

1 was employed by the Gresham-Barlow School District (GBSD), the Hillsboro School
2 District (HSD), or the City View Charter School (CVCS).

- 3 2. On September 23, 2016, the Commission received a report from the Oregon
4 Department of Human Services (DHS) indicating Hays may have committed acts
5 which constitute gross neglect of duty and/or gross unfitness. Specifically the report
6 alleged that from approximately 2005 to 2008, Hays groomed and sexually abused a
7 minor-aged female student in his office when Hays was the principal of Deep Creek
8 Elementary School, GBSD.
- 9 3. On September 28, 2016, the Commission sent Hays a notice that he needed to be
10 interviewed regarding the allegations of grooming and sexual abuse. On October 18,
11 2016, Hays attorneys advised the Commission that Hays would not participate in an
12 interview with the Commission investigator until the criminal investigation
13 surrounding the matter was concluded.
- 14 4. Subsequent to the Commission's request for an interview with Hays, the criminal
15 investigation identified another minor-aged female student who alleged that Hays
16 groomed and abused her from approximately 2007 to 2009, while Hays was
17 principal at Deep Creek Elementary School. On April 13, 2018, the Commission
18 again reached out to Hays' attorneys to schedule an interview. Hays' attorneys
19 responded by notifying the Commission that they advised Hays not to make himself
20 available for an interview at this time. On June 1, 2020, the Commission reached out
21 a third time to request an interview with Hays. On June 3, 2020, Hays' attorney
22 responded that they would be unable to make Hays available for interview
23 permanently. On June 4, 2020, the Commission notified Hays' attorney that Hays'
24 declining to participate in an interview could be viewed as refusing to cooperate and
25 requested that Hays provide for a written statement as to why he was declining to
26 interview. On June 4, 2020, Hays' attorney notified the Commission by telephone
27 that Hays would not provide a statement, Hays had retired and Hays wished to
28 surrender his Oregon educator license.

29 **CONCLUSIONS OF LAW**

30 Jeffrey W. Hays' conduct described above constitutes gross neglect of duty in

1 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
2 020-0040(4)(p) (*Subject to the exercise of any legal right or privilege, failure or*
3 *refusal by an educator under investigation to respond to requests for information, to*
4 *furnish documents or to participate in interviews with a Commission representative*
5 *relating to a Commission investigation).*

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7 The Commission's authority to impose discipline in this matter is based upon
8 ORS 342.175.

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FINAL ORDER

11 The Commission hereby revokes Jeffrey W. Hays' right to apply for Oregon
12 educator licensure.


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14 IT IS SO ORDERED THIS 11th day of June, 2021.

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TEACHER STANDARDS AND PRACTICES COMMISSION

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By: 
Dr. Anthony Rosilez, Executive Director

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NOTICE OF APPEAL OR RIGHTS

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**YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY
BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE
SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF
ORS 183.482 TO THE OREGON COURT OF APPEALS.**