## 1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 4 In the Matter of the STIPULATION OF FACTS AND 5 Educator License of ) FINAL ORDER OF SUSPENSION HEATHER KIPNIS ) AND PROBATION 7 (AKA: "EROLDI IDLORE") 8 9 On February 17, 2020, the Teacher Standards and Practices Commission 10 (Commission) received a report from the Oregon Department of Human Services (DHS) 11 indicating Heather Kipnis (Kipnis), AKA Eroldi Idlore, may have committed acts of gross 12 neglect of duty and/or gross unfitness. Specifically, it was alleged Kipnis violated teacher 13 student boundaries. 14 After review of the matters alleged, Kipnis and the Commission agree that their 15 respective interests, together with the public interest, are best served by a stipulation to 16 certain facts and the imposition of a one (1) year suspension, and a three (3) year period 17 of probation. 18 This Order sets forth the facts upon which the parties have agreed and the 19 sanction to be imposed. Kipnis stipulates that there are sufficient facts contained in the 20 Commission's files and records to support the findings of fact and conclusions of law set 21 forth below. In entering into this stipulation, Kipnis waives the right to a hearing to 22 contest the findings of fact, conclusions of law and order set forth below. 23 By signing below, Kipnis acknowledges, understands, stipulates, and agrees to 24 the following: (i) Kipnis has been fully advised of Kipnis' rights to notice and a hearing to 25 contest the findings of fact, conclusions of law, and order set forth below, and fully and 26 finally waives all such rights and any rights to appeal or otherwise challenge this 27 Stipulation of Facts and Final Order of Suspension and Probation (Stipulation and Final 28 Order); (ii) this Stipulation and Final Order is a public document and disclosed to the 29 public upon request by the Commission; (iii) this Stipulation and Final Order is 30 contingent upon and subject to approval and adoption by the Commission. If the 31 Commission does not approve and adopt this Stipulation and Final Order, then neither 32 Kipnis nor the Commission are bound by the terms herein; (iv) Kipnis has fully read this 33 Stipulation and Final Order, and understands it completely; (v) Kipnis voluntarily, 34 without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) Kipnis states that no promise 35 36 or representation has been made to induce Kipnis to sign this Stipulation and Final

Order; and (vii) Kipnis has consulted with an attorney regarding this Stipulation and

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1 Final Order and has been fully advised with regard to Kipnis' rights thereto, or waives 2 any and all rights to consult with an attorney prior to entering into this Stipulation and 3 Final Order and issuance and entry of the Stipulated Final Order below. 4 5 STIPULATION OF FACTS 6 1. The Commission has licensed Kipnis since February 14, 2022. Kipnis held a 7 Reciprocal Teaching License, with endorsements in Music (PK-12) and World 8 Language: Spanish (PK-12), valid from February 14, 2022, through February 14, 9 2023. During all relevant times, Kipnis was working for the AmeriCorps Ethos 10 Music Center Rural Outreach Project at the Monument School District (MSD). 11 12 2. On March 25, 2022, the Commission received information from DHS indicating 13 Kipnis may have committed acts which constitute gross neglect of duty and/or 14 gross unfitness. The information alleged Kipnis engaged in inappropriate 15 teacher/student boundaries with a student enrolled in the MSD. 16 17 3. Investigation found that on March 13, 2022, while at Kipnis' residence, Kipnis shared 18 information with an acquaintance about connecting with AH, a sixteen (16) year-old 19 student. The acquaintance suggested Kipnis to get out of the situation. From March 20 14 to March 17, 2022, Kipnis corresponded with the acquaintance in multiple emails 21 about the aftereffects of the discussion. 22 23 4. Investigation found that sometime around December 2021 or January 2022, Kipnis 24 gave AH, a handwritten note which contained several poems. In April 2022, Kipnis 25 gave AH a handwritten note describing a dream Kipnis had about the student. In 26 December 2021, Kipnis gave AH a bracelet. In Kipnis' TSPC interview, Kipnis 27 explained the small gifts were for students participating in talent shows and concerts. 28 In March 2022, Kipnis gave AH a musical tuning device. 29 30 5. Investigation found that during the 2021-22 school year, Kipnis shared with students 31 during class, Kipnis' sexual orientation and relationship status. 32 33 6. Investigation found that during a class, Kipnis focused some attention AH and gave

the hug was too long and made her uncomfortable.

AH an extended hug. Though AH said she gave Kipnis permission to hug her, AH said

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 7. On March 17, 2022, the MSD placed Kipnis on administrative leave. On April 2, 2022, Kipnis advised the MSD that Kipnis would not be returning to teach with the MSD.

IT IS SO STIPULATED:

Heather Kipnis (AKA: Eroldi Idlore)

Date

Trent Danowski, Deputy Director

Teacher Standards and Practices Commission

Date

## CONCLUSION OF LAW

The conduct described in section three (3) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (Recognize the worth and dignity of all persons and respect for each individual), OAR 584-020-0010(5) (Use professional judgment); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(A) (Not demonstrating or expressing professionally inappropriate interest in a student's personal life).

The conduct described in section four (4) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use professional judgment); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c) (B) (Not accepting or giving or exchanging romantic or overly personal gifts or notes with a student), and OAR 584-020-0035(1)(c)(D) (Honoring appropriate adult boundaries with students in conduct and conversations at all times).

The conduct described in section five (5) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (Use professional judgment) and OAR 584-020-0035(1)(c)(D) (Honoring appropriate adult boundaries with students in conduct and conversations at all times

The conduct described in section six (6) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

1	The Commission's authority to impose discipline in this matter is based upon ORS
2	342.175.
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4	ORDER
5	The Commission adopts and incorporates herein the above findings of fact and
6	conclusions of law, and based thereon, imposes a one (1) year suspension upon Heather
7	Kipnis' Oregon educator license.
8	Furthermore, the Commission imposes a period of three (3) years of probation upon
9	Kipnis' licensure to commence from the date the order is signed by the Commission and
10	subject to the following conditions:
11	1. Kipnis shall comply with the Standards for Competent and Ethical Performance of
12	Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
13	2. Prior to reinstatement, Kipnis shall successfully complete a Commission approved
14	training course on teacher/student boundaries and provide the Commission a written
15	record of this.
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17	Issued and dated this $2/$ day of June, 2023.
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19	TEACHER STANDARDS AND PRACTICES COMMISSION
20	STATE OF OREGON
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22	Show / /
23	By Supplied the By Supplied th
24	Dr. Anthony Rosilez, Executive Director