

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 Educator License of ) FINAL ORDER OF SUSPENSION  
5 TIMOTHY MCDOUGALL LOVELESS )

6 On or about February 19, 2015, the Teacher Standards and Practices Commission  
7 (Commission) received a report from the Oregon Department of Human Services (DHS), indicating  
8 possible misconduct related to Timothy Loveless' (Loveless) supervision of the student leadership  
9 club. On April 6, 2015, the Commission received a report from Portland Public School District alleging  
10 Loveless may have violated professional standards and local policy related to the same incident.

11 After review of the matters alleged, Loveless and the Commission agree that their respective  
12 interests, together with the public interest, are best served by a stipulation to certain facts, and the  
13 imposition of a thirty (30) day suspension of Loveless' Oregon educator license.

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

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

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

4 **STIPULATION OF FACTS**

5 1) The Commission has licensed Loveless since June 4, 2003. Loveless holds a Professional Teaching  
6 License, with an endorsement in Social Studies (PK-12), valid from November 29, 2015 through  
7 January 17, 2021. During all relevant times, Loveless was employed by the Portland Public School  
8 District.

9 2) On February 19, 2015, the Commission received a report forwarded from the Department of  
10 Human Services (DHS) indicating possible misconduct related to Loveless' supervision of the  
11 student leadership club. On April 6, 2015, the Commission received a report from Portland Public  
12 School District alleging Loveless may have violated professional standards related to the same  
13 incident.

14 For approximately two and one half years, including the 2014-2015 school year, Loveless was the  
15 educator assigned to the student leadership class. Investigation determined that on or about  
16 February 5, 2015, Loveless' leadership students participated in an activity called the "Danger  
17 Hike". Loveless described the danger hike as a tradition Loveless inherited from past leadership  
18 teachers that is designed to initiate new freshman students into the leadership class by placing  
19 them in uncomfortable situations.

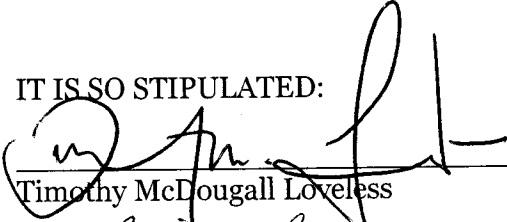
20 The February 5, 2015 danger hike included some events that could be defined as hazing in nature.  
21 These included the following events:

- 22 • Leadership upperclassmen students danced to music in a darkened classroom while the  
23 freshmen were seated in chairs. The upperclassmen danced around the seated students  
24 while removing layers of clothing, down to shorts and tank-top style athletic clothing.  
25 Loveless was present in the classroom observing the event and failed to stop it, but he did  
26 not design or plan this activity.
- 27 • Leadership students entered another teacher's health classroom. Loveless was not present.  
28 The freshmen leadership students read excerpts selected by the upperclassmen from a sex  
29 education book to the health class. The readings included topics on anal sex, progressions  
30 of a sexual relationship, and the effect of marriage on a sexual relationship. At the end of  
31 the readings, the health class was asked to vote on which student gave the best reading.  
32 Loveless was aware of the planned activity for students to read passages that were sexual in  
33 nature to the health class, but he was not aware of the particular passages the leadership  
34 upperclassmen students selected and was not present during the readings.

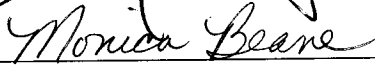
- 1 • The danger hike finale ends with a “Unity Drink” ritual. Loveless mixed a variety of  
2 ingredients, including white vinegar; grape juice; cinnamon; soy sauce; molasses; cayenne  
3 pepper; and salad dressing. While dressed in a black robe in a darkened classroom,  
4 Loveless addressed the students in a solemn ritual like manner and had the students drink  
5 the mixture while toasting to “Leadership”.

6 Loveless cooperated fully with both the district and Commission investigations. Loveless explained  
7 that the Danger Hike was intended to foster teamwork, build unity, and prepare the students for  
8 difficult leadership roles. Loveless admitted that he had failed to properly supervise the student  
9 led planning and development of the events, allowed a power imbalance to exist that might have  
10 made students feel pressured to participate even though the events were intended to be voluntary,  
11 and failed to intervene once he had observed some events getting out of hand. The school district  
12 issued Loveless a written reprimand including a five day suspension.

13  
14  
15 IT IS SO STIPULATED:

16   
17 Timothy McDougall Loveless

16 May 3, 2017  
17 Date

18   
19 Dr. Monica Beane, Executive Director  
20 Teacher Standards and Practices Commission

18 5-17-17  
19 Date

21  
22 **CONCLUSIONS OF LAW**

23 The above described conduct that Timothy McDougall Loveless engaged in constitutes gross  
24 neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR  
25 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*),  
26 OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0015(2)(e) (*Skill in the selection*  
27 *and use of teaching techniques conducive to student learning*), and OAR 584-020-0020(2)(d) (*Skill in*  
28 *the supervision of students*).

29 The Commission’s authority to impose discipline in this matter is based upon ORS 342.175.

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**ORDER**

The Commission hereby adopts and incorporates herein the above stipulation of facts, conclusions of law, and based thereon hereby imposes a thirty (30) day suspension upon Loveless' Oregon educator license as follows:

Timothy McDougall Loveless' Oregon educator license is hereby suspended for thirty (30) days following the adoption of this order.

IT IS SO ORDERED this 21<sup>st</sup> day of June, 2017.

TEACHER STANDARDS AND PRACTICES COMMISSION

By: Monica Beane  
Dr. Monica Beane, Executive Director