

1           BEFORE THE TEACHIS STANDARDS AND PRACTICES COMMISSION  
2   OF THE STATE OF OREGON

3   )           STIPULATION OF FACTS  
4     In the Matter of the                 )           AND FINAL ORDER TO  
5     Educator License of                 )           REVOKE RIGHT TO APPLY  
6     GILBERT SALAS                       )           FOR LICENSURE

7  
8           On October 7, 2021, the Teacher Standards and Practices Commission  
9     (Commission) received a misconduct report from the Sutherlin School District (District)  
10    indicating Gilbert Salas (Salas) may have committed acts of gross neglect of duty and/or  
11    gross unfitness. Specifically, the report alleged Salas failed to inform the district he was  
12    investigated by a school district where he previously worked and by the Commission.

13           After review of the matters alleged, Salas and the Commission agree that their  
14    respective interests, together with the public interest, are best served by a stipulation to  
15    certain facts, to Revoke Salas’ right to apply for an Oregon educator license.

16           This Order sets forth the facts upon which the parties have agreed and the  
17    sanction to be imposed. Salas stipulates that there are sufficient facts contained in the  
18    Commission’s files and records to support the findings of fact and conclusions of law set  
19    forth below. In entering into this stipulation, Salas waives the right to a hearing to  
20    contest the findings of fact, conclusions of law and order set forth below.

21           By signing below, Salas acknowledges, understands, stipulates, and agrees to the  
22    following: (i) he has been fully advised of his rights to notice and a hearing to contest the  
23    findings of fact, conclusions of law, and order set forth below, and fully and finally  
24    waives all such rights and any rights to appeal or otherwise challenge this Stipulation of  
25    Facts and Final Order to Revoke the Right to Apply for Licensure (Stipulation and Final  
26    Order); (ii) this Stipulation and Final Order is a public document and disclosed to the  
27    public upon request by the Commission; (iii) this Stipulation and Final Order is  
28    contingent upon and subject to approval and adoption by the Commission. If the  
29    Commission does not approve and adopt this Stipulation and Final Order, then neither  
30    Salas nor the Commission are bound by the terms herein; (iv) he has fully read this  
31    Stipulation and Final Order, and understands it completely; (v) he voluntarily, without  
32    any force or duress, enters into this Stipulation and Final Order and consents to issuance  
33    and entry of the Stipulated Final Order below; (vi) he states that no promise or  
34    representation has been made to induce him to sign this Stipulation and Final Order;  
35    and (vii) he has consulted with an attorney regarding this Stipulation and Final Order

1 and has been fully advised with regard to his rights thereto, or waives any and all rights  
2 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.

4  
5 **STIPULATION OF FACTS**

- 6 1. The Commission has licensed Salas since January 1, 2009. Salas held a  
7 Preliminary School Counselor License, with an endorsement in Counselor (PK-  
8 12), valid from February 4, 2020, through February 3, 2023. During all relevant  
9 times, Salas was employed with the Klamath Falls City Schools (KFCS) or the  
10 Sutherlin School District (SSD).  
11
- 12 2. On April 9, 2020, the Commission opened investigation of Salas based on a  
13 misconduct report from the Klamath Falls City Schools (KFCS). The KFCS  
14 alleged Salas engaged in unprofessional relationships with students. On August 9,  
15 2021, the Commission reviewed the matter and charged Salas with gross neglect  
16 of duty. On October 18, 2021, Salas signed a stipulated order agreeing with the  
17 Commission's stipulation of facts and conclusion of law. On November 5, 2021,  
18 the Commission adopted the stipulated order of discipline on Salas' license which  
19 included a six (6) month Suspension and a four (4) year period of probation.  
20
- 21 3. On October 7, 2021, the Commission received a report from the SSD indicating Salas  
22 may have committed acts which constitute gross neglect of duty and/or gross  
23 unfitness. Specifically, the report alleged Salas failed to inform the SSD of  
24 investigations by a previous employer and the Commission.  
25
- 26 4. Investigation found that Salas was previously employed by, placed on administrative  
27 leave by, and investigated by the KFCS. Salas resigned his employment with the  
28 district in lieu termination. When applying for employment with the SSD in January  
29 2021, Salas failed to disclose this information as part of the application's background  
30 information required by the SSD. On this same application, Salas failed to notify the  
31 SSD that he was the subject of a Commission investigation for the same allegations.  
32 On SSD application, Salas answered "No" to the following questions:  
33

- 1 • Have you ever left any educational or school-related employment,  
2 voluntarily or involuntarily, while the subject of an inquiry, review or  
3 investigation of alleged misconduct?  
4
- 5 • Have you ever left educational or school-related employment when you  
6 had reason to believe an investigation for misconduct was underway or  
7 imminent?  
8
- 9 • Are you currently the subject of an inquire, review or investigation for  
10 alleged misconduct or alleged violation of professional standards of  
11 conduct by either an employer or a licensure agency?  
12
- 13 • Have you ever been placed on leave by your employer for any alleged  
14 misconduct?  
15

16 On January 12, 2021, Salas signed the application and affirmed all the  
17 information was “accurate, complete and truthful.” On Salas’ attached resume,  
18 he failed to list KFCS as an employer.  
19

20 IT IS SO STIPULATED:

21 22 23 24		1/09/23
25 26 27 28	 Trent Danowski, Deputy Director Teacher Standards and Practices Commission	01/11/2023 Date

29  
30 **CONCLUSION OF LAW**

31 The conduct described in section four (4) above constitutes gross neglect of duty  
32 in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-  
33 020-0010(5) (*Use professional judgment*); OAR 584-020-0035(3)(a) (*Maintain the*  
34 *dignity of the profession by respecting and obeying the law, exemplifying personal*  
35 *integrity and honesty*); OAR 584-020-0040(4)(c) (*Falsification of any document or*  
36 *knowing misrepresentation directly related to licensure, employment, or professional*

1 duties); and OAR 584-020-0040(4)(n) as it incorporates to OAR 584-020-0035(3)(a)  
2 (*Maintain the dignity of the profession by respecting and obeying the law, exemplifying*  
3 *personal integrity and honesty*).

4 The Commission's authority to impose discipline in this matter is based upon ORS  
5 342.175.

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**ORDER**

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The Commission adopts and incorporates herein the above findings of fact and  
conclusions of law, and based thereon, revokes Gilbert Salas' right to apply for an Oregon  
educator license.

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Issued and dated this 20 day of January, 2023.

13

**TEACHER STANDARDS AND PRACTICES COMMISSION**

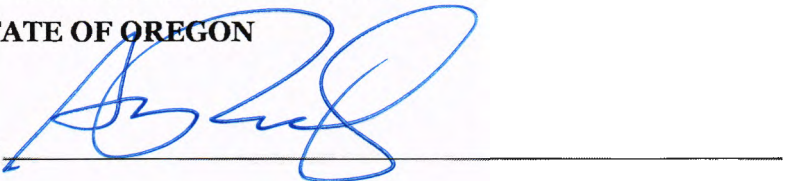
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**STATE OF OREGON**

15

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By



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Dr. Anthony Rosilez, Executive Director