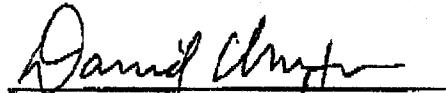


1 This Stipulation and the proposed Order of Public Reprimand and Probation are
2 contingent upon approval of the full Commission at the Commission's next meeting.
3 If the Commission does not approve this Stipulation, the matter will be returned for
4 hearing and neither Holmberg nor the Commission shall be bound by any matters in
5 this stipulation. The parties acknowledge that upon execution of the Stipulation the
6 Commission will enter into an Order issuing a Public Reprimand to Gary R. Holmberg,
7 and placing him on Probation. Conditions for the period of probation are set forth in
8 the Order below.

9
10 IT IS SO STIPULATED:

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14 _____
15 Gary R. Holmberg

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18 7/28/98
19 _____
20 Date

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23 _____
24 David V. Myton, Executive Director
25 Teacher Standards and Practices Commission

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27 7/28/98
28 _____
29 Date

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ULTIMATE FINDINGS OF FACT AND CONCLUSION OF LAW

Gary R. Holmberg violated Oregon Standards for Competent and Ethical Performance of Oregon Educators by inappropriate comments to female staff which created an offensive work environment in violation of OAR 584-020-0040(4)(f).

ORDER

The Commission imposes a Public Reprimand on Gary R. Holmberg, and this Order shall constitute the Reprimand and imposes a period of probation on the Standard Administrative License endorsed for superintendent from the date of this stipulation to January 25, 2001. The probationary status is subject to the following conditions:

- 1) Gary R. Holmberg shall conduct himself as a law abiding citizen.
- 2) Holmberg shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under OAR 584, Division 20.
- 3) Holmberg shall report to the Executive Director of the Commission any employment in public or private schools for children and youth preprimary through grade 12 in Oregon or any other state or jurisdiction within 30 days of beginning such employment.

1 Holmberg shall make available to the Executive Director of the Commission
2 performance evaluations of employment in schools during the period of probation as a
3 condition for termination of the probation. Violation of any of the terms of probation
4 shall constitute an independent basis for Commission to review Holmberg's fitness to
5 serve as an educator and may constitute grounds to impose other discipline after first
6 providing Holmberg with notice and an opportunity of hearing.
7

8
9 Dated this 24th day of Sept, 1998.

10
11 TEACHER STANDARDS AND PRACTICES COMMISSION
12

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14 By: David V. Myton
15
16 David V. Myton, Executive Director
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18 DVM/cs
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PAGE 3--PROPOSED STIPULATION AND ORDER--GARY R. HOLMBERG