

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
SLATER, KERRY	)	REPRIMAND AND PROBATION

On March 22, 2024, the Teacher Standards and Practices Commission (Commission) received a School District Misconduct Report from Lebanon Community Schools (LCS). The report alleged possible professional misconduct on the part of licensed educator, Kerry Slater (Slater).

After review of the matters alleged, Slater 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 of her Oregon Educator License and a four (4) year period of probation with required classroom management training.

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

By signing below, Slater 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 Slater 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 him 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.

STIPULATION OF FACTS

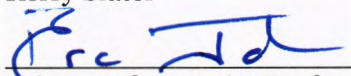
1. The Commission has licensed Slater since November 16, 2021. Slater holds a Preliminary Teaching License, with an endorsement in Biology (PK-12) which is valid from February 20, 2025 to March 25, 2028. During all relevant times, Slater was employed by Lebanon Community Schools (LCS).
2. On March 22, 2024, the Commission received a School District Misconduct Report from the LCS. The District's report alleges that Slater, a teacher at the LCS, engaged in inappropriate physical force with a student during class. On June 3, 2024 and on July 24, 2024, the Commission received Oregon Department of Human Services (DHS) Office of Training, Investigations and Safety (OTIS) cross reports alleging possible corporal punishment of students.
3. Investigation into this matter by TSPC and LCS determined the following:
 - Students alleged that, on or about March 7, 2024, during 3rd period science class Slater "softly slapped" three students on the back of the head when they were being disruptive in class.
 - Administration was notified of the allegations and placed Slater on administrative leave on March 7, 2024.

- On March 11, 2024, Slater participated in an investigative interview with administration of the LCS and a union (OEA) representative.
 - During the meeting Slater denied making physical contact with the students.
 - The Lebanon Police Department investigated the allegations and determined not to file any charges based on inconsistent statements of students.
 - After investigation, on February 10, 2025, DHS/OTIS issued a Notice of Final Outcome determining that all of the allegations of corporal punishment were “Unfounded.”
 - On April 25, 2024, Slater resigned her position with the LCS in lieu of termination via a separation agreement.
4. On May 29, 2024, Slater electronically signed and submitted a renewal application for her preliminary teaching license to TSPC. Slater answered “no” to all character questions including the following:
- *“Have you ever left any educational or school-related employment, voluntarily or involuntarily, while the subject of or within the six months following an inquiry, review or investigation of alleged misconduct? Have you ever left educational or school-related employment when you had reason to believe an investigation for misconduct was underway or imminent?”*
 - *“Are you currently the subject of an inquiry, review or investigation for alleged misconduct or alleged violation or professional standards of conduct by either an employer, any professional licensure agency, or any state agency such as a Department of Education, a Department of Human Services, or law enforcement?”*
 - *“Have you ever been investigated by an employer or any state*

agency for alleged physical or sexual abuse? Have you ever been placed on leave by your employer for alleged misconduct of any type?"

As previously mentioned in section three (3) above, Slater was placed on paid administrative leave by LCS on March 7, 2024. Slater resigned from her position with the LCS on April 25, 2024, in lieu of termination. These events predate Slater's application for licensure renewal on May 29, 2024.

IT IS SO STIPULATED:

	06 / 09 / 2026
Kerry Slater	Date
	06/11/2026
Eric Jaroch, Interim Profession Practices Director	Date
Teacher Standards and Practices Commission	

CONCLUSION OF LAW

The conduct described in sections two (2) and three (3) above constitute 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 584-020-0020(2)(d) (Skill in the supervision of students), and OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations).

Additionally, the conduct described in section four (4) 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 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations), and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(3)(a) (Maintain the dignity of the profession by respecting and obeying the law, exemplifying personal integrity and honesty).

ORDER

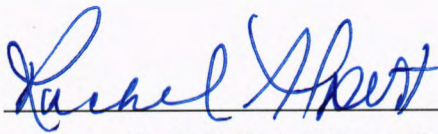
1 The Commission adopts and incorporates herein the above findings of fact and
2 conclusions of law, and based thereon, imposes a public reprimand and four (4) years
3 of probation on Slater's Oregon educator's license. The period of probation will
4 become effective on the adoption date of this Stipulated Order. The period of
5 probation is subject to the following conditions:

- 6 1. Slater shall comply with the Standards for Competent and Ethical
7 Performance of Oregon Educators under Oregon Administrative Rules
8 Chapter 584, Division 020.
- 9 2. Slater will complete a Commission approved/certified Classroom
10 Management training course within the first six (6) months of probation.

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13 Issued and dated this 25th day of June, 2026.

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15 **TEACHER STANDARDS AND PRACTICES COMMISSION**
16 **STATE OF OREGON**

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18
19 By _____



20 Rachel Alpert, Executive Director