

1 During all relevant times, Carlton was employed by EDUStaff, LLC. at Silverton
2 High School (SHS), Silver Falls School District (SFSD).

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- 4 2. On March 6, 2020, the Commission received a report from the SFSD indicating
5 Carlton may have committed acts which constitute gross neglect of duty and/or
6 gross unfitness. Specifically, the report alleged Carlton engaged in an
7 inappropriate teacher/student relationship.
- 8
- 9 3. Investigation found that in the winter of the 2019-2020 school year, Carlton was
10 working for EDUStaff as a substitute teacher at SHS. During this time, Carlton
11 met AC, a minor-aged female student who attended SHS. AC had been in an
12 English class Carlton substitute taught. AC informed Carlton of a school play in
13 February 2020, in which she and several other students in the class would be
14 participating. Carlton attended the play on two occasions in February 2020, and
15 Carlton visited with students after each performance.
- 16
- 17 4. After attending the play on the second occasion, Carlton spoke with AC and AC
18 requested Carlton's personal email address, which he provided. Carlton later
19 received an email from AC and then began exchanging emails with AC. From
20 February 18, 2020, through March 3, 2020, Carlton and AC exchanged
21 approximately one hundred sixty (160) emails. The emails were exchanged
22 during school hours, on the weekends and in the evening, which on one occasion
23 was at approximately 12:45 AM. Carlton frequently referred to AC by the
24 nickname "Bee" in the emails. The content of the emails was not school-related
25 and contained discussions about family dynamics, each other's wellness, "getting
26 to know you" questions, past relationships, general conversational topics, and
27 personal opinions related to culture.
- 28
- 29 5. On several occasion in late-February 2020, AC left her assigned classes, with
30 Carlton's knowledge, to visit with Carlton alone in his classroom. AC regularly
31 was in Carlton's classroom during his prep period, lunch, and after school.

1 6. In late-February 2021, the SFSD became aware of the relationship between
2 Carlton and AC and ceased utilizing him as a substitute teacher. EDUStaff placed
3 Carlton on administrative leave pending review.
4

5 **CONCLUSIONS OF LAW**

6 Joshua S. Carlton's conduct described above constitutes gross neglect of duty in
7 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
8 020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district*
9 *lawful and reasonable rules and regulations*), OAR 584-020-0030(1)(b) (*Skill in*
10 *communication with administrators, students, staff, parents, and other patrons*); OAR
11 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(A) (*Not*
12 *demonstrating or expressing professionally inappropriate interest in a student's*
13 *personal life*), and OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult*
14 *boundaries with students in conduct and conversations at all times*).


15 The Commission's authority to impose discipline in this matter is based upon
16 ORS 342.175.
17

18 **FINAL ORDER**

19 The Commission hereby revokes Joshua S. Carlton's Oregon educator license.

20
21 IT IS SO ORDERED THIS 18th day of March, 2022.
22

23 **TEACHER STANDARDS AND PRACTICES COMMISSION**

24 By: 
25 Dr. Anthony Rosilez, Executive Director
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27

28 **NOTICE OF APPEAL OR RIGHTS**

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