



1 November 5, 2020. During all relevant times, Landon was employed by the  
2 Medford School District (MSD).

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4 2. On January 2, 2020, the Commission received a misconduct report from the  
5 MSD. 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.

17  
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) District 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,

1 Landon changed her explanation of what had happened to the gift cards  
2 three separate times. When Landon interviewed with Commission  
3 investigative staff on February 17, 2021, she provided a fourth, new and  
4 different explanation for what had happened with the gift cards. During  
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  
12 desk when a search of her office was conducted. Of these 30 reports, the  
13 district confirmed with law enforcement that seven had never been filed  
14 with law enforcement. Of the seven unreported DHS reports, two resulted  
15 in active law enforcement investigations. The district determined that  
16 Landon had not been following district policy or state law with regards to  
17 mandatory reporting obligations.  
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19 c) Investigation further revealed that while managing employees for the  
20 district, Landon was approving overtime for an employee when she was  
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  
24 monitoring the employee's hours accurately.  
25

26 For these incidents, the district issued Landon a Letter of Reprimand and a 5-day  
27 unpaid suspension. Landon resigned her position with the district in lieu of  
28 termination.

### 29 CONCLUSIONS OF LAW

30 The above conduct described in section two (2) above, constitutes gross neglect of  
31 duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it

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)(o) 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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15 IT IS SO ORDERED THIS 25<sup>th</sup> day of October, 2021.

16 TEACHER STANDARDS AND PRACTICES COMMISSION

17  
18 By:   
19 Dr. Anthony Rosilez, Executive Director  
20  
21

22 **NOTICE OF APPEAL OR RIGHTS**

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