BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION OF THE STATE OF OREGON

4	In the Matter of the)	STIPULATION OF FACTS AND
5	Educator License of	j	FINAL ORDER OF PUBLIC
6	JEDEDIA C. PENNELL	j	REPRIMAND AND PROBATION
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8 On May 9, 2022, the Teacher Standards and Practices Commission
9 (Commission) received a report from the Eagle Point School District (District) alleging
10 that Jededia C. Pennell (Pennell) made an inappropriate comment to students in April
2022, during a class at Eagle Point High School.

After review of the matters alleged, Pennell and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a Public Reprimand on Pennell's license, and a two (2) year period of Probation.

16 This Order sets forth the facts upon which the parties have agreed and the 17 sanction to be imposed. In entering into this stipulation, Pennell waives the right to a 18 hearing to contest the findings of fact, conclusions of law and order set forth below.

19 By signing below, Pennell acknowledges, understands, stipulates, and agrees to 20 the following: (i) he has been fully advised of his rights to notice and a hearing to contest 21 the findings of fact, conclusions of law, and order set forth below, and fully and finally 22 waives all such rights and any rights to appeal or otherwise challenge this Stipulation of 23 Facts and Final Order of Public Reprimand and Probation (Stipulation and Final Order); 24 (ii) this Stipulation and Final Order is a public document and disclosed to the public 25 upon request by the Commission; (iii) this Stipulation and Final Order is contingent 26 upon and subject to approval and adoption by the Commission. If the Commission does 27 not approve and adopt this Stipulation and Final Order, then neither Pennell nor the 28 Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force or 29 duress, enters into this Stipulation and Final Order and consents to issuance and entry of 30 the Stipulated Final Order below; (vi) he states that no promise or representation has 31 been made to induce him to sign this Stipulation and Final Order; and (vii) he has 32 33 consulted with an attorney regarding this Stipulation and Final Order and has been fully 34 advised with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of 35 36 the Stipulated Final Order below.

Page 1 STIPULATION OF FACTS AND FINAL ORDER OF PUBLIC REPRIMAND AND PROBATION – JEDEDIA C. PENNELL

1		STIPULATION OF FACTS		
2	1.	The Commission has licensed Pennell since November 9, 2020. Pennel holds a		
3		Professional Teaching License, with endorsements in Health (PK-12) and		
4		Physical Education (PK-12), valid from November 9, 2020, through May 14,		
5		2026. During all relevant times, Pennell was employed by the Eagle Point School		
6		District (EPSD).		
7				
8	2.	On May 9, 2022, the Commission received a report from the EPSD indicating		
9		Pennell may have committed acts of gross neglect of duty and/or gross unfitness.		
10		Specifically, it was alleged that in April 2022, Pennell told an insensitive ethnic		
11		joke to a class of high school students.		
12 13	3.	Investigation determined that on April 20, 2022, during a yoga class with		
14	0.	approximately twenty (20) Eagle Point High School students, Pennell repeated a		
15		joke a student had told him earlier in the day, which stereotyped several ethnic		
16		groups. Pennel intended to foster a discussion on some existing racial attitudes		
17		in the district, but some students misconstrued the purpose of the joke and a		
18		student commented that the joke was not funny. Pennell immediately apologized		
19	*	to the student and then the entire class at the end of the period. During a meeting		
20		with the administration on April 21, 2022, Pennell admitted to telling the joke		
21		and apologized for telling the joke. Pennell was immediately placed on		
22		administrative leave.		
23				
24	4.			
25		On or about that day, Pennell resigned in lieu of termination. On May 9, 2022, the EPSD concluded their investigation, found Pennell's behavior violated		
26		District policy, and the District reported the matter to the Commission.		
27		District policy, and the District reported the matter to the commission.		
28	TTTC	SO STIPULATED:		
29 30	11 15			
31 32	(el femil 12/19/23		
33	Jeded	ja C. Pennell Date		
34 35		$\frac{2}{\text{pare}} \frac{12}{79} \frac{12}{23}$ Date $\frac{12}{9} \frac{12}{23}$		
36		na Edgar, Director of Professional Practices Date		
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Page 2 STIPULATION OF FACTS AND FINAL ORDER OF PUBLIC REPRIMAND AND PROBATION - JEDEDIA C. PENNELL

1	CONCLUSION OF LAW		
2	Jededia C. Pennell's conduct as described in section three (3) above constitutes		
3	gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it		
4	incorporates OAR 584-020-0010(5) (Use professional judgment), OAR 584-020-		
5	0010(1) (Recognize the worth and dignity of all persons and respect for each		
6	individual), OAR 584-020-0015(2)(c) (Use of current subject matter appropriate to the		
7	individual needs of the students), OAR 584-020-0020(2)(d) (Skill in the supervision of		
8	students), OAR 584-020-0025(2)(e) (Using district lawful and reasonable rules and		
9	regulations), and OAR 584-020-0030(2)(b) (Skill in communicating with		
10	administrators, students, staff, parents, and other patrons).		
11	The Commission's authority to impose discipline in this matter is based upon		
12	ORS 342.175.		
13			
14	ORDER		
15	The Commission adopts and incorporates herein the above findings of fact and		
16	conclusions of law, and based thereon, imposes a Public Reprimand upon Jededia C.		
17	Pennell's Oregon educator license.		
18	Furthermore, the Commission imposes a period of two (2) years of probation		
19	upon Pennell's Oregon educator license and subject to the following conditions:		
20	1. Pennell shall comply with the Standards for Competent and Ethical Performance		
21	of Oregon Educators under Oregon Administrative Rules Chapter 584, Division		
22	020.		
23	2. Pennell shall complete and provide evidence of successful completion of a		
24	Commission-approved cultural sensitivity/diversity training course within the		
25	first six months of probation.		
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27	Issued and dated this 2 day of February 2024.		
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29	TEACHER STANDARDS AND PRACTICES COMMISSION		
30	STATE OF OREGON		
31	JAA - JK//		
32	By		
33	Melissa Coff, Interim Executive Director		