



1 has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised  
2 with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to  
3 entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order  
4 below.

### 5 **STIPULATION OF FACTS**

- 6 1) Kinnett has been licensed as an educator in Oregon since July 1, 2002. Kinnett holds an Initial II  
7 Teaching License, with an endorsement in Integrated Science (HS), valid from March 26, 2015,  
8 through March 29, 2018. During all relevant times, Kinnett was employed by the Salem-Keizer  
9 School District.
- 10 2) On February 12, 2016, the Commission received a report from SKSD advising that Kinnett had  
11 been investigated for conduct that may be considered gross neglect of duty or gross unfitness. The  
12 report alleges Kinnett engaged in grooming behaviors and displayed inappropriate teacher /  
13 student boundaries.
- 14 3) Subsequent investigation concluded that Kinnett displayed inappropriate teacher/student  
15 boundaries, including non-school related texting with many students and having multiple  
16 students over the years as “friends” on Facebook.

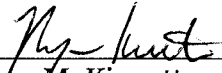
17 In addition, investigation concluded that when Kinnett served as a chaperone on a non-school  
18 sponsored trip to an environmental youth conference in Portugal, Kinnett patted student LA on  
19 the thigh to reassure her during airplane take-off. Kinnett posed uncomfortably close to LA in  
20 selfie photographs she initiated, and placed his hand on LA’s back.

21 Investigation also determined that during school, Kinnett committed other boundary violations  
22 involving LA, such as informal texting and conversations, giving her hugs, and buying her special  
23 vegan gum as a way to help her with her research as part of a class assignment. Another student,  
24 AS, reported Kinnett exchanged non-school related text messages with her regularly. Kinnett gave  
25 AS a birthday card on her birthday but did not give other students birthday cards.


1 Investigation further determined that less formal relationships between teachers and students  
2 were generally accepted at this small, alternative high school, that Kinnett was forthright about  
3 his conduct, and that Kinnett took responsibility for crossing teacher/student boundaries in a  
4 manner that made any students feel uncomfortable.

5 The district's investigation concluded that Kinnett's conduct was inappropriate and violated local  
6 policies. In February 2016, the district advised they would be seeking Kinnett's termination, and  
7 on February 11, 2016, Kinnett resigned his employment with SKSD.

8  
9 IT IS SO STIPULATED:

10   
11 \_\_\_\_\_  
Ryan M. Kinnett

8/4/2017  
\_\_\_\_\_  
Date

12   
13 \_\_\_\_\_  
Trent Danowski, Co-Interim Executive Director  
14 Teacher Standards and Practices Commission

8/11/2017  
\_\_\_\_\_  
Date

15 **CONCLUSIONS OF LAW**

16 Ryan M. Kinnett's conduct described in section three (3) above constitutes gross neglect of  
17 duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-  
18 0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and*  
19 *reasonable rules and regulations*), OAR 584-020-0030(2)(b) (*Skill in communicating with*  
20 *administrators, students, staff, parents, and other patrons*); and 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*), OAR 584-020-0035(1)(c)(B) (*Not accepting or*  
23 *giving or exchanging romantic or overly personal gifts or notes with a student*), and OAR 584-020-  
24 0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations*  
25 *at all times*).

26  
27 The Commission's authority to impose discipline in this matter is based upon ORS 342.175.

1 **ORDER**

2 The Commission hereby adopts and incorporates herein the above stipulation of facts,  
3 conclusions of law, and based thereon hereby imposes a three (3) month suspension upon Kinnett's  
4 Oregon educator license as follows:

5 Ryan M. Kinnett's Oregon educator license is hereby suspended for three (3) months following  
6 the adoption of this order. Kinnett will successfully complete a Commission approved training on  
7 teacher / student boundaries and submit proof of same prior to any reinstatement of his licensure.

8 Furthermore, the Commission imposes a period of three (3) years of probation upon Kinnett to  
9 commence upon reinstatement of his license and subject to the following terms and conditions of  
10 probation:

- 11 1. Kinnett shall comply with the Standards for Competent and Ethical Performance of Oregon  
12 Educators under Oregon Administrative Rules Chapter 584, Division 020.

13 Violation of any term or condition of probation shall constitute an independent basis for the  
14 Commission to revoke Kinnett's educator license or otherwise impose discipline, after first providing  
15 Kinnett with notice and opportunity for hearing.

16  
17  
18 IT IS SO ORDERED this 9th day of November, 2017.

19 TEACHER STANDARDS AND PRACTICES COMMISSION

20  
21 By: Trent Danowski  
22 Trent Danowski, Co-Interim Executive Director