

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 PUBLIC
JUSTIN P. WILSON GABOR	)	REPRIMAND AND PROBATION

On October 3, 2023, the Teacher Standards and Practices Commission (Commission) received a School District Misconduct Report from the Gervais School District (District) alleging possible professional misconduct on Justin P. Wilson Gabor (Wilson Gabor).

After review of the matters alleged, Wilson Gabor 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 and Probation of Wilson Gabor's Oregon educator license.

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, Wilson Gabor waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Wilson Gabor 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 a Public Reprimand and Probation of licensure (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 Wilson Gabor 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 Wilson Gabor since February 8, 2011. Wilson Gabor holds a Preliminary Teaching License with an endorsement in English Language Arts (PK-12), valid from March 27, 2023, through July 6, 2026. Wilson Gabor also holds a Principal License with an endorsement in Principal (PK-12), valid from March 27, 2023, through July 6, 2026. Wilson Gabor applied for an additional endorsement to his educator licenses on August 28, 2024, which remains pending. During all relevant times Wilson Gabor was employed with either the Gervais School District (GSD), the Greater Albany Public Schools (GAPS), or Salem-Keizer School District (SKSD).
2. On October 3, 2023, the Commission received a misconduct report from the GSD. The report alleged Wilson Gabor directed inappropriate communications, in person and electronically, to students and staff.
3. Investigation found that on September 8, 2023, Wilson Gabor was placed on administrative leave by the GSD while the District investigated an allegation Wilson Gabor acted unprofessionally the previous day. On September 14, 2023, Wilson Gabor resigned and separated from the district. Approximately one week later, Wilson Gabor accepted a teaching position with GAPS and began teaching on September 28, 2023. On October 2, 2023, Wilson Gabor separated from GAPS.
4. Investigation found that on September 26, 2023, approximately two weeks after Wilson Gabor's resignation from the GSD, Wilson Gabor sent a text message to his former supervisor questioning the supervisor's maturity. On September 26, 2023, Wilson Gabor sent a text to his former supervisor and two female district staff members. The text included some profanity and unprofessional comments directed at the three staff members. On June 1, 2024, Wilson Gabor sent a group text message to his former supervisor and the two staff members. The message included a risqué photo and text commenting that the three staff members resemble people in the photo.
5. Investigation found that on September 14, 2023, Wilson Gabor electronically applied for employment with SKSD. The application included a section of character questions. Wilson Gabor omitted and failed to fully disclose information regarding his separation from the GSD.

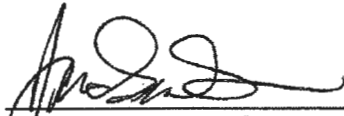
- 1 6. Investigation found that on September 19, 2023, Wilson Gabor electronically applied for  
2 employment with GAPS. The application included a section of character questions.  
3 Wilson Gabor omitted and failed to fully disclose information regarding his separation  
4 from the GSD.  
5  
6 7. Investigation found on October 3, 2023, Wilson Gabor submitted an application for  
7 employment with SKSD. The application included a section of character questions.  
8 Wilson Gabor omitted and failed to fully disclose information regarding his separation  
9 from the GSD.  
10  
11 8. Investigation found on October 12, 2023, the Commission sent Wilson Gabor a letter by  
12 certified mail notifying him he was under investigation by the Commission. On October  
13 25, 2023, Wilson Gabor contacted Commission staff via email, acknowledging the  
14 Commission's investigation and to provide supplemental information.  
15  
16 9. Investigation found on April 26, 2024, and August 28, 2024, Wilson Gabor submitted  
17 applications for employment with SKSD. The application included a section of character  
18 questions. Wilson Gabor omitted and failed to fully disclose information regarding his  
19 separation from the GSD and that he was under investigation by the Commission.  
20  
21 10. Investigation determined that on August 28, 2024, Wilson Gabor electronically applied  
22 for an Endorsement for English to Speakers of Other Language to be added to his current  
23 licensure. The application included a section of character questions. Wilson Gabor  
24 omitted and failed to fully disclose information regarding his separation from the GSD.

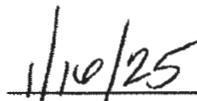
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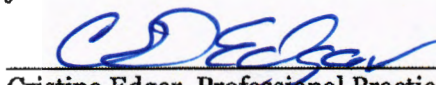
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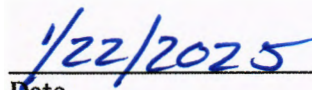
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28 IT IS SO STIPULATED:

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32 Justin P. Wilson Gabor

  
Date

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36 Cristina Edgar, Professional Practices Director  
37 Teacher Standards and Practices Commission  
38

  
Date

1 **CONCLUSION OF LAW**

2 Justin P. Wilson Gabor's conduct as described in section four (4) above constitutes Gross  
3 Neglect of Duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates  
4 OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each*  
5 *individual*), OAR 584-020-0010(5) (*Use professional judgment*); OAR 584-020-0030(3)(d)  
6 (*Skill in reconciling conflict*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-  
7 0035(2)(b) (*Conduct professional business, including grievances, through established lawful*  
8 *and reasonable procedures*).

9 Wilson Gabor's conduct as described above in sections five (5), six (6), seven (7), nine  
10 (9), and ten (10) constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-  
11 020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*); and  
12 OAR 584-020-040(4)(c) (*Falsification of any document or knowing misrepresentation directly*  
13 *related to licensure, employment, or professional duties*).

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15 **FINAL ORDER**

16 The Commission adopts and incorporates herein the above findings of fact and  
17 conclusions of law, and based thereon, imposes a Public Reprimand on Justin P. Wilson Gabor's  
18 Oregon educator license.

19 Furthermore, the Commission imposes a one (1) year period of probation upon Wilson  
20 Gabor's licensure to commence upon adoption of this order, and subject to the following  
21 condition:

- 22 1. Wilson Gabor shall comply with the Standards for Competent and Ethical  
23 Performance of Oregon Educators under Oregon Administrative Rules Chapter 584,  
24 Division 020.

25  
26 Issued and dated this 7 day of February 2025.

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28 **TEACHER STANDARDS AND PRACTICES COMMISSION**  
29 **STATE OF OREGON**

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31  
32 By  \_\_\_\_\_

33 Melissa Goff, Interim Executive Director