

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.

4
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.”
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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 presence of her attorney, Noah Barish. During the interview Henderson stated she was in
- 33 the same room as the students making the prank call but denied participation in the
- 34 prank 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
8 students a handful of times but indicated that the profanity was never directed towards
9 students. Henderson concluded her interview with TSPC by indicating that this process
10 had helped her learn a valuable lesson about professionalism and indicated that she
11 would improve upon her classroom demeanor going forward.

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13

14 IT IS SO STIPULATED:

15 

16 Elizabeth S. Henderson

06 / 06 / 2024

Date

17 

18
19 Cristina Edgar, Director of Professional Practices
20 Teacher Standards and Practices Commission

06/11/2024

Date

21

22 **CONCLUSION OF LAW**

23 The conduct described above constitutes gross neglect of duty in violation of ORS
24 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use*
25 *professional judgment*), OAR 584-020-0010(1) (*Recognize the worth and dignity of all*
26 *persons and respect for each individual*), OAR 584-020-0030(2)(b) (*Skill in*
27 *communicating with administrators, students, staff, parents, and other patrons*),
28 and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D)
29 (*Honoring appropriate adult boundaries with students in conduct and conversations at*
30 *all times*).

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

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ORDER

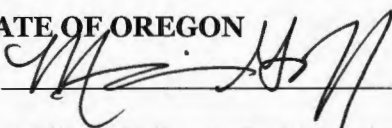
The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand and a two (2) year period of probation upon Elizabeth S. Henderson’s Oregon educator license. The period of probation is subject to the following conditions:

1. Henderson shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
2. Henderson shall complete a certified Diversity training before the completion of the term of her probation and provide proof to TSPC that the course was satisfactorily completed.

The term of the probation will commence upon the date of adoption of this order.

Issued and dated this 21st day of June, 2024.

TEACHER STANDARDS AND PRACTICES COMMISSION
STATE OF OREGON

By  _____
Melisaa Goff, Interim Executive Director