



1 files and records of the Commission concerning this matter.  
2

3 **FINDINGS OF FACT**

- 4 1. Hall has been licensed by the Commission since April 27, 2021. Hall held a Restricted  
5 Teaching License, with an endorsement in Special Education – Generalist (PK-12),  
6 valid from April 27, 2021, through June 30, 2021. During all relevant times, Hall was  
7 employed by the Willamette Education Service District, (WESD).  
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- 9 2. On May 20, 2021, the Commission received a School District Misconduct Report from  
10 the Superintendent of WESD regarding Hall’s teaching license. The report alleged that  
11 Mande Hall, Behavioral Intervention Teacher for WESD, had been teaching for the  
12 district without a valid Oregon educator license for nearly 8 months.  
13
- 14 3. According to district and Commission records, Hall was hired by WESD in August of  
15 2020. Hall was hired as a Behavioral Intervention Teacher, a position requiring a valid  
16 Oregon educator license. A WESD Human Resources staff member responsible for  
17 processing newly hired teachers, processed Hall’s application and new hire paperwork,  
18 and cleared her for work on August 28, 2020, prior to Hall obtaining her teaching  
19 license despite the WESD Human Resources staff member having years of experience  
20 and knowing that this was not legal. A WESD Human Resource staff member contacted  
21 Hall on October 23, 28, and November 2, 2020, to check on her licensure status. Hall  
22 responded to the staff that she had not yet obtained her license. On November 2, 2020,  
23 Hall submitted an application for licensure on the TSPC eLicensing online portal. Hall  
24 did not complete the fingerprint portion of the application process until January 25,  
25 2021. On January 28, 2021, Hall’s fingerprints were cleared. On February 5, 2021, the  
26 WESD Human Resource staff member requested a sponsorship letter for Hall. On April  
27 22, 2021, the special education coordinator could not find any record of Hall holding a  
28 valid Oregon Teaching license and notified WESD Human Resources. Hall was told she  
29 could no longer report to work until her license was obtained. Hall was granted a  
30 restricted teaching license on April 27, 2021, valid through June 20, 2021. WESD  
31 initiated an investigation into this matter, and the human resource staff who had  
32 allowed Hall to work and made licensure and hiring processing errors was terminated

1 from employment at WESD. During Hall’s WESD investigative interview, Hall reported  
2 that she was naïve about Oregon licensure and thought that she was under some sort of  
3 authorization, like Utah, where educators are allowed to teach for certain periods  
4 without a license.  
5

- 6 4. On August 25, 2021, Commission investigative staff attempted to contact Hall at the  
7 last known address and email provided to the agency. A certified letter was mailed to  
8 Hall on August 15, 2021, that was returned as “Unclaimed.” A first-class letter that  
9 was mailed to Hall at the same time was returned to TSPC and marked “moved left  
10 no address unable to forward return to sender.” On Friday, October 8, 2021, TSPC  
11 investigative staff emailed Hall at the same email address she supplied when creating  
12 her account on the TSPC eLicensing portal. The email was confirmed delivered, and  
13 as of the writing of this Notice of Hearing, TSPC has not been contacted by Hall  
14 despite numerous attempts, and TSPC’s request for an interview was ignored.

#### 15 **CONCLUSIONS OF LAW**

16 The conduct described above constitutes gross neglect of duty in violation of ORS  
17 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use*  
18 *professional judgment*), OAR 584-020-0040(4)(r) (*Working without a license*); and OAR 584-  
19 050-0035 (1) (*Any person employed in a position in a school district, education service*  
20 *district, or charter school for which a license or registration is required pursuant to ORS*  
21 *Chapter 342, must hold a valid license or registration appropriate for the assignment while*  
22 *working as a public school, education service district or charter school employee*).  
23

24 The Commission’s authority to impose discipline in this matter is based upon ORS  
25 342.175.


#### 26 **FINAL ORDER**

27 The Commission hereby issues a one (1) year suspension upon Mandee Hall’s right to  
28 apply for an Oregon educator license.  
29  
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1 IT IS SO ORDERED THIS 24<sup>th</sup> day of March, 2022.

2 TEACHER STANDARDS AND PRACTICES COMMISSION

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By:   
Dr. Anthony Rosilez, Executive Director

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NOTICE OF APPEAL OR RIGHTS

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