1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 4 STIPULATION OF FACTS AND In the Matter of the) 5) FINAL ORDER OF PUBLIC Educator License of 6) **REPRIMAND AND PROBATION** KEITH G. ALDRED 7 8 On April 5, 2022, the Teacher Standards and Practices Commission 9 (Commission) received a misconduct report from the Newberg School District (District) 10 alleging Keith G. Aldred (Aldred) used inappropriate language in emails to staff, made an 11 inappropriate remark to a student, and misused District time and equipment. 12 After review of the matters alleged, Aldred and the Commission agree that their 13 respective interests, together with the public interest, are best served by a stipulation to 14 certain facts and the imposition of a Public Reprimand and a Probation period of two (2) 15 years on his Oregon educator's license. 16 This Order sets forth the facts upon which the parties have agreed and the 17 sanction to be imposed. In entering into this stipulation, Aldred waives the right to a 18 hearing to contest the findings of fact, conclusions of law and order set forth below. 19 By signing below, Aldred acknowledges, understands, stipulates, and agrees to 20 the following: (i) he has been fully advised of his rights to notice and a hearing to contest 21 the findings of fact, conclusions of law, and order set forth below, and fully and finally 22 waives all such rights and any rights to appeal or otherwise challenge this Stipulation of 23 Facts and Final Order of Public Reprimand and Probation (Stipulation and Final Order); 24 (ii) this Stipulation and Final Order is a public document and disclosed to the public 25 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 26 27 not approve and adopt this Stipulation and Final Order, then neither Aldred nor the 28 Commission are bound by the terms herein; (iv) he has fully read this Stipulation and 29 Final Order, and understands it completely; (v) he voluntarily, without any force or 30 duress, enters into this Stipulation and Final Order and consents to issuance and entry of 31 the Stipulated Final Order below; (vi) he states that no promise or representation has 32 been made to induce him to sign this Stipulation and Final Order; and (vii) he has 33 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 34 attorney prior to entering into this Stipulation and Final Order and issuance and entry of 35 36 the Stipulated Final Order below.

Page 1 STIPULATION OF FACTS AND FINAL ORDER OF PUBLIC REPRIMAND AND PROBATION - KEITH G. ALDRED

1		STIPULATION OF FACTS
2	1.	The Commission has licensed Aldred since June 28, 1995. Aldred holds a
3		Professional Teaching License, with endorsements in Advanced Mathematics
4		(PK-12) Information and Communications Technology (CTE) (PK-12),
5		Engineering Technology (CTE) (PK-12), Foundational Mathematics (PK-12), and
6		Computer Technology (CTE) (PK-12), valid from March 30, 2023, through
7		January 3, 2029. During all relevant times, Aldred was employed by the Newberg
8		School District (NSD).
9		
10	2.	On April 5, 2022, the Commission received a report from the NSD indicating
11		Aldred had engaged in conduct that may be considered gross neglect of duty
12		and/or gross unfitness. Specifically, the report alleged Aldred used his district
13		email account to send emails containing inappropriate language to several
14		district staff, Aldred made an inappropriate remark which was heard by a
15		student, and Aldred misused District time and equipment.
16		
17	3.	Investigation found that on March 3, 2022, Aldred was conducting an online
18		tutoring session with a middle school student and while still connected, Aldred
19		temporarily faced away from the camera. While still connected online with the
20		student, Aldred used a vulgar expletive, not directed at the student, which the
21		student and their parent heard.
22		
23	4.	Investigation found that during the 2021-22 school year, Aldred used his district
24		email account to send an unsolicited email regarding the attack on Ukraine to
25		three colleagues in which he used profane language when referring to the
26		president of Russia.
27		
28	5.	Investigation found that during the 2021-22 school year, Aldred admitted to
29		spending approximately one hour per day, during work hours, to work on a
30		doctoral degree at an approximate cost to the district of \$1500 per month. Aldred
31		also used his district email account to solicit survey participants for research
32		needed in his doctoral degree research.
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Page 2 STIPULATION OF FACTS AND FINAL ORDER OF PUBLIC REPRIMAND AND PROBATION -- KEITH G. ALDRED

1 IT IS SO STIPULATED:

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9 10 11

addud Keith G. Aldred

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Cristina Edgar, Director of Professional Practices Teacher Standards and Practices Commission

<u>8 March</u> 2024 Date <u>3/12/24</u> Date

CONCLUSION OF LAW

12	2 The conduct described in section three (3) above constitutes gross neglect of duty
13	in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
14	020-0010(5) (Use professional judgment), OAR 584-020-0030(2)(b) (Skill in
15	communicating with administrators, students, staff, parents, and other patrons); and
16	OAR 584-020-0040(4)(0) as it incorporates OAR 584-020-0035(1)(c)(D) (Honoring
17	appropriate adult boundaries with students in conduct and conversations at all times).
18	3 The described in section four (4) above constitutes gross neglect of duty in
19	violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
20	0 020-0010(5) (Use professional judgment), OAR 584-020-0025(2)(e) (Using lawful
21	district and reasonable rules and regulations), and OAR 584-020-0030(2)(b) (Skill in
22	2 communicating with administrators, students, staff, parents, and other patrons).
23	3 The described in section five (5) above constitutes gross neglect of duty in
24	violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
25	5 020-0010(5) (Use professional judgment); and OAR 584-020-0040(4)(b) (Substantial
28	3 unauthorized use of employment time or school resources for private purposes).
27	7 The Commission's authority to impose discipline in this matter is based upon
28	B ORS 342.175.
29	9
30	ORDER ORDER
31	1 The Commission adopts and incorporates herein the above findings of fact and
32	2 conclusions of law, and based thereon, imposes a Public Reprimand on Keith G. Aldred's
33	3 Oregon educator license.
34	4 Furthermore, the Commission imposes a two (2) year period of probation upon
35	5 Aldred's Oregon educator license and subject to the following conditions:

Aldred shall comply with the Standards for Competent and Ethical Performance
of Oregon Educators under Oregon Administrative Rules Chapter 584, Division
020.