

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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5

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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16

IT IS SO STIPULATED:

17		
18	_____	_____
19	Susan Hays	Date
20		
21	_____	_____
22	Victoria Chamberlain, Executive Director	Date
23	Teacher Standards and Practices Commission	

24

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. Hays'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
24