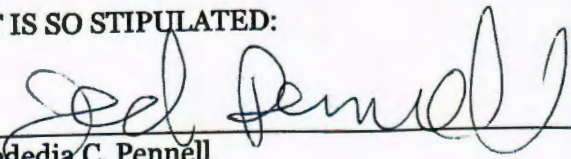


STIPULATION OF FACTS

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1. The Commission has licensed Pennell since November 9, 2020. Pennell holds a Professional Teaching License, with endorsements in Health (PK-12) and Physical Education (PK-12), valid from November 9, 2020, through May 14, 2026. During all relevant times, Pennell was employed by the Eagle Point School District (EPSD).
2. On May 9, 2022, the Commission received a report from the EPSD indicating Pennell may have committed acts of gross neglect of duty and/or gross unfitness. Specifically, it was alleged that in April 2022, Pennell told an insensitive ethnic joke to a class of high school students.
3. Investigation determined that on April 20, 2022, during a yoga class with approximately twenty (20) Eagle Point High School students, Pennell repeated a joke a student had told him earlier in the day, which stereotyped several ethnic groups. Pennell intended to foster a discussion on some existing racial attitudes in the district, but some students misconstrued the purpose of the joke and a student commented that the joke was not funny. Pennell immediately apologized to the student and then the entire class at the end of the period. During a meeting with the administration on April 21, 2022, Pennell admitted to telling the joke and apologized for telling the joke. Pennell was immediately placed on administrative leave.
4. On May 3, 2022, the EPSD sent Pennell a notice of a pre-termination hearing. 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 District policy, and the District reported the matter to the Commission.

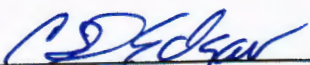
IT IS SO STIPULATED:



 Jedediah C. Pennell

12/19/23

 Date



 Cristina Edgar, Director of Professional Practices
 Teacher Standards and Practices Commission

12/19/23

 Date

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**

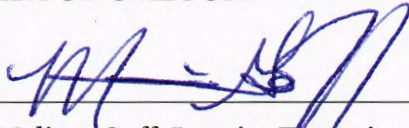
15 The Commission adopts and incorporates herein the above findings of fact and
16 conclusions of law, and based thereon, imposes a Public Reprimand upon Jededia C.
17 Pennell’s Oregon educator license.

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.
26

27 Issued and dated this 2 day of February 2024.

28
29 **TEACHER STANDARDS AND PRACTICES COMMISSION**
30 **STATE OF OREGON**

31
32 By  _____
33 Melissa Goff, Interim Executive Director