

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
DELPHA D. COFFMAN)	SUSPENSION OF RIGHT TO
)	APPLY AND PROBATION

On May 21, 2020, the Teacher Standards and Practices Commission (Commission) received information from Oregon Department of Human Services (DHS) that licensed educator Delpha D. Coffman (Coffman) was under investigation by North Bend School District (NBSD) for “inappropriate boundary issues” with a student. The behavior described indicated possible professional misconduct on the part of Coffman.

After review of the matters alleged, Coffman 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 30 day of his right to apply for licensure and 1 year probation.

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

By signing below, Coffman 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 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. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Coffman 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

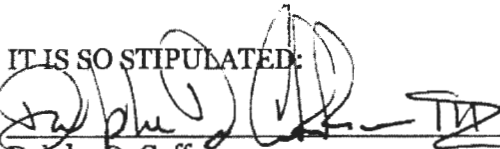
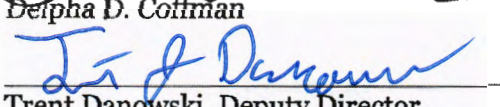
consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

STIPULATION OF FACTS

1. Coffman applied for an Emergency Teaching License with an endorsement as a Special Education Generalist (PK-12) on September 24, 2019. This application has currently been denied due to the outcome of this investigation. During all relevant times, Coffman was employed by the North Bend School District (NBSD) as well as the South Coast Education Service District (SCESD).
2. On November 4, 2019, TSPC received information from Oregon's Department of Human Services (DHS), that Coffman resigned his Educational Assistant (EA) position with the NBSD on October 31, 2019. According to the information provided by DHS, Coffman resigned due to accepting a position with SCESD. Later in the day, Coffman went to North Bend High School, (a school where he had previously worked) did not sign-in as a visitor and met with a female student (RC) alone. DHS reported that Coffman was asked to leave the school campus repeatedly by staff but refused. On November 1, 2019, Coffman was presented with a trespass letter by the school resource officer. Additionally, the DHS report documents that Coffman had been "put on notice" with NBSD Human Resources for "inappropriate boundary issues" with RC. The boundary concerns regarding RC stemmed from verbal communication, social media contact, and grooming behaviors. It was also reported that Coffman was seen hugging RC at the North Bend High School on October 31, 2019.
3. Coffman interviewed with TSPC Investigative staff on February 18, 2020. During the interview, Coffman admitted messaging students on social media and being too friendly with them in and out of the classroom. Coffman stated that his behavior was too laid back, exceeded the proper limitations, was stupid, and indicated that he had used poor judgement. Coffman admitted to visiting with RC at the North Bend High School on October 31, 2019, and to hugging her. Coffman indicated that he did not sign-in as a visitor when he arrived at the school because he was still employed with

the NBSD. Coffman denied being asked to leave by staff but did acknowledge receiving a trespass letter from the district on November 1, 2019. In a follow-up conversation with TSPC staff on May 22, 2022, he indicated that his records showed that he resigned on November 1, 2019 and visited NBHS on October 31, 2019. He also stated that he believes that the dates listed on the DHS report are incorrect. Coffman provided documentation to TSPC that he believes show that the DHS dates are inaccurate. Additionally, he stated that he had never been asked to leave campus and provided TSPC with statements from NBHS staff to corroborate this. Coffman also maintains that he did not meet with RC alone.

IT IS SO STIPULATED:

 Delpha D. Coffman	<u>1-13-2023</u> Date
 Trent Danowski, Deputy Director Teacher Standards and Practices Commission	<u>1/17/2023</u> Date

CONCLUSION OF LAW

The conduct described 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(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(b) (*Refrain from exploiting professional relationships with any student for personal gain, or in support of persons or issues*), OAR 584-020-0035(1)(c)(A) (*Not demonstrating or expressing professionally inappropriate interest in a student's personal life*), and OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

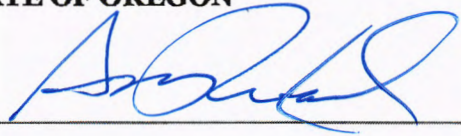
The Commission's authority to impose discipline in this matter is based upon ORS 342.175.

ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a suspension of Coffman's right to apply for an Oregon educator license for a period of thirty (30) days. Additionally, the commission imposes a term of Probation for not less than one (1) years with a required Boundaries Course to be completed as a condition for the termination of Probation.

Issued and dated this 3 day of February, 2023.

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

By  _____

Dr. Anthony Rosilez, Executive Director