
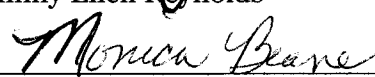


STIPULATION OF FACTS

1. Tammy Reynolds has been licensed by the Commission since January 8, 1981. Reynolds' Professional Teaching License, with endorsements in Elementary- Multiple Subjects (PK-12), Reading Intervention (PK-12) and Special Education: Generalist (PK-12), is valid from July 20, 2015, through July 19, 2020. During all relevant times, Reynolds was employed by the Beaverton School District.
2. On December 10, 2014, the Commission received a report from the Beaverton School District indicating Reynolds may have committed acts of unprofessional conduct in the area of unnecessary physical force with students. Investigation determined that on November 14, 2014, Honey Brimble, an Instructional Assistant (IA) working in Reynolds' classroom, witnessed Reynolds physically grab a kindergarten-age-student by his arms, pull him around her body, and then forcibly made the student sit on the floor. The IA also reported witnessing Reynolds inappropriately shouting and yelling at students. The IA stated that the sheer force and manner of Reynolds' interaction was stunning and it made her uncomfortable and unsure how to intervene. Follow up with the involved student's parents determined that the student also recalled the incident and described Reynolds forcibly handling him and making him sit down hard. The parent expressed appreciation for Reynolds and belief she is a good teacher, but was concerned about this interaction. On December 2, 2014, the district issued Reynolds a written reprimand based on the incident and multiple district policy violations. The reprimand included five days of time off without pay. This was a result of progressive discipline based upon a prior reprimand issued in November 2013, regarding a similar incident involving forceful physical contact with a student.
3. On June 8, 2015, the Commission received an additional report from the Beaverton School District indicating Reynolds may have committed additional acts of unprofessional conduct in the area of unnecessary physical force with students. Investigation determined that on May 15, 2015, Bettina Curl, a volunteer who was the sister of another teacher, reported to school officials that she witnessed Reynolds jab a kindergarten student twice in the leg with her crutch while she aggressively scolded him for not standing in line during the fire drill. The student reported to his parents that Reynolds got angry at him for not being in line and hit him on the back/shoulder. Other adults interviewed, including one in the vicinity of Reynolds, reported they did not

1 observe any physical force or contact by Reynolds. On June 15, 2015, the district issued
2 Reynolds a letter as a result of this incident. The letter advised that because of this and
3 related past incidents, the district was initiating the termination of Reynolds'
4 employment. Rather than fight the proposed termination, on June 30, 2015, Reynolds
5 retired from employment with the district.
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9 IT IS SO STIPULATED:

10		<u>8/25/2016</u>
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12	Tammy Ellen Reynolds	Date
13		<u>9/12/2016</u>
14		
15	Monica Beane, Executive Director	Date
16	Teacher Standards and Practices Commission	

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20 **CONCLUSION OF LAW**

21 Tammy Ellen Reynolds' conduct described above constitutes gross neglect of duty
22 in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
23 020-0010(5) (*Use professional judgment*), OAR 584-020-0020(2)(d) (*Skill in the*
24 *supervision of students*), OAR 584-020-0025(2)(a) (*Establishing and maintaining*
25 *classroom management that is conducive to learning*), OAR 584-020-0025(2)(e)
26 (*Using district lawful and reasonable rules and regulations*); and OAR 584-020-
27 0040(4)(d) (*Unreasonable physical force against students, fellow employees, or*
28 *visitors to the school, except as permitted under ORS 339.250*).

29 The Commission's authority to impose discipline in this matter is based upon
30 ORS 342.175.
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1 **ORDER**

2 The Commission adopts and incorporates herein the above findings of fact and
3 conclusions of law, and based thereon, imposes a Public Reprimand on Tammy Ellen
4 Reynolds' Teaching License.

5 Furthermore, the Commission imposes a period of four (4) years of probation
6 upon Reynolds to commence from the date this order is signed by the Commission and
7 subject to the following conditions:

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

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12 Issued and dated this 8th day of November, 20 16.

13 **TEACHER STANDARDS AND PRACTICES COMMISSION**
14 **STATE OF OREGON**

15 By Monica Beane
16 Monica Beane, Executive Director
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