

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

In the Matter of the) **DEFAULT ORDER**
Educator License of) **OF SUSPENSION OF LICENSURE**
MATTISON J. BIBB)

On December 22, 2025, the Teacher Standards and Practices Commission (Commission) issued a Notice of Opportunity for Hearing to Mattison J. Bibb (Bibb) in which the Commission charged her with Gross Neglect of Duty and/or Gross Unfitness. The Notice was sent via U.S. First-Class Mail and U.S. Certified Mail Receipt 9589 0710 5270 2307 8999 88 to the address on file with the Commission. The Notice designated the Commission file as the record for purposes of proving a *prima facie* case. The Certified Mail return receipt was signed and dated on January 8, 2026. The First-Class mail was not returned to the Commission and assumed delivered. The Notice of Opportunity of Hearing, dated December 22, 2025, and signed by Rachel Alpert, Executive Director, stated:

"IF A REQUEST FOR HEARING IS NOT RECEIVED WITHIN THIS 21-DAY PERIOD, YOUR RIGHT TO A HEARING SHALL BE CONSIDERED WAIVED UNLESS YOUR FAILURE TO REQUEST A HEARING WAS BEYOND YOUR REASONABLE CONTROL. IF YOU DO NOT REQUEST A HEARING, WITHDRAW YOUR REQUEST FOR HEARING, OR IF YOU FAIL TO APPEAR AT A HEARING, OR NOTIFY THE COMMISSION THAT YOU WILL NOT APPEAR AT HEARING, THE COMMISSION WILL ADOPT AN ORDER OF DEFAULT WHICH MAY INCLUDE THE REVOCATION OR SUSPENSION OF YOUR LICENSE OR OTHER DISCIPLINE."

Bibb did not request a hearing. Therefore, the Commission finds Bibb to be in default and enters the following findings of fact, conclusions of law, and final order, based on the files and records of the Commission concerning this matter.

FINDINGS OF FACT

1. The Commission has licensed Bibb since November 9, 2022. Bibb held a Reciprocal Teaching License with an endorsement in Elementary - Multiple Subjects (PK-12), valid from November 9, 2022 through November 9, 2023. Bibb also held a License for Conditional Assignment with an endorsement in Foundational Mathematics (PK-12), valid from April 21, 2023 through June 30, 2023. During all times, Bibb was employed by the Gresham-Barlow School District (GBSD).

2. On May 31, 2023, the Commission received a school district misconduct report from the GBSD alleging that Bibb engaged in inappropriate communications with students during the 2022-2023 school year at Clear Creek Middle School.
3. Investigation found that during Bibb's interview with district staff and her Commission interview, Bibb admitted to telling her middle school class during the 2022-23 school year how she identified sexually, and what that meant. Bibb discussed with the class that the female students would need to figure out what type of birth control would work for them.
4. Investigation found that Bibb had multiple inappropriate interactions with her middle school class which included:
 - In January or February 2023, Bibb explained to the class the sexualized meaning of the phrase "bubblegum pink".
 - On a weekly basis during the 2022-23 school year, Bibb would use obscene words when talking to a class.
 - During the 2022-23 school year, Bibb commented during class to a student that a banana looked like a penis.
5. Investigation found that during the 2022-23 school year, Bibb emailed with a student after school hours and on weekends. Bibb and the student used nicknames such as "Ms. Girl", "Girly Girly", and "Gay Person". The emails contained "friendship" quizzes, emojis, class, and in one instance the student requesting Bibb to take the student home.
6. On March 13, 2023, Bibb received a non-renewal letter from the district.

CONCLUSIONS OF LAW

Mattison J. Bibb's 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 584-020-0025(2)(a) (*Establishing and maintaining classroom management that is conducive to learning*), and OAR 584-020-030(2)(b) (*Skill in communicating with administrators, students, staff, parents and other patrons*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*)).

Bibb's 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*), OAR 584-020-0025(2)(a) (*Establishing and maintaining classroom management that is conducive to learning*), and OAR 584-020-030(2)(b) (*Skill in communicating with administrators, students, staff, parents and other patrons*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

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

FINAL ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Suspension of thirty (30) days upon Mattison J. Bibb's Oregon educator license.

Furthermore, the Commission imposes following condition for Bibb prior to application for reinstatement of Bibb's Oregon educator license:

1. Bibb shall complete a Commission-approved training course on teacher/student boundaries and shall submit proof to the Commission of successful completion of the training.

IT IS SO ORDERED THIS 9 day of February, 2026.

TEACHER STANDARDS AND PRACTICES COMMISSION

By: 
Rachel Alpert, Executive Director

NOTICE OF APPEAL OR RIGHTS

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.