  _____

14 Dr. Anthony Rosilez, Executive Director