

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

Teacher Standards & Practices Commission

In the Matter of the) STIPULATION OF FACTS AND
Educator License of) FINAL ORDER OF PUBLIC
GARY JACKMAN) REPRIMAND AND PROBATION

On April 11, 2018, the Teacher Standards and Practices Commission (Commission) received a report from the Department of Human Services (DHS) indicating possible professional misconduct on the part of licensed educator, Gary Jackman (Jackman).

After review of the matters alleged, Jackman and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a Public Reprimand, and a period of probation.

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

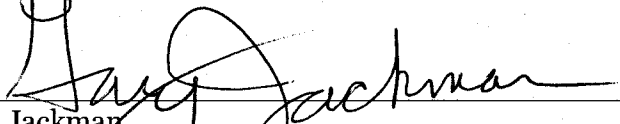
By signing below, Jackman acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Public Reprimand and Probation (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 Jackman 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 promise or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights thereto, or waives any and all rights to consult with an

1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
2 the Stipulated Final Order below.

3
4 **STIPULATION OF FACTS**

- 5 1. The Commission has licensed Jackman since April 11, 1983. Jackman holds a
6 Substitute Teaching License, with an endorsement in Substitute Any Specialty
7 (PP-12), valid from October 20, 2015, through October 19, 2018. During all
8 relevant times, Jackman was employed by the EMS Sub-desk, providing
9 substitute services for the Reynolds School District (RSD).
- 10 2. On April 11, 2018, the Commission received a report from the Department of
11 Human Services (DHS) indicating Jackman may have committed an act of gross
12 neglect of duty and/or gross unfitness. Specifically, unprofessional interactions
13 with coworkers and other employees.
- 14 3. Investigation determined that on or about April 9, 2018, while providing long
15 term substitute teaching services, Jackman became irritated due in part to
16 difficult environmental working conditions and a challenging classroom
17 assignment (SPED Functional Life Skills). In Jackman's own words he "Became
18 really pissed off" and on more than one occasion, used inappropriate language in
19 front of several staff members and coworkers. Staff described Jackman as volatile
20 and angry. At one point, Jackman kicked a blue gym mat that was blocking his
21 way, adding to the discomfort of Jackman's coworkers. Investigation determined
22 that Jackman's inappropriate conduct was not in the presence of students.
23 Jackman's conduct was reviewed by EMS who determined to remove Jackman
24 from the substitute list until further notice.

25
26 IT IS SO STIPULATED:

27 
28 _____
29 Gary Jackman

10-30-18

Date

30 
31 _____
32 Trent Danowski, Deputy Director
33 Teacher Standards and Practices Commission

11/5/2018

Date

1 **CONCLUSION OF LAW**

2 The conduct described above constitutes gross neglect of duty in violation of ORS
3 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1)
4 (*Recognize the worth and dignity of all persons and respect for each individual*), OAR
5 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0030(2)(a) (*Willingness*
6 *to be flexible in cooperatively working with others*), and OAR 584-020-0030(2)(b) (*Skill*
7 *in communicating with administrators, students, staff, parents, and other patrons*).
8

9 The Commission’s authority to impose discipline in this matter is based upon
10 ORS 342.175.
11

12 **ORDER**

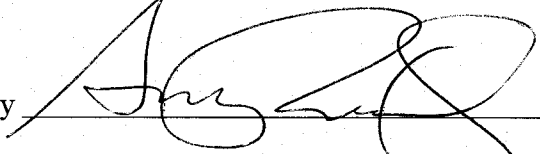
13 The Commission adopts and incorporates herein the above findings of fact and
14 conclusions of law, and based thereon, imposes a Public Reprimand on Gary Jackman’s
15 Oregon educator license.

16 Furthermore, the Commission imposes a period of six (6) months of probation
17 upon Jackman’s licensure to commence from the date this order is signed by the
18 Commission and subject to the following conditions:
19

- 20 1. Jackman shall comply with the Standards for Competent and Ethical
21 Performance of Oregon Educators under Oregon Administrative Rules Chapter
22 584, Division 020.
23 2. Jackman will successfully complete a Commission approved training on anger
24 management prior to the completion of his probation.
25

26 Issued and dated this 8 day of February, 2019.

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

29
30 By  _____
31 Dr. Anthony Rosilez, Executive Director
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