1 BEFORE THE TEACHERS STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS AND 4 Educator License of FINAL ORDER OF SUSPENSION 5 AND PROBATION GLORY A. MCDONALD 6 7 On April 15, 2019, the Teacher Standards and Practices Commission 8 (Commission) received a report from the Jefferson County School District (District) 9 indicating Glory M. McDonald (McDonald) may have committed an act of gross neglect 10 of duty and/or gross unfitness, specifically, that McDonald was under the influence of 11 intoxicants at her assigned place of duty. 12 After review of the matters alleged, McDonald and the Commission agree that their respective interests, together with the public interest, are best served by a 13 14 stipulation to certain facts, the imposition of a sixty (60) day suspension, and a two (2) 15 vear period of probation. 16 This Order sets forth the facts upon which the parties have agreed and the 17 sanction to be imposed. McDonald stipulates that there are sufficient facts contained in 18 the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, McDonald waives the right to a notice 19 of opportunity for a hearing, and the right to a hearing to contest the findings of fact, 20 21 conclusions of law and order set forth below. 22 By signing below, McDonald acknowledges, understands, stipulates, and agrees 23 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 24 25 finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Suspension and Probation (Stipulation and Final 26 27 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 28 29 contingent upon and subject to approval and adoption by the Commission. If the 30 Commission does not approve and adopt this Stipulation and Final Order, then neither 31 McDonald nor the Commission are bound by the terms herein; (iv) she has fully read this 32

and entry of the Stipulated Final Order below; (vi) she states that no promise or

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

representation has been made to induce her to sign this Stipulation and Final Order; and

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- 1 (vii) she has consulted with an attorney regarding this Stipulation and Final Order and
- 2 has been fully advised with regard to her rights thereto, or waives any and all rights to
- 3 consult with an attorney prior to entering into this Stipulation and Final Order and
- 4 issuance and entry of the Stipulated Final Order below.

STIPULATION OF FACTS

- 1. The Commission has licensed McDonald since March 24, 2014. McDonald held a Preliminary Teaching License, with an endorsements in Elementary Multiple Subjects (PK-12), valid from February 4, 2016, through February 3, 2019. On December 19, 2018, McDonald made application for renewal of her Preliminary Teaching License. During all relevant times, McDonald was employed by the Jefferson County School District (JCSD).
- 2. On April 15, 2019, the Commission received a report from the JCSD indicating McDonald may have committed acts of gross neglect of duty and/or gross unfitness. Specifically, that on March 21, 2019, McDonald reported to work at Madras Elementary School under the influence of alcohol.
- 3. On March 21, 2019, McDonald was teaching first grade at the Madras Elementary School. The school Principal and the Human Resource Coordinator reported smelling alcohol on McDonald at the school's office. McDonald was asked to take a blood alcohol test which McDonald consented to. McDonald's test result was a blood alcohol content of 0.059 %. McDonald was placed on administrative leave. During the district's investigation, McDonald admitted to having an addiction to alcohol and that alcoholism runs in her family. McDonald told district officials she "self-medicated" with alcohol because she of her husband's infidelity, domestic violence, a home intruder, loss of her pet and other personal issues.
- 4. McDonald provided medical information showing she had a distressed liver that was not processing alcohol efficiently at the time of the incident. While on administrative leave in 2019, McDonald voluntarily admitted herself into a residential alcohol treatment program and successfully completed the program. McDonald states she has continued in an outpatient program and has not consumed alcohol since beginning her treatment.

IT IS SO STIPULATED:

35 Glor

Glory A. McDonald

Date / 10 / 2020

Page 2 STIPULATION OF FACTS AND ORDER OF SUSPENSION AND PROBATION – GLORY A. MCDONALD

1 2 3	Trent Danowski, Deputy Director Date
4	Trent Danowski, Deputy Director Date Teacher Standards and Practices Commission
5	CONCLUSION OF LAW
6	The conduct described above constitutes gross neglect of duty in violation of ORS
7	342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use
8	professional judgment), OAR 584-020-0025(2)(e) (Using district lawful and reasonable
9	rules and regulations), and OAR 584-020-0040(4)(g) (Appearing on duty or at any
10	district-sponsored activity while under the influence alcohol or any controlled
11	substance).
12	
13	The Commission's authority to impose discipline in this matter is based upon
14	ORS 342.175.
15	ORDER
16	The Commission adopts and incorporates herein the above findings of fact and
17	conclusions of law, and based thereon, imposes a sixty (60) day suspension upon Glory
18	A. McDonald's Oregon educator license.
19	Furthermore, the Commission imposes a period of two (2) years of probation
20	upon McDonald's licensure to commence from the date this order is signed by the
21	Commission and subject to the following condition:
22	1. McDonald shall comply with the Standards for Competent and Ethical
23	Performance of Oregon Educators under Oregon Administrative Rules Chapter
24	584, Division 020.
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26	Issued and dated this day of June, 2020.
27	TEACHER STANDARDS AND PRACTICES COMMISSION
28	STATE OF OREGON
29	
30	By
31	Dr. Anthony Rosilez, Evacutive Director