

**IDAHO PROFESSIONAL STANDARDS COMMISSION**

In the matter of the certificate of:

Phillip B. Hiller,

Respondent

Case No. 22420

**STIPULATION**

**BACKGROUND**

The Professional Standards Commission received an allegation of unethical conduct concerning Phillip B. Hiller. 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 Phillip Hiller’s certificate. The Executive Committee has recommended the following Stipulation.

**STIPULATION**

1. This is an agreement (Stipulation) between Phillip Hiller (Mr. Hiller) and the Executive Committee (the Executive Committee) of the Professional Standards Commission (the Commission).
2. If Mr. Hiller 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 January 31, 2025, unless he has been granted an extension.
3. After Mr. Hiller 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.
4. A signed copy of this Stipulation may be submitted via mail or fax to:

Professional Standards Commission  
650 W. State St. 2<sup>nd</sup> Floor  
P.O. Box 83720  
Boise, ID 83720-0027  
Fax: (208) 334-2228 (Attn: Professional Standards Commission)

**A. STIPULATED FACTS AND LAW**

5. The Commission regulates educator certification in Idaho.
6. Mr. Hiller holds the following certificate and endorsement issued under the authority of the Idaho State Board of Education:
  - a. Standard Instructional Certificate with Exceptional Child (K-12) and English (6-12) endorsements, Effective September 1, 2022, through August 31, 2027.
7. Mr. Hiller was employed by Boise School District during the 2023-2024 school year.
8. Mr. Hiller engaged in unprofessional conduct with a colleague(s).
9. Mr. Hiller was accused of sexually harassing at least one colleague.
10. Mr. Hiller described prior personal sexual conduct to a colleague(s).
11. Mr. Hiller hugged at least one woman who did not invite the contact and was uncomfortable.
12. Mr. Hiller had received a previous letter of warning in Fall 2022 and was directed to maintain professional decorum with colleagues.
13. The Executive Committee determined that probable cause exists for initiating an administrative action against Mr. Hiller for violating the following laws and rules governing educator certification:

- a. Mr. Hiller’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) (“Willful violation of any professional code or standard of ethics or conduct, adopted by the state board of education.”). Specifically, Mr. Hiller 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.”)

14. Mr. Hiller admits there is sufficient evidence to support a finding of a violation of the laws and rules cited in paragraph 13.

**B. STIPULATED DISCIPLINE**

15. If this Stipulation is approved by the Commission, the following discipline will be imposed by the Commission on Mr. Hiller’s certificate:

- a. Mr. Hiller’s certifications be suspended until he completes the following courses, which may not be used for renewal purposes:
  - i. An approved sexual harassment course; and
  - ii. An approved boundaries course.

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

17. During the pendency of this Stipulation Mr. Hiller will comply with all laws and rules governing educator certification in Idaho.

### **C. PRESENTATION OF THIS STIPULATION**

18. Once Mr. Hiller 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.

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

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

### **D. WAIVER OF RIGHTS**

21. If this Stipulation is approved by the Commission, Mr. Hiller 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;

22. If this Stipulation is approved by the Commission, the Commission may impose discipline upon Mr. Hiller's certificate without further process.

23. By signing this Stipulation, Mr. Hiller 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. Hiller ultimately rejects a modified stipulation (if Mr. Hiller does). If the Commission ultimately rejects this Stipulation or if Mr. Hiller ultimately rejects a modified stipulation, and Mr. Hiller has requested a hearing, the 90-day hearing timeframe will begin from the ultimate rejection.

**E. GENERAL ACKNOWLEDGMENTS**

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

25. 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.

26. Mr. Hiller 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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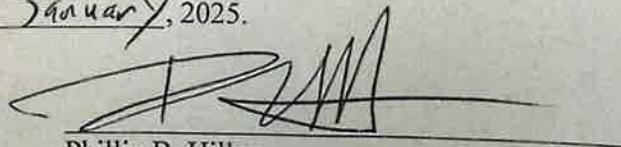
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**SIGNATURES**

**Respondent**

The Respondent, Phillip B. Hiller, agrees to this Stipulation.

DATED this 14 day of January, 2025.



Phillip B. Hiller  
Respondent

**Executive Committee**

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

DATED this 5 day of March, 2025.

IDAHO PROFESSIONAL STANDARDS COMMISSION  
EXECUTIVE COMMITTEE

  
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Angela Gillman, Member

**IDAHO PROFESSIONAL STANDARDS COMMISSION**

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**CONSENT ORDER**

The Professional Standards Commission orders that the Stipulation, entered between Phillip B. Hiller 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 5 day of March, 2025. The discipline listed in the Stipulation is imposed on Phillip Hiller's certificates under Idaho Code §§ 33-1208 and 33-1209. This is a final agency order, and Phillip Hiller has waived the right of judicial review.

IDAHO PROFESSIONAL STANDARDS COMMISSION



KAREN PYRON, MEMBER

**CERTIFICATE OF SERVICE**

I HEREBY CERTIFY that on this 5 day of March, 2025, I caused to be served a true and correct copy of the foregoing by the following method to:

*Attorney for Phillip B. Hiller*  
Shane T. Reichert  
P.O. Box 2638  
Boise, ID 83701  
sreichert@idahoea.org

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

*Attorney for the  
Chief Certification Officer*  
Kyle D. Grigsby  
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: kyle.grigsby@ag.idaho.gov  
laura.kauffmann@ag.idaho.gov



Annette Schwab  
Coordinator