

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the)	STIPULATION OF FACTS AND
Educator License of)	FINAL ORDER OF
ROMELIO SALAS)	PUBLIC REPRIMAND

On March 3, 2023, the Teacher Standards and Practices Commission (Commission) received a School District Misconduct Report from the Tigard Tualatin School District (TTSD). The report alleged possible professional misconduct on the part of licensed educator, Romelio Salas, (Salas).

After review of the matters alleged, Salas and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a Public Reprimand.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Salas waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Salas acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Public Reprimand (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Salas nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) he states that no promise or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation 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.

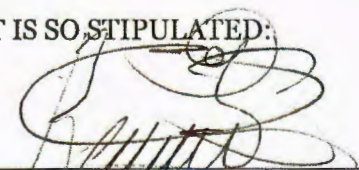
STIPULATION OF FACTS

1. The Commission has licensed Salas since August 29, 1996. Salas holds a Professional Teaching License, with endorsements in English to Speakers of Other Languages (ESOL) (PK-12), World Language: Spanish (PK-12), and Legacy Middle Level (PK-12); valid from May 6, 2022, through May 5, 2027. During all relevant times, Salas was employed by the Tigard-Tualatin School District (TTSD).
2. On March 3, 2023, the Commission received a School District Misconduct Report from the TTSD indicating Salas may have committed acts of gross neglect of duty and/or gross unfitness. Specifically, it was alleged that Salas engaged in various testing improprieties while employed as the TTSD English Language Proficiency Assessment Screener (ELPA) as follows: Salas improperly identified students needing to take the ELPA exam failing to utilize a series of steps to be taken as a part of the Language Use Survey (LUS) Assessment. Salas failed to follow those steps and as a result, Salas tested multiple students that were either ineligible to be tested, no longer needed ELD services, or had already passed the ELPA exam.
3. Investigation found that between September 10, 2022, and December 15, 2022, Salas engaged in the following deficiencies in his English learner student case management: (1) Salas missed timelines for student identification of ELPA services on eleven occasions, (2) Salas failed to complete required student forms for enrollment on time, (3) Salas listed inaccurate dates for student services.; (4) Salas administered ELPA Screener tests to at least one student who had already exited the program, and (5) Salas improperly monitored student testing on one occasion.
4. On December 15, 2022, Salas received a Letter of Expectation regarding the case management of English learner students and were provided expectations to appropriately monitor student testing, complete all EL Census Form entries on

time and ensure accurate entry of data on all ELD program and EL service documents.

5. Investigation found that on January 13, 2023, Salas conducted an ELPA evaluation on an ineligible student after failing to adequately investigate the student's academic file prior to administration. Subsequent to this finding, it was determined that Salas failed to follow the parameters of the Letter of Expectation (December 15, 2022) mentioned above. On February 6, 2023, Salas received a Letter of Reprimand from the TTSD and were provided with new directives.
6. Investigation also found on February 9, 2023, TTSD staff reported Salas allowed staff who were not appropriately trained to remain in the room during ELPA tests on several dates during the 2022-2023 school year and requested they assist Spanish-speaking students to say "no se" into the microphone when they did not know the answer to a question. Staff said Salas allowed two students to be present in the same room on at least one date during the 2022-2023 school year when conducting tests, which violated testing rules.
7. On March 7, 2023, Salas was subsequently suspended from employment for two (2) days and eventually relinquished of any case management duties or testing responsibilities, with TTSD administration citing "continued non-compliance".
8. During Commission investigation, Salas said TTSD did not provide him with the necessary training in order to be able to manage both of his jobs as an EL Census Form and ELD Program coordinator as well as his regular teaching assignment to the highest level. Salas said since this issue – TTSD has now created a full-time position for this specialization.

IT IS SO STIPULATED:



Romelio Salas

9/12/24

Date



Cristina Edgar, Professional Practices Director

9/19/24

Date

CONCLUSION OF LAW

The conduct described in section three (3) 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(5)* (*Use professional judgment*), *OAR 584-020-0015(2)(a)* (*Use of state and district adopted curriculum and goals*), *OAR 584-020-0020(2)(b)* (*Skill in the application of assessment data to assist individual student growth*), *OAR 584-020-0020(2)(d)* (*Skill in the supervision of students*); *OAR 584-020-0020(2)(e)* (*Skill in differentiating instruction*), *OAR 584-020-0025(2)(c)* (*Using and maintaining student records as required by federal and state law and district policies and procedures*), *OAR 584-020-0025(2)(e)* (*Using district lawful and reasonable rules and regulations*)

The conduct described in section five (5) 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(5)* (*Use professional judgment*), *OAR 584-020-0015(2)(a)* (*Use of state and district adopted curriculum and goals*), *OAR 584-020-0020(2)(b)* (*Skill in the application of assessment data to assist individual student growth*), *OAR 584-020-0020(2)(d)* (*Skill in the supervision of students*); *OAR 584-020-0020(2)(e)* (*Skill in differentiating instruction*), *OAR 584-020-0025(2)(e)* (*Using district lawful and reasonable rules and regulations*)

The conduct described in section six (6) 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(5)* (*Use professional judgment*), *OAR 584-020-0015(2)(a)* (*Use of state and district adopted curriculum and goals*), *OAR 584-020-0020(2)(b)* (*Skill in the application of assessment data to assist individual student growth*),

OAR 584-020-0020(2)(d) (Skill in the supervision of students); OAR 584-020-0020(2)(e) (Skill in differentiating instruction), OAR 584-020-0025(2)(c), and OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations).

FINAL ORDER

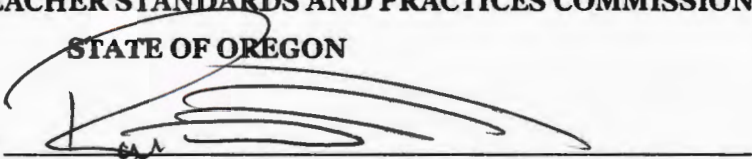
The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand upon Romelio Salas' Oregon educator license.

Issued and dated this 18 day of October, 2024.

TEACHER STANDARDS AND PRACTICES COMMISSION

STATE OF OREGON

By


Melissa Goff, Interim Executive Director

Rae Ette Newman, Chair of TSPC