

1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION

2 OF THE STATE OF OREGON

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Teacher Standards
and Practices Commission

3 In the Matter of the
4 Reinstatement of the
5 Teaching License of

STIPULATION OF FACTS, REINSTATEMENT
ORDER AND PROBATION

6 RICHARD ELWOOD LANCE

7 On or about December 4, 1998 the Teacher Standards and Practices Commission
8 (Commission) by order, revoked the license of Richard E. Lance (Lance). The order provided
9 for Lance's possible reinstatement pursuant to law, specified terms of probation and general
10 terms relating to competent and ethical educators.

11 **FINDINGS OF FACT**

12 1. On or about April 9, 2000 Lance requested reinstatement of his license.

13 2. Pursuant to OAR 584-050-0015(4) Lance has supported his application for
14 reinstatement by personal affidavit.

15 3. Pursuant to OAR 584-050-0015(4) the Executive Director brought the
16 reinstatement request to the Discipline Committee (Committee) for review and discussion.

17 4. Lance addressed the Committee in Executive session on November 16, 2000 and
18 responded to questions of commissioners.

19 5. In order to address concerns of the committee, Lance agreed that a period of four
20 years probation and mandatory drug testing at the discretion of a public employer would be
21 appropriate additions to other terms of probation previously imposed by the Commission in the
22 December 1998 order.

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1 **ORDER**

2 The Commission adopts the above Findings of Fact and reinstates Lance's license subject
3 to all standard terms and conditions and subject to the following special terms of probation:

4 1. Lance will be on probation for four (4) years from the date of his reinstatement
5 subject to the terms described below.

6 2. Lance shall comply with court ordered terms, if any.

7 3. Lance shall comply with any treatment plan of his health providers and will
8 provide the Executive Director with copies of the plan and a release for the purpose of verifying
9 Lance's compliance.

10 4. Lance shall comply with the standards for ethical and competent performance of
11 Oregon educators.

12 5. Lance shall comply with all laws and report to the Executive Director any arrests,
13 diversions, civil compromises, or pleas within ten days of occurrence.

14 6. Lance shall report to the Executive Director within ten days any employer
15 investigations of possible misconduct or any discipline received from any public school
16 employer that is reportable to the Commission.

17 7. Lance shall comply with any drug test request if made by a public employer of
18 licensed teachers for random, periodic or cause based drug testing and will report to the
19 Commission any positive test results.

20 8. Promptly after the full term of probation is completed, Lance shall provide
21 pursuant to OAR 584-050-0015(2), a personal affidavit, together with requisite and additional
22 documentation, sufficient to establish convincingly that all terms and conditions of probation
23 have been met and successfully fulfilled.

