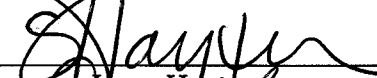


1 (vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully
2 advised with regard to her rights thereto, or waives any and all rights to consult with an attorney prior
3 to entering into this Stipulation and Final Order and issuance and entry of the Stipulated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

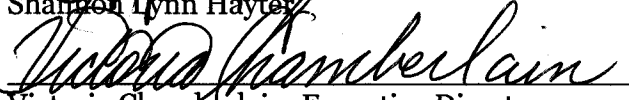
5 **STIPULATION OF FACTS**

- 6 1) Shannon Lynn Hayter was initially licensed as a teacher in Oregon on August 27, 2007. Hayter
7 currently holds a lapsed Initial Teaching License, with an endorsement in Special Education, and a
8 Conditional Assignment Permit (CAP) in Language Arts, issued on August 7, 2007, that expired on
9 February 27, 2009. During all relevant times, Hayter was employed by the Tigard-Tualatin School
10 District.
- 11 2) On January 14, 2009 the Tigard Tualatin School District became aware of irregularities regarding
12 IEP (Individualized Education Plan) documentation. Hayter was responsible for the IEP process,
13 including the creation and maintenance of the IEP files and documents. Following an investigation
14 many IEP files were found not to have been maintained, secured, or processed according to district
15 policies. Hayter's IEP files were found to contain multiple inaccuracies; her student cases were
16 often incomplete. Hayter at times, had missed required notifications, required meetings were not
17 held properly, and parental contact and notifications were sometimes bypassed or overlooked.
18 Hayter kept some student records at her home in violation of district policy regarding
19 maintenance and security of these records.
- 20 3) Ms. Hayter reports being overwhelmed during her second year of special education and having a
21 medical condition of anxiety, which was untreated at the time. Ms. Hayter was hospitalized and
22 subsequently submitted to care and treatment of a physician. She resigned from the District
23 effective April 17, 2009.

24 IT IS SO STIPULATED:

25 
26 _____
Shannon Lynn Hayter

January 19, 2012
Date

27 
28 _____
Victoria Chamberlain, Executive Director
29 Teacher Standards and Practices Commission

2-7-12
Date

30 **CONCLUSIONS OF LAW**

31 The above described conduct that Shannon Lynn Hayter engaged in constitutes gross neglect
32 of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-
33 0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(c) (*Using and maintaining student*

1 records as required by federal and state law and district policies and procedures), and OAR 584-
2 020-0025(2)(e) (Using district lawful and reasonable rules and regulations).

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

4 **ORDER**

5 The Commission hereby adopts and incorporates herein the above findings of fact and revokes
6 Shannon Lynn Hayter's right to apply for a teaching license for one year.

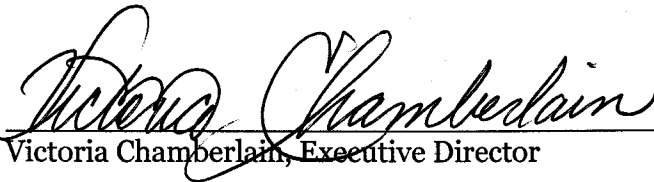
7 IT IS SO ORDERED this 7th day of February, 2012.

8 TEACHER STANDARDS AND PRACTICES COMMISSION

9

10

11

By: 
Victoria Chamberlain, Executive Director