

## IDAHO PROFESSIONAL STANDARDS COMMISSION

In the matter of the certificate of:

Nicole L. Gerlock,

Respondent

Case No. 22438

STIPULATION

### BACKGROUND

The Professional Standards Commission received an allegation of unethical conduct concerning Nicole L. Gerlock. 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 Nicole Gerlock's certificate. The Executive Committee has recommended the following Stipulation.

### STIPULATION

1. This is an agreement (Stipulation) between Nicole Gerlock (Ms. Gerlock) and the Executive Committee (the Executive Committee) of the Professional Standards Commission (the Commission).
2. If Ms. Gerlock wishes to agree to this Stipulation, she must sign and return this stipulation and any attachments to the Commission by 5:00 p.m. (Mountain Time) on March 10, 2025, unless she has been granted an extension.
3. After Ms. Gerlock 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:

STIPULATION – 1  
Nicole Gerlock

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. Ms. Gerlock holds the following certificate and endorsements issued under the authority of the Idaho State Board of Education:
  - a. Standard Instructional Certificate with All Subjects (K-8) and Exceptional Child Generalist (K-12) endorsements, Effective December 6, 2023 through August 31, 2028.
  - b. Non-Traditional ABCTE Interim Certificate with All Subject (K-8) and Exceptional Child Education (K-12) endorsements, effective November 22, 2021, to August 31, 2024.
7. Ms. Gerlock was employed by Homedale Joint School District during the 2023-2024 school year.
8. Ms. Gerlock sprayed a student with water and/or a bitter spray.
9. Ms. Gerlock performed unapproved restraint and seclusion techniques on a student.
10. The Executive Committee determined that probable cause exists for initiating an administrative action against Ms. Gerlock for violating the following laws and rules governing educator certification:
  - a. Ms. Gerlock'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, Ms. Gerlock violated Code of Ethics Principle I Idaho Admin Code r. 08.02.02.076.02 (“A professional educator abides by all federal, state, and local education laws and statutes.”).

- b. Ms. Gerlock’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, Ms. Gerlock 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.”).

11. Ms. Gerlock does not agree with the allegations, but admits there is sufficient evidence to support a finding of a violation of the laws and rules cited in Paragraph 11.

#### **B. STIPULATED DISCIPLINE**

12. If this Stipulation is approved by the Commission, the following discipline will be imposed by the Commission on Ms. Gerlock’s certificate:

- a. That Ms. Gerlock’s certifications be revoked.

13. Any costs associated with Ms. Gerlock’s compliance with the terms of this Stipulation are her responsibility.

14. During the pendency of this Stipulation, Ms. Gerlock will comply with all laws and rules governing educator certification in Idaho.

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

15. Once Ms. Gerlock 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.

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

17. If the Commission modifies this Stipulation, it must receive Ms. Gerlock's approval on any modification before the Stipulation is effective.

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

18. If this Stipulation is approved by the Commission, Ms. Gerlock 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;

19. If this Stipulation is approved by the Commission, the Commission may impose discipline upon Ms. Gerlock's certificate without further process.

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

#### **E. GENERAL ACKNOWLEDGMENTS**

21. This Stipulation contains the entire agreement between the parties, and Ms. Gerlock is not relying on any other agreement or representation, whether verbal or written.

22. 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.

23. Ms. Gerlock agrees that she has read this Stipulation, has had the opportunity to discuss it with legal counsel, if she so chose, and understands that by signing below, she will be agreeing to the terms of this Stipulation.

//

//


//

#### **SIGNATURES**

##### **Respondent**

The Respondent, Nicole L. Gerlock, agrees to this Stipulation.

DATED this 6<sup>th</sup> day of March, 2025.

  
\_\_\_\_\_  
Nicole L. Gerlock  
Respondent

**Executive Committee**

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

DATED this 10 day of April, 2025.

IDAHO PROFESSIONAL STANDARDS COMMISSION  
EXECUTIVE COMMITTEE

  
Angela Gillman, Member

**IDAHO PROFESSIONAL STANDARDS COMMISSION**

In the matter of the certificate of:

Nicole L. Gerlock,

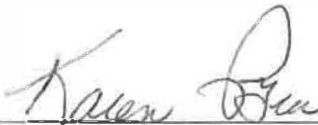
Respondent

Case No. 22438

**CONSENT ORDER**

The Professional Standards Commission orders that the Stipulation, entered between Nicole L. Gerlock 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 10 day of April, 2025. The discipline listed in the Stipulation is imposed on Nicole L. Gerlock certificates under Idaho Code §§ 33-1208 and 33-1209. This is a final agency order, and Nicole Gerlock has waived the right of judicial review.

IDAHO PROFESSIONAL STANDARDS COMMISSION

  
\_\_\_\_\_  
Karen Pyron, Member

## CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 10<sup>th</sup> day of April, 2025, I caused to be served a true and correct copy of the foregoing by the following method to:

Nicole L. Gerlock  
[REDACTED]

- ☐ U.S. Mail
- ☐ Hand Delivery
- ☐ Certified Mail, Return Receipt Requested
- ☐ Overnight Mail
- ☐ Facsimile:
- ☒ Email: [REDACTED]

*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  
Annette Schwab  
Coordinator