

- 1 2. On June 14, 2022, the Commission received a misconduct report from the KSD
2 indicating Loughran may have committed acts which constitute gross neglect of
3 duty and/or gross unfitness. The KSD reported that on June 7, 2022, during work
4 hours, Loughran was under the influence of alcohol.
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- 6 3. Investigation found that on May 12, 2020, the KSD superintendent received
7 information Loughran may have been under the influence of alcohol while
8 participating in a school meeting at 3:30 PM. In an email sent to Loughran later
9 that day, the superintendent expressed concerns about Loughran drinking on the
10 job and previous conversations in which Loughran indicated she would seek help.
11 Loughran was given one week to provide the district proof of her entering
12 counseling or other resources to deal with substance abuse. The KSD could not
13 locate any documentation Loughran was directed to provide for this matter. The
14 superintendent left the district at the end of the 2019-20 school year.
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- 16 4. Investigation found that on June 7, 2022, Loughran was participating in a virtual
17 professional development session from home. The KSD administration received
18 information that Loughran appeared to be under the influence. At approximately
19 10:30 AM, the superintendent and Loughran's school's principal conducted a
20 welfare check at Loughran's residence. During this check, the administrators
21 reported the smell of alcohol when they were near Loughran. They asked
22 Loughran if she had consumed alcohol, and Loughran admitted to drinking
23 alcoholic beverages the previous evening and that she consumed one or two
24 alcoholic beverages that morning in an attempt to relieve a hangover.
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- 26 5. Investigation found that on June 7, 2022, Loughran was placed on administrative
27 leave pending further discussions on the matter. On June 8, 2022, Loughran met
28 with administrative staff and indicated she was seeking treatment. On June 10,
29 Loughran was given a three (3) day suspension, required to complete inpatient
30 and appropriate outpatient treatment, and sign a last chance agreement. On June
31 11, 2022, Loughran admitted herself to an inpatient facility for substance abuse
32 treatment. On June 15, 2022, Loughran executed a last chance agreement with

1 the KSD. On July 2, 2022, Loughran completed the inpatient treatment and
2 began outpatient treatment.

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4 **CONCLUSIONS OF LAW**

5 Hailey J. Loughran’s conduct as described in section four (4) above constitutes
6 gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it
7 incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-
8 0025(2)(e) (*Using district lawful and reasonable rules and regulations*), and OAR 584-
9 020-0040(4)(g) (*Appearing on duty or at any district-sponsored activity while under*
10 *the influence of alcohol or any controlled substance*).

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

13
14 **FINAL ORDER**

15 The Commission adopts and incorporates herein the above findings of fact and
16 conclusions of law, and based thereon, imposes a Public Reprimand upon Loughran’s
17 Oregon educator license.

18 Furthermore, the Commission imposes a period of two (2) years of probation
19 upon Loughran’s licensure to commence from the date the order is signed by the
20 Commission and subject to the following condition:

- 21 1. Loughran shall comply with the Standards for Competent and Ethical
22 Performance of Oregon Educators under Oregon Administrative Rules Chapter
23 584, Division 020.

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25 IT IS SO ORDERED THIS 25 day of May, 2023.

26
27 TEACHER STANDARDS AND PRACTICES COMMISSION

28 By: Anthony J. Rosilez
29 Dr. Anthony Rosilez, Executive Director
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NOTICE OF APPEAL OR RIGHTS

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