1	BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION				
2	OF THE STATE OF OREGON				
3 4 5 6 7	In the Matter of the Educator License of SALAS, GILBERT)	STIPULATION OF FACTS AND FINAL ORDER OF SUSPENSION AND PROBATION		
8	On April 8, 2020, the Teacher Standards and Practices Commission				
9	(Commission) received a misconduct report from the Klamath Falls City School District				
10	(KFCSD), indicating possible professional misconduct on the part of licensed educator,				
11	Gilbert Salas, (Salas).				
12	After review of the matters alleged, Salas and the Commission agree that their				
13	respective interests, together with the public interest, are best served by a stipulation to				
14	certain facts, the imposition of a six (6) month suspension, and four (4) years of				
15	probation.				
16	This Order sets forth the facts upo	n which t	he parties have agreed and the		
17	sanction to be imposed. Salas stipulates that there are sufficient facts contained in the				
18	Commission's files and records to support the findings of fact and conclusions of law set				
19	forth below. In entering into this stipulation	ion, Salas	waives the right to a hearing to		
20	contest the findings of fact, conclusions of law and order set forth below.				
21	By signing below, Salas acknowledges, understands, stipulates, and agrees to the				
22	following: (i) he has been fully advised of his rights to notice and a hearing to contest the				
23	findings of fact, conclusions of law, and order set forth below, and fully and finally				
24	waives all such rights and any rights to ap	peal or ot	herwise challenge this Stipulation of		
25	Facts and Final Order of Suspension and I	Probation	(Stipulation and Final Order); (ii)		
26	this Stipulation and Final Order is a public	c docume	nt and disclosed to the public upon		
27	request by the Commission; (iii) this Stipu	ılation an	d Final Order is contingent upon and		
28	subject to approval and adoption by the C	ommissio	n. If the Commission does not		
29	approve and adopt this Stipulation and Fi	nal Order	, then neither Salas nor the		
30	Commission are bound by the terms herei	n; (iv) he	has fully read this Stipulation and		
31	Final Order, and understands it completel	y; (v) he v	oluntarily, without any force or		
32	duress, enters into this Stipulation and Fig	nal Order	and consents to issuance and entry of		
33	the Stipulated Final Order below; (vi) he s	tates that	no promise or representation has		
34	been made to induce him to sign this Stipp	ulation an	d Final Order; and (vii) he has		
35	consulted with an attorney regarding this	Stipulatio	on and Final Order and has been fully		

advised with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

STIPULATION OF FACTS

- The Commission has licensed Salas since January 1, 2009. Salas holds a
 Preliminary School Counselor License, with an endorsement in School Counselor
 (PK-12) valid from February 4, 2020, through February 3, 2023. During all
 relevant times, Salas was employed by the Klamath Falls City School District
 (KFCSD).
- 2. On April o8, 2020, the Commission received School District Misconduct Report from the KFCSD. The report alleged that Salas engaged in an unprofessional relationship with a former student, SB. The alleged misconduct included text communication and grooming behaviors.
- 3. According to KFCSD investigative records, Salas was placed on administrative leave in early April 2020 after district staff reported they suspected Salas was engaged in an inappropriate relationship with SB. Staff reported they had seen inappropriate Facebook messages between Salas and SB in which Salas asked SB to lunch and dinner and mentioned that SB would soon be turning 18. The staff reported that the messages on Facebook were flirtatious and contained grooming behaviors. The reporting staff provided screenshots of the Facebook messages between Salas and SB. Based on this; the district substantiated the allegations. In lieu of termination, Salas resigned on April 22, 2020.
- 4. TSPC attempted to interview Salas regarding this matter. A certified letter was sent to Salas on February 4, 2021 to both addresses TSPC had on file for him. Both letters were signed for and returned as delivered. TSPC also attempted to communicate with Salas and schedule an interview via email. TSPC did not receive a response from Salas prior to the Commission hearing his case on August 9, 2021.

1	I = I	
2	IT IS SO STIPULATED:/	
3 4	Gilbert Salas	Date 6 18 7 (
5 6	To Daron	1505/81/01
7	Trent Danowski, Deputy Director	Date
8	Teacher Standards and Practices Commission	

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.

1	Issued and dated this day of November, 2021.
2	TEACHER STANDARDS AND PRACTICES COMMISSION
3	STATE OF OREGON
4	
5	By
6	Dr. Anthony Rosilez, Executive Director