

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
34 AH an extended hug. Though AH said she gave Kipnis permission to hug her, AH said
35 the hug was too long and made her uncomfortable.

1
2 7. On March 17, 2022, the MSD placed Kipnis on administrative leave. On April 2, 2022,
3 Kipnis advised the MSD that Kipnis would not be returning to teach with the MSD.
4

5 IT IS SO STIPULATED:

6
7
8
9 _____
10 Heather Kipnis (AKA: Erolidi Idlore)

4/29/2023
_____ Date

11
12 _____
13 Trent Danowski, Deputy Director
14 Teacher Standards and Practices Commission

5/2/2023
_____ Date

15
16 **CONCLUSION OF LAW**

17 The conduct described in section three (3) above constitutes gross neglect of duty in
18 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-
19 0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*),
20 OAR 584-020-0010(5) (*Use professional judgment*); OAR 584-020-0040(4)(o) as it
21 incorporates OAR 584-020-0035(1)(c)(A) (*Not demonstrating or expressing professionally*
22 *inappropriate interest in a student's personal life*).

23 The conduct described in section four (4) above constitutes gross neglect of duty in
24 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-
25 0010(5) (*Use professional judgment*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-
26 020-0035(1)(c) (B) (*Not accepting or giving or exchanging romantic or overly personal*
27 *gifts or notes with a student*), and OAR 584-020-0035(1)(c)(D) (*Honoring appropriate*
28 *adult boundaries with students in conduct and conversations at all times*).

29 The conduct described in section five (5) above constitutes gross neglect of duty in
30 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-
31 0010(5) (*Use professional judgment*) and OAR 584-020-0035(1)(c)(D) (*Honoring*
32 *appropriate adult boundaries with students in conduct and conversations at all times*

33 The conduct described in section six (6) above constitutes gross neglect of duty in
34 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-
35 0010(5) (*Use professional judgment*); OAR 584-020-0040(4)(o) as it incorporates OAR 584-
36 020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and*
37 *conversations at all times*).

1 The Commission's authority to impose discipline in this matter is based upon ORS
2 342.175.

3
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.

16
17 Issued and dated this 21 day of June, 2023.

18
19 **TEACHER STANDARDS AND PRACTICES COMMISSION**
20 **STATE OF OREGON**

21
22
23 By _____

24 Dr. Anthony Rosilez, Executive Director