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OCT 12 2012

**Teacher Standards &  
Practices Commission**

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

3     In the Matter of the   )                   STIPULATION OF FACTS AND  
4     Teaching License of   )                   FINAL ORDER OF SUSPENSION  
5     CONRAD, STEVEN RAY    )  
6  
7

8                   On January 24, 2012, the Commission received information from Connie  
9     Dickman, Director of Human Resources for the Clackamas Education Service District  
10    (CESD) on behalf of Superintendent Milt Dennison regarding Steven Conrad (Conrad).  
11    It was reported that Conrad may have violated professional standards by failing to  
12    provide 60 days notice of resignation as required by contract and State Law ORS  
13    342.553(1).

14                  After review of the matters alleged, Conrad and the Commission agree that their  
15    respective interests, together with the public interest, are best served by a stipulation to  
16    certain facts and the imposition of a suspension.

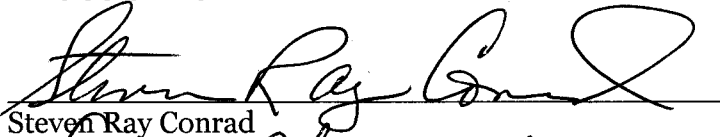
17                  By signing below, Conrad acknowledges, understands, stipulates, and agrees to  
18    the following: (i) he has been fully advised of his rights to notice and a hearing to contest  
19    the findings of fact, conclusions of law, and order set forth below, and fully and finally  
20    waives all such rights and any rights to appeal or otherwise challenge this Stipulation of  
21    Facts and Final Order of Suspension (Stipulation and Final Order); (ii) this Stipulation  
22    and Final Order is a public document and disclosed to the public upon request by the  
23    Commission; (iii) this Stipulation and Final Order is contingent upon and subject to  
24    approval and adoption by the Commission. If the Commission does not approve and  
25    adopt this Stipulation and Final Order, then neither Conrad nor the Commission are  
26    bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and  
27    understands it completely; (v) he voluntarily, without any force or duress, enters into  
28    this Stipulation and Final Order and consents to issuance and entry of the Stipulated  
29    Final Order below; (vi) he states that no promise or representation has been made to  
30    induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an  
31    attorney regarding this Stipulation and Final Order and has been fully advised with  
32    regard to his rights thereto, or waives any and all rights to consult with an attorney prior  
33    to entering into this Stipulation and Final Order and issuance and entry of the Stipulated  
34    Final Order below.

34    ///

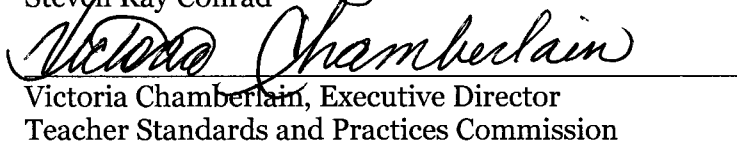
1 **STIPULATION OF FACTS**

- 2 1. Steven Conrad has been licensed by the Commission since February 13, 2003. Conrad  
3 currently holds an Initial I Teaching License, with an endorsement in Special Education  
4 (ML/HS, ECE/ELEL), issued January 19, 2010, which expires on January 18, 2013.  
5 During all relevant times, Conrad was employed by the Clackamas Education Service  
6 District (CESD).
- 7 2. On January 24, 2012, the Commission was notified by CESD that Conrad may have  
8 violated professional standards by failing to provide 60 days notice of resignation as  
9 required by contract and State Law ORS 342.553(1).
- 10 3. The Commission conducted an investigation and learned that while under contract with  
11 CESD, Conrad resigned his employment without providing the required 60 day notice as  
12 detailed in Conrad's employment contract and established in State Law. On October 6,  
13 2011, Conrad signed employment contracts with CESD for the school years of 2011-2012  
14 and 2012-2013. On December 17, 2011, Conrad submitted his resignation to the  
15 superintendent effective January 3, 2012. Conrad was provided detailed information,  
16 multiple reminders of the requirements and consequences, and offered considerations  
17 regarding Conrad's breach of contract.

18 IT IS SO STIPULATED:

19   
20 \_\_\_\_\_  
21 Steven Ray Conrad

10-8-12  
\_\_\_\_\_  
Date

22   
23 \_\_\_\_\_  
24 Victoria Chamberlain, Executive Director  
25 Teacher Standards and Practices Commission

10-1-12  
\_\_\_\_\_  
Date

26 **CONCLUSION OF LAW**

27 Steven Ray Conrad failed to complete his contract and failed to provide the  
28 required 60 day notice of resignation, providing only 17 days notice as detailed above.  
29 This conduct constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR  
30 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional*  
31 *judgment*); and OAR 584-020-0040(4)(j) (*Resignation from a contract in violation of*  
32 *ORS 342.553*).

33 / / /

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

3 ///


4 **ORDER**

5 The Commission adopts and incorporates herein the above findings of fact and  
6 conclusions of law, and based thereon, imposes a thirty (30) day suspension on Steven  
7 Ray Conrad's Initial I Teaching License as follows:

8 Steven Ray Conrad's Initial I Teaching License is hereby suspended for thirty  
9 (30) days following the adoption of this order.

10 Issued and dated this 5<sup>th</sup> day of November, 2012.

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

13 By   
14 Victoria Chamberlain, Executive Director  
15