

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the Educator	)	DEFAULT ORDER OF
License of	)	SUSPENSION AND
TREVOR M. OJA	)	PROBATION

On September 2, 2026, the Teacher Standards and Practices Commission (Commission) issued a Notice of Opportunity for Hearing to Trevor M. Oja (Oja) in which the Commission charged him with Gross Neglect of Duty. The Notice was sent via U.S. First-Class Mail and U.S. Certified Mail Receipt 9589 0710 5270 3980 5876 98 to the address on file with the Commission. The Notice designated the Commission file as the record for purposes of proving a prima facie case. The Certified Mail return receipt from the Notice mailed Certified Mail was signed returned to the Commission on September 10, 2026. The Notice sent First-Class mail was not returned and assumed to be delivered. The Notice of Opportunity of Hearing, dated September 2, 2026, and signed by Rachel Alpert, Executive Director, stated:

“IF A REQUEST FOR HEARING IS NOT RECEIVED WITHIN THIS 21-DAY PERIOD, YOUR RIGHT TO A HEARING SHALL BE CONSIDERED WAIVED UNLESS YOUR FAILURE TO REQUEST A HEARING WAS BEYOND YOUR REASONABLE CONTROL. IF YOU DO NOT REQUEST A HEARING, WITHDRAW YOUR REQUEST FOR HEARING, IF YOU FAIL TO APPEAR AT A HEARING, OR NOTIFY THE COMMISSION THAT YOU WILL NOT APPEAR AT HEARING, THE COMMISSION WILL ADOPT AN ORDER OF DEFAULT WHICH MAY INCLUDE THE REVOCATION OR SUSPENSION OF YOUR LICENSE OR OTHER DISCIPLINE.”

Oja did not request a hearing. The Commission, therefore, finds Oja to be in default and enters the following findings of fact, conclusions of law, and final order, based on the files and records of the Commission concerning this matter.

FINDINGS OF FACT

1. The Commission has licensed Trevor M. Oja since August 9, 2017. Oja holds a Preliminary Teaching License, with endorsements in Elementary – Multiple Subjects (PK-12) and Foundational Science (PK-12), valid from November 19, 2023, through November 19, 2026. During all relevant times, Oja was employed with ESS, an educational staffing service, and serving as an athletic coach at Knappa High School (KHS), Knappa School District (KSD).

2. On March 22, 2026, the Commission received a Patron Complaint from the parent of a KHS student alleging that as the head coach of the KHS baseball team, Oja made inappropriate comments to team members. Some of the comments were sexual in nature, culturally insensitive, and profane.
3. Investigation found that during the 2025-26 school year, Oja made the following comments to members of the KHS baseball team:
 - Told a player he was so cute he would be wanted on Epstein Island.
 - Attempted to motivate players in a team meeting by telling them they will take an aggressive approach to oral sex as a parallel to their play.
 - In a team meeting, he cited a Native American quote to the players which referenced killing men, raping women, and stealing children.
 - During a team huddle, he broke the huddle with a profane epithet phrase.
 - Told a player that he once wrote a vulgar phrase on the inner band of his (Oja's) baseball cap as a reminder that when things were tough, he could look the phrase and cope. The player then did the same thing.

CONCLUSIONS OF LAW

Trevor M. Oja's conduct as described in section three (3) 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(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.

FINAL ORDER

The Commission adopts and incorporates herein the above findings of fact and

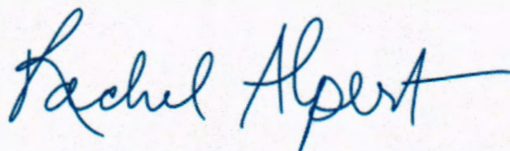
conclusions of law, and based thereon, imposes a six (6) month suspension upon Trevor M. Oja's Oregon educator license.

Furthermore, the Commission imposes a period of three (3) years of probation upon Oja's license to commence upon reinstatement of his license and subject to the following conditions:

1. Prior to reinstatement, Oja shall successfully complete a Commission-approved training on teacher/student boundaries and shall provide evidence of this to the Commission.
2. Prior to reinstatement, Oja shall successfully complete a Commission-approved training on cultural awareness and shall provide evidence of this to the Commission.
3. Prior to reinstatement, Oja shall successfully complete a Commission-approved training on communication skills and shall provide evidence of this to the Commission.
4. Oja shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

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

TEACHER STANDARDS AND PRACTICES COMMISSION



By: _____
Rachel Alpert, Executive Director

NOTICE OF APPEAL OR RIGHTS

YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW MAY BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE PROVISIONS OF ORS 183.482 TO THE OREGON COURT OF APPEALS.