

1 advised with regard to her rights thereto or waives any and all rights to consult with an
2 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
3 the Stipulated Final Order below.

4 5 **STIPULATION OF FACTS**

- 6
7 1. The Commission has licensed Cowan since January 8, 2016. Cowan holds a
8 Professional Teaching License with endorsements in Art (PK-12) and School
9 Counselor (PK-12), which is valid from May 14, 2025, and expires on February
10 28, 2031. During all relevant times, Cowan was employed by the Dayton School
11 District (DSD).
12
- 13 2. On December 4, 2023, the Commission received an internal referral from TSPC
14 licensure staff alleging that Cowan, a licensed Oregon educator, had worked
15 without a valid license from June 29, 2020, until December 4, 2023, a period of
16 approximately three (3) years and six (6) months.
17
- 18 3. Investigation by TSPC determined the following:
19
 - 20 • Cowan was employed by the DSD as a teacher during the 2020-2021, 2021-
21 2022, and 2022-2023 school years.
 - 22 • On February 2, 2020, TSPC Licensure staff sent an email to Cowan,
23 informing her that her license expiration date was approaching.
 - 24 • On June 29, 2020, Cowan's teaching license expired.
 - 25 • On August 8, 2022, Cowan submitted her application for renewal, but she did
26 not complete the process. (Missing documentation)
 - 27 • On October 21, 2022, TSPC Licensure staff sent Cowan an email, informing
28 her of the documentation required to complete her application.
 - 29 • On January 10, 2023, another email was sent by TSPC Licensure staff
30 notifying Cowan that if the missing documentation was not received by
31 January 19, 2023, her application would be closed.
 - 32 • TSPC did not hear from Cowan and did not receive the required
33 documentation, and on January 19, 2023, her application was closed.
 - 34 • On August 23, 2023, Cowan submitted a new renewal application, and the
missing documentation was provided in November of 2023.

- 1 • On December 4, 2023, Cowan was issued a Restricted School Counselor
2 License.
3 • During the time Cowan's license was expired, she continued to teach/counsel
4 for a period of three (3) years and six (6) months.
5 • During Cowan's interview with TSPC investigative staff on June 2, 2026, she
6 admitted to failing to check her email for licensure reminders from TSPC.
7 • Upon learning about the lapse in licensure in 2023, Cowan took the necessary
8 steps to provide all necessary documentation to TSPC. Since 2023, Cowan has
9 taken all necessary steps to keep her license active.
10
11

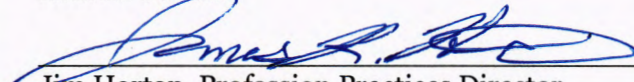
12 IT IS SO STIPULATED:

13 

14 Kelli N. Cowan

7/15/2026

Date

15 

17 Jim Horton, Profession Practices Director
18 Teacher Standards and Practices Commission

07/16/2026

Date

19
20 **CONCLUSION OF LAW**

21 *The above conduct described in section three (3) above, constitutes gross neglect*
22 *of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(r) (Working without a*
23 *license); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use*
24 *professional judgment), and OAR 584-020-0020(2)(d) (Skill in the supervision of*
25 *students), OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and*
26 *regulations).*
27

28 **ORDER**

29 The Commission adopts and incorporates herein the above findings of fact and
30 conclusions of law, and based thereon, imposes a public reprimand and one (1) years of
31 probation. The period of probation will become effective on the date of adoption of this
32 stipulated order. The period of probation is subject to the following conditions:

1 1. Cowan shall comply with the Standards for Competent and Ethical
2 Performance of Oregon Educators under Oregon Administrative Rules
3 Chapter 584, Division 020.

4
5 Issued and dated this 14th day of August, 2026.

6
7 **TEACHER STANDARDS AND PRACTICES COMMISSION**
8 **STATE OF OREGON**

9
10
11 By Rachel Alpert
12 Rachel Alpert, Executive Director