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 JEFFREY W. DICKMANN) PUBLIC REPRIMAND AND 6) **PROBATION** 7 8 9 On April 26, 2023, the Teacher Standards and Practices Commission 10 (Commission) received a School District Misconduct Report from the Salem-Keizer 11 School District (SKSD). The report alleged possible professional misconduct on the part 12 of licensed educator, Jeffrey W. Dickmann, (Dickmann). 13 After review of the matters alleged, Dickmann and the Commission agree that 14 their respective interests, together with the public interest, are best served by a 15 stipulation to certain facts and the imposition of a Public Reprimand and Probation. 16 This Order sets forth the facts upon which the parties have agreed and the 17 sanction to be imposed stipulates that there are sufficient facts contained in the 18 Commission's files and records to support the findings of fact and conclusions of law set 19 forth below. In entering into this stipulation, Dickmann waives the right to a hearing to 20 contest the findings of fact, conclusions of law and order set forth below. 21 By signing below, Dickmann acknowledges, understands, stipulates, and agrees 22 to the following: (i) he has been fully advised of his rights to notice and a hearing to 23 contest the findings of fact, conclusions of law, and order set forth below, and fully and 24 finally waives all such rights and any rights to appeal or otherwise challenge this 25 Stipulation of Facts and Final Order of Public Reprimand (Stipulation and Final Order); 26 (ii) this Stipulation and Final Order is a public document and disclosed to the public 27 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 28 29 not approve and adopt this Stipulation and Final Order, then neither Dickmann nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and 30 31 Final Order, and understands it completely; (v) he voluntarily, without any force or 32 duress, enters into this Stipulation and Final Order and consents to issuance and entry of 33 the Stipulated Final Order below; (vi) he states that no promise or representation has 34 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 35 36 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 1 2 the Stipulated Final Order below. 3 4 STIPULATION OF FACTS 5 6 The Commission has licensed Dickmann since December 2, 2022. Dickmann 7 holds a Preliminary Teaching License, with endorsements in Chemistry (PK-12), 8 Integrated Science (PK-12), and Social Studies (PK-12) valid from December 2, 9 2022, through June 7, 2026. During all relevant times, Dickmann was employed 10 by the Salem-Keizer School District (SKSD). 11 12 2. On April 26, 2023, the Commission received a school district misconduct report 13 from the SKSD alleging that Dickmann engaged in professional misconduct. The 14 SKSD alleged that on or about April 12, 2023, while working as a teacher at 15 Chapman Hill Elementary School, SKSD, Dickmann grabbed one student in an 16 aggressive manner more than once in the lunchroom. 18 3. Investigation found on April 12, 2023, while Dickmann was monitoring the 19 behavior of a first-grade student in the cafeteria, Dickmann grabbed the back of 20

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the student's coat because the student was running towards other students with a plastic lunch tray and had a history of injuring students. Dickmann's grip on the student's coat caused the student to fall to the ground. The student attempted to move away from Dickmann, and Dickmann pulled the student up from the ground by gripping his hand around the student's wrist in a rough manner.

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- 4. On May 31, 2023, Dickmann received a Letter of Reprimand with directives to,
 - Exercise good professional judgement concerning the manner in which you interact with students, parents, and staff.
 - Follow District policy and training related to professional interactions with students...[including]... not physically intervening with a student unless there is an imminent risk of harm.
 - Not retaliate against any person who may have participated in the investigation.
- 5. On May 31, 2023, Dickmann resigned his position with the SKSD.

| 1 | IT IS SO STIPULATED: |
|-------------|--|
| | 6/12/24 |
| | Jeffley W. Dickmann Date |
| 2 3 4 | Cristina Edgar, Professional Practices Director Teacher Standards and Practices Commission |
| 5 | |
| 6 | CONCLUSION OF LAW |
| 7 | The conduct described above constitutes gross neglect of duty in violation of OR |
| 8 | 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Us |
| 9 | professional judgment), OAR 584-020-0020(2)(d) (Skill in the supervision of students) |
| 10 | OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and regulations) |
| 11 | and 584-020-0040(4)(d) (Unreasonable physical force against students, fellow |
| 12 | employees, or visitors to the school, except as permitted under ORS 339.250) |
| 13 | |
| 14 | FINAL ORDER |
| 15 | The Commission adopts and incorporates herein the above findings of fact |
| 16 | and conclusions of law, and based thereon, imposes a Public Reprimand upon |
| 17 | Jeffrey W. Dickmann's Oregon educator license. |
| 18 | Furthermore, the Commission imposes a period of two (2) years of |
| 19 | probation upon Dickmann's licensure to commence from the date the order is |
| 20 | adopted by the Commission and subject to the following condition: |
| 21 | Dickmann shall comply with the Standards for Competent and Ethical |
| 22 | Performance of Oregon Educators under Oregon Administrative Rules |
| 23 | Chapter 584, Division 020. |
| 24 | 2. Within the first year of probation, Dickmann shall complete a |
| 25 | Commission approved training on classroom management and submit |
| 26 | proof to the Commission of successful completion of the training. |
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| 28 | Issued and dated this <u>A</u> day of August, 2024. |
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| 1 | TEACHER STANDARDS AND PRACTICES COMMISSION |
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| 2 | STATE OF OREGON |
| 3 | |
| 4 | By A |
| 5 | Melissa Goff, Interim Executive Director |