

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 TO DENY
ETTA ARCHER GROSS	)	APPLICATION AND REVOKE
	)	THE RIGHT TO APPLY

On April 2, 2025, the Teacher Standards and Practices Commission (Commission) received a report from the Oregon Department of Education, with allegations that Etta Archer Gross (Gross) committed acts of gross neglect of duty and/or gross unfitness while teaching for the Cascade School District (District). Specifically, it was reported that approximately twenty (20) years ago, Gross engaged in sexual conduct and violated teacher/student boundaries with two (2) students at Cascade High School.

After review of the matters alleged, Gross and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and to deny her application and the Revocation of her Right to Apply for Oregon educator license.

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

By signing below, Gross 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 to Deny Application and Revoke the Right to Apply for 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 Gross 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 promises 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

1 Final Order and has been fully advised with regard to her rights thereto, or waives any and all
2 rights to consult with an attorney prior to entering into this Stipulation and Final Order and
3 issuance and entry of the Stipulated Final Order below. In entering into this stipulation, Gross
4 waives the right to a hearing to contest the findings of fact, conclusions of law and order set
5 forth below.
6

7 **STIPULATION OF FACTS**

8 1. The Commission has licensed Etta Archer Gross since May 1, 1996. Gross held a
9 Professional Teaching License, with endorsements in Integrated Sciences (PK-12) and
10 Social Studies (PK-12), valid from October 26, 2020, through December 5, 2025. On
11 November 4, 2025, Gross made application for renewal of her Oregon educator license.
12 This application was placed on hold pending the outcome of this matter. During all
13 relevant times, Gross was employed by the Cascade School District.
14

15 2. On April 2, 2025, the Commission received information from the Oregon Department of
16 Education (ODE) which contained allegations that Gross may have committed acts of
17 gross neglect of duty and/or gross unfitness. Specifically, it was reported that between
18 2003 and 2006, Gross was alleged to have been in an inappropriate relationship with a
19 student.
20

21 On April 11, 2025, the Commission received information from Oregon's Department of
22 Human Services (DHS) which contained allegations that Gross may have committed acts
23 of gross neglect of duty and/or gross unfitness. Specifically, it was reported that between
24 2000 and 2002, Gross was alleged to have been in an inappropriate relationship with a
25 student.
26

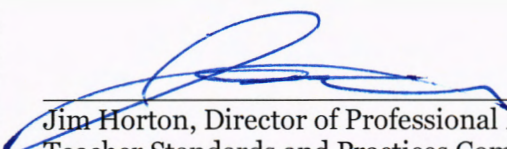
27 3. Investigation found evidence that during the 2000-01 and 2001-02 school years, a male
28 teenage student was assigned as a student aide to Gross' classroom at Cascade Middle
29 School. Gross initially developed a teacher/student relationship with the student which
30 over time became more personal and crossed teacher/student boundaries. Investigation
31 found evidence the relationships involved sexual conduct, which Gross denies.
32

- 1 4. Investigation found evidence that during the 2003-04 school year, another male teenage
2 student was enrolled in Gross' reading class at Cascade High School. Gross initially
3 developed a teacher/student relationship with the student which over time became more
4 personal and crossed teacher/student boundaries. Investigation found evidence the
5 relationships involved sexual conduct, which Gross denies.
6
7 5. Investigation found that in June, 2025, Gross resigned her employment with the Cascade
8 School District and retired from teaching.
9

10 IT IS SO STIPULATED:

11
12 
13 Etta Archer Gross

14 9/15/26
Date

15
16 
17 Jim Horton, Director of Professional Practices
18 Teacher Standards and Practices Commission

19 09/17/2026
Date

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21 **CONCLUSION OF LAW**

22 Etta Archer Gross' conduct described in section four (4) and five (5) above constitutes
23 gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(f) (*Any sexual*
24 *conduct with a student*) as defined by OAR 584-020-0005(8) and ORS 339.370(12)(a); OAR
25 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and*
26 *dignity of all persons and respect for each individual*), and OAR 584-020-0010(5) (*Use*
27 *professional judgment*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-
28 0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and*
29 *conversations at all times*).

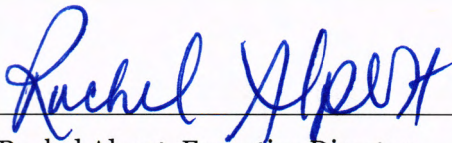
30 The Commission's authority to impose discipline in this matter is based upon ORS
31 342.175.
32

33 **ORDER**

34 The Commission adopts the above Stipulation of Facts and hereby denies Etta Archer
35 Gross' application and revokes Gross' right to apply for an Oregon educator license.

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2 IT IS SO ORDERED THIS 16th day of October, 2026.

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4 TEACHER STANDARDS AND PRACTICES COMMISSION

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6
7 By: 
8 Rachel Alpert, Executive Director