1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS AND) 4 Educator License of) FINAL ORDER OF 5 ERIN K. DOBIAS) PUBLIC REPRIMAND 6 7 8 On May 4, 2022, the Teacher Standards and Practices Commission (Commission) 9 received a misconduct report from the Newberg School District (NSD), alleging possible 10 professional misconduct on the part of licensed educator, Erin K. Dobias (Dobias). 11 After review of the matters alleged, Dobias and the Commission agree that their 12 respective interests, together with the public interest, are best served by a stipulation to 13 certain facts and the imposition of a Public Reprimand and period of Probation of 14 Dobias's teaching license. 15 This Order sets forth the facts upon which the parties have agreed and the 16 sanction to be imposed. Dobias stipulates that there are sufficient facts contained in the 17 Commission's files and records to support the findings of fact and conclusions of law set 18 forth below. In entering into this stipulation, Dobias waives the right to a hearing to 19 contest the findings of fact, conclusions of law and order set forth below. 20 By signing below, Dobias acknowledges, understands, stipulates, and agrees to 21 the following: (i) she has been fully advised of her rights to notice and a hearing to 22 contest the findings of fact, conclusions of law, and order set forth below, and fully and 23 finally waives all such rights and any rights to appeal or otherwise challenge this 24 Stipulation of Facts and Final Order of Revocation (Stipulation and Final Order); (ii) this 25 Stipulation and Final Order is a public document and disclosed to the public upon 26 request by the Commission; (iii) this Stipulation and Final Order is contingent upon and 27 subject to approval and adoption by the Commission. If the Commission does not 28 approve and adopt this Stipulation and Final Order, then neither Dobias nor the 29 Commission are bound by the terms herein; (iv) she has fully read this Stipulation and 30 Final Order, and understands it completely; (v) she voluntarily, without any force or 31 duress, enters into this Stipulation and Final Order and consents to issuance and entry of 32 the Stipulated Final Order below; (vi) she states that no promise or representation has 33 been made to induce her to sign this Stipulation and Final Order; and (vii) she has 34 consulted with an attorney regarding this Stipulation and Final Order and has been fully 35 advised with regard to her rights thereto, or waives any and all rights to consult with an

1	attorn	ey prior to entering into this Stipulation and Final Order and issuance and entry of
2	the Sti	pulated Final Order below.
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4		STIPULATION OF FACTS
5 6	1)	The Commission has licensed Dobias since September 8, 1997. Dobias holds a
7		Professional School Counselor License with an endorsement in School
8		Counseling (PK-12) valid from February 27, 2023 to April 19, 2028. During all
9 10		relevant times Dobias was employed by the Newberg School District (NSD).
11	2)	On May 4, 2022, TSPC received a misconduct report from the Human Resources
12		Department (HR) for the NSD. The report alleged that Dobias, counselor for
13		Mountain View Middle School (MVMS) violated multiple district policies,
14		including policies surrounding ethics, gifts, fundraising on school grounds and on
15		school time for a non-school sponsored activity, improper use of district
16		technology, providing false information in a district investigation and violations
17		of standards found in TSPC Division 20 rules.
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19	3)	The NSD investigation determined that the violations stemmed from Dobias and
20		another NSD staff member Cheryl Bynum (Bynum) filming multiple TikTok
21		videos on school property, and without permission from NSD administration. In
22		one of the videos information involving a NSD administrator and the discipline of
23		a student was shared. During the time period of September 22, 2021 and March
24		26, 2022 Dobias used her computer approximately 900 times (emails, social
25		media postings, and internet searches) for non-school related purposes, mostly
26		surrounding Education First (EF), a student travel program advertised by the
27		NSD but not sponsored by the NSD. A review of the content related to EF raised
28		concerns by NSD administration with regards to how Dobias and Bynum were
29		representing themselves while engaging in EF activities. Additionally, Dobias had
30		engaged in fundraising activities for EF during school hours and had held EF
31		meetings at school.
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1 4) On February 6, 2023 Dobias interviewed with TSPC investigative staff via 2 teleconference in the presence of her attorney, Aruna Masih. During the 3 interview, Dobias took responsibility for her actions. Dobias stated the video she 4 posted was not posted with the intention of revealing a student's identity. Dobias 5 reported that at the time she posted it she did not believe it was a Family 6 Educational Rights and Privacy Act (FERPA) violation, however after she was 7 advised it might be, she took the video down. Dobias stated that in hindsight, she 8 would never do this again. Dobias acknowledged that the EF fundraising on 9 school time was a mistake. She indicated that she used the work email for EF because she had seen others do so as well and that the school Principal had been 10 11 aware of and involved in some of the EF fundraising activities. Dobias reported that she only posted the videos because she was eager to address the hurt she felt 12 13 students where enduring. Dobias stated that teaching is her life's work and indicated that she would never do anything to intentionally jeopardize this. 14 Dobias reported that she resigned her employment effective of June 21, 2022. 15

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17 IT IS SO STIPULATED:

Erin K. Dobias

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Trent Danowski, Deputy Director

23 Teacher Standards and Practices Commission

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25	

CONCLUSION OF LAW

Date 5/12/2023

Date

The conduct described in sections two (2) and (3) 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)(e) (*Using district lawful and reasonable rules and regulations*) and OAR 584-020-0040(4)(0) as it incorporates OAR 584-020-0035(3)(a)(*Maintain the dignity of the profession by respecting and obeying the law, exemplifying personal integrity and honesty*).

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1	The Commission's authority to impose discipline in this matter is based upon
2	ORS 342.175.
3	ORDER
4	The Commission adopts and incorporates herein the above findings of fact and
5	conclusions of law, and based thereon, imposes a Public Reprimand of Erin K. Dobias's
6	Oregon educator license.
7	Issued and dated this 2 day of June, 2023.
8	TEACHER STANDARDS AND PRACTICES COMMISSION
9	STATE OF OREGON
10	
11	By the second
12	Dr. Anthony Rosilez, Executive Director