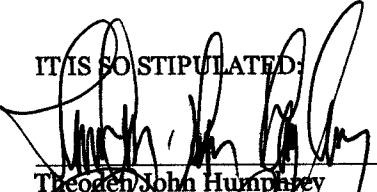





- 1 Language Arts (HS), valid through July 3, 2012. On June 6, 2012, you made timely  
 2 application for renewal and your expiration was extended. During all relevant times,  
 3 you were employed by the St. Helens School District.
- 4 2. While employed as a teacher with the St. Helens School District, Humphrey  
 5 maintained a blog on the Internet where he discussed his job as a teacher  
 6 using profanity with regard to students. He disclosed former student names  
 7 on the blog and used disparaging language about students on the blog.  
 8 Humphrey posted to the blog during work time and utilizing school district  
 9 computers.
- 10 3. The District investigation disclosed that students were not aware of the blog.

11  
 12 IT IS SO STIPULATED:

13 	12/4/2013
14 _____	_____
15 Theodore John Humphrey	Date
16 	2-25-14
17 _____	_____
18 Victoria Chamberlain, Executive Director	Date
19 Teacher Standards and Practices Commission	

20 **CONCLUSIONS OF LAW**

- 21 1. By engaging in the conduct in paragraph 2, Humphrey committed Gross Neglect  
 22 of Duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it  
 23 incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all*  
 24 *persons and respect for each individual*), OAR 584-020-0010(5) (*Use*  
 25 *professional judgment*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-  
 26 020-0035(1)(a) (*Keep the confidence entrusted in the profession as it relates to*  
 27 *confidential information concerning a student and the student's family*); OAR  
 28 584-020-0040(4)(a) (*Knowing and substantial unauthorized use of: school*  
 29 *name or financial credit; school materials or equipment for personal purposes;*  
 30 *or school personnel to provide personal services unrelated to school business*);

1 and OAR 584-020-0040(4)(b) (*Knowing and substantial unauthorized use of*  
2 *employment time or school resources for private purposes*).  
3

4 **ORDER**

- 5 1. Based on the foregoing, the Commission hereby suspends Mr. Humphrey's  
6 teaching license for 30 days beginning the date that this order is signed by the  
7 Executive Director below.
- 8 2. The Commission further places Mr. Humphrey on probation for a period of 4  
9 years beginning the date that it reinstates his suspended license. During the  
10 period of probation, Mr. Humphrey must follow the standards set by TSPC for  
11 competent and ethical performance of Oregon educators.
- 12 3. Violation of any term or condition of probation shall constitute an independent  
13 basis for the Commission to revoke Mr. Humphrey's teaching license or  
14 otherwise impose discipline, after first providing Mr. Humphrey with notice and  
15 opportunity for hearing.

16 Issued and dated this 10<sup>th</sup> day of March, 2014.  
17

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

20 By   
21 Victoria Chamberlain, Executive Director  
22