



1 Estrada-Suro was employed as a probationary teacher by the Tillamook School  
2 District (TSD). On June 14, 2021, Estrada-Suro attempted to submit an application  
3 to renew her Professional Teaching License with the Commission. Estrada-Suro's  
4 payment was declined, and the application was not processed and closed.

- 5
- 6 2. On November 18, 2021, the Commission received a report from the TSD indicating  
7 Estrada-Suro may have committed acts which constitute gross neglect of duty  
8 and/or gross unfitness. Specifically, the report alleged while at Tillamook High  
9 School, Estrada-Suro used inappropriate language when communicating with  
10 students; failed to demonstrate adequate professional performance; and willfully  
11 defied an administrator.
- 12
- 13 3. Investigation determined that on unspecified dates in September and October  
14 2021, Estrada-Suro was involved in the following interactions with students:
- 15
- 16 • Estrada-Suro denied a female student to go to the restroom when the  
17 student was menstruating which resulted in the student's clothing  
18 being stained.
  - 19 • Estrada-Suro told a student, in front of other students, that his  
20 school picture was ugly, and he should get a new picture.
  - 21 • Estrada-Suro commented to the class that one of their classmates did  
22 a poor job on a class presentation.
  - 23 • Estrada-Suro prevented a student from entering her classroom after  
24 the class period had begun.
  - 25 • Estrada-Suro told a student, who mispronounced a word in class,  
26 that the student needed to go to "retard beach".
  - 27 • Estrada-Suro told another student, who was seeking an assignment,  
28 that the student could go to "retard beach" with the other student.
  - 29 • Several students observed Estrada-Suro tug on a student's hair to  
30 direct their attention to an assignment.

1 4. Investigation determined in early October 2021, Estrada-Suro failed to assist a  
2 student in obtaining and grading assignments when the student, previously on  
3 COVID quarantine, returned to school. The school principal had to escort the  
4 student to Estrada-Suro to obtain assignments and correct the gradebook. The  
5 principal reported the student had attempted to correct the matter approximately  
6 six times before the principal was notified. On October 8, 2021, Estrada-Suro left  
7 work an hour early without approval from her supervisor. On October 20, 2021,  
8 during parent/teacher conferences, Estrada-Suro requested to leave early.  
9 Estrada-Suro's request was denied by the principal, and Estrada-Suro disregarded  
10 the denial and left an hour early. On November 4, 2021, Estrada-Suro was directed  
11 to return to work the following day for a new assignment with the district. On  
12 November 5, 2021, Estrada-Suro failed to report for work.

### 13 CONCLUSIONS OF LAW

14 Nohemi Estrada-Suro's conduct as described in section three (3) above constitutes  
15 gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it  
16 incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-  
17 0020(2)(d) (*Skill in the supervision of students*), OAR 584-020-0025(2)(a) (*Establish*  
18 *and maintain classroom management that is conducive to learning*), OAR 584-020-  
19 0025(2)(e) (*Using district lawful and reasonable rules and regulations*), and OAR 584-  
20 020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents*  
21 *and other patrons*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-  
22 0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and*  
23 *conversations at all times*).

24 Nohemi Estrada-Suro's conduct as described in section four (4) above constitutes  
25 gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it  
26 incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-  
27 0025(2)(c) (*Using and maintaining student records as required by federal and state law*  
28 *and district policies and procedures*), OAR 584-020-0025(2)(a) (*Establish and maintain*  
29 *class management that is conducive to learning*), and OAR 584-020-0025(2)(e) (*Using*  
30 *district lawful and reasonable rules and regulations*).

1 The Commission's authority to impose discipline in this matter is based upon ORS  
2 342.175.

3  
4 **FINAL ORDER**

5 The Commission hereby suspends Nohemi Estrada-Suro's right to apply for an  
6 Oregon educator license for a period of six (6) months, to begin upon the date this order  
7 is signed and in effect.


8 Furthermore, the Commission imposes a three (3) year period of probation upon  
9 Estrada-Suro upon reinstatement of her Oregon educator license and subject to the  
10 following terms and conditions:

- 11 1. Estrada-Suro shall comply with the Standards for Competent and Ethical  
12 Performance of Oregon Educators under Oregon Administrative Rules Chapter  
13 584, Division 020.
- 14 2. Prior to application, Estrada-Suro shall complete a Commission approved  
15 course on communication skills and submit proof to the Commission of  
16 successful completion of the training.

17 Violation of any term or condition of probation shall constitute an independent  
18 basis for the Commission to revoke Estrada-Suro's Oregon educator license or otherwise  
19 impose discipline, after first providing Estrada-Suro with notice of opportunity for  
20 hearing.

21  
22 IT IS SO ORDERED THIS 16 day of December, 2022.

23 TEACHER STANDARDS AND PRACTICES COMMISSION

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

27  
28 **NOTICE OF APPEAL OR RIGHTS**

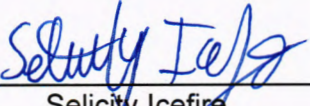
29  
30 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW  
31 MAY BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM  
32 THE SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE  
33 PROVISIONS OF ORS 183.482 TO THE OREGON COURT OF APPEALS.

CERTIFICATE OF MAILING

I hereby certify that I served the foregoing notice of final order, certified by me as such, by mailing U.S. First Class Mail and U.S. Certified Mail—Return Receipt Requested, addressed to:

Nohemi Estrada-Suro  
P.O. Box 652  
North Plains, OR 97133

Dated this 16 day of December, 2022.

By:   
Selicity Icefire  
Professional Practices Assistant