

**IDAHO PROFESSIONAL STANDARDS COMMISSION**

In the matter of the certificates of:

George R. Allen,

Respondent

Case No. 22109

**STIPULATION**

**BACKGROUND**

The Professional Standards Commission received an allegation of unethical conduct concerning George R. Allen. Following an investigation, the Executive Committee of the Professional Standards Commission reviewed the information before it and determined that probable cause exists for initiating an administrative action against George R. Allen's certificates. The Executive Committee has recommended the following Stipulation.

**STIPULATION**

1. This is an agreement (Stipulation) between George R. Allen (Mr. Allen) and the full Commission of the Professional Standards Commission (the Commission).
2. If Mr. Allen wishes to agree to this Stipulation, he must sign and return this Stipulation and any attachments to the Commission by 5:00 p.m. (Mountain Time) on or before **January 21, 2022**, unless he has been granted an extension.
3. After Mr. Allen and the Executive Committee agree to and sign this Stipulation, the Stipulation must be approved by the Commission, and the Commission must enter the attached consent order, before this Stipulation resolves the matter.

**STIPULATED FACTS AND LAW**

4. The Commission regulates teacher certification in Idaho.
5. Mr. Allen holds the following certificates and endorsements issued under the authority of the Idaho State Board of Education:

- a. Standard Instructional certificate with English (6-12), Social Studies (6-12), History (6-12), and World Language-Spanish (K-12) endorsements, all effective September 1, 2021, through August 31, 2026.
  - b. Interim Standard Instructional certificate English (6-12), Social Studies (6-12), History (6-12), and World Language-Spanish (K-12) endorsements, all effective August 30, 2018 through August 31, 2021.
6. Mr. Allen was employed by the Boise School District ("District") for the 2018-2019 and 2020-2021 school years as a Secondary ELA and Spanish Teacher at Les Boise Junior High School.
7. During the 2020-2021 school year, Mr. Allen made inappropriate comments and made fun of students in his classroom.
8. Examples of such behavior include, but are not limited to the following:
  - a. calling students fat or skinny in front of other students in the classroom,
  - b. telling students they have mental problems,
  - c. telling student they have blank spaces in their brains, and
  - d. talking about students' clothing in an unkind/inappropriate manner.
9. Before and during the 2020-2021 school year, Mr. Allen demonstrated an unprofessional attitude and conduct towards female teachers.
10. While teaching at Timberline in the 2018-2019 school year, Mr. Allen criticized a female teacher's lesson plans by calling them dumb or stupid.
11. Mr. Allen was also overheard belittling students by this same teacher.
12. The criticisms directed towards the female teacher did not extend to another male colleague.
13. The behavior of Mr. Allen caused this teacher to lock her classroom door to prevent Mr. Allen from entering while she taught class.

14. During the 2020-2021 school year, Mr. Allen entered another female colleague's classroom and interrupted her class by walking around and talking to students with no educational purpose.

15. Similar to the other female teacher, Mr. Allen belittled this female teacher's ideas and disrespected her authority, despite her being Department Chair.

16. This teacher also overheard and witnessed Mr. Allen repeatedly make fun of students, and when confronted by this teacher Mr. Allen indicated that she only had a problem with the conduct because she was female and oversensitive.

17. The Executive Committee determined that probable cause exists for initiating an administrative action against Mr. Allen for violating the following laws and rule governing teacher certification.

- a. Mr. Allen's conduct or course of conduct willfully violated a principle of the code of ethics that was adopted by the Idaho State Board of Education. Idaho Code § 33-1208(1)(j) ("Willful violation of any professional code or standard of ethics or conduct, adopted by the state board of education"). Specifically, Mr. Allen violated Code of Ethics Principle II (Idaho Admin. Code r. 08.02.02.076.03) ("A professional educator maintains a professional relationship with all students, both inside and outside the physical and virtual classroom.").
- b. Mr. Allen's conduct or course of conduct willfully violated a principle of the code of ethics that was adopted by the Idaho State Board of Education. Idaho Code § 33-1208(1)(j) ("Willful violation of any professional code or standard of ethics or conduct, adopted by the state board of

education”). Specifically, Mr. Allen violated Code of Ethics Principle X (Idaho Admin. Code r. 08.02.02.076.11) (“A professional educator ensures just and equitable treatment for all members of the profession in the exercise of academic freedom, professional rights and responsibilities while following generally recognized professional principles.”).

18. Mr. Allen, without admitting that he violated the laws and rules cited in paragraph 17, acknowledges that there is sufficient evidence to support a finding of a violation of the laws and rule cited in paragraph 17.

#### **STIPULATED DISCIPLINE**

19. If this Stipulation is approved by the Commission, the following discipline will be imposed by the Commission on Mr. Allen’s certificates:

- a. Issue a letter of reprimand to be placed in his certification file.
- b. Mr. Allen must take a PSC approved three credits boundaries course that may not be used for renewal purposes.

20. Any costs associated with Mr. Allen’s compliance with the terms of this Stipulation are his responsibility.

#### **PRESENTATION OF THIS STIPULATION**

21. Once Mr. Allen signs this Stipulation and timely returns it to the Commission, and the Executive Committee signs this Stipulation, the Deputy Attorney General assigned to the Commission will present this Stipulation to the Commission at the Commission’s next business meeting.

22. The Commission may accept, reject, or modify the Stipulation.

23. If the Commission modifies this Stipulation, it must receive Mr. Allen's approval on any modification before the Stipulation is effective.

#### WAIVER OF RIGHTS

24. If this Stipulation is approved by the Commission, Mr. Allen knowingly, intelligently, and voluntarily waives the following rights:

- a. the right to a hearing;
- b. the right to confront and cross-examine witnesses;
- c. the right to present evidence or to call witnesses, or to testify at a hearing;
- d. the right to reconsideration of the Commission's orders;
- e. the right to judicial review of the Commission's orders; and
- f. other rights accorded by the Idaho Administrative Procedure Act, and the law and rules governing teacher certification in the State of Idaho.

25. If this Stipulation is approved by the Commission, the Commission may impose discipline upon Mr. Allen's certificates without further process.

26. By signing this Stipulation, Mr. Allen agrees to waive any requirement for a hearing under Idaho Code § 33-1209(3) to be conducted within 90 days of a request for a hearing. This waiver applies to any hearing request made before the Commission ultimately rejects this Stipulation (if it does) or before Mr. Allen ultimately rejects a modified stipulation (if Mr. Allen does). If the Commission ultimately rejects this Stipulation or if Mr. Allen ultimately rejects a modified stipulation, and Mr. Allen has requested a hearing, the 90-day hearing timeframe will begin from the ultimate rejection.

#### GENERAL ACKNOWLEDGMENTS

27. This Stipulation contains the entire agreement between the parties, and Mr. Allen is not relying on any other agreement or representation, whether verbal or written.

28. This Stipulation, if approved by the Commission, or modified and approved, resolves a contested case. If approved, the Stipulation, consent order, and any attachment are

public records. And if approved, the Commission may make available through its or the State Department of Education's website a copy of the Stipulation, consent order, and any attachment, and may report any discipline to the national clearinghouse for teacher certification.

29. Mr. Allen agrees that he has read this Stipulation, has had the opportunity to discuss it with legal counsel, if he so chose, and understands that by signing below, he will be agreeing to the terms of this Stipulation.

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### SIGNATURES

#### Respondent

The respondent, George R. Allen, agrees to this Stipulation.

DATED this 15 day of January, 2022.

  
\_\_\_\_\_  
George R. Allen  
Respondent

#### Executive Committee

The Executive Committee recommends that the Commission enter an Order based upon this Stipulation.

DATED this 3<sup>rd</sup> day of February, 2022.

IDAHO PROFESSIONAL STANDARDS COMMISSION  
EXECUTIVE COMMITTEE

  
\_\_\_\_\_  
Kathy Davis, Member

**IDAHO PROFESSIONAL STANDARDS COMMISSION**

In the matter of the certificates of:


George R. Allen

Respondent

Case No. 22109  
**CONSENT ORDER**

The Professional Standards Commission orders that the Stipulation, entered between George R. Allen and the Executive Committee, is adopted as the informal disposition of this case, as permitted under Idaho Code § 67-5241. It will be effective on the 3<sup>rd</sup> day of February, 2022. The discipline listed in the Stipulation is imposed on George R. Allen's certificates under Idaho Code §§ 33-1208 and 33-1209. This is a final agency order, and George R. Allen has waived the right of judicial review.

IDAHO PROFESSIONAL STANDARDS COMMISSION



Steve Copmann, Member

**CERTIFICATE OF SERVICE**

I HEREBY CERTIFY that on this 7th day of February, 2022, I caused to be served a true and correct copy of the foregoing by the following method to:

George R. Allen, Respondent



- U.S. Mail
- Hand Delivery
- Certified Mail, Return Receipt Requested
- Overnight Mail
- Facsimile:
- Email:

*Attorney for the  
Chief Certification Officer*  
Robert A. Berry  
Deputy Attorney General  
P.O. Box 83720  
Boise, ID 83720-0010

- U.S. Mail
- Hand Delivery
- Certified Mail, Return Receipt Requested
- Overnight Mail
- Facsimile: (208) 854-8073
- Email: robert.berry@ag.idaho.gov  
leslie.gottsch@ag.idaho.gov

Annette Schwab  
Program Specialist  
Idaho State Department of Education





STATE OF IDAHO  
**PROFESSIONAL STANDARDS COMMISSION**  
STATE DEPARTMENT OF EDUCATION  
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(800) 377-3529

RE: George R. Allen  
Professional Standards Commission Case No. 22109

### LETTER OF REPRIMAND

The Professional Standards Commission issues a formal reprimand to George R. Allen.

The Executive Committee found that probable cause existed to warrant the filing of an administrative complaint against Mr. Allen's certificates by the Chief Certification Officer. Mr. Allen entered into stipulated discipline. The full Professional Standards Commission considered the case and adopted the discipline recommended by the Executive Committee, which was incorporated into the stipulated discipline. Accordingly, a letter of reprimand is now issued based upon Mr. Allen failing to observe a professional relationship with students and female colleagues, a violation of Code of Ethics Principle II & X. The Chief Certification Officer is directed to issue and place this letter of reprimand in Mr. Allen's certification file.

Dated this 07 day of February, 2022.

IDAHO STATE DEPARTMENT OF EDUCATION

Bethani Studebaker, Chief Certification Officer

c: Robert A. Berry, Attorney for the Chief Certification Officer