

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

**In the Matter of the
Educator License of
PENNINGTON, TROY D.**

STIPULATION OF FACTS AND FINAL ORDER OF PUBLIC REPRIMAND AND PROBATION

On March 4, 2026, the Teacher Standards and Practices Commission (Commission) received an Oregon Department of Human Services (DHS/OTIS) report alleging possible professional misconduct on the part of licensed educator, Troy D. Pennington (Pennington).

After review of the matters alleged, Pennington 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 Public Reprimand and Probation on Pennington's teaching license.

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

By signing below, Pennington 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 (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 Pennington 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

1 advised with regard to his rights thereto, or waives any and all rights to consult with an
2 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
3 the Stipulated Final Order below.
4

5 **STIPULATION OF FACTS**

6 1. The Commission has licensed Pennington since March 19, 2024. Pennington
7 currently holds a Restricted Teaching License with an endorsement for Drama
8 (PK-12), which was issued on June 18, 2025, and expires on August 30, 2026.
9 During all relevant times, Pennington was employed by the Roseburg School
10 District (RSD).
11

12 2. On March 4, 2026, the Commission received an Oregon Department of
13 Human Services (DHS/OTIS) report alleging misconduct on the part of
14 Pennington, a teacher in the RSD. Specifically, the report alleges that
15 Pennington located a distressed student, (Student X), on the catwalk about
16 the theater stage who was in possession of a rope. Pennington sent the
17 student home but failed to report the incident to anyone else. Student X
18 attempted to hang themselves at the school about a month after this incident.
19

20 3. Investigation into this matter by the RSD and TSPC determined the following:
21

- 22 • Pennington worked as a teacher at the RSD during the 2025-2026
23 school year.
- 24 • On or about January 14, 2026, Pennington discovered Student X in
25 the lighting rafters/catwalk at the top of the school theater with a
26 rope fashioned into a noose.
- 27 • Student X was visibly upset, and Pennington had to “talk them off a
28 ledge.”
- 29 • Pennington allowed Student X to leave school and did not report
30 the incident to a supervisor.
- 31 • RSD school policy requires that teachers/staff not allow a distressed
32 student to leave school and requires that teachers/staff report the

incident to a supervisor.

- When this matter was later investigated by the RSD, district administration characterized it as a “lapse in judgement” and reported that Pennington does a “good job” in his role as a teacher.
- Pennington interviewed with TSPC investigative staff regarding this matter on April 28, 2026.
- During the interview Pennington acknowledged the facts listed above, and the severity of the situation.
- Pennington reported that he had checked-in with Student X frequently after the event.
- Additionally, Pennington reported that he was “gutted” when he determined that Student X was in “such a dark place.”
- Pennington reported that he has taken steps to make sure he doesn’t miss any signs of student depression and suicidal ideation in the future, and now pays attention to “any and all warning signs.”
- The RSD issued Pennington a Letter of Reprimand for this incident.

IT IS SO STIPULATED:

Troy D. Pennington

08/07/2026

Date

Jim Horton, Professional Practices Director
Teacher Standards and Practices Commission

08/19/2026
Date

CONCLUSION OF LAW

The conduct described in section three (3) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use professional judgment), OAR 584-020-0020(2)(d) (Skill in the supervision of students), OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations).

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

3 **ORDER**

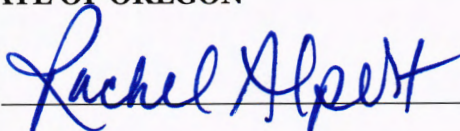
4 The Commission adopts and incorporates herein the above findings of fact and
5 conclusions of law, and based thereon, imposes a public reprimand on Pennington's Oregon
6 educator's license and four (4) years of probation. The period of probation will become
7 effective on the date of the order. The period of probation is subject to the following
8 conditions:

- 9
10 1. Pennington shall comply with the Standards for Competent and Ethical
11 Performance of Oregon Educators under Oregon Administrative Rules Chapter
12 584, Division 020.
13

14
15 Issued and dated this 16th day of October, 2026.

16 **TEACHER STANDARDS AND PRACTICES COMMISSION**
17 **STATE OF OREGON**

18
19 By _____



20 Rachel Alpert, Executive Director