1	BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
2	OF THE STATE OF OREGON
3 4 5	In the Matter of the STIPULATION OF FACTS AND Educator License of FINAL ORDER OF REPRIMAND AND PROBATION AND PROBATION
6 7	On December 10, 2014, the Commission received a report from the Beaverton
8	School District indicating that Tammy Ellen Reynolds (Reynolds) may have violated
9	professional standards and local policy. On June 8, 2015, the Commission received an
10	additional district report regarding Reynolds, alleging Reynolds had violated
11	professional standards and local policy related to another incident.
12	After review of the matters alleged, Reynolds and the Commission agree that
13	their respective interests, together with the public interest, are best served by a
14	stipulation to certain facts, the imposition of a public reprimand, and a period of
15	probation.
16	By signing below, Reynolds acknowledges, understands, stipulates, and agrees to
17	the following: (i) she has been fully advised of her rights to notice and a hearing to
18	contest the findings of fact, conclusions of law, and order set forth below, and fully and
19	finally waives all such rights and any rights to appeal or otherwise challenge this
20	Stipulation of Facts and Final Order of Reprimand and Probation (Stipulation and Final
21	Order); (ii) this Stipulation and Final Order is a public document and disclosed to the
22	public upon request by the Commission; (iii) this Stipulation and Final Order is
23	contingent upon and subject to approval and adoption by the Commission. If the
24	Commission does not approve and adopt this Stipulation and Final Order, then neither
25	Reynolds nor the Commission are bound by the terms herein; (iv) she has fully read this
26	Stipulation and Final Order, and understands it completely; (v) she voluntarily, without
27	any force or duress, enters into this Stipulation and Final Order and consents to issuance
28	and entry of the Stipulated Final Order below; (vi) she states that no promise or
29	representation has been made to induce her to sign this Stipulation and Final Order; and
30	(vii) she has consulted with an attorney regarding this Stipulation and Final Order and
31	has been fully advised with regard to her rights thereto, or waives any and all rights to
32	consult with an attorney prior to entering into this Stipulation and Final Order and
33	issuance and entry of the Stipulated Final Order below.
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STIPULATION OF FACTS

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- 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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8 9	IT IS SO STIPULATED:
0 1 2 3 4 5	Tammy Ellen Reynolds Monica Beane, Executive Director Teacher Standards and Practices Commission 8/25/2016 Date 9/12/30/6
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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	${\tt 0040(4)(d)}\ (Unreasonable\ physical\ force\ against\ students, fellow\ employees, or$
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

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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 Yovember, 20 16.
13 14	TEACHER STANDARDS AND PRACTICES COMMISSION STATE OF OREGON
15 16 17	By Monica Beane, Executive Director