



**STIPULATION OF FACTS**

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

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1 IT IS SO STIPULATED:

2 Keith G. Aldred  
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4 Keith G. Aldred

8 March 2024  
Date

5  
6 Cristina Edgar  
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8 Cristina Edgar, Director of Professional Practices  
9 Teacher Standards and Practices Commission

3/12/24  
Date

10  
11 **CONCLUSION OF LAW**

12 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)(o) 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 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-  
20 020-0010(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 *communicating with administrators, students, staff, parents, and other patrons*).

23 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-  
25 020-0010(5) (*Use professional judgment*); and OAR 584-020-0040(4)(b) (*Substantial*  
26 *unauthorized use of employment time or school resources for private purposes*).

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

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30 **ORDER**

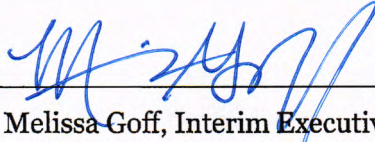
31 The Commission adopts and incorporates herein the above findings of fact and  
32 conclusions of law, and based thereon, imposes a Public Reprimand on Keith G. Aldred's  
33 Oregon educator license.

34 Furthermore, the Commission imposes a two (2) year period of probation upon  
35 Aldred's Oregon educator license and subject to the following conditions:

1 1. Aldred shall comply with the Standards for Competent and Ethical Performance  
2 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division  
3 020.

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5 Issued and dated this 15<sup>th</sup> day of April, 2024.

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

8  
9 By  \_\_\_\_\_  
10 Melissa Goff, Interim Executive Director