BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION

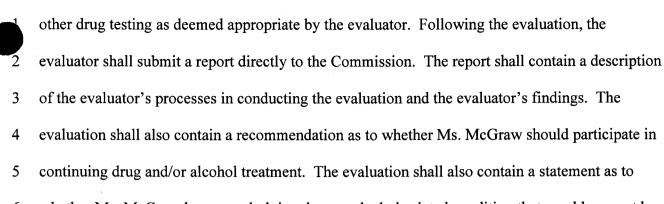
OF THE STATE OF OREGON

3	In the Matter of the Teaching License of	Case No.
4	LUCE MCGRAW	STIPULATION AND ORDER OF PROBATION
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6	The Teacher Standards and Practices (Commission) issued a Notice of Opportunity for	
7	Hearing on May 13, 2004 to Luce McGraw. Ms. McGraw requested a hearing to contest the	
8	allegations contained in the Notice.	
9	After a review of the matters alleged, the Commission and Ms. McGraw have agreed that	
10	their respective interests, together with the public interest, are best served by a stipulation to	
11	certain facts and the issuance of a public reprimand and order of probation.	
12	In entering into this stipulation, Ms. McGraw waives her right to a hearing and	
13	understands that the Commission will issue a public reprimand and place her on probation for	
14	three years. This stipulation and proposed order are contingent on approval by the full	
15	Commission. If the Commission does not approve this stipulation and order, it is understood th	
16	any waiver of rights by Ms. McGraw is therefore revoked. It is further understood that the	
17	statements contained in this stipulation may not be used by either the Commission or Ms.	
18	McGraw for any reason if the Commission fails to approve the stipulation and proposed order.	
19	STIPULATION OF FACTS	
20	Ms. McGraw and the Commission stipulate as follows:	
21	1. Ms. McGraw holds an Oregon Basic Teaching License with endorsements in	
22	hasic elementary and hasic art	

	2. Mis. McGraw has been employed in various long-term substitute teaching	
2	assignments from March 19, 1995 to the present.	
3	3. In the summer of 2002, Ms. McGraw was offered a teaching assignment with the	
4	North Bend School District contingent on her successful completion of a drug-screening test.	
5	Ms. McGraw tested positive on the test for the presence of marijuana mabatabolite. As a result,	
6 7 8 9 10	the district withdrew its offer of employment. Luce McGraw Date 10-05-04 Date	
11	Teacher Standards and Practices Commission	
12	CONCLUSIONS OF LAW	
	Luce McGraw tested positive for marijuana mabatabolite in a drug-screening test that	
14	was part of her application for employment with the North Bend School District. Her positive	
	test result constitutes gross neglect of duty in violation of OAR 584-020-0040(4)(g).	
15	ORDER	
16	The Commission imposes a public reprimand on Luce McGraw, and this Order shall	
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18	serve as the public reprimand. In addition, the Commission places Ms. McGraw on probation for	
19	a period of three years. Conditions of probation are as follows:	
	1) Within thirty days of the date of this Order, Ms. McGraw shall at her own	
20	initiative and expense, undergo an evaluation by a mental health professional who is acceptable	
21	to the Commission to determine Ms. McGraw's need for alcohol or drug treatment. Ms.	
22	McGraw shall furnish the evaluator with a copy of this order and any other information which	

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the evaluator deems pertinent. The evaluation shall include the administration of urinalysis or



- whether Ms. McGraw has an underlying drug or alcohol-related condition that would prevent her from meeting her professional responsibilities as a public school teacher.
 - 2) Ms. McGraw shall continue with ongoing drug-alcohol treatment as recommended by the evaluator. Such continuing treatment shall include periodic random urinalysis if recommended by the evaluator. Failure of Ms. McGraw to comply with any request for random urinalysis or failure to pass a urinalysis test shall be a violation of probation.
 - 3) If continuing treatment is recommended by the evaluator, Ms. McGraw shall submit to the Executive Director reports of her compliance with the treatment plan; such reports shall be submitted every six months on or before the following dates: April 1, 2005; October 1, 2005; April 1, 2006; and October 1, 2006.
 - 4) Ms. McGraw shall abstain from the use of any controlled substances, except as prescribed by her treating physician. Ms. McGraw shall abstain from the consumption of alcohol if recommended by her evaluator or by her treatment providers.
- Ms. McGraw shall comply with all Standards for Competent and Ethical Performance under OAR 584 Division 020.

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IT IS SO ORDERED this ______ day of October, 2004 TEACHER STANDARDS AND PRACTICES COMMISSION Victoria Chamberlain, Executive Director