

1 3. Investigation determined that during November / December 2018, De Loera engaged in a
2 consensual, romantic relationship with IS, a subordinate employee. During this time, De
3 Loera excessively utilized school resources, and employment time to engage in these
4 activities. This included the use of the district's technology systems, email system, and
5 Google chat program to communicate inappropriately with IS. These inappropriate
6 communications included sexual innuendo and other non-work related communications.
7 Video surveillance demonstrated that De Loera and IS inappropriately communicated,
8 arranged and held personal, private meetings. Also, De Loera manipulated his duties in order
9 to be alone with IS while on duty. USD determined De Loera's conduct violated local policies,
10 and De Loera neglected his work duties and obligations to his students and classroom.
11

12 **CONCLUSIONS OF LAW**

13 De Loera's conduct described in sections two (2) and three (3) above constitutes gross
14 neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR
15 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful*
16 *and reasonable rules and regulations*); OAR 584-020-0040(4)(b) (*Substantial unauthorized use of*
17 *employment time or school resources for private purposes*); and OAR 584-020-0040(o) as it
18 incorporates OAR 584-020-0035(2)(e) (*Not use the district's or school's name, property, or*
19 *resources for non-educational benefit or purposes without approval of the educator's supervisor or*
20 *the appointing authority*).
21

22 The Commission's authority to impose discipline in this matter is based upon ORS 342.175.
23

24 **FINAL ORDER**

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26 The Commission hereby suspends Jose De Loera's Oregon licensure for a period of six (6)
27 months, to begin upon the date this order is signed and in effect.


28 In addition, the Commission places De Loera on probation for a period of two (2) years to
29 commence upon De Loera's reinstatement from suspension. This probation period is subject to the
30 following terms and conditions:

- 31
32 1. De Loera shall comply with the Standards for Competent and Ethical Performance of
33 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
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1 Violation of any term or condition of probation shall constitute an independent basis for the
2 Commission to revoke De Loera's educator license or otherwise impose discipline, after first
3 providing De Loera with notice and opportunity for hearing.
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6 IT IS SO ORDERED THIS 31st day of January, 2020.

7 TEACHER STANDARDS AND PRACTICES COMMISSION

8 By: 
9 Dr. Anthony Rosilez, Executive Director
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17 NOTICE OF APPEAL OR RIGHTS

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