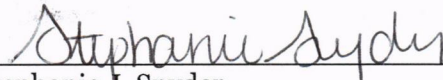


1 has been fully advised with regard to her rights thereto, or waives any and all rights to
2 consult with an attorney prior to entering into this Stipulation and Final Order and
3 issuance and entry of the Stipulated Final Order below.
4

5 **STIPULATION OF FACTS**

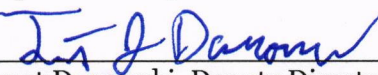
- 6 1. The Commission has licensed Snyder August 20, 2014. Snyder's Preliminary
7 Teaching License, with endorsements in Elementary - Multiple Subjects (PK-12);
8 Legacy Middle Level (PK-12); English to Speakers of Other Languages (PK-12);
9 and Foundational English Language Arts (PK-12), is valid from November 7,
10 2017, through November 6, 2020. During all relevant times, Snyder was
11 employed by the Salem Keizer School District (SKSD) at Houck Middle School.
12
- 13 2. On April 10, 2019, the Commission received a report from the SKSD indicating
14 Snyder may have committed an act of gross neglect of duty and/or gross
15 unfitness. Specifically, Snyder engaged in teacher/student boundary violations.
16
- 17 3. Investigation determined that during the 2018-2019 school year, Snyder's
18 interactions with students caused concern with SKSD officials. Snyder provided
19 her personal cell phone number to students or their parents. Snyder then
20 exchanged text messages with three students, including current and former
21 students. Some of these text exchanges were school related and others were
22 personal in nature. Snyder gave several students handwritten notes and letters of
23 encouragement. Snyder ended one of the letters with a small hand drawn heart
24 and the closing salutation, "your favorite teacher, Miss Snyder." Snyder admitted
25 providing graduation and birthday gifts to her student aides which were valued at
26 \$30-\$35. Snyder and two students created a "Favorite Teacher Contract" which
27 Snyder signed for one of the students, and she accepted responsibility for the
28 creation of a "Girlfriend Application." Snyder texted a colleague that she was
29 upset and using a personal day, for reasons which included personal issues and
30 because a student she was closely working with being removed from the school.
31
- 32 4. On December 7, 2018, Snyder was placed on administrative leave. On March 11,
33 2019, Snyder submitted her resignation letter effective June 13, 2019, and the
34 following day, Snyder signed a separation agreement with the district.

1 IT IS SO STIPULATED:

2 
3 _____
4 Stephanie J. Snyder

10-01-20

Date

5 
6 _____
7 Trent Danowski, Deputy Director
8 Teacher Standards and Practices Commission

10/12/2020

Date

9

10 **CONCLUSION OF LAW**

11 The conduct described above constitutes gross neglect of duty in violation of ORS
12 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use*
13 *professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable*
14 *rules and regulations*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-
15 0035(1)(c)(A) (*Not demonstrating or expressing professionally inappropriate interest in*
16 *a student's personal life*), OAR 584-020-0035(1)(c)(B) (*Not accepting or giving or*
17 *exchanging romantic or overly personal gifts or notes with a student*), and OAR 584-
18 020-0035(1) (c)(D) (*Honoring appropriate adult boundaries with students in conduct*
19 *and conversation at all times*).

20

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

23

24 **ORDER**

25 The Commission adopts and incorporates herein the above findings of fact and
26 conclusions of law, and based thereon, imposes a thirty (30) day suspension upon
27 Stephanie J. Snyder's Oregon educator license.

28

29 Furthermore, the Commission imposes a period of two (2) years of probation
30 upon Snyder's licensure to commence upon reinstatement of Snyder's Oregon educator
31 license and subject to the following condition:

32

- 33 1. Snyder shall comply with the Standards for Competent and Ethical Performance
34 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division
35 020.

36

1 2. Snyder shall complete within the first year of probation, an approved professional
2 boundaries course.

3

4 Issued and dated this 6 day of November, 2020.

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

7

8

By  _____

9

Dr. Anthony Rosilez, Executive Director