



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

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#### STIPULATION OF FACTS

- 5 1. The Commission has licensed Barber since February 17, 2004. Barber's  
6 Professional Teaching License, with endorsements in Elementary- multiple  
7 subjects (PK-12); Special Education- Generalist (PK-12); and Specialization:  
8 Early Childhood Education (PK-12), is valid from April 18, 2018 through April 18,  
9 2023. During all relevant times, Barber was employed by the VSD.
- 10 2. On September 17, 2018, the Commission received information from the VSD  
11 reporting that Barber had violated local policy when she removed prescription  
12 medication, belonging to a student, from the safe storage area and consumed the  
13 medication herself.
- 14 3. Investigation determined that on August 23, 2018, Barber entered the secure  
15 "vault" at the Vale High School, where Barber opened the medication storage box,  
16 searched through the contents, and removed a prescription bottle. The vault area  
17 is covered by security cameras that video recorded Barber's actions. The video  
18 shows Barber opening the prescription bottle, removing some pills and then  
19 consuming them while on duty. District officials immediately conducted an  
20 inventory of the medications and discovered that a student's prescription for  
21 Adderall (amphetamine) had three pills missing. Local law enforcement was  
22 brought in, and Barber was interviewed about her conduct and agreed to a  
23 urinalysis test. Barber initially denied taking the missing medication but later  
24 confessed after her test results came back positive for amphetamines. Barber's  
25 conduct violated local district policies. On September 7, 2018, Barber resigned  
26 her employment in lieu of termination.

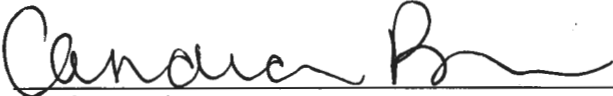
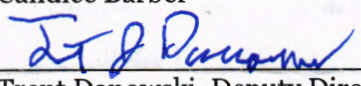
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28 The law enforcement investigation resulted in criminal charges being filed and  
29 Barber was subsequently convicted of Unlawful Possession of a Controlled  
30 Substance (Schedule II), a class A misdemeanor. As a result, Barber was  
31 sentenced to 18 months of probation and mandatory substance abuse  
32 assessment/treatment, which she successfully completed.

33

1 Barber fully cooperated with the TSPC, accepted responsibility for her conduct,  
2 showed remorse for her actions, and appeared committed to her ongoing  
3 recovery.

4  
5 IT IS SO STIPULATED:

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7 \_\_\_\_\_  
8 Candice Barber Date 1-2-2020  
9   
10 \_\_\_\_\_  
11 Trent Danowski, Deputy Director Date 1/17/2020  
12 Teacher Standards and Practices Commission

13  
14

**CONCLUSION OF LAW**

15 Barber's criminal conviction and the conduct underlying her criminal conviction  
16 as described in sections two (2) and three (3) above, constitute gross neglect of duty in  
17 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-  
18 020-0010(5) (*Use professional judgment*); OAR 584-020-0025(2)(e) (*Using district*  
19 *lawful and reasonable rules and regulations*); OAR 584-020-0040(3)(e) (*Is convicted of*  
20 *a crime involving the illegal use, sale or possession of controlled substances*); OAR 584-  
21 020-0040(4)(g) (*Appearing on duty or at any district-sponsored activity while under*  
22 *the influence of alcohol, marijuana, or any controlled substance*); and OAR 584-020-  
23 0040(4)(o) as it incorporates OAR 584-020-0035(3)(a) (*Maintain the dignity of the*  
24 *profession by respecting and obeying the law, exemplifying personal integrity and*  
25 *honesty*).

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27  
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The Commission's authority to impose discipline in this matter is based upon  
ORS 342.175.

29

**ORDER**

30 The Commission adopts and incorporates herein the above findings of fact and  
31 conclusions of law, and based thereon, imposes a ninety (90) day suspension upon  
32 Barber's Oregon educator license as follows:

33 Candice Barber's Oregon educator license is hereby suspended for ninety (90)  
34 days following the adoption of this order.

1 Furthermore, the Commission imposes a three (3) year period of probation upon  
2 Barber to commence upon reinstatement of her Oregon educator license and subject to  
3 the following terms and conditions of probation:  
4

- 5 1. Barber shall successfully complete drug and / or alcohol dependency  
6 evaluation and treatment as ordered by the court in the criminal  
7 conviction. Barber has successfully completed this requirement and  
8 submitted proof on August 22, 2019. Barber will continue to follow her  
9 ongoing recovery program and remain clean during her probation.
- 10 2. Barber shall comply with the Standards for Competent and Ethical  
11 Performance of Oregon Educators under Oregon Administrative Rules  
12 Chapter 584, Division 020.  
13

14 Violation of any term or condition of probation shall constitute an independent basis for  
15 the Commission to revoke Barber's Oregon educator license or otherwise impose  
16 discipline, after first providing Barber with notice and opportunity for hearing.  
17

18  
19 Issued and dated this 7 day of February 2020.

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

22  
23 By \_\_\_\_\_

24 Dr. Anthony Rosilez, Executive Director