1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 4 In the Matter of the Educator **DEFAULT ORDER OF** 5 License of REVOCATION 6 ELIZABETH M. LANDON 7 8 9 On June 23, 2021, the Teacher Standards and Practices Commission (Commission) issued a Notice of Opportunity for Hearing to Elizabeth M. Landon (Landon) in which the 10 Commission charged her with Gross Neglect of Duty. The Notice was sent via U.S. First 11 Class Mail and U.S. Certified Mail Receipt 7019 2970 0000 4903 8676 to the address on file 12 with the Commission. The Notice designated the Commission file as the record for purposes 13 of proving a prima facie case. The Certified Mail receipt was not returned to the 14 Commission. The first-class mail was not returned to the Commission and assumed 15 delivered. The Notice of Opportunity of Hearing, dated June 23, 2021, and signed by 16 Anthony Rosilez, Executive Director, stated: 17 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, WITHDRAW 22 YOUR REQUEST FOR HEARING, IF YOU FAIL TO APPEAR AT A HEARING, OR 23 NOTIFY THE COMMISSION THAT YOU WILL NOT APPEAR AT HEARING, THE 24 COMMISSION WILL ADOPT AN ORDER OF DEFAULT WHICH MAY INCLUDE 25 THE REVOCATION OR SUSPENSION OF YOUR LICENSE OR OTHER 26 DISCIPLINE." 27 28 Landon did not request a hearing. The Commission, therefore, finds Landon to be in default 29 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. 30 31 32 FINDINGS OF FACT 33 1. The Commission has licensed Landon since August 9, 2000. Landon holds a 34 Professional Teaching License, with an endorsement in Elementary - Multiple 35 Subjects (PK-12) valid from July 18, 2017 through November 5, 2022. 36 37 Additionally, Landon held a Preliminary Administrator License, with an 38 endorsement in Administrator (PK-12), valid from July 18, 2017 through

1		November 5, 2020. During all relevant times, Landon was employed by the	
2	Medford School District (MSD).		
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4	2	2. On January 2, 2020, the Commission received a misconduct report from the	
5		MSI	D. The report alleged that Landon had engaged in the following misconduct:
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7		a)	Landon misused public funds by using gift cards that were purchased with
8			district funds. The report indicated that Landon used gift cards to
9			purchase personal groceries and fuel. It was reported that Landon did not
10			reimburse the district in a timely manner, and when questioned about the
11			use of the gift cards, Landon was dishonest and changed her story several
12			times.
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14		b)	Landon failed to report as a mandatory reporter. It was reported that
15			documentation of seven unfiled mandatory reports were found in
16			Landon's office.
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18		c)	Landon failed to provide adequate supervision and created an
19			uncomfortable work environment for her employees. Additionally, it was
20			reported that Landon was directed by school administration to have all
21			staff overtime for her office approved by the Director of Elementary
22			Education. Landon ignored this directive and told her employees that they
23			needed to do more so overtime work would not be necessary and told
24			employees that Landon's job was in jeopardy.
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26	3)	Dist	rict and Commission investigation determined the following:
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28		a)	Investigation determined that Landon used four \$25 gift cards, (total value
29			\$100) purchased from Fred Meyer with the MSD credit card, to make
30			purchases of fuel and groceries for herself. The cards had been purchased
31			for a use at a staff back-to school-party and for a personnel training the
32			district was hosting. During the district investigation of this matter.

Landon changed her explanation of what had happened to the gift cards 2 three separate times. When Landon interviewed with Commission investigative staff on February 17, 2021, she provided a fourth, new and 3 different explanation for what had happened with the gift cards. During 4 5 the Commission interview, Landon reported that she had had accepted the 6 gift cards from district staff in exchange for the purchase of a Soda Stream 7 machine that was at the district office. The Commission contacted district 8 staff regarding this claim, and the district stated that Soda Stream 9 machines are not allowed at the district, and stated this claim was untrue. 10 11 b) Investigation revealed that 30 unfiled DHS reports were left on Landon's desk when a search of her office was conducted. Of these 30 reports, the 12 district confirmed with law enforcement that seven had never been filed 13 14 with law enforcement. Of the seven unreported DHS reports, two resulted 15 in active law enforcement investigations. The district determined that Landon had not been following district policy or state law with regards to 16 17 mandatory reporting obligations. 18 Investigation further revealed that while managing employees for the 19 c) district, Landon was approving overtime for an employee when she was 20 21 not authorized to do so. During Landon's interview with the Commission 22 on February 17, 2021, she admitted that the employee in question was able 23 to approve her own timesheet and stated that Landon was not really monitoring the employee's hours accurately. 24 25 For these incidents, the district issued Landon a Letter of Reprimand and a 5-day 26 27 unpaid suspension. Landon resigned her position with the district in lieu of termination. 28 29 **CONCLUSIONS OF LAW** 30 The above conduct described in section two (2) above, constitutes gross neglect of

duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it

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1	incorporates OAR 584-020-0010(5) (Use professional judgment); OAR 584-020-		
2	0025(2)(e) (Using district lawful and reasonable rules and regulations); OAR 584-020-		
3	0040(4)(0) as it incorporates OAR 584-020-0035(3)(a) (Maintain the dignity of the		
4	profession by respecting and obeying the law, exemplifying personal integrity and		
5	honesty); and OAR 584-020-0040(4)(s)(Failing to report child abuse pursuant to ORS		
6	419B.010).		
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8	The Commission's authority to impose discipline in this matter is based upon ORS		
9	342.175.		
10	FINAL ORDER		
11	The Commission hereby issues a one (1) year revocation upon Elizabeth M. Landon's		
12	Educator licensure.		
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14 15	IT IS SO ORDERED THIS 25 day of October, 2021.		
16	TEACHER STANDARDS AND PRACTICES COMMISSION		
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	By: Dr. Anthony Rosilez, Executive Director		
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20	Dr. Anthony Roshez, Executive Director		
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23	NOTICE OF APPEAL OR RIGHTS		
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25	YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW		
26 27	MAY BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM THE SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE		
28	PROVISIONS OF ORS 183.482 TO THE OREGON COURT OF APPEALS.		