

August, 2011
15

meeting notes

1. Beginning of junior year. often came to her room during and after school once or twice per week. Other students may have been present with him at times. Rarely alone, often with Jana Oistad or other students present. story written in senior year struck a chord. This was at Thanksgiving time senior year. Met with him during prep to write a book together. She encourage him to continue. Met off and on during prep throughout the year. Door closed due to confidential content of book.
2. Evening occasionally in high school building, never outside of her classroom. Student-teacher relationship ended then met at places with Wi-Fi to continue working on book. Coffee houses, restaurants, etc. Also met with . Worked late with a variety of students. / worked with her at 3rd period each day.
3. was also at her house July 10. Study for driver test. He showered at her house, then studied. knew was at her house. She had poured a drink at home, with : there. Her had been at She came upon their argument with She snuck out, flagged down police. Police came, talked to Arrested /ho had come drunk and did not want to go home. Police released him back to Elizabeth's. Referred to child services. Argument- girlfriend wanted to break up, she was trying to calm him down. He continued to drink at her house, but she did not know it.
4. told her rumors were spreading about her and He was concerned about it. Rumor that she performed oral sex in classroom. Rumors continued due to her continued meeting with him in summer months.

Additional comments

1. Bonfire: June 2017 invited by girlfriend. Also there was She went but did not stay.
2. Drank at one or two of the grad parties at the insistence of the grad's parents
3. her at work and "stops in to BS"
4. got to know him and his mother. He came to her classroom for additional help. She has run into him at his work. Sat in his car and talked when he got off shift. Personal issues they discussed in his car.

When asked 'how is this acceptable? Ms Doster answered. They know that coming to her home is not acceptable. However, Prom committee met at her home. She has a safe classroom. Students trust her. They know she does not judge them. A student came to her house suicidal. She has referred to counselors in the past. She would often email counselors and see their help.

*Facebook and Snapchat: Will friend students after they graduate but she does have some Snapchat friends who are/were students when she friended them. Since July 10th, no contact with police to or from them.

Phone Interview with

and his dad

– August 17, 2017

Present for the interview: Dr. Cronin, Mrs. Henry and Mr. Salisbury

Dad called and Dr Cronin spoke privately explaining why we wanted to talk to – but dad said they had figured it out. When put on speaker phone dad did say that was reluctant to share everything because he didn't want to get anyone trouble.

We asked to talk about his relationship with Ms. Doster.

shared that Beth and him have always been close, especially after graduation. After work, this summer, they have gone for rides and sat in his car "catching up on life."

When asked how he became so close he said that Ms. Doster has always been a positive teacher and if you needed help she would always stay and help. To communicate with Ms. Doster he would use schoology and e-mail but they do use Snapchat now. He did say that he thought he became friends on Snapchat in the spring.

then said that he didn't want to say anything to get Ms. Doster in trouble. When he was asked if she was doing anything that would get her in trouble he shared that he did smoke weed at her house. He added that she did not "partake in smoking of the weed." He also shared that he knows that other kids have smoked weed and drank alcohol at her house. He doesn't believe anything happened during the school year.

He also shared that he thought it was weird that Ms Doster is friends with so many 18 year olds. Dad interjected and said she's 42 and they are 18 that doesn't seem right.

Dad interjected that he was proud of his son for being honest and that we, the school district, "have a real issue with her." Dad also shared that he has three more students coming through the system and this needs to be taken care of.

After the conversation dad called back with out of house and said that didn't want to throw anyone under the bus but there is a police report of Doster drinking with teens.

On Tuesday, August 8, Krystal Haugen came to Dr. Cronin to inform her that a female student and her mom asked that she not have Ms. Doster as a teacher due to rumors they had heard. Mrs. Haugen asked her to explain as this was a first for a student to not want Ms. Doster. The student said that she had heard that Ms. Doster was "partying and driving around smoking dope with students." After sharing it was decided by administration that since it was rumors and the student didn't have first hand knowledge that they would call Ms. Doster and meet regarding the rumors and try and find a way to squash them.

On Thursday, August 10, it was reported to administration that KVLV had contacted district administration that they had heard we had a junior/senior English teacher who had oral sex with a student and was partying with students. Because of the two reports we called Ms. Doster to have a meeting the next day.

On Friday, August 11, Dr. Burgad, Dr. Cronin and Mrs. Henry met with Ms. Doster to discuss the rumors. We explained that we had heard rumors from a student and that KVLV had called with a rumor. We asked Ms. Doster if she had heard any of this or if she knew anything. Ms. Doster proceeded to tell us that she was aware of the rumors – they actually started at the end of the 2016-2017 school year. She also shared that students confronted her about the rumors and she just laughed at them. She explained it was probably because her and _____ were writing a book together during her prep hours. The book is a "coming of age book" for _____. Because I _____ grammar skills are so poor she was helping him. He would dictate and she would type. She expanded on this and said there was one day when _____ and her were working in her room and she received a phone call from _____. The information she was receiving caused her to be very emotional and cry. When she was done with the phone call _____ gave her a hug. This incident is why she thinks students are saying she had oral sex with _____. She then told us of a second incident that occurred at her house this summer. _____

_____ (former student) came to her house drunk and the police came and _____ was charged with a minor. Another incident she shared had to do with a bonfire at _____ house. She claims she was going there to meet with _____ because she was concerned about _____ health declining. Ms. Doster assured administration that the parents of _____ did not allow alcohol. However, when asked if the parent's were present she said they were not and they were sleeping. We also asked how she knew about the party. She says that she knows about all the party's from social media – specifically Snapchat stories and she had messaged _____. Ms. Doster then talked about helping another former student, _____, get his driver's license. He supposedly had failed a few times and was struggling; Ms. Doster knew of some websites and study materials that would so she offered to give him rides and help him study at her house. _____ did pass the test. Ms. Doster then talked about _____ and how she was working with him right around Prom to help him get caught up and pass English. Some of the help sessions were in the evening and on the weekends. Right around Prom time _____ was dropped from Sheyenne attendance for too many absences – he told Doster that he felt bad ("she spent so much time working with him") that he wanted to help her with her car. She further explained that she brought her car to him to have it looked at and when they were driving around she received a phone call from her son that her dog died. They (her and _____) drove to her house and _____ helped her carry her dog to get it to the vet. At this point, Ms. Doster did bring up a conversation that the administration had with her last spring. She talked about the time the administration team called her to talk about meeting students late into the evening and how some might perceive this so she stopped. The last story Ms. Doster shared was that _____ : "upset

with her relationship" supposedly this
The confrontation from the

I heard the rumors of Ms. Doster giving blow jobs to
was threatening so Ms. Doster blocked her on Facebook.

At this point, Dr. Burgad stated that we should summarize where we were at in the conversation. Ms. Doster asked about next steps and whether she should get a lawyer. Dr. Burgad said that he would have to take the information back to the district office. At this point, Ms. Doster said she should add some information. She said we should probably know that _____

_____ was the one that got the police when
came to the house drunk and the she, Ms. Doster, had been drinking earlier in the evening.
Furthermore, _____ got the police because her, Ms. Doster and _____ had gotten into a yelling
match and she, _____, was scared. Ms. Doster also added another student to the mix -

_____ she said that she had heard rumors that she was covering for _____ when he showed up drunk to
school on the day he was arrested. Administration was not aware that teachers were accused of
covering and _____ was not arrested for being drunk-he had drugs on him. Ms. Doster also shared that
there was one time that _____ and her had met at AppleBee's (because they have free Wi-Fi) in order
to work on the book. This was during the summer but when they were leaving some students snapped a
picture of them walking out together and it was shared on social media.

We did ask Ms. Doster about social media and if she was friends with any students. She said that when
she first opened her Instagram account at the beginning of the year she did not have any filters and it
was open to all students. _____ has since helped her lock this down. She also said she was not
friends with any students on Facebook but has become friends with graduates. We then asked her about
Snapchat. She said that this was the only social media that didn't have phone number connections so
she was friends with some students. This is the only way some could communicate. Ms. Doster indicated
that she knew where the parties were and who was attending because of the Snapchat stories.

Dr. Burgad explained that she was really jeopardizing boundaries and he would have to take this
information back to district office. He advised Ms. Doster to get in touch with her union rep and the
meeting ended.

Interview with Jana Oistad – August 8, 2017

Jana was out of town so agreed to an interview over speaker phone – Mrs. Henry and Dr. Cronin were present.

We asked Jana if she knew of Ms. Doster and _____ book and relationship. She shared that there were a few times that _____ and Ms. Doster met behind closed doors – she had 3rd and 7th hour prep but Jana was only with her 3rd hour. She was aware that they were writing a book but knew nothing more about the book.

When asked about social media she did say that she thought she was friends with students on Snapchat.

Jana also shared that Ms. Doster and her were very close until the spring this past year. They used to connect frequently on social media and outside of school. This spring, Jana felt that Ms. Doster made a disconnect with her and stopped communicating. They did go out for lunch during summer school and at that time Ms. Doster told Jana there were rumors about her partying with students but that was the end of the conversation.

Jana also remembers a few texts back and forth, one with Doster telling her her dog died and _____ helped her out. Jana responded with sorry about your dog and left it at that.

Jana has never seen her out with students.

There was only one time that Jana remembers having a conversation with Beth where they thought a student _____ was high and talked about contacting the office (which Jana did do).

However, there were many times Jana did contact the office regarding a student without a conversation with Ms. Doster.

August 21, 2017

Elizabeth Doster

David Flowers

Allen Burgad

Pam Cronin

Amanda Henry

Robin Hill

Dr. Flowers advised Elizabeth Doster that based on information obtained in an investigation conducted by Dr. Burgad, Dr. Cronin, and Amanda Henry, Dr. Flowers will recommend to the School Board that Elizabeth Doster be suspended from her teaching position pending a hearing to consider discharging her from her teaching position for cause. The reasons for the recommended discharge are:

NDCC 15.1-15-07 Immoral conduct and conduct unbecoming the position of a teacher

Dr. Flowers further explained that information obtained in the investigation reveals allegations of providing alcohol to minors and consuming alcohol with minors, possession of alcohol on school grounds, (he explained that alcohol was discovered by school administration in Ms. Doster's classroom), and allegations of engaging in a sexual relationship with a student/former student.

Elizabeth declined comment at this meeting. She did record the meeting by use of her cell phone.

Submitted by:

Robin Hill

August 17, 2017

David Flowers
Allen Burgad
Amanda Henry
Pam Cronin
Robin Hill
Elizabeth Doster

Dr. Flowers stated that the investigation is still underway. One student and his parent have been interviewed. Jana Oistad has also been interviewed. We intend to interview 3 more students. Police report was obtained from Fargo Police Department and shared with Elizabeth Doster.

Dr. Flowers placed Elizabeth Doster on administrative leave with pay pending the outcome of the investigation.