1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS AND 4 Educator License of FINAL ORDER OF 5 ELIZABETH S. HENDERSON) PUBLIC REPRIMAND AND 6) 7 8 9 On September 13, 2022, the Teacher Standards and Practices Commission 10 (Commission) received a misconduct report from the Junction City School District 11 (JCSD), alleging possible professional misconduct on the part of licensed educator, 12 Elizabeth S. Henderson (Henderson). 13 After review of the matters alleged, Henderson and the Commission agree that 14 their respective interests, together with the public interest, are best served by a 15 stipulation to certain facts and the imposition of a Public Reprimand and a two (2) year 16 period of Probation of Henderson's teaching license. 17 This Order sets forth the facts upon which the parties have agreed and the 18 sanction to be imposed. Henderson stipulates that there are sufficient facts contained in 19 the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Henderson waives the right to a 20 21 hearing to contest the findings of fact, conclusions of law and order set forth below. 22 By signing below, Henderson acknowledges, understands, stipulates, and agrees 23 to the following: (i) she has been fully advised of her rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and 24 25 finally waives all such rights and any rights to appeal or otherwise challenge this 26 Stipulation of Facts and Final Order of Revocation (Stipulation and Final Order); (ii) this 27 Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and 28 29 subject to approval and adoption by the Commission. If the Commission does not 30 approve and adopt this Stipulation and Final Order, then neither Henderson nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and 31 32 Final Order, and understands it completely; (v) she voluntarily, without any force or 33 duress, enters into this Stipulation and Final Order and consents to issuance and entry of 34 the Stipulated Final Order below; (vi) she states that no promise or representation has 35 been made to induce her to sign this Stipulation and Final Order; and (vii) she has 36 consulted with an attorney regarding this Stipulation and Final Order and has been fully

Page 1 STIPULATION OF FACTS & FINAL ORDER OF PUBLIC REPRIMAND AND PROBATION – ELIZABETH S. HENDERSON

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.			
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5	STIPULATION OF FACTS			
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7	The Commission has licensed Henderson since July 21, 2009. Henderson held a			
8	Preliminary Teaching License with endorsements in Drama (PK-12), Social Studies (PK-			
9	12) and Language Arts (PK-12) valid from July 18, 2019, through July 17, 2022. During			
10	all relevant times, Henderson was employed by the Junction City School District (JCSD).			
11				
12	 On September 13, 2022, the Teacher Standards and Practices Commission (TSPC) 			
13	received a School District Misconduct Report from the Superintendent of JCSD, Troy			
14	Stoops, alleging misconduct by Henderson, a Junction City High School (JCHS) teacher.			
15	Specifically, the report alleged that Henderson had participated in a prank telephone call			
16	to a student, (HB) while on a field trip to Los Angeles California in April of 2022. The			
17	prank call to HB was a mock advertisement for a "gay conversion camp."			
18				
19	On October 25, 2022, TSPC received a second school district misconduct report alleging			
20	that Henderson spoke to student KH in a disrespectful manner and yelled and used			
21	profanity when addressing them in Yearbook class.			
22				
23				
24	 According to the JCSD and TSPC investigations, the following events related to the above 			
25	allegations were substantiated:			
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27	 The JCSD received an anonymous complaint on or about June 24, 2022. The 			
28	complaint alleged that student HB had received a prank call. The prank call was			
29	described as an automated message talking about "gay conversion therapy." The			
30	message included a phone number to call.			
31	 Student HB recognized the phone number as of that of a fellow student, student JR. 			
32	 Student HB called the phone number and a voice answered that she did not 			
33	recognize.			
34	 After the call, student HB later believed the voice she heard was that of Henderson. 			

1		Student HB put the call on speaker so other students could hear.
2		Student HB started to feel uncomfortable and reported that the joke went too far and
3		got too personal.
4		HB reported that the prank call made her feel uncomfortable and weird since she did
5		not have a personal relationship with Henderson.
6		HB reported that she did not think Henderson believed in "conversion therapy" but
7		stated that Henderson was just playing a character for the joke.
8		HB reported that she did not feel harassed but did feel targeted by the joke because
9		of her sexual identity.
10		During the JCSD investigation into this matter, Henderson recalled seeing students
11		on the Los Angeles trip making prank phone calls to one another but denied
12		participating.
13		On or about September 13, 2022, student KH filed a complaint with the JCSD
14		alleging unprofessional conduct by Henderson.
15		KH reported that Henderson had acted unprofessionally by yelling and using
16		profanity in the Yearbook class.
17		When interviewed about this by the JCSD, Henderson admitted to occasionally
18		yelling out of frustration and stated that she had said the word "shit" approximately
19		five times during the school year in front of students.
20		Henderson reported that she never yelled at or directed any profanity towards any of
21		her students.
22		Henderson received a Letter of Reprimand from JCSD in July 2022 regarding the
23		prank call allegations, which was later retracted by JCSD following a union grievance
24		over the discipline.
25		Henderson received no discipline from JCSD regarding the allegations related to
26		student KH.
27		In January 2023, JCSD reassigned Henderson to a new teaching position. Henderson
28		resigned her employment with the JCSD in February 2023.
29		
30		
31	4.	On May 9, 2023, Henderson was interviewed by TSPC investigative staff via in the
32		oresence of her attorney, Noah Barish. During the interview Henderson stated she was in
33		he same room as the students making the prank call but denied participation in the
34		orank call. Henderson stated that she was aware students were making prank calls using

1 a voice-disguising technology, but stated that she did not take any part in the prank calls 2 because she was on a different phone call at the same time with a close family friend. 3 Henderson indicated that the recipient of the prank call may have been able to hear her 4 voice in the room at the time because she was speaking on a different phone call. 5 Henderson denied engaging in any homophobic communications and presented 6 documentary evidence in the TSPC investigation that she visibly supported LGBTQ 7 equality in her classroom. Henderson admitted that she had used profanity in front of students a handful of times but indicated that the profanity was never directed towards 8 9 students. Henderson concluded her interview with TSPC by indicating that this process had helped her learn a valuable lesson about professionalism and indicated that she 10 11 would improve upon her classroom demeanor going forward. 12 13 14 IT IS SO STIPUL 06 / 06 / 2024 15 Elizabeth S. Henderson 16 17 18 Cristina Edgar, Orrector of Professional Practices 19 20 Teacher Standards and Practices Commission 21 CONCLUSION OF LAW 22 23 The conduct described 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 24 25 professional judgment), OAR 584-020-0010(1) (Recognize the worth and dignity of all persons and respect for each individual), OAR 584-020-0030(2)(b) (Skill in 26 27 communicating with administrators, students, staff, parents, and other patrons), 28 and OAR 584-020-0040(4)(0) as it incorporates OAR 584-020-0035(1)(c)(D) (Honoring appropriate adult boundaries with students in conduct and conversations at 29 30 all times). 31 The Commission's authority to impose discipline in this matter is based upon 32 33 ORS 342.175. 34 35

1		ORDER	
2	The Commission adopts and incorporates herein the above findings of fact and		
3	conclusions of law, and based thereon, imposes a Public Reprimand and a two (2) year		
4	period of probation upon Elizabeth S. Henderson's Oregon educator license. The period		
5	of probation is subject to the following conditions:		
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7	1.	Henderson shall comply with the Standards for Competent and Ethical	
8		Performance of Oregon Educators under Oregon Administrative Rules Chapter	
9		584, Division 020.	
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11	2.	Henderson shall complete a certified Diversity training before the completion of	
12		the term of her probation and provide proof to TSPC that the course was	
13		satisfactorily completed.	
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16			
17		Issued and dated this 21 4 day of June, 2024.	
18		Issued and dated this _ <pre></pre>	
19		TEACHER STANDARDS AND PRACTICES COMMISSION	
20		STATE OF OREGON //	
21		By All Strains	
22		Melisaa Goff, Interim Executive Director	