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

In the Matter of the ) STIPULATION OF FACTS AND  
Educator License of ) FINAL ORDER OF  
TERRY WORMLEY ) PUBLIC REPRIMAND

On October 2, 2018, the Teacher Standards and Practices Commission (Commission) received a complaint from a patron of the Arco Iris Charter School indicating possible professional misconduct on the part of licensed educator, Terry Wormley (Wormley).

After review of the matters alleged, Wormley 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.

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

By signing below, Wormley acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her 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 Wormley nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she 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) she states that no promise or representation has been made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to her rights thereto, or waives any and all rights to consult with an

1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of  
2 the Stipulated Final Order below.

3 **STIPULATION OF FACTS**

- 4 1. The Commission has licensed Wormley since January 13, 1994. Wormley holds a  
5 Substitute Teaching License, with an endorsement in Substitute Any Specialty  
6 (PK-12), valid from April 26, 2018 through May 11, 2021. During all relevant  
7 times, Wormley was employed by ESS Substitute Services Staffing and assigned  
8 to the Arco Iris Charter School (AICS).  
9
- 10 2. On October 2, 2018, the Commission received a complaint from a patron of AICS  
11 indicating Wormley may have committed acts which constitute gross neglect or  
12 duty. The complaint alleges that Wormley had made inappropriate comments to  
13 and about the patron's children, both students at AICS.  
14
- 15 3. Investigation determined that on September 27, 2018, while providing substitute  
16 services at AICS, Wormley used derogatory terms to describe a student. When  
17 interviewed by Commission investigators, Wormley denied calling any students  
18 "dumb", but admitted she may have called them annoying. In the course of the  
19 investigation it was learned that Wormley had experienced similar allegations /  
20 complaints while working as a substitute teacher in Nebraska. Wormley  
21 acknowledged that working in a charter school environment was significantly  
22 different than most other school settings and required some adjustment to the  
23 school's culture, especially as a substitute teacher.  
24

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26  
27 IT IS SO STIPULATED:

28 Terry Wormley  
29 Terry Wormley

8-20-2019  
Date

30 Trent Danowski  
31 Trent Danowski, Deputy Director  
32 Teacher Standards and Practices Commission  
33

8/27/2019  
Date

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**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(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*); and OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*).

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

**ORDER**

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand on Terry Wormley's Oregon educator license.

Issued and dated this 8 day of November, 2019.

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

By   
\_\_\_\_\_  
Dr. Anthony Rosilez, Executive Director