

1 by the Gresham-Barlow School District (GBSD), the Hillsboro School District (HSD),
2 or the City View Charter School (CVCS).

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- 4 2. On June 11, 2021, the Commission issued a default order revoking Hays' right to
5 apply for an Oregon educator license. The default order included information that
6 was received by the Commission on September 23, 2016, from the Oregon
7 Department of Human Services (DHS) which referenced allegations that Hays had
8 sexually abused students while he was the principal of Deep Creek Elementary
9 School, GBSD. The default order noted the subsequent Commission investigation
10 and Hays' failure to cooperate in that investigation
11
- 12 3. On August 24, 2020, the Commission received a report from DHS indicating Hays
13 may have committed acts which constitute gross neglect of duty and/or gross
14 unfitness. Specifically, the report alleged that on unknown dates in 2007, Hays
15 groomed and sexually abused a different minor-aged student in his office when Hays
16 was the principal of Deep Creek Elementary School. On June 23, 2020, the
17 Commission received a similar report from the GBSD regarding allegations Hays
18 sexually abused a minor-aged student in 2007.
19
- 20 4. In September 2016, law enforcement began investigating initial allegations of sex
21 abuse made against Hays by minors. Eventually, multiple investigations identified
22 four minor-aged students who alleged Hays groomed and sexually abused them in
23 his office from approximately 2007 to 2009
24
- 25 5. Law enforcement's investigations found that during Hays' employment as principal
26 at Deep Creek Elementary School, Hays visited with minor-aged students alone in
27 his office. The pretexts for the visits were to give the students an award for
28 mathematics or to have lunch. During these visits, Hays would fondle the student's
29 genitals, and on one occasion, Hays digitally penetrated a student's vagina.
30
- 31 6. Law enforcement began providing the Clackamas County District Attorney's Office
32 investigative reports regarding Hays' alleged abuse in December 2017. On March 11,

1 2021, Hays was indicted by the Clackamas County Grand Jury and arrested by the
2 Clackamas County Sheriff's Office on six (6) felony counts of Sexual Abuse in the
3 First Degree and one (1) felony count Unlawful Sexual Penetration in the First
4 Degree. On June 6, 2022, Hays was found guilty of all counts. On June 28, 2022,
5 Hays was sentenced for a period incarceration for twenty-five (25) years and
6 required to register as a sex offender.

7 **CONCLUSIONS OF LAW**

8 Jeffrey W. Hays' criminal conviction as described in section six (6) above,
9 constitute gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-
10 0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*); and
11 OAR 584-020-0040(1) (*The Commission will deny, revoke or deny the right to apply*
12 *for a license or charter school registration to any applicant or educator who, has been*
13 *convicted of any of the crimes listed in ORS 342.143, or the substantial equivalent of*
14 *any of those crimes if convicted in another jurisdiction*), including ORS 167.057 *Luring*
15 *a Minor*.

16 Hays' conduct as described in section six (6) above also constitutes gross
17 unfitness in violation of ORS 342.175(1)(c); OAR 584-020-0040(5)(c) (*Conviction of*
18 *violating any federal, state, or local law. A conviction includes any final judgment of*
19 *conviction by a court whether as the result of guilty plea, no contest plea or any other*
20 *means*); OAR 584-020-0040(5)(d) (*Commission of an act listed in OAR 584-020-*
21 *0040(1)*); and OAR 584-020-0040(5)(e) (*Admission of or engaging in acts constituting*
22 *criminal conduct, even in the absence of a conviction*).

23 Pursuant to ORS 342.175(3) and OAR 584-020-0040(1) the Teacher Standards
24 and Practices Commission must revoke Hays' license and/or Hays' right to apply for a
25 license based on Hays' conviction of any of the crimes listed in ORS 342.143(3)(a), or
26 the substantial equivalent of any of those crimes, or convicted of attempt to commit
27 such crimes as defined in ORS 161.405.

28 Furthermore, Hays' conduct underlying your conviction, as described in section
29 five (5) above, constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR
30 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional*
31 *judgment*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(3)(a)

1 (Maintain the dignity of the profession by respecting and obeying the law,
2 exemplifying personal integrity and honesty); OAR 584-020-0040(4)(f) (Any sexual
3 conduct with a student) as defined by OAR 584-020-0005(5); OAR 584-020-
4 0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (Honoring appropriate
5 adult boundaries with students in conduct and conversations at all times); and OAR
6 584-020-0035(3)(a)(Maintain the dignity of the profession by respecting and obeying
7 the law, exemplifying personal integrity and honesty).

8 Hays’ criminal convictions and conduct related to your convictions constitute
9 “gross unfitness” in violation of ORS 342.175(1)(c); OAR 584-020-0040(3)(c) and (d) as
10 defined by OAR 584-020-0040 (5) (Gross unfitness is any conduct which renders an
11 educator unqualified to perform his or her professional responsibilities).


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

14
15 **FINAL ORDER**

16 The Commission hereby revokes Jeffrey W. Hays’ Right to Apply for an Oregon
17 educator license.

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19 IT IS SO ORDERED THIS 2nd day of September, 2022.

20
21 TEACHER STANDARDS AND PRACTICES COMMISSION

22 By: 
23 Dr. Anthony Rosilez, Executive Director
24
25
26

27 **NOTICE OF APPEAL OR RIGHTS**

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