

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

3 In the Matter of the) STIPULATION OF FACTS AND
4 Teaching License of) FINAL ORDER OF SUSPENSION
5 DOUGLAS TODD KARTUB) AND PROBATION
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8 On or about January 23, 2009, the Teacher Standards and Practices
9 Commission (Commission) received a report indicating possible inappropriate conduct
10 by Douglas Todd Kartub (Kartub), an educator in the Fern Ridge School District.

11 After review of the matters alleged, Mr. Kartub and the Commission agree that
12 their respective interests, together with the public interest, are best served by a
13 stipulation to certain facts and the imposition of a 30-day suspension of Mr. Kartub's
14 Standard Administrative License as well as a four (4) year probation of this license.

15 By signing below, Mr. Kartub acknowledges, understands, stipulates, and agrees
16 to the following: (i) he has been fully advised of his rights to notice and a hearing to
17 contest the findings of fact, conclusions of law, and order set forth below, and fully and
18 finally waives all such rights and any rights to appeal or otherwise challenge this
19 Stipulation of Facts and Final Order of Suspension and Probation (Stipulation and Final
20 Order); (ii) this Stipulation and Final Order is a public document and disclosed to the
21 public upon request to the Commission; (iii) this Stipulation and Final Order is contingent
22 upon and subject to approval and adoption by the Commission. If the Commission does
23 not approve and adopt this Stipulation and Final Order, then neither Mr. Kartub nor the
24 Commission are bound by the terms herein; (iv) he has fully read this Stipulation and
25 Final Order, and understands it completely; (v) he voluntarily, without any force or
26 duress, enters into this Stipulation and Final Order and consents to issuance and entry
27 of the Stipulated Final Order below; (vi) he states that no promise or representation has
28 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


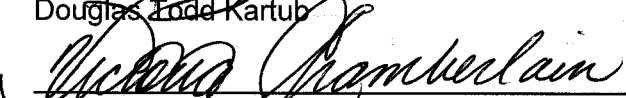
1 advised with regard to his rights thereto, or waives any and all rights to consult with an
2 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
3 the Stipulated Final Order below.

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5 **STIPULATION OF FACTS**

- 6 1. The Commission has licensed Mr. Kartub since November 5, 1996. Mr. Kartub currently
- 7 holds a Standard Administrative License, issued March 31, 2007 and valid until March
- 8 30, 2012.
- 9 2. During all relevant times Mr. Kartub was employed as a principal in the Fern Ridge
- 10 School District.
- 11 3. On 16 days in the months of September, October and November of 2008, Mr. Kartub
- 12 used a school district computer to access sexually explicit material on the internet. Said
- 13 material depicted adults only and was viewed only in a location and at times outside of
- 14 and away from the presence of any other person or persons, either students or adults.
- 15 4. Mr. Kartub has undergone an evaluation by qualified mental health specialists, the
- 16 reports from whom have been provided to the Commission. The reports stated that Mr.
- 17 Kartub fully cooperated in an assessment process, demonstrated responsibility for the
- 18 conduct of concern and that he is not deemed vulnerable to future re-occurrence.

19 IT IS SO STIPULATED:

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 21 _____
 22 Douglas Todd Kartub
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 24 _____
 25 Victoria Chamberlain, Executive Director
 26 Teacher Standards and Practices Commission

7/29/10

 Date
 7-15-10

 Date

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CONCLUSION OF LAW

Mr. Kartub used school equipment to access sexually explicit material, as described in paragraph 3 above. This conduct constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(q) (*Knowing and unauthorized use of school computer equipment to receive, store, produce or send sexually explicit materials*); and OAR 584-020-0040(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*).

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ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, suspends Mr. Douglas Todd Kartub's Standard Administrative License for a period of thirty (30) days from the date of this order.

Furthermore, the Commission places Mr. Kartub on probation for a period of four (4) years from the date of this order subject to the following terms and conditions:

1. Mr. Kartub has submitted documentation that he has undergone an evaluation by a mental health professional acceptable to the Commission. The evaluator provided a written report to the Commission attesting that: (a) Mr. Kartub is fit to work with children and teenagers, and (b) there is a high probability Mr. Kartub will not use school district equipment to access sexually explicit materials or engage in similar inappropriate behavior. Mr. Kartub shall, at his own initiative and expense, comply with treatment and/or counseling recommended by the individual who completed the evaluation described above. Mr. Kartub shall authorize and sign any consent forms necessary for the treatment provider or counselor to furnish records to or discuss Mr. Kartub's treatment with the Commission.
2. During the period of this probation, Mr. Kartub shall submit to the Executive Director reports of his compliance with the treatment plan. These reports

1 shall be submitted every six (6) months, beginning six months following the
2 date of this order.

3 3. Mr. Kartub shall comply with the Standards for Competent and Ethical
4 Performance of Oregon Educators under Oregon Administrative Rules
5 Chapter 584, Division 020.


6 Failure to comply with these terms constitutes an independent basis for the
7 Commission to revoke Mr. Kartub's license or otherwise impose discipline, after first
8 providing him with notice and opportunity for hearing.

9 Issued and dated this 9th day of August, 2010.

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

12 By 
13 Victoria Chamberlain, Executive Director
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15 APPROVED AS TO FORM:

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17 James M. Brown, OSB# 670129
18 Attorney for Douglas Kartub
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