

- 1 5. On May 18, 2021, Salisbury was asked by the superintendent about Salisbury's
2 district computer activity immediately after being placed on administrative leave.
3 Salisbury admitted to the superintendent he had transferred some personal files
4 from the computer to a flash drive.
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6 6. Investigation determined that during the 2020-21 school year at Lewis and Clark
7 Elementary School, Salisbury initiated conversations with female staff members
8 in which he discussed his personal life. Several staff members said these
9 conversations were unwanted, made them feel uncomfortable, and were
10 inappropriate. Several staff members asked Salisbury to stop discussing these
11 types of personal matters with them.
12

13 IT IS SO STIPULATED:

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15 
16 _____
17 Dustin L. Salisbury

17
18 
19 _____
20 Trent Danowski, Deputy Director

12/15/22
Date
12/27/2022
Date

20 Teacher Standards and Practices Commission

21
22 **CONCLUSION OF LAW**

23 The conduct described in section four (4) above constitutes gross neglect of duty
24 in 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*), OAR 584-020-0025(2)(b) (*Using and*
26 *maintaining district property, equipment, and materials appropriately*), OAR 584-
27 020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*); and OAR
28 584-020-0040(4)(q) (*Unauthorized use of school electronic equipment to receive, store,*
29 *produce or send sexually explicit materials*).

30 The conduct described in section six (6) above constitutes gross neglect of duty in
31 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
32 020-0010(1) (*Recognize the worth and dignity of all persons and respect for each*
33 *individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-
34 0025(2)(e) (*Using district lawful and reasonable rules and regulations*), and OAR 584-
35 020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents,*
36 *and other patrons*).

1 The Commission’s authority to impose discipline in this matter is based upon
2 ORS 342.175.

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ORDER

5 The Commission adopts and incorporates herein the above findings of fact and
6 conclusions of law, and based thereon, imposes a ninety (90) day suspension upon
7 Dustin L. Salisbury’s Oregon educator license.

8 Furthermore, the Commission imposes a period of two (2) years of probation
9 upon Salisbury’s licensure to commence from the date the order is signed by the
10 Commission and subject to the following conditions:

- 11 1. Salisbury shall comply with the Standards for Competent and Ethical
12 Performance of Oregon Educators under Oregon Administrative Rules Chapter
13 584, Division 020.
14 2. Prior to reinstatement of his license, Salisbury shall take a Commission approved
15 training course specifically related to communication skills and provide the
16 Commission evidence of his successful completion.

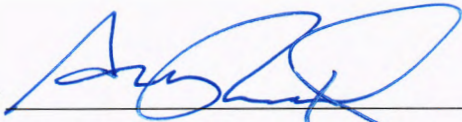
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19 Issued and dated this 3 day of February, 2023.

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

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25 By  _____
26 Dr. Anthony Rosilez, Executive Director