

1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
2 the Stipulated Final Order below.

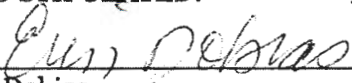
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4 **STIPULATION OF FACTS**

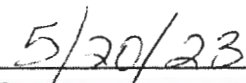
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6 1) The Commission has licensed Dobias since September 8, 1997. Dobias holds a
7 Professional School Counselor License with an endorsement in School
8 Counseling (PK-12) valid from February 27, 2023 to April 19, 2028. During all
9 relevant times Dobias was employed by the Newberg School District (NSD).
10
- 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.
18
- 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.
32

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
10 because she had seen others do so as well and that the school Principal had been
11 aware of and involved in some of the EF fundraising activities. Dobias reported
12 that she only posted the videos because she was eager to address the hurt she felt
13 students where enduring. Dobias stated that teaching is her life's work and
14 indicated that she would never do anything to intentionally jeopardize this.
15 Dobias reported that she resigned her employment effective of June 21, 2022.

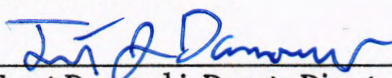
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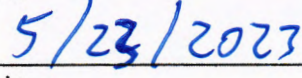
17 IT IS SO STIPULATED:

18 
19 _____
Erin K. Dobias



Date

20 
21 _____
22 Trent Danowski, Deputy Director
23 Teacher Standards and Practices Commission



Date

24

25

CONCLUSION OF LAW

26 The conduct described in sections two (2) and (3) above constitutes gross neglect
27 of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates
28 OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using*
29 *district lawful and reasonable rules and regulations*) and OAR 584-020-0040(4)(o) as it
30 incorporates OAR 584-020-0035(3)(a) (*Maintain the dignity of the profession by*
31 *respecting and obeying the law, exemplifying personal integrity and honesty*).

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