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 Teacher Standards &  
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BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION  
 OF THE STATE OF OREGON

In the Matter of the	)	STIPULATION OF FACTS AND
Teaching License of:	)	FINAL ORDER OF
WAYNE TRAVILLION	)	SUSPENSION
	)	

On or about December 3, 2009, the Teacher Standards and Practices Commission received a report from Reynolds School District Superintendent Robert Fisher indicating Mr. Travillion may have engaged in conduct constituting gross neglect of duty.

After review of the matters alleged, Mr. Travillion and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and a 3-month suspension of his administrative license.

By signing below, Mr. Travillion acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Suspension(Stipulation and Final 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 contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Mr. Travillion nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) he states that no promises or representation have been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights

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

3 **STIPULATION OF FACTS**

4 1. Mr. Travillion has been licensed by TSPC since July 1, 1963. He currently holds a  
5 Standard Administrative license issued August 3, 2007 that expires on August 2, 2012. Mr.  
6 Travillion is currently retired.

7 2. Mr. Travillion was employed by the Reynolds School District as Executive  
8 Administrator for Human Resources until October 1, 2008. In that position, he was responsible  
9 for employment contracts, including contract administration and negotiation, and the  
10 administration of benefits to all school district employees. On or about July 2003, Mr. Travillion  
11 obtained a divorce from his wife. The divorce decree provided that Mr. Travillion was  
12 responsible for continuing health coverage for his ex-wife. After the divorce, Mr. Travillion's ex-  
13 wife continued to be enrolled on his school district insurance until August 2008, resulting in a  
14 cost to the district of \$32,839. Mr. Travillion's ex-wife was not eligible for school district  
15 insurance after the divorce. After learning of his wife's uninterrupted coverage, Mr. Travillion  
16 repaid the district \$32,839.

17 **IT IS SO STIPULATED AND AGREED TO:**

18 Wayne C. Travillion  
19 Wayne Travillion

4/26/2012  
Date

20 Victoria Chamberlain  
21 Victoria Chamberlain, Executive Director  
22 Teacher Standards and Practices Commission  
23

4-30-12  
Date

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**CONCLUSIONS OF LAW**

Mr. Travillion's conduct described in paragraph 2 above is a violation of ORS 342.175(1)(b), OAR 584-020-0040(4)(n) as it incorporates 584-020-0010(5), OAR 584-020-0025(2)(d); OAR 584-020-0040(a); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(3)(a).

The Commission has the authority to impose discipline in this matter under ORS 342.120 through 342.430 and OAR Chapter 584.

**FINAL ORDER**

The Commission adopts and incorporates herein the above findings of facts and conclusions of law and hereby suspends Mr. Travillion's Standard Administrative License for three (3) months from the date of this Order. .

Issued and dated this 30<sup>th</sup> day of April, 2012.

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

By *Victoria Chamberlain*  
Victoria Chamberlain, Executive Director