

1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
2 OF THE STATE OF OREGON
3

4 In the Matter of the Educator)
5 License of)
6 MICHELE KAY SALUSKIN)

DEFAULT ORDER OF
REVOCATION

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9 On January 28, 2015, the Teacher Standards and Practices Commission
10 (Commission) issued a Notice of Opportunity for Hearing to Michele Kay Saluskin
11 (Saluskin) in which the Commission charged her with Gross Neglect of Duty. The Notice was
12 sent via U.S. First Class Mail and U.S. Certified Mail Receipt 7014 0150 0000 1046 5413 to
13 the address on file with the Commission. The Notice designated the Commission file as the
14 record for purposes of proving a prima facie case. The Certified Mail receipt was returned
15 signed to the Commission on February 3, 2015. The first class mail was not returned and
16 assumed delivered. The Notice of Opportunity of Hearing, dated January 28, 2015, and
17 signed by Victoria Chamberlain, Executive Director, stated:

18 "IF A REQUEST FOR HEARING IS NOT RECEIVED WITHIN THIS 21-DAY
19 PERIOD, YOUR RIGHT TO A HEARING SHALL BE CONSIDERED WAIVED
20 UNLESS YOUR FAILURE TO REQUEST A HEARING WAS BEYOND YOUR
21 REASONABLE CONTROL. IF YOU DO NOT REQUEST A HEARING OR IF YOU
22 FAIL TO APPEAR AT A HEARING, THE COMMISSION WILL ADOPT AN ORDER
23 OF DEFAULT WHICH MAY INCLUDE THE REVOCATION OR SUSPENSION OF
24 YOUR LICENSE OR OTHER DISCIPLINE."
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26 Saluskin did not request a hearing. The Commission, therefore, finds Saluskin to be in
27 default and enters the following findings of fact, conclusions of law, and final order, based
28 on the files and records of the Commission concerning this matter.

29 **FINDINGS OF FACT**

- 30 1. Saluskin has been a licensed educator in Oregon since August 2, 2011. Saluskin's Initial I
31 Teaching License, with endorsements in English for Speakers of Other Languages (ECE,
32 ELE L) and Multiple Subjects Self-contained (ECE, ELE), is valid from August 2, 2011,
33 through June 6, 2015. Saluskin previously held a conditional permit adding the
34 endorsements of Basic Mathematics (HS) and Integrated Science (HS), which was valid
35 August 26, 2011, through October 26, 2014. During all relevant times, Saluskin was
36 employed by the Klamath Falls County School District.

- 1 2. On August 30, 2012, the Commission received a report from the Klamath County
2 School District alleging Saluskin violated professional standards and practices.
3 Specifically, the report alleged Saluskin may have been providing a place where
4 minor aged students could consume alcohol and smoke marijuana, and that this
5 information had been investigated by law enforcement. Subsequent investigation
6 determined the following:
- 7 a. On May 29, 2012, Saluskin was issued a written reprimand following a school
8 district investigation into allegations Saluskin was sharing overly personal
9 information with students. In the course of this investigation, Saluskin admitted
10 sharing personal information with students, which included her use of alcohol,
11 personal information about her marriage, husband and personal life. It was also
12 determined that Saluskin allowed students to frequent her residence. This
13 reprimand provided Saluskin with specific guidelines and directives for her future
14 behavior and boundaries.
- 15 b. On August 14, 2012, a patron and employee of the Klamath County School District
16 reported discovering her son and another student at Saluskin's residence. The
17 students were observed consuming alcohol and smoking marijuana in Saluskin's
18 home. Police later investigated, and while they were unable to determine who
19 supplied the alcohol or the marijuana to the students, they did confirm that the
20 students were smoking marijuana and drinking alcohol in Saluskin's home. For
21 unknown reasons, the county decided not to prosecute Saluskin for frequenting or
22 providing a place where controlled substances are used. Klamath County School
23 District declined to renew Saluskin's contract, and her employment was
24 terminated.
- 25 3. On September 25, 2014, the Commission learned Saluskin's employment at the
26 Eugene School District as an Educational Assistant had been terminated. The
27 reasons for Saluskin's termination included that her conduct described in section (b)
28 above, could constitute child neglect, and Saluskin failed to disclose required
29 background information and made false statements during her pre-employment
30 background process with Eugene.
- 31
32

1 **CONCLUSIONS OF LAW**

2 Saluskin's conduct described in section two above constitutes gross neglect of duty in
3 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-
4 0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and*
5 *reasonable rules and regulations*), OAR 584-020-0030(2)(b) (*Skill in communicating with*
6 *administrators, students, staff, parents, and other patrons*); OAR 584-020-0040(4)(o) as
7 it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with*
8 *students in conduct and conversations at all times*), and OAR 584-020-0035(3)(a)
9 (*Maintain the dignity of the profession by respecting and obeying the law, exemplifying*
10 *personal integrity and honesty*).


11 Saluskin's conduct described in section three above constitutes gross neglect of duty
12 in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(c)(Falsification of any document
13 or knowing misrepresentation directly related to licensure, employment, or professional
14 duties).

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16 The Commission's authority to impose discipline in this matter is based upon ORS
17 342.175.

18 **FINAL ORDER**

19 The Commission hereby revokes Michele Kay Saluskin's Educator license.
20 IT IS SO ORDERED THIS 25th day of March, 2015.

21 TEACHER STANDARDS AND PRACTICES COMMISSION

22 By: 
23 Victoria Chamberlain, Executive Director
24

25 **NOTICE OF APPEAL OR RIGHTS**

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