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BEFORE THE TEACHERS STANDARDS AND PRACTICES COMMISSION

OF THE STATE OF OREGON

In the Matter of the Administrative License of:

STIPULATED ORDER OF DISCIPLINE

JOHN SNODGRASS

On March 13, 2000, the Teachers Standards and Practices Commission ("Commission") issued a Notice of Opportunity for Hearing to John Snodgrass. On March 31, 2000, Mr. Snodgrass requested the matter be set for hearing. After further review, Mr. Snodgrass and the Commission have agreed that their respective interests, together with the public interest, are best served by a stipulation to certain facts and discipline. This order sets forth the facts upon which the parties have agreed and the sanction to be imposed. In entering into this stipulation, Mr. Snodgrass waives his right to a hearing to contest the findings of fact, conclusions of law, and orders set forth below.

Stipulated Facts

- 1. John Snodgrass holds a Standard Administrative License valid through November 7, 2002. He was employed by the Scio School District from September, 1996, to June, 1999. His employment was terminated in a reduction in force. He is currently employed as the principal of the Mohawk Junior and Senior High School in the Marcola School District.
- 2. Mr. Snodgrass has been licensed since 1971, and has not been the subject of any prior proceedings of the Commission. He is 54 years old, has been married 32 years, and has adult children with teaching credentials.
- 3. Between February 25, 1999, and June 14, 1999, he used a school computer to access introductory pages displaying nudity or text pages at "adult" Internet sites. The cumulative time was approximately one hour and 15 minutes in total over these several

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months. The visits were relatively preliminary or tentative. Mr. Snodgrass did not subscribe to any such services and did not use a credit card. The sites did not involve child pornography. All questionable use was after school hours, and no students were exposed to such materials.

- 4. There is no evidence that Mr. Snodgrass accessed any inappropriate sites after June 14, 1999, when he left the Scio School District. There is no evidence that he engaged in any such use at the Marcola School District.
- 5. At the time, the Scio School District permitted personal use of school computers for matters such as electronic mail, and its user agreement did not bar access to obscene materials on the World Wide Web. Mr. Snodgrass, however, concurs that such use was inappropriate.
- 6. Mr. Snodgrass was examined by Steven E. Mussack, Ph.D., a licensed clinical psychologist. After 15 testing methodologies, Dr. Mussack found that Mr. Snodgrass poses no risk of harm to children and that there was no information to suggest parafilia or pedophilia.
- 7. Mr. Snodgrass is an administrator who enjoys favorable reviews from the superintendent at the time of his employment at the Scio School District and from the superintendent of his current school district.

Conclusions

Mr. Snodgrass and the Commission concur that in his prior use of a school computer after hours, he failed to demonstrate a commitment to use professional judgment. His conduct violated OAR 584-020-0010(5).

Discussion

The Commission gives consideration to the factors on disciplinary sanctions as required by OAR 584-020-0045:

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- 1. Although the conduct involved a series of incidents, each was relatively brief in time, occurred after school hours, and was not a matter of current conduct;
- 2. The likelihood of recurrence of the conduct is small, insofar as Mr. Snodgrass has voluntarily corrected the matter on his own initiative six months prior to this investigation;
- 3. This administrator has worked in education over a period of about 19 years and has not been the subject of prior disciplinary proceedings;
 - 4. This administrator poses no danger to students;
 - 5. The infraction was not open or notorious and had no effect upon students;
- 6. The administrator's state of mind at the time involved an inappropriate curiosity. His attitude, before the investigation commenced, has been remorseful;
- 7. The administrator will use his experience as a painful lesson which he can apply in his understanding and managing of computer use at school.

Order

The Administrative License of John Snodgrass will be suspended for a period of 30 days from the date of his signature upon these findings, 12:00 p.m., July 28, 2000, to 12:00 p.m., August 27, 2000, contingent upon the approval of the Commission thereafter. During the period of suspension, he will not engage in any teaching activities and will not be employed by any school district. Upon reinstatement, Mr. Snodgrass shall be placed upon probation to the Commission for a period of two years. Conditions of probation shall be as follows: (1) Mr. Snodgrass shall make no use of a school computer for the purpose of viewing obscene materials; (2) Mr. Snodgrass will participate in counseling as recommended by Dr. Mussack; (3) Mr. Snodgrass shall comply with all standards of competent and ethical performance under OAR 584, Division 20; and (4) Mr. Snodgrass shall provide such information as the Commission requests to verify that he has complied with the conditions of probation, including a statement from his employing school district

1	that he has complied with the standards of an competent and ethical educator under OAR
2	584, Division 20.
3	Dated this Z day of Lept, 2000.
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5	David Myn
6	David V. Myton, Executive Director Oregon Teachers Standards and Practices Commission
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8	STIPULATED AND APPROVED:
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10	Dated: July 28 2000
11	John Snodgrass Dated: Otto
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13	Joel DeVore, Attorney For John Snodgrass Dated: July 28, 2000
14	Jeel De voie, Attorney For John Shougrass
15	Dated: August 30, 2000
16	Joe McKeever, Attorney For Commission
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