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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
DOUGLAS J. SAULTER) SUSPENSION AND PROBATION

On February 16, 2018, the Teacher Standards and Practices Commission (Commission) received a Screening Report from Oregon’s Department of Human Services (DHS), indicating possible professional misconduct on the part of licensed educator, Douglas J. Saulter, (Saulter) an employee of the Portland Public School District (PPSD).

After review of the matters alleged, Saulter 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 90 day suspension, and a 18 month period of probation.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Saulter stipulates that there are sufficient facts contained in the Commission’s files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Saulter waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Saulter acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his 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 Suspension 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 Saulter nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he 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) he states that no promise or representation has 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.

4 **STIPULATION OF FACTS**

- 5 1. The Commission has licensed Saulter since August 5, 1991. Saulter holds a
6 Professional Teaching License, with an endorsement in Standard Elementary
7 (016) valid from November 1, 2013, through on October 31, 2018. On July 17,
8 2018, Saulter submitted an application to renew his Oregon educator license. The
9 expiration of Saulter's license was placed in a stayed status pending the outcome
10 of TSPC's investigation. During all relevant times, Saulter was employed by the
11 Portland Public School District (PPSD).
12
- 13 2. On February, 16 2018, TSPC received a Screening Report from Oregon's
14 Department of Human Services (DHS), which alleged Saulter called a female
15 student "pet names." The female student reported that Saulter often called her
16 "honey" or "sweetie" or "mija" ("my daughter" in Spanish), which made her feel
17 uncomfortable.
18
- 19 3. On February 23, 2018, TSPC received an additional misconduct report from
20 PPSD. A portion of that report reaffirmed the complaint received from DHS
21 alleging that Saulter called students "pet names." In addition, in February 2018,
22 Saulter referred to a student's new pair of sunglasses as "cute". Additionally, a
23 review of the district investigation revealed multiple instances of inappropriate
24 behavior from Saulter's time at PPSD (August 1992 to December 2018), including
25 one incident in September 2016 when Saulter attempted to quiet his classroom
26 by telling them to use their "sexy whisper voice", referring to an Al Green song
27 playing in the background. During Saulter's employment with PPSD, Saulter was
28 given two letters of direction and four letters of formal written reprimand for
29 various inappropriate behaviors with students that were of a similar and/or
30 related nature to the behaviors noted above. Two of the letters of reprimand
31 were still in the grievance process at the time of Saulter's retirement. Saulter
32 retired from his position with PPSD in December 2018.
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IT IS SO STIPULATED:

Douglas J. Saulter
Douglas J. Saulter

5/06/2021
Date

Trent Danowski
Trent Danowski, Deputy Director
Teacher Standards and Practices Commission

5/17/2021
Date

CONCLUSION OF LAW

The conduct described above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(b) (*Refrain from exploiting professional relationships with any student for personal gain, or in support of persons or issues*), OAR 584-020-0035(1)(c)(A) (*Not demonstrating or expressing professionally inappropriate interest in a student's personal life*), and OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

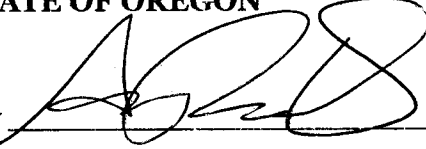
The Commission's authority to impose discipline in this matter is based upon ORS 342.175.

ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a suspension of Saulter's Oregon educator license for a period of ninety (90) days. Additionally, the commission imposes a term of Probation for not less than eighteen (18) months.

Issued and dated this 22 day of June, 2021.

TEACHER STANDARDS AND PRACTICES COMMISSION
STATE OF OREGON

By 

Dr. Anthony Rosilez, Executive Director