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BEFORE THE TEACHIS STANDARDS AND PRACTICES COMMISSION  
OF THE STATE OF OREGON

In the Matter of the ) STIPULATION OF FACTS AND  
Educator License of ) FINAL ORDER OF PUBLIC  
MIKE H. DELMAN ) REPRIMAND & PROBATION

On February 7, 2023, the Commission received a report from the Beaverton School District (District) indicating Mike H. Delman (Delman) may have committed acts of gross neglect of duty and/or gross unfitness involving an altercation with a student at Mountainview Middle School on January 31, 2023.

After review of the matters alleged, Delman and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a public reprimand, a one (1) year period of probation, and Delman agrees to let his Oregon teaching license expire on June 30, 2025, and not apply for renewal or reinstatement of the license at any time.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Delman stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Delman waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Delman acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Public Reprimand and Probation (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Delman nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) he states that no promise or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights thereto, or waives any and all rights to consult with an



1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of  
2 the Stipulated Final Order below.

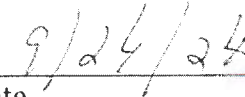
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4 **STIPULATION OF FACTS**

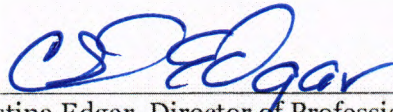
- 5 1. The Commission has licensed Delman since July 1, 2022. Delman holds a  
6 Restricted Substitute Teaching License, with an endorsement Substitute (PK-12),  
7 valid from July 1, 2022, through June 30, 2025. During all relevant times,  
8 Delman was employed by Beaverton School District (BSD).
- 9 2. On February 7, 2023, the Commission received a report from the BSD alleging  
10 that on January 31, 2023, at Mountainview Middle School, Delman pulled a cell  
11 phone charger away from a student which injured the student's hand and  
12 damaged the charger. The BSD also alleged that during this altercation with the  
13 student, Delman used profanity.
- 14 3. Investigation found Delman was not a professional educator and obtained a  
15 Restricted Substitute License to fill the District's teacher shortage. Delman  
16 received limited training on managing students and classrooms.
- 17 4. Investigation found that on January 31, 2023, a fourteen (14) year-old student was  
18 not complying with Delman's verbal instructions to put her cell phone away during  
19 class. Delman approached the student who was seated in a desk, removed the  
20 student's phone charger which was plugged into an outlet in the classroom and the  
21 student's phone. Delman's action resulted in damage to the phone charger and the  
22 student sustained a red mark on their hand. Delman did not intentionally harm the  
23 student.
- 24 5. On October 14, 2022, the Commission issued Delman a Letter of Informal Reproval  
25 following a Commission investigation and determination Delman was involved in a  
26 physical altercation with two students at Whitford Middle School on January 21,  
27 2022. The reproval contained several conditions. One condition was to comply with  
28 the Standards for Competent and Ethical Performance of Oregon Educators under  
29 Oregon Administrative Rules Chapter 584, Division 020, and another was for a one  
30 (1) year monitoring period, beginning October 14, 2022. Further, if Delman failed  
31 to comply with the terms of the reproval, the Commission could take disciplinary  
32 action for the conduct underlying the reproval or failure to with the terms of the  
33 reproval after providing him notice of opportunity for hearing.

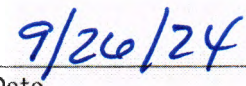
1 IT IS SO STIPULATED:

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Mike H. Delman

  
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Date

  
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Cristina Edgar, Director of Professional Practices  
Teacher Standards and Practices Commission

  
\_\_\_\_\_  
Date

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**CONCLUSION OF LAW**

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The conduct described in section four (4) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0020(2)(d) (*Skill in the supervision of students*), OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*).

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The conduct described in section five (5) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*).

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

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**ORDER**

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The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a public reprimand of Mike H. Delman’s Oregon teaching license and Delman agrees to let his Oregon teaching license expire on June 30, 2025, and not apply for renewal or reinstatement of the license at any time.

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Furthermore, the Commission imposes a period of one (1) year of probation upon to commence from the date this order is signed by the Commission and subject to the following conditions:

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1. Delman shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

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1 Issued and dated this 18 day of October, 2024.

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3 **TEACHER STANDARDS AND PRACTICES COMMISSION**

4 **STATE OF OREGON**

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By  \_\_\_\_\_  
Melissa Goff, Interim Executive Director

Rae Ette Newman, Chair of TSPC