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1 Assistance for Improvement” by the Yamhill-Carlton School District superintendent and being
2 placed on a two day unpaid administrative leave.

3 b. Used a derogatory name towards a male student. Mr. Callison called the male student
4 “Plumpbelly”, a distortion of his last name, in the classroom.

5 c. Used physical proximity to intimidate students in your classroom. Mr. Callison stood very
6 close to a student in his classroom and uttered a profanity in a loud voice, and thumped at
7 least one student on the chest with the back of his hand.

8 2. During the period of September 2 through December 10, 2008, Mr. Callison frequently used profanity
9 and other forms of intimidation towards students during his classroom teaching, as described above.
10 Mr. Callison admitted to using profanity on occasion when responding to students who demonstrated
11 what he considered to be unsafe or off task behavior. Mr. Callison continued this conduct even after
12 receiving a written reprimand and being placed on administrative leave by the school district.

13 CONCLUSIONS OF LAW

14 Callison used profanity, intimidation and derogatory nicknames. This conduct constitutes
15 gross neglect of duty in violation of OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1)
16 (*Recognizing the worth and dignity of all persons and showing respect for each individual*). Callison's
17 use of profanity and intimidation in the classroom and your continued use of this conduct after being
18 disciplined by your principal constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR
19 584-020-0040(4)(n) as it incorporates OAR 584-020-0015(2)(e) (*Skill in the selection and use of*
20 *teaching techniques conducive to student learning*). The Commission's authority to impose discipline
21 in this matter is based upon ORS 342.175.

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1 **ORDER**

2 The Commission adopts and incorporates herein the above findings of facts and conclusions
3 of law, and based thereon, hereby revokes the Three Year Career and Technical Teaching License of
4 Tom Josef Callison.

5 IT IS SO ORDERED this 4th day of May, 2009.

6 TEACHER STANDARDS AND PRACTICES COMMISSION

7
8 By: 
9 Victoria Chamberlain, Executive Director

10
11 NOTICE OF APPEAL OR RIGHTS

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13 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY BE
14 OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE SERVICE OF
15 THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF ORS 183.482 TO THE
16 OREGON COURT OF APPEALS.