

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 Salas since January 1, 2009. Salas holds a
6 Preliminary School Counselor License, with an endorsement in School Counselor
7 (PK-12) valid from February 4, 2020, through February 3, 2023. During all
8 relevant times, Salas was employed by the Klamath Falls City School District
9 (KFCSD).
- 10
- 11 2. On April 08, 2020, the Commission received School District Misconduct Report
12 from the KFCSD. The report alleged that Salas engaged in an unprofessional
13 relationship with a former student, SB. The alleged misconduct included text
14 communication and grooming behaviors.
- 15
- 16 3. According to KFCSD investigative records, Salas was placed on administrative
17 leave in early April 2020 after district staff reported they suspected Salas was
18 engaged in an inappropriate relationship with SB. Staff reported they had seen
19 inappropriate Facebook messages between Salas and SB in which Salas asked SB
20 to lunch and dinner and mentioned that SB would soon be turning 18. The staff
21 reported that the messages on Facebook were flirtatious and contained grooming
22 behaviors. The reporting staff provided screenshots of the Facebook messages
23 between Salas and SB. Based on this; the district substantiated the allegations. In
24 lieu of termination, Salas resigned on April 22, 2020.
- 25
- 26 4. TSPC attempted to interview Salas regarding this matter. A certified letter was
27 sent to Salas on February 4, 2021 to both addresses TSPC had on file for him.
28 Both letters were signed for and returned as delivered. TSPC also attempted to
29 communicate with Salas and schedule an interview via email. TSPC did not
30 receive a response from Salas prior to the Commission hearing his case on August
31 9, 2021.
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IT IS SO STIPULATED:

Gilbert Salas

Date

10/18/21

Trent Danowski, Deputy Director
Teacher Standards and Practices Commission

Date

10/18/2021

CONCLUSION OF LAW

The conduct described above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), 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*), OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*); and OAR 584-020-0040(4)(w) (*Failure of an educator to cooperate with an investigation conducted by the Teacher Standards and Practices Commission under ORS 339.370 to ORS 339.400 and ORS 342.176, except subject to the exercise of any legal right or privilege*).

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 Salas' Oregon educator license for a period of six (6) months. Additionally, the commission imposes a term of Probation for not less than four (4) years with a required Boundaries Course to be completed within the first six (6) months of Probation.

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Issued and dated this 5 day of November, 2021.

TEACHER STANDARDS AND PRACTICES COMMISSION
STATE OF OREGON

By  _____

Dr. Anthony Rosilez, Executive Director