BEFORE THE TEACHIS STANDARDS AND PRACTICES COMMISSION

OF THE STATE OF OREGON

3 In the Matter of the) STIPULATION OF FACTS AND 4 Educator License of) FINAL ORDER OF SUSPENSION 5 LAURA GILLETTE) AND PROBATION

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On October 10, 2017, the Teacher Standards and Practices Commission (Commission) received a report from the Medford School District (MSD) indicating Laura Gillette (Gillette) had may have committed an act of gross neglect of duty and/or gross unfitness, specifically, student / teacher boundary issues.

After review of the matters alleged, Gillette and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a thirty (30) day suspension, and a two (2) year period of probation.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Gillette 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, Gillette waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Gillette acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her 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 Suspension and Probation (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 Gillette nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she 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) she states that no promise or representation has been made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to her 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.

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STIPULATION OF FACTS

- 1. The Commission has licensed Gillette since July 27, 2010. Gillette's Professional Teaching License, with endorsements in Elementary-Multiple Subjects (PK-12); Foundational Mathematics (PK-12); and Foundational Science (PK-12), is valid from December 4, 2016, through December 3, 2021. During all relevant times, Gillette was employed by the Medford School District.
- 2. On October 10, 2017, the Commission received a report from the Medford School District indicating Gillette may have committed an act of gross neglect of duty and/or gross unfitness. Specifically, Gillette engaged in teacher / student boundary violations.
- 3. On or about June of 2016, Gillette gave student AC a personal letter, sent her text messages and had invited AC and her family to Gillette's residence for a BBQ. AC's parents notified school administrators advising that they were uncomfortable with Gillette communicating with their daughter in those ways. Gillette was counseled on proper boundaries and directed not to contact AC or invite students to her home in the future. Administrators later learned that during the 2016-2017 school year, Gillette had engaged in additional boundary violations, some of which violated the directives discussed with Gillette. This included writing personal letters, or yearbook signings to multiple students, both male and female, that were overly personal in nature. Hosting a swim "workout" party for her weightlifting club students at her residence without district approval. Gillette did get parental permission, but failed to notify or gain approval from school officials. Interacting with students in a manner that was overly personal and outside the teacher / student relationship norms. Investigation determined that none of Gillette's interactions appeared to be grooming in nature, but rather a coping mechanism for Gillette who was experiencing a sense of loss when her middle school students moved on to high school. In September 2017, Gillette resigned her position with the MSD. Gillette sought out and has engaged in counseling to address her boundary issues.

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3	IT IS SO STIPULATED:		
4 5 6 7 8 9	Laura Gillette Laura Gillette Trent Danowski, Deputy Director Teacher Standards and Practices Commission July 12,2018 7/25/2018 Date		
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12	CONCLUSION OF LAW		
13	The conduct described above constitutes gross neglect of duty in violation of ORS		
14	342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use		
15	professional judgment), OAR 584-020-0025(2)(e) (Using district lawful and reasonable		
16	rules and regulations), OAR 584-020-0030(2)(b) (Skill in communicating with		
17	administrators, students, staff, parents, and other patrons); and OAR 584-020-		
18	0040(4)(0) as it incorporates, OAR 584-020-0035(1)(c)(A) (Not demonstrating or		
19	expressing professionally inappropriate interest in a student's personal life), OAR 584-		
20	020-0035(1)(c)(B) (Not accepting or giving or exchanging romantic or overly personal		
21	gifts or notes with a student); and OAR 584-020-0035(1)(c)(D) (Honoring appropriate		
22	adult boundaries with students in conduct and conversations at all times).		
23			
24	The Commission's authority to impose discipline in this matter is based upon		
25	ORS 342.175.		
26	ORDER		
27	The Commission adopts and incorporates herein the above findings of fact and		
28	conclusions of law, and based thereon, imposes a thirty (30) day suspension upon Laura		
29	Gillette's Oregon educator license.		
30	Furthermore, the Commission imposes a period of two (2) years of probation		
31	upon Gillette's licensure to commence from the date this order is signed by the		
32	Commission and subject to the following conditions:		
33	1. Gillette shall comply with the Standards for Competent and Ethical Performance		
34	of Oregon Educators under Oregon Administrative Rules Chapter 584, Division		
35	020.		

2. Gillette has already submitted proof of treatment and training related to her

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1		boundary issues, Gillette will continue any recommended counseling or
2		treatment as determined by her provider.
3	///	
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5	///	12 august
6		Issued and dated this day of November, 2018.
7		TEACHER STANDARDS AND PRACTICES COMMISSION
8		STATE OF OREGON
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10		By Property States of the By Property States
11		Dr. Anthony Rosilez, Executive Director