

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
MICHAEL D. THOMAS	)	REPRIMAND AND PROBATION

On March 13, 2026, the Teacher Standards and Practices Commission (Commission) received a School District Misconduct Report from the Hillsboro School District (District) containing allegations that on January 22, 2026, he made comments to students that were inappropriate and behaved in a hostile and threatening manner.

After review of the matters alleged, Thomas 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 a Probation period of three (3) years with conditions, on his Oregon educator's license.

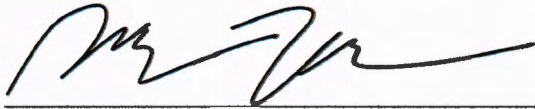
This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. In entering into this stipulation, Thomas waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Thomas 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 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 Thomas 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 Michael D. Thomas since July 6, 2011. Thomas holds a Professional Teaching License, with endorsements in Social Studies (PK-12) and English Language Arts (PK-12), valid from March 29, 2023, through May 10, 2028. During all relevant times, Thomas was employed by the HSD.
2. On March 13, 2026, the Commission received a School District Misconduct Report from the HSD containing allegations that on January 22, 2026, while Thomas was teaching at Century High School, HSD, he made comments to students that were inappropriate and behaved in a hostile and threatening manner.
3. Investigation found that on January 22, 2026, in Thomas' third period class, he was attempting to identify a student who threw food in class on January 20, 2026. Students were uncooperative and Thomas became frustrated, and in the heat of the moment made hyperbolic comments which he immediately regretted. Some of the comments made by Thomas are paraphrased below:
 - Based on your (students') behavior, it wouldn't surprise him if you (students) wound up in jail or had poor futures.
 - That one student needed to shut up and stop being an idiot.
 - That if I (Thomas) was an evil person, I would burn their (students') houses down or they would find their houses burned.
4. Investigation found that on January 22, 2026, in Thomas' fourth period class, he was recounting to the students his frustrations from the previous period and made comments not intended to be taken literally and which he immediately regretted. Some of the comments Thomas made are paraphrased below:
 - It was lucky I (Thomas) didn't kill someone.
 - Someone needed a beating really bad.
 - I (Thomas) wanted to wipe that smirk off his (student's) face.
4. Investigation found that on April 6, 2026, Thomas completed a resignation agreement with the HSD effective April 3, 2026.

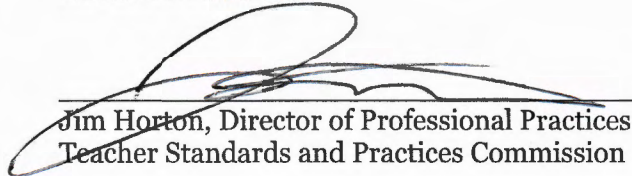
IT IS SO STIPULATED:



Michael D. Thomas

August 16, 2026

Date



Jim Horton, Director of Professional Practices
Teacher Standards and Practices Commission

08/16/2026

Date

CONCLUSION OF LAW

Michael D. Thomas' conduct described in section three (3) 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(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), and OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

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

ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand on Michael D. Thomas' Oregon educator license.

Furthermore, the Commission imposes a three (3) year period of probation upon Thomas' Oregon educator license to commence from the date this order is adopted by the Commission and subject to the following conditions:

1. Thomas shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
2. Thomas shall successfully complete a Commission-approved training course on classroom management and submit evidence of this to the Commission.
3. Thomas shall successfully complete a Commission-approved training course on communication skills and submit evidence of this to the Commission.

Issued and dated this 16th day of October, 2026.

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

By Rachel Alpert
Rachel Alpert, Executive Director