

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 Administrator License of) FINAL ORDER OF PROBATION
5 SUSAN KATHLEEN HAYS)
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7 On May 17, 2010, TSPC received a report from the Superintendent of the
8 Scappoose School District alleging that Hays may have committed acts constituting gross
9 neglect of duty.

10 After review of the matters alleged, Hays and the Commission agree that their
11 respective interests, together with the public interest, are best served by a stipulation to
12 certain facts and the imposition of a one-year term of probation on Hays's Administrator
13 License.

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

1 regard to her rights thereto, or waives any and all rights to consult with an attorney prior
2 to entering into this Stipulation and Final Order and issuance and entry of the Stipulated
3 Final Order below.

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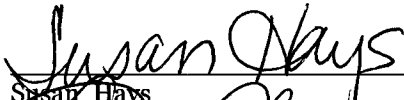
STIPULATION OF FACTS

- 6 1. The Commission has licensed Hays since August 8, 1979. Hays currently holds a
7 Continuing Administrator License issued July 3, 2007, valid through March 13, 2013.
8 Hays applied for renewal of her license in a timely manner. That renewal is currently
9 pending. During all relevant times, Hays was employed by the Scappoose School
10 District.
- 11 2. While Hays was a principal at Scappoose High School, she engaged in conduct with a
12 subordinate employee that violated professional boundaries. Hays' conduct included
13 becoming involved in the personal affairs of the employee through district email, and
14 acknowledging to the employee that her conduct could lead to a complaint.


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IT IS SO STIPULATED:

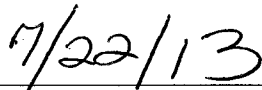
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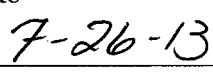
Susan Hays



Victoria Chamberlain, Executive Director
Teacher Standards and Practices Commission



Date



Date

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CONCLUSION OF LAW

- 25 1. By engaging in the conduct above, Susan Hays engaged in gross neglect of duty in
26 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-
27 0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR
28 584-020-0010(5) (*Use professional judgment*), , OAR 584-020-0020(3)(d) (*Skill in the use of*
29 *employee and leadership techniques appropriate to the assignment and according to well*
30 *established standards which ensure due process for the staff for which the administrator is*
31 *responsible for evaluating*), OAR 584-020-0030(3)(c) (*Willingness to be flexible in*

1 cooperatively working with others), OAR 584-020-0030(3)(d) (*Skill in reconciling conflict*);
2 OAR 584-020-0035(3)(c) (*Respond to requests for evaluation of colleagues and keep such*
3 *information confidential as appropriate*).


4 **ORDER**

5 The Commission adopts and incorporates herein the above findings of fact and
6 conclusions of law, and based thereon, orders as follows:

- 7 1. Susan Hays is hereby placed on probation for a period of one year beginning the
8 date that this order is executed. During the period of probation, Ms. Hays shall
9 comply with the Standards for Competent and Ethical Performance of Oregon
10 Educators under Oregon Administrative Rules Chapter 584, Division 020.
11 Violation of any term or condition of probation shall constitute an independent
12 basis for the Commission to revoke Ms. Hay's teaching license or otherwise
13 impose discipline, after first providing Ms. Hays with notice and opportunity for
14 hearing.
- 15 2. Susan Hays shall complete a professional boundaries training course subject to
16 Commission approval within 6 months of the date of this order. Ms. Hays will
17 provide written documentation of completion of the course within 2 weeks of
18 completion.

19 Issued and dated this 26th day of July, 2013.

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

22 By 
23 Victoria Chamberlain, Executive Director
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