



BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the) STIPULATION OF FACTS
Teaching License of) AND SUSPENSION
BRUCE PICTON) OF RIGHT TO APPLY

On or about November 11, 2009, the Teacher Standards and Practices Commission (Commission) received a report from the South Umpqua School District alleging that Mr. Picton may have engaged in gross neglect of duty.

After review of the matters alleged, Picton and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and Suspension of Picton's right to apply for an Oregon Teaching License for one year. Picton further agrees not to apply for a teaching license from the Commission in the future.

This document sets forth the facts upon which the parties have agreed and the stipulated sanction to be imposed. Picton stipulates that there is sufficient evidence in the Commission's files and records to support the findings of fact, conclusions of law, and order set forth below.

By signing below, Picton 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 Suspension of Right to Apply (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. Picton 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

1 of the Stipulated Final Order below; (vi) he states that no promises or representation has been
2 made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an
3 attorney regarding this Stipulation and Final Order and has been fully advised with regard to his
4 rights thereto, or waives any and all rights to consult with an attorney prior to entering into this
5 Stipulation and Final Order and issuance and entry of the Stipulated Final Order below..

6 **STIPULATION OF FACTS**

- 7 1. The Commission licensed Picton from August 7, 1981 to March 1988. On September
8 16, 1994 the Commission denied Picton licensure based on a suspension in the state of
9 California. On August 28, 1998, the Commission issued Picton an Emergency Teaching
10 license. Between 2001 and March 7, 2010, Picton has held a Basic teaching license
11 and Standard teaching license at various times. Mr. Picton's last Standard Teaching
12 license expired on March 7, 2010.
- 13 2. Mr. Picton began serving as Vice Principal of South Umpqua High School in the fall of
14 2007 under a conditional assignment permit issued by the Commission. While working
15 as vice principal he engaged in a sexual relationship with a subordinate female
16 employee.
- 17 3. After the relationship became known to the High School Principal, she directed Mr.
18 Picton to cease the relationship. Mr. Picton agreed to follow the directive, but continued
19 to have a sexual relationship with the subordinate employee.

20 IT IS SO STIPULATED:

21 
22 Bruce Picton

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24 Victoria Chamberlain, Executive Director
25 Teacher Standards and Practices Commission

July 15, 2012
Date

7-20-12
Date

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CONCLUSION OF LAW

1. By engaging in the conduct identified in paragraph 2 above, Bruce Picton engaged in Gross Neglect of Duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use of professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*), OAR 584-020-0025(3)(a) (*Leadership skills in managing the school, its students, staff, and programs as required by lawful and reasonable district policies, rules, and regulations, state and federal laws and regulations, and other programs as assigned, and assures that staff is informed of these requirements*); and OAR 584-020-0040(4)(l) (*Sexual harassment*) as that term is defined by OAR 584-020-0005(6).
2. By engaging in the conduct identified in paragraph 3 above, Bruce Picton engaged in Gross Neglect of Duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use of professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*), OAR 584-020-0030(3)(d) (*Skill in reconciling conflict*); and OAR 584-020-0040(4)(l) (*Sexual harassment*) as that term is defined by OAR 584-020-0005(6).

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ORDER

The Commission adopts the above Stipulation of Facts, and suspends Bruce Picton's right to apply for a Teaching License for one year.

Bruce Picton agrees he will not apply for a teaching license from the Commission in the future.

IT IS SO ORDERED this 5th day of November, 2012.

TEACHER STANDARDS AND PRACTICES COMMISSION

By: *Victoria Chamberlain*
Victoria Chamberlain, Executive Director