



REQUEST FOR INQUIRY
NORTH DAKOTA EDUCATION STANDARDS AND PRACTICES BOARD
SFN 51900-(04-07)

REDACTED COPY

Documents to attach to this report when applicable and available: copy of contract, copy of resignation letter, copy of board minutes, and any other pertinent documents.

Request for inquiry initiated by:				
Last Name Flowers		First Name David		M.I. F.
Mailing Address 207 Main Ave. W.		City West Fargo	State ND	Zip (9 digit) 58078
Work Telephone Number 701-356-2000		Employment West Fargo Public Schools		
Home Telephone Number 701-446-6835		Email Address flowers@west-fargo.k12.nd.us		
Representing:				
<input type="checkbox"/> Self <input checked="" type="checkbox"/> Organization, Name: <input type="checkbox"/> Other group, Name:				

Request for inquiry on personal/professional activities of:				
Last Name Doster		First Name Elizabeth	M.I. M	License Number 65555
Mailing Address REDACTED		City Fargo	State ND	Zip (9 digit) 58104-6037
Work Telephone Number na REDACTED *		Employment/Position HS Language Arts Teacher		
Home Telephone Number REDACTED		School District West Fargo Public Schools		

Request for inquiry on the following activities:	
Which part of NDCC or Educator's Code of Ethics has been violated? Section 67.1-03-01-02 Principle I - Commitment to the Student	
Has this behavior occurred previously?	
<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes, give date or dates: Alleged to have occurred during the 2016-17 School Year	
Describe behavior and situation in detail. Use additional sheets if necessary: see attached.	



REQUEST FOR INQUIRY
NORTH DAKOTA EDUCATION STANDARDS AND PRACTICES BOARD
SFN 51900-(04-07)

REDACTED COPY

Documents to attach to this report when applicable and available: copy of contract, copy of resignation letter, copy of board minutes, and any other pertinent documents.

Request for inquiry initiated by:				
Last Name Flowers		First Name David		M.I. F.
Mailing Address 207 Main Ave. W.		City West Fargo	State ND	Zip (9 digit) 58078
Work Telephone Number 701-356-2000		Employment West Fargo Public Schools		
Home Telephone Number 701-446-6835		Email Address flowers@west-fargo.k12.nd.us		
Representing: <input type="checkbox"/> Self <input checked="" type="checkbox"/> Organization, Name: <input type="checkbox"/> Other group, Name:				

Request for inquiry on personal/professional activities of:					
Last Name Doster		First Name Elizabeth		M.I. M	License Number 65555
Mailing Address REDACTED		City Fargo	State ND	Zip (9 digit) 58104-6037	
Work Telephone Number na REDACTED *		Employment/Position HS Language Arts Teacher			
Home Telephone Number REDACTED		School District West Fargo Public Schools			

Request for inquiry on the following activities:	
Which part of NDCC or Educator's Code of Ethics has been violated? Section 67.1-03-01-02 Principle I - Commitment to the Student	
Has this behavior occurred previously? <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes, give date or dates: Alleged to have occurred during the 2016-17 School Year	
Describe behavior and situation in detail. Use additional sheets if necessary: see attached.	

Clearly describe what steps to your knowledge have been taken to correct this situation? Use additional pages if necessary.

Sheyenne High School Administration met with Elizabeth Doster on August 11 and questioned her about the reported behaviors. On August 15, Superintendents Flowers and Burgad, along with Dr. Cronin and Asst. Principal Amanda Henry met with Elizabeth and asked several questions regarding relationships with students during the last school year, and continuing relationships with these same students who had graduated in May. Upon completion of the investigation, it was determined that the administration would recommend discharge for cause. Ms. Doster resigned her position prior to initiation of this process with the School Board.

List three persons who can substantiate the above situation or incident by attaching their written explanation. These three persons must also be willing to substantiate the activities listed at the time of the investigation or hearing.

Name Pam Cronin		Employment West Fargo Public Schools	
Mailing Address 800 40th Ave. E.	City West Fargo	State ND	Zip (9 digit) 58078
Work Telephone Number 701-356-2160		Signature <i>Pam Cronin</i>	
Home Telephone Number			

Name Amanda Henry		Employment West Fargo Public Schools	
Mailing Address 800 40th Ave. E.	City West Fargo	State ND	Zip (9 digit) 58078
Work Telephone Number 701-356-2160		Signature <i>Amanda Henry</i>	
Home Telephone Number			

Name Allen Burgad		Employment West Fargo Public Schools	
Mailing Address 207 Main Ave W	City West Fargo	State ND	Zip (9 digit) 58078
Work Telephone Number 701-356-2000		Signature <i>Allen Burgad</i> 9/11/17	
Home Telephone Number			

I, the undersigned, recognize the above is an open record as prescribed by law and further acknowledge that it is true and accurate to the best of my knowledge. It is my understanding that I or any one of the people listed above are able to substantiate the complaint and willing to appear if the case is presented to the Education Standards and Practices Board (ESPB) for a formal hearing.

Signature <i>David Flowers</i>	Date 9/11/17
--------------------------------	---------------------

Submit the completed Request for Inquiry form to the ESPB Secretary at: Education Standards and Practices Board
2718 Gateway Avenue, Suite 303
Bismarck, ND 58503-0585
(701) 328-9641 office
(701) 328-9647 fax

In compliance with the Federal Privacy Act of 1974, the disclosure of the individual's social security number on this form is mandatory pursuant to North Dakota Century Code (NDCC) 43-50-02. The individual's social security number is used by the Education Standards and Practices Board (ESPB) as an identification number for file control purposes, background checks, and recordkeeping.

ESPB does not advocate, permit, nor practice discrimination on the basis of sex, race, color, national origin, religion, age, or disability as required by various state and federal laws.

On Tuesday August 9th, Sheyenne High School Counselor Krystal Haugen reported to Dr. Pam Cronin that a female student and her mother informed her of rumors regarding SHS Teacher Elizabeth Doster. The rumors stated that Ms. Doster was "partying and driving around smoking dope with students".

On Thursday, August 10, the district received a phone call from a local TV station, reporting that they had received an anonymous call stating that a WF High School English Teacher had oral sex with a student and was partying with students.

SHS Administration began its investigation based on the August 9 report. The teacher accused in the second report was not named.

On Friday August, 11, Dr. Burgad, Dr. Cronin and Amanda Henry met with Ms. Doster to discuss the rumors. She was aware of them. She explained that she had been helping a student write a book during her prep hours and that was likely the source of the rumors. She stated that a student (who graduated in May) had come to her house drunk one evening in July and was scared and called police. This student was charged with minor in possession. Ms. Doster had also attended a bonfire party at that same student's home. She stated that the parents did not allow alcohol at this bonfire party. Ms. Doster reported that she had also spent time with another student to help him get his driver's license.

On Tuesday, August 15, Dr. Flowers, Dr. Burgad, Dr. Cronin, Amanda Henry and Robin Hill met with Ms. Doster and conducted a lengthy interview to determine whether the District's Staff-Student Relations policy had been violated. Administration asked a series of questions regarding Ms. Doster's relationships, activities with students in and out of school, and about the incident where the student was drunk at her home. Administration stated that we would obtain the police report from that incident. Ms. Doster stated that she would obtain it but two days later contacted Robin Hill to state that there was no police report that contained her name. Later that week, Administration contacted the Fargo PD and obtained the report. The report contained a description of minors consuming alcohol at Ms. Doster's residence and Ms. Doster herself was reported to have been drinking excessively. The report contains statements from two officers indicating her level of intoxication. "Doster was highly intoxicated to the point where she couldn't stand on her own" and "Elizabeth Doster exited the house clearly intoxicated. Doster was barely able to stand." had reported that she was consuming together with the former students while playing a game. There was an argument, and that was the cause of leaving the house, afraid, and calling the police.

Sheyenne HS Administration then interviewed Ms. Doster's partner teacher Jana Oistad, three students and the parents of two of these students. Comments in these interviews from students and parents indicated that there had been additional incidents of students consuming alcohol at Ms. Doster's residence.

On Thursday, August 17 Student Resource Officer Rhonda Jorgenson received a Text-a-Tip (this is a form of communication available for students to report concerns directly to an SRO) from a student who wished to remain anonymous, alleging that Elizabeth Doster had been "engaging in inappropriate activities with students through the last school year," "distributing alcohol to students" and "she engaged in oral sex with a student throughout the school year." The tip further stated that "The student and I were talking and he brought this to my attention that it happened" This tip also had text message transcripts attached, allegedly from Ms. Doster to this student, apologizing for her actions.

On Thursday, August 17, Dr. Flowers advised Ms. Doster that the investigation was continuing at she would be placed on administrative leave from her position pending the outcome of the investigation.

On Friday August 18, Amanda Henry and Pam Cronin went to Ms. Doster's classroom to determine if the classroom would be ready for instruction should we need a substitute teacher in that position. In a plastic tote, in Ms. Doster's classroom they discovered four beer cans, three empty and one full. This is in violation of the District's Drug and Alcohol Free Workplace Policy.

On August 21, 2017, 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.

Later that week Elizabeth Doster submitted a request to the School Board to be released from her contract. The School Board Granted this request on August 28, 2017.

On August 23, 2017 a form 960 report was filed with Cass County Social Services Child Protection.

Additional information is available upon request.