

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the)	STIPULATION OF FACTS AND
Educator License of:)	FINAL ORDER OF DENIAL OF
)	APPLICATION AND
GRANT THOMAS HUHN)	REVOCAION OF RIGHT TO APPLY

On or about May 1, 2015, the Teacher Standards and Practices Commission (Commission) received a report from the Salem-Keizer School District alleging Grant Thomas Huhn (Huhn) had violated professional standards and local policies related to professional boundaries.

After review of the matters alleged, Huhn and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the denial of Huhn's application for his Oregon educator license, and the revocation of Huhn's right to apply for an Oregon educator license.

This document sets forth the facts upon which the parties have agreed and the stipulated sanction to be imposed. Huhn stipulates that there is sufficient evidence in the Commission's files and records to support the findings of fact, conclusions of law, and order set forth below.

By signing below, Huhn acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Denial of Application and Revocation of Right to Apply (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Huhn nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force or duress, enters into this Stipulation and Final Order and

consents to issuance and entry of the Stipulated Final Order below; (vi) he states that no promises or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below. This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. In entering into this stipulation, Huhn waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

STIPULATION OF FACTS

- 1) Huhn has licensed by the Commission since July 16, 2003. Huhn currently holds an Initial II Teaching License, with endorsements in Language Arts (HS, ML) and Multiple Subjects (MIDLVL), which is valid from July 17, 2013, through September 10, 2016. On October 10, 2016, Huhn made application for renewal, and the expiration of Huhn's license was stayed pending the disposition of a Commission investigation. During all relevant times, Huhn was employed by the Salem-Keizer School District (SKSD).
- 2) On May 1, 2015, the Commission received a school district report alleging Huhn displayed inappropriate teacher / student boundaries. The district conducted an investigation after receiving a complaint from a patron who was concerned about Huhn sending a friend request to her daughter on Facebook. On September 23, 2014, the district placed Huhn on leave from his teaching position as they conducted an investigation into his alleged conduct. As a result of the investigation, Huhn voluntarily resigned from his employment from SKSD mid-year, effective June, 2015. The boundary violations found by the district included:
 - a) Huhn inappropriately communicated with students on Facebook and Twitter. Huhn made comments on Twitter on two photographs (photographs that could be considered suggestive) of former students and made a comment on Facebook that could be interpreted as inappropriate.
 - b) Huhn used the district computer issued to him to view google documents, which

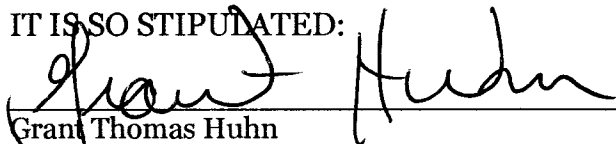
included a love letter and poetry for a former student. Many of these materials appear related to classroom assignments or projects, but the content or because they were directed at or involved students, made them inappropriate.

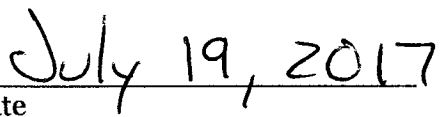
- c) Huhn professed his love for a recently graduated student (KS) to a current student (AS) on Facebook. Huhn engaged in multiple conversations with current student AS about KS and Huhn's personal life, including: Huhn's relationships; depression; and drinking.
 - d) Huhn attempted to deliver a letter to KS during summer break. Huhn went to KS' house and encountered her father; Huhn lied to KS' father about his purpose for being there.
 - e) In the letter Huhn composed for KS, Huhn purported his love for her, discussed personal issues regarding Huhn's health and relationships, and details about how he felt about KS.
- 3) Investigation determined Huhn had been previously admonished by the district for similar conduct. On March 14, 2014, Huhn was given a verbal directive regarding boundary issues for drafting a poem (conducted in class, as part of a lesson) about a female student regarding her hair, using the terms "Beautiful", "Radiant" and "Mysterious". On March 20, 2014, Huhn was issued a written reprimand for boundary issues, including the March 14, 2014, poem and for giving a frontal hug, and touching students on the arms and elbow skin area. On March 7, 2012, Huhn was issued a letter of warning regarding proper use of district computers (i.e. not for personal use). As part of the 2015 boundaries investigation, a check of Huhn's computer usage was conducted. District officials discovered inappropriate usage that included visiting web sites not directly related to school employment; using the computer to draft an inappropriate letter and poems related to a former student; personal usage; and the inadvertent transfer of personal documents and materials via the use of the "Dropbox" application.
- 4) On or about October 2014, Huhn was diagnosed with a mood disorder, which includes depression and hypomanic symptoms. Huhn was diagnosed in 1996 with severe depression and sought treatment. Huhn has struggled with depression ever since that initial diagnosis and has sought help from a variety of sources. Huhn


advised there were periods of time, weeks and sometimes months, where he experienced increased energy and sleeplessness. Huhn said he always mistook those times as evidence that his depression had lifted; however, Huhn's depression always returned. Huhn reports that around March of 2014, he experienced a period of "increased energy" that was more dramatic than before. Huhn states he felt hyper, agitated, everything seemed urgent, and his sleep was severely disrupted. After being placed on Administrative Leave in September of 2014, Huhn sought help from a mental health nurse practitioner, a psychologist, and a forensic psychiatrist. These three professionals, separately, diagnosed Huhn with a mood disorder. Each of these medical providers separately concluded that the antidepressant medication Huhn was taking had the potential to trigger manic symptoms for people with his diagnosis. On October 14, 2014, Huhn's medication was changed by his health provider to include a prescription for medication that stabilizes mood. On February 3, 2015, Huhn's new health provider discontinued his initial anti-depression medication and added a second medication that stabilizes mood. Huhn began psychotherapy with a psychologist on January 7, 2015, and has continued in such therapy. In addition, Huhn's medical provider has continued to prescribe, monitor, and adjust medications as necessary.

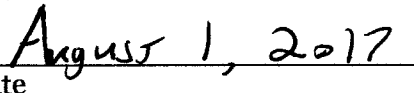
- 5) Since Huhn's resignation from the school district, Huhn has been gainfully employed, remains married, is supportive of his family, and is actively engaged in therapy. Huhn's therapist and a reviewing psychologist are of the opinion that Huhn's mood disorder is well-managed, and maintain that the hypomanic behaviors stopped within days of discontinuing his previous medication.

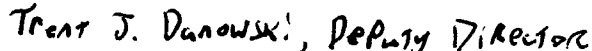
IT IS SO STIPULATED:


Grant Thomas Huhn


Date


~~Dr. Monica Beane, Executive Director~~
Teacher Standards and Practices Commission


Date


Trent J. Danowski, Deputy Director

CONCLUSION OF LAW

Grant Thomas Huhn’s conduct as described in sections two and three above is grounds for denial of Huhn’s application under ORS 342.143(2). Furthermore, Huhn’s conduct alleged in sections two and three above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*), OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*); and OAR 584-020-0040(4)(o) as it incorporates, OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

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

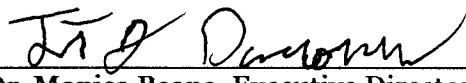
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ORDER

The Commission adopts the above Stipulation of Facts, denies Grant Thomas Huhn’s application for licensure, and revokes his right to apply for an educator license.

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

TEACHER STANDARDS AND PRACTICES COMMISSION

By: 
~~Dr. Monica Beane, Executive Director~~
Terry J. Danowski, Deputy Director