

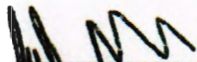


1 attorney prior to entering into this Stipulation and Final Order and issuance and entry of  
2 the Stipulated Final Order below.

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4 **STIPULATION OF FACTS**  
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- 6 1. The Commission has licensed 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.  
17
- 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 the student’s coat because the student was running towards other students with a  
21 plastic lunch tray and had a history of injuring students. Dickmann’s grip on the  
22 student’s coat caused the student to fall to the ground. The student attempted to  
23 move away from Dickmann, and Dickmann pulled the student up from the  
24 ground by gripping his hand around the student’s wrist in a rough manner.  
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- 26 4. On May 31, 2023, Dickmann received a Letter of Reprimand with directives to,  
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  - Exercise good professional judgement concerning the manner in which
  - 28 you interact with students, parents, and staff.
  - Follow District policy and training related to professional interactions
  - 29 with students...[including]... not physically intervening with a student
  - 30 unless there is an imminent risk of harm.
  - Not retaliate against any person who may have participated in the
  - 31 investigation.  
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- 33 5. On May 31, 2023, Dickmann resigned his position with the SKSD.  
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1 IT IS SO STIPULATED:

  
\_\_\_\_\_  
Jeffrey W. Dickmann

6/12/24

\_\_\_\_\_  
Date

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3   
4 Cristina Edgar, Professional Practices Director  
Teacher Standards and Practices Commission

<sup>ODE</sup>  
8/11/24  
\_\_\_\_\_  
Date

5

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**CONCLUSION OF LAW**

7 The conduct described above constitutes gross neglect of duty in violation of ORS  
8 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use*  
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*)

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**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.

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Furthermore, the Commission imposes a period of two (2) years of  
probation upon Dickmann's licensure to commence from the date the order is  
adopted by the Commission and subject to the following condition:

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1. Dickmann shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
2. Within the first year of probation, Dickmann shall complete a Commission approved training on classroom management and submit proof to the Commission of successful completion of the training.

Issued and dated this 21 day of August, 2024.

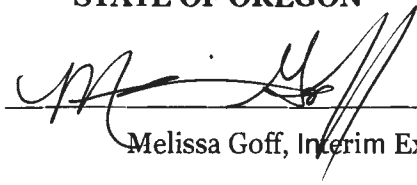
1 **TEACHER STANDARDS AND PRACTICES COMMISSION**

2 **STATE OF OREGON**

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By

A handwritten signature in black ink, appearing to read 'M. Goff', is written over a horizontal line. The signature is stylized and somewhat cursive.

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Melissa Goff, Interim Executive Director