IDAHO PROFESSIONAL STANDARDS COMMISSION

In the matter of the certificates of: Raymond James (Jim) Cobble, Respondent

Case No. 21625

STIPULATION

BACKGROUND

The Professional Standards Commission received an allegation of unethical conduct concerning Raymond James (Jim) Cobble. Following an investigation, the Executive Committee of the Professional Standards Commission reviewed the information before it and determined that probable cause exists for initiating an administrative action against Raymond James (Jim) Cobble's certificates. The Executive Committee has recommended the following Stipulation.

STIPULATION

1. This is an agreement (Stipulation) between Raymond James (Jim) Cobble (Mr. Cobble) and the Executive Committee (the Executive Committee) of the Professional Standards Commission (the Commission).

2. If Mr. Cobble wishes to agree to this Stipulation, he must sign and return this Stipulation and any attachments to the Commission by 5:00 p.m. (mountain time) on March 24, 2017, unless he has been granted an extension.

3. After Mr. Cobble and the Executive Committee agree to and sign this Stipulation, the Stipulation must be approved by the Commission, and the Commission must enter the attached consent order, before this Stipulation resolves the matter.

STIPULATION – 1
Raymond James (Jim) Cobble – March 6, 2017
4. A signed copy of this Stipulation may be submitted via mail or fax to:

Professional Standards Commission  
650 West State Street, 2nd Floor  
P.O. Box 83720  
Boise, ID 83720-0027  
Fax: (208) 334-2228 (Attn: Professional Standards Commission)

A. Stipulated Facts and Law

5. The Commission regulates teacher certification in the State of Idaho.

6. Mr. Cobble holds the following certificates and endorsements:
   a. (current) Standard Elementary Certificate with All Subjects K-8  
      Endorsement – effective September 1, 2016 – valid until August 31,  
      2021.
   b. (current) Administrator Certificate with Superintendent and School  
      Principal Pre-K-12 Endorsements – effective September 1, 2016 – valid  
      until August 31, 2021.
   c. (past) Standard Elementary Certificate with All Subjects K-8  
      Endorsement – effective September 1, 2011 – valid until August 31,  
      2016.
   d. (past) Administrator Certificate with Superintendent and School  
      Principal Pre-K-12 Endorsements – effective September 1, 2011 – valid  
      until August 31, 2016.

7. As required by the State Department of Education (State Department), the  
Camas County School District No. 121 uploaded staff assignment data to the State  
Department through the Idaho System for Education Excellence (ISEE).

8. For the years at issue, the State Department provided access for Mr. Cobble  
to run an Assignment Credential report, based on the ISEE data. Mr. Cobble then  
sent to the State Department the report and the following or a substantially similar  
signed attestation:

STIPULATION – 2  
Raymond James (Jim) Cobble – March 6, 2017
I certify that I have reviewed the credential status and highly qualified teacher information (HQT) contain in this report. I attest that the information contained in this report is accurate and all supporting documentation is on file in the event of an audit. However, for any amendment that I have made here, documentation is attached to substantiate those charges.

Superintendent/Charter Administrator

Date

9. This stipulation focuses on two courses offered by the Camas County School District: a yearbook course and a senior project course.

10. Camas County School District had a senior project course during the 2014-2015 and 2015-2016 school years. For the senior project course in the September 1, 2014, through October 31, 2014, report, Mr. Cobble attested that Amanda Ballard was the assigned teacher. For the senior project course in the September 1, 2015, through October 31, 2015, report, Mr. Cobble attested that Michelle Reedy was the assigned teacher.

11. For the 2014-2015 and 2015-2016 school years, however, Kathy Mennega, a paraeducator (not a certificated teacher), taught the senior project course.

12. Camas County School District also had a yearbook course for the 2012-2013, 2013-2014, 2014-2015, and 2015-2016 school years. Even though this course was not reported by the district as having an assigned teacher, it was taught by Bridget Smith (a certified teacher who lacks the requisite endorsement for teaching a yearbook course).

STIPULATION – 3
Raymond James (Jim) Cobble – March 6, 2017
13. Mr. Cobble, however, attested that Bridgette Smith was teaching another course when in fact she was teaching the yearbook course.

14. The Executive Committee determined that probable cause exists for initiating an administrative action against Mr. Cobble for violating the following law and rule governing teacher certification:

   a. Idaho Code § 33-1208(1)(j) ("Willful violation of any professional code or standard of ethics or conduct, adopted by the state board of education").

   b. Code of Ethics Principle IV (Idaho Admin. Code r. 08.02.02.076.05) ("A professional educator exemplifies honesty and integrity in the course of professional practice.").

15. Mr. Cobble, although not admitting that he violated the law and rule cited in paragraph 14, acknowledges that there is sufficient evidence to support a finding of a violation of the law and rule cited in paragraph 14.

   B. **Stipulated Discipline**

16. If this Stipulation is approved by the Commission, the following discipline will be imposed by the Commission on Mr. Cobble’s certificates:

   a. A letter of reprimand will be placed in Mr. Cobble’s permanent certification file. A copy of that letter reprimand is attached to this stipulation.

17. Any costs associated with Mr. Cobble’s compliance with the terms of this Stipulation are his responsibility.

18. During the pendency of this Stipulation, Mr. Cobble will comply with all laws and rules governing teacher certification in Idaho.

**STIPULATION – 4**
Raymond James (Jim) Cobble – March 6, 2017
C. Presentation of this Stipulation

19. Once Mr. Cobble signs this Stipulation and timely returns it to the Commission, and the Executive Committee signs this Stipulation, the Deputy Attorney General assigned to the Commission will present this Stipulation to the Commission at the Commission’s next business meeting.

20. The Commission may accept, reject, or modify the Stipulation.

21. If the Commission modifies this Stipulation, it must receive Mr. Cobble’s approval on any modification before the Stipulation is effective.

D. Waiver of Rights

22. If this Stipulation is approved by the Commission, Mr. Cobble knowingly, intelligently, and voluntarily waives the following rights:

   a. the right to a hearing;
   b. the right to confront and cross-examine witnesses;
   c. the right to present evidence or to call witnesses, or to testify at a hearing;
   d. the right to reconsideration of the Commission’s orders;
   e. the right to judicial review of the Commission’s orders; and
   f. other rights accorded by the Idaho Administrative Procedure Act, and the law and rules governing teacher certification in the State of Idaho.

23. If this Stipulation is approved by the Commission, the Commission may impose discipline upon Mr. Cobble’s certificates without further process.

24. By signing this Stipulation, Mr. Cobble agrees to waive any requirement for a hearing under Idaho Code § 33-1209(3) to be conducted within 90 days of his request for a hearing. This waiver applies to any hearing request made before the Commission ultimately rejects this Stipulation (if it does) or before Mr. Cobble ultimately rejects a modified stipulation (if Mr. Cobble does). If the Commission

STIPULATION – 5
Raymond James (Jim) Cobble – March 6, 2017
ultimately rejects this Stipulation or if Mr. Cobble ultimately rejects a modified stipulation, and Mr. Cobble has requested a hearing, the 90-day hearing timeframe will begin from the ultimate rejection.

E. General Acknowledgments

25. This Stipulation contains the entire agreement between the parties, and Mr. Cobble is not relying on any other agreement or representation, whether verbal or written.

26. This Stipulation, if approved by the Commission, or modified and approved, resolves a contested case. If approved, the Stipulation, consent order, and any attachment are public records. And if approved, the Commission may make available through its or the State Department of Education's website a copy of the Stipulation, consent order, and any attachment, and may report any discipline to the national clearinghouse for teacher certification.

27. Mr. Cobble agrees that he has read this Stipulation, has had the opportunity to discuss it with legal counsel, if he so chose, and understands that by signing below, he will be agreeing to the terms of this Stipulation.
SIGNATURES

Respondent

The respondent, Raymond James (Jim) Cobble, agrees to this Stipulation.

DATED this 14th day of March, 2017.

Raymond James (Jim) Cobble
Respondent

Executive Committee

The Executive Committee recommends that the Commission enter an Order based upon this Stipulation.

DATED this 31st day of March 2017

IDAHO PROFESSIONAL STANDARDS
COMMISSION EXECUTIVE COMMITTEE

[Signature]
Member
RE: Raymond James (Jim) Cobble  
Professional Standards Commission Case No. 21625

LETTER OF REPRIMAND

The Professional Standards Commission issues a formal reprimand to Raymond James (Jim) Cobble (Mr. Cobble).

Mr. Cobble, acting as the Superintendent of the Camas County School District No. 121, submitted Assignment Credential reports to the State Department of Education. In those reports, Mr. Cobble attested that the information was correct. However, during the 2014-2015 and 2015-2016 school years, Mr. Cobble attested to incorrect teacher assignments for the senior project course. For the 2012-2013, 2013-2014, 2014-2015, and 2015-2016 school years, Mr. Cobble also attested to incorrect teacher assignments with respect to one teacher who was marked as teaching one course, even though she was actually teaching a yearbook course, a course for which the teacher lacked the appropriate endorsements.

Mr. Cobble, although not admitting that he violated the following law and rule governing teacher certification, acknowledges that there is sufficient evidence to support a finding of a violation of the following law and rule governing teacher certification:

a. Idaho Code § 33-1208(1)(j) ("Willful violation of any professional code or standard of ethics or conduct, adopted by the state board of education").

b. Code of Ethics Principle IV (Idaho Admin. Code r. 08.02.02.076.05) ("A professional educator exemplifies honesty and integrity in the course of professional practice.").

A copy of this letter of reprimand will be placed in Mr. Cobble’s certification file.

Dated this 31st day of March, 2017.

IDAHO PROFESSIONAL STANDARDS COMMISSION

[Signature]
Elisa Saffie, Member

LETTER OF REPRIMAND – 1  
Raymond James (Jim) Cobble
IDAHO PROFESSIONAL STANDARDS COMMISSION

In the matter of the certificates of: Raymond James (Jim) Cobble, Respondent

Case No. 21625

CONSENT ORDER

The Professional Standards Commission orders that the Stipulation, entered between Raymond James (Jim) Cobble and the Executive Committee, is adopted as the informal disposition of this case, as permitted under Idaho Code § 67-5241. This order will be effective on the date it is signed. The discipline listed in the Stipulation is imposed on Raymond James (Jim) Cobble's certificates under Idaho Code §§ 33-1208 and 33-1209. This is a final agency order, and Raymond James (Jim) Cobble has waived the right of reconsideration and the right to judicial review.

Dated this 31st day of March, 2017.

IDAHO PROFESSIONAL STANDARDS COMMISSION

Elisa Saffle, Member

CONSENT ORDER – 1
Raymond James (Jim) Cobble
CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this ___ day of ___ , 2017, I caused to be served a true and correct copy of the foregoing by the following method to:

Jim Cobble

[Redacted]

Brian V. Church
Deputy Attorney General
P.O. Box 83720
Boise, ID 83720-0010

☐ U.S. Mail
☐ Hand Delivery
☒ Certified Mail, Return Receipt Requested
☐ Overnight Mail
☐ Facsimile:
☐ Email:

☐ U.S. Mail
☐ Hand Delivery
☐ Certified Mail, Return Receipt Requested
☐ Overnight Mail
☐ Facsimile: (208) 854-8073
☒ Email:
   brian.church@ag.idaho.gov
   leslie.gottschi@ag.idaho.gov

[Signature]
Shannon H. Haas
Program Specialist
Idaho State Department of Education

CONSENT ORDER – 2
Raymond James (Jim) Cobble