

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

In the Matter of the) STIPULATION OF FACTS AND
Educator License of) FINAL ORDER OF SUSPENSION
JENNIFER R. DODGE) AND PROBATION

On February 25, 2022, the Teacher Standards and Practices Commission (Commission) received a School District Misconduct Report from the superintendent of the Santiam Canyon School District (SCSD). On November 22, 2022, the Commission received a second School District Misconduct Report from the SCSD. The reports alleged possible professional misconduct on the part of licensed educator, Jennifer R. Dodge (Dodge).

After review of the matters alleged, Dodge and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a suspension of Dodge's Oregon Educator License for thirty (30) days, a period of probation and training.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Dodge 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, Dodge waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Dodge acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her 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 Suspension 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, and if the Commission does not approve and adopt this Stipulation and Final Order, then neither Dodge nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance

1 and entry of the Stipulated Final Order below; (vi) she states that no promise or
2 representation has been made to induce her to sign this Stipulation and Final Order; and
3 (vii) she has consulted with an attorney regarding this Stipulation and Final Order and
4 has been fully advised with regard to her rights thereto or waives any and all rights to
5 consult with an attorney prior to entering into this Stipulation and Final Order and
6 issuance and entry of the Stipulated Final Order below.

8 **STIPULATION OF FACTS**

- 9
10 1. The Commission has licensed Dodge since August 18, 2015. Dodge currently
11 holds a Professional Teaching License with endorsements in Biology, (PK-12).
12 The license was issued on January 20, 2020 and expires on March 27, 2025.
13 During all relevant times, Dodge was employed by the Santiam Canyon School
14 District (SCSD).
15
- 16 2. On February 25, 2022, the Teacher Standards and Practices Commission
17 (Commission) received a School District Misconduct Report Form from the
18 superintendent of the SCSD. The report alleged that Dodge violated student-
19 teacher boundaries by communicating with students via text and social media, by
20 helping them with non-school related projects, had students transport her
21 children to doctor's appointments, used students for emotional support during
22 the school day, and used inappropriate words and phrases around students.
23
- 24 3. An investigation conducted by SCSD resulted in the allegations being
25 substantiated. The SCSD issued Dodge a Letter of Reprimand for violating
26 student-teacher boundaries but noted that the investigation determined that
27 Dodge had not acted with "ill intent or with any intention of grooming."
28
29 Per district documents, Dodge admitted to texting five students during the school
30 day after Dodge learned that one of her friends (and her previous student) had
31 died in a car crash.
32
33 Investigation noted that Dodge denied using explicit language in front of students
34 but admitted to making a comment similar to "I will kill you guys if you make me
35 wear a mask or teach at home because of COVID." Dodge reported that she meant

1 this comment as a joke in response to some students not wearing their masks at
2 school.

3
4 District documents indicated that Dodge admitted to having a student pick up
5 her son after school and take him to basketball practice. Dodge also indicated
6 that she had had the same student get out of school early to drive her son to a
7 doctor's appointment in Keizer, Oregon which is approximately 45 minutes away
8 from the school. Dodge reported that she had gotten permission from the
9 student's mother before having them perform this task.

10
11 Documents also indicated that Dodge admitted to communicating with students
12 via Snapchat. Dodge indicated during the investigation that the communication
13 was limited to "goofy stuff" she would send them.

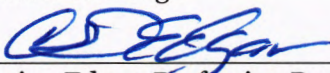
14
15 Dodge also indicated during the district investigation that she had paid students
16 to do yardwork and painting at her home.

17
18 4. Dodge interviewed with TSPC Investigative staff on June 14, 2022 in the presence
19 of her attorney, Ralph Wiser. During the interview Dodge confirmed the
20 information above and stated that that since the district investigation, she had
21 taken a student-teacher boundaries course upon the advice of her attorney.
22 Dodge reported that the training, as well as the investigation, had helped her gain
23 a new perspective on student-teacher boundaries. Dodge reported that she hopes
24 the Commission will give her a chance to demonstrate her personal and
25 professional growth.

26
27 IT IS SO STIPULATED:

28 


29 Jennifer R. Dodge

30 

31
32 Cristina Edgar, Profession Practices Director
33 Teacher Standards and Practices Commission

03 / 19 / 2025

Date



Date

1 **CONCLUSION OF LAW**

2 *The conduct described above constitutes gross neglect of duty in violation of*
3 *ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5)*
4 *(Use professional judgment), OAR 584-020-0025(2)(e) (Using district lawful and*
5 *reasonable rules and regulations); OAR 584-020-0040(4)(o) as it incorporates OAR*
6 *584-020-0035(1)(b) (Refrain from exploiting professional relationships with any*
7 *student for personal gain, or in support of persons or issues), OAR 584-020-*
8 *0035(1)(c)(A) (Not demonstrating or expressing professionally inappropriate interest*
9 *in a student's personal life), and OAR 584-020-0035(1)(c)(D) (Honoring appropriate*
10 *adult boundaries with students in conduct and conversations at all times).*

11
12
13 **ORDER**

14 The Commission adopts and incorporates herein the above findings of fact and
15 conclusions of law, and based thereon, imposes a thirty (30) day suspension of Dodge's
16 Oregon Educator License as well as a two (2) year period of probation. The period of
17 probation will become effective on the date of adoption of this stipulated order. The period
18 of probation is subject to the following conditions:

- 19
20 1. Dodge will complete a certified Classroom Management training within the first
21 year of probation.
22 2. Dodge will complete a certified Boundaries training withing the first year of
23 probation.
24 3. Dodge shall comply with the Standards for Competent and Ethical Performance
25 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division
26 020.

27
28 Issued and dated this 4th day of April, 2025.

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

31
32 By _____

33 
Melissa Goff, Interim Executive Director