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

In the Matter of the ) STIPULATION OF FACTS AND  
Educator License of ) FINAL ORDER OF REPRIMAND  
TAMMY ELLEN REYNOLDS ) AND PROBATION

On December 10, 2014, the Commission received a report from the Beaverton School District indicating that Tammy Ellen Reynolds (Reynolds) may have violated professional standards and local policy. On June 8, 2015, the Commission received an additional district report regarding Reynolds, alleging Reynolds had violated professional standards and local policy related to another incident.

After review of the matters alleged, Reynolds and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a public reprimand, and a period of probation.

By signing below, Reynolds acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her 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 Final Order of Reprimand and Probation (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 Reynolds nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) she states that no promise or representation has been made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to her rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

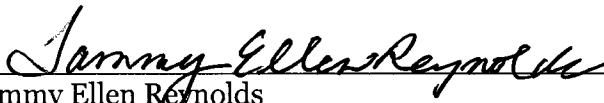
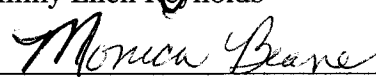
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## STIPULATION OF FACTS

- 1  
2 1. Tammy Reynolds has been licensed by the Commission since January 8, 1981. Reynolds'  
3 Professional Teaching License, with endorsements in Elementary- Multiple Subjects  
4 (PK-12), Reading Intervention (PK-12) and Special Education: Generalist (PK-12), is  
5 valid from July 20, 2015, through July 19, 2020. During all relevant times, Reynolds was  
6 employed by the Beaverton School District.
- 7 2. On December 10, 2014, the Commission received a report from the Beaverton School  
8 District indicating Reynolds may have committed acts of unprofessional conduct in the  
9 area of unnecessary physical force with students. Investigation determined that on  
10 November 14, 2014, Honey Brimble, an Instructional Assistant (IA) working in  
11 Reynolds' classroom, witnessed Reynolds physically grab a kindergarten-age-student by  
12 his arms, pull him around her body, and then forcibly made the student sit on the floor.  
13 The IA also reported witnessing Reynolds inappropriately shouting and yelling at  
14 students. The IA stated that the sheer force and manner of Reynolds' interaction was  
15 stunning and it made her uncomfortable and unsure how to intervene. Follow up with the  
16 involved student's parents determined that the student also recalled the incident and  
17 described Reynolds forcibly handling him and making him sit down hard. The parent  
18 expressed appreciation for Reynolds and belief she is a good teacher, but was concerned  
19 about this interaction. On December 2, 2014, the district issued Reynolds a written  
20 reprimand based on the incident and multiple district policy violations. The reprimand  
21 included five days of time off without pay. This was a result of progressive discipline  
22 based upon a prior reprimand issued in November 2013, regarding a similar incident  
23 involving forceful physical contact with a student.
- 24 3. On June 8, 2015, the Commission received an additional report from the Beaverton  
25 School District indicating Reynolds may have committed additional acts of  
26 unprofessional conduct in the area of unnecessary physical force with students.  
27 Investigation determined that on May 15, 2015, Bettina Curl, a volunteer who was the  
28 sister of another teacher, reported to school officials that she witnessed Reynolds jab a  
29 kindergarten student twice in the leg with her crutch while she aggressively scolded him  
30 for not standing in line during the fire drill. The student reported to his parents that  
31 Reynolds got angry at him for not being in line and hit him on the back/shoulder. Other  
32 adults interviewed, including one in the vicinity of Reynolds, reported they did not

1 observe any physical force or contact by Reynolds. On June 15, 2015, the district issued  
2 Reynolds a letter as a result of this incident. The letter advised that because of this and  
3 related past incidents, the district was initiating the termination of Reynolds'  
4 employment. Rather than fight the proposed termination, on June 30, 2015, Reynolds  
5 retired from employment with the district.  
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9 IT IS SO STIPULATED:

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11		<u>8/25/2016</u>
12	Tammy Ellen Reynolds	Date
13		
14		<u>9/12/2016</u>
15	Monica Beane, Executive Director	Date
16	Teacher Standards and Practices Commission	

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20 **CONCLUSION OF LAW**

21 Tammy Ellen Reynolds' conduct described above constitutes gross neglect of duty  
22 in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-  
23 020-0010(5) (*Use professional judgment*), OAR 584-020-0020(2)(d) (*Skill in the*  
24 *supervision of students*), OAR 584-020-0025(2)(a) (*Establishing and maintaining*  
25 *classroom management that is conducive to learning*), OAR 584-020-0025(2)(e)  
26 (*Using district lawful and reasonable rules and regulations*); and OAR 584-020-  
27 0040(4)(d) (*Unreasonable physical force against students, fellow employees, or*  
28 *visitors to the school, except as permitted under ORS 339.250*).

29 The Commission's authority to impose discipline in this matter is based upon  
30 ORS 342.175.  
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**ORDER**

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand on Tammy Ellen Reynolds' Teaching License.

Furthermore, the Commission imposes a period of four (4) years of probation upon Reynolds to commence from the date this order is signed by the Commission and subject to the following conditions:

1. Reynolds shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

Issued and dated this 8<sup>th</sup> day of November, 2016.

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

By Monica Beane  
Monica Beane, Executive Director

CERTIFICATE OF MAILING

I HEREBY CERTIFY that I served the foregoing Stipulation of Facts and Final Order of Reprimand and Probation, certified by me as such, by mailing U.S. First Class Mail and U.S. Certified Mail – Return Receipt Requested, addressed to:

Tammy Ellen Reynolds  
18271 SW Ewen DR  
Beaverton, OR 97003-3816

DATED this 18<sup>th</sup> day of November, 2016.

By: Patty Sheldon  
Patty Sheldon  
Investigative Assistant

Certificate of Mailing – Tammy Ellen Reynolds

Data Classification Level: 1- Published  
DO: Sheldon