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EXECUTIVE DIRECTOR
BOARD OF EDUCATIONAL EXAMINERS
APR 16 2020

BEFORE THE BOARD OF EDUCATIONAL EXAMINERS
OF THE STATE OF IOWA

In the matter of:	)	BOEE Case No. 19-151
	)	Folder # 326132
SHANNON BUCKNELL,	)	
	)	**SETTLEMENT AGREEMENT AND**
Respondent.	)	**FINAL ORDER**
	)	

In accordance with the provisions of Iowa Code sections 17A.12(5) and 272.2(4) and 282 Iowa Administrative Code rule 11.4(6), and with full knowledge of the right to demand a formal hearing before the Board upon the pending complaint prior to the imposition of sanction upon his license(s), the Respondent expressly waives the right to a disciplinary hearing and notifies the Board of his desire to resolve the pending complaint through means of informal disposition.

The Respondent concedes the jurisdiction of the Board for all issues relevant hereto and voluntarily consents to the State's counsel presenting this agreement to the Board with the terms provided. If the Board does not accept the terms of this agreement, the disciplinary hearing will be rescheduled and the stipulations contained herein are not binding upon the Respondent and will not be presented against him at the time of hearing without further agreement of the Respondent.

Board approval of this settlement shall constitute resolution of this matter and will be entered as a FINAL ORDER of the Board.

STIPULATIONS

1. Respondent holds a Professional Administrator LICENSE (FOLDER # 326132) with the following endorsements: 5-12 principal; evaluator. This license is current and will next expire on 1/31/2024. Respondent previously held a Standard LICENSE (FOLDER # 326132) with the following endorsements: K-12 athletic coach; 5-12 business general; 5-12 business office; 5-12 business marketing/management. This expired on 1/31/2005.

2. During all material events of this case, Respondent was employed as a principal with the West Branch School District.

3. On October 8, 2019, the Board of Educational Examiners received a complaint against Respondent alleging a violation of the Code of Ethics.

4. On January 16, 2020, the Board found probable cause to proceed to hearing based upon the facts set forth in paragraph(s) 7 below. A hearing in this matter is currently scheduled for APRIL 29, 2020.

COUNT I

5. Respondent is charged with failing to make reasonable effort to protect the health and safety of the student or creating conditions harmful to student learning, in violation of 282 Iowa Administrative Code rule 25.3(6)(c).

COUNT II

6. Respondent is charged with engaging in an act of illegal discrimination, or otherwise denying a student or practitioner participation in the benefits of any program on the grounds of race, creed, color, religion, age sex, sexual orientation, gender identity, disability, marital status, or national origin.

7. Investigation revealed that on or about the month of April 2019 several female students reported harassment in various forms, including sexual harassment, at the hands of a fellow male student. This student-perpetrator later pled guilty to criminal charges relating to the actions reported by the students. This harassment was reported to the Respondent as principal of the high school. A later investigation by a third-party investigator, which included police involvement, found the Respondent violated Anti-Bullying and Anti-Harassment policy. Specifically finding the Respondent's conduct towards the reporting students was harassment, bullying, and discrimination based on sex. The Respondent created a hostile school environment which had a substantial detrimental effect on the students.

SETTLEMENT AGREEMENT

8. This Settlement Agreement and Final Order constitutes the final resolution of a contested case proceeding and shall have the force and effect of a disciplinary order entered following a contested case hearing.

9. In order to resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

a. Plead to Count I; State agrees to dismiss Count II.

b. Respondent accepts a WRITTEN REPRIMAND.

c. Respondent accepts a SIX (6) MONTH DEFERRED SUSPENSION of his license(s). Should the Respondent fail to complete the requirements of this order, an automatic revocation of six (6) months will result.

d. Respondent agrees to successfully complete a course on victimization approved by the Board of Educational Examiners within ONE (1) YEAR of the Board's acceptance of this settlement agreement and final order. Failure to do so may result in further action against Respondent's license. Respondent bears the burden of completion of class and all costs associated with this class.

LICENSEE DECLARATION

I understand that this Settlement Agreement and Final Order is subject to the approval of the Board and will have no force or effect if it is not accepted by the Board.

I understand that I have the right to be represented by counsel in this matter.

I understand State's counsel will present this Settlement Agreement and Final Order to the Board *ex parte*.

I agree to comply with the requirements set forth in the stipulations and requirements of this Settlement Agreement and Final Order and understand that my failure to do so can result in additional discipline of my license(s).

I understand I have an opportunity to be heard and to contest the allegations against me in a formal hearing before the Board and that by waiving the formal hearing, I waive my right to challenge the allegations against me and all attendant rights, including the right to appeal or seek judicial review of the Board's actions.

I understand that this Settlement Agreement and Final Order is a public record, which will become part of my permanent licensure file and will be available for public inspection and reproduction.

I understand that my name will be added to the national clearinghouse database kept by the National Association of State Directors of Teacher Education and Certification (NASDTEC).

4-8-20

Date

Shannon Bucknell, Respondent

ORDER

IT IS THE FINAL ORDER OF THE IOWA BOARD OF EDUCATIONAL EXAMINERS THAT:

1. The conduct with which Respondent has been charged in COUNT I constitutes a violation of the Code of Professional Conduct and Ethics governing the teaching profession. Count II is dismissed pursuant to the agreement of the parties. Respondent is REPRIMANDED for the charged conduct in Count I.

2. Additionally, Respondent's license(s) are Suspended for SIX (6) MONTHS. That suspension is DEFERRED. Respondent must complete the requirements of this order within ONE (1) YEAR from the date of this order.

3. Respondent must successfully complete a course on victimization approved by the Board of Educational Examiners within ONE (1) YEAR of the Board's acceptance of this settlement agreement and final order. Failure to do so may result in further action against Respondent's license. Respondent bears the burden of completion of class and all costs associated with this class.

4. In determining the appropriate sanction to impose in this case, the Board has considered the nature and seriousness of the allegations as well as mitigating circumstances.

Dated this 15th day of May, 2020.

Mike Cavin, Executive Director
Iowa Board of Educational Examiners

Copies to:

Shannon Bucknell
RESPONDENT

Emily Ellingston

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P.O. Box 2457
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Phone: 319-365-9101, ext. 113
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ATTORNEY FOR RESPONDENT

Jesse Ramirez
ATTORNEY FOR THE STATE

BEFORE THE BOARD OF EDUCATIONAL EXAMINERS
OF THE STATE OF IOWA

In the matter of	)	Case No. 19-151
	)	Folder No. 326132
SHANNON BUCKNELL,	)	
	)	**NOTICE OF HEARING**
Respondent.	)	**AND STATEMENT OF CHARGES**

YOU ARE HEREBY NOTIFIED that the Iowa Board of Educational Examiners, exercising the jurisdiction conferred by Iowa Code chapters 17A and 272, has found probable cause of a violation of Board rules and ordered this matter scheduled for hearing.

A. TIME, PLACE AND NATURE OF HEARING

1. Hearing will be held on Wednesday, April 29, 2020, before Administrative Law Judge Rachel Morgan, acting on behalf of the Iowa Board of Educational Examiners. The hearing shall begin at 9:00 a.m. in Department of Inspections and Appeals, Wallace State Office Bldg, Third Floor, 502 E. 9th Street (East 9th and Grand Avenue), Des Moines, Iowa. You should report to the third floor Iowa Department of Inspections and Appeals' (DIA) receptionist prior to 9:00 a.m. to obtain the room assignment.

2. Answer. Within twenty (20) days of the date of service of this Notice of Hearing, you are required to file an Answer specifically admitting, denying, or otherwise responding to the allegations included within the Factual Allegations. In that Answer, you should also state whether you will require an adjustment of the date and time of the hearing. A copy of the Answer shall be provided by the Respondent to the Assistant Attorney General identified below.

3. Hearing Procedures. The procedural rules governing the conduct of the hearing are found at 282 Iowa Administrative Code chapter 11. At hearing, you may appear personally or be represented by an attorney, at your own expense. You will be allowed the opportunity to respond to the charges against you. Each party will be allowed to testify, examine and cross-examine witnesses, and present documentary evidence. If you fail to appear at the hearing, the Board may enter a default decision or proceed with the hearing and render a decision in your absence. If you need to request an alternative time or date for hearing, you must comply with the requirements of 282 Iowa Administrative Code rule 11.19.

If either party wishes to present telephonic testimony or to participate in the hearing by telephone, arrangements must be made at least ten (10) days in advance of the hearing date by filing a written request with the presiding Administrative Law Judge, Department of Inspections and Appeals, Wallace State Office Building, Des Moines, Iowa 50319, or by faxing a written request to (515) 281-4477. A copy of the request for telephonic testimony must be served on the Board and all parties. Any resistance to the request for telephone testimony must be filed within five (5) days of service of the notice.

4. Pre-hearing conference. Either party may request a pre-hearing conference to discuss evidentiary issues related to the hearing. The Board rules regarding pre-hearing conferences are found in 282 Iowa Administrative Code rule 11.18.

5. Prosecution. The office of the Attorney General is responsible for prosecuting and representing the public interest (the State) in this proceeding. Pleadings shall be filed with the Board and copies should be provided to counsel for the State at the following address:

Jesse Ramirez
Assistant Attorney General
Iowa Department of Justice
2nd Floor, Hoover State Office Building
Des Moines, Iowa 50319
Telephone (515) 281-3395

6. Communications. You may not contact Board members by phone, letter, facsimile, e-mail, or in person about this Notice of Hearing or the pending charges. Board members may only receive information about the case when all parties have notice and an opportunity to participate, such as at the hearing or in pleadings you file with the Board office and serve on all parties in the case. You should direct any questions about this proceeding to Ann Lebo, the Board's Executive Director, at (515) 281-5849 or to Assistant Attorney General Ramirez at (515) 28.

B. SECTIONS OF STATUES AND RULES INVOLVED

Count I

7. Respondent is charged with failing to make reasonable effort to protect the health and safety of the student or creating conditions harmful to student learning, in violation of 282 Iowa Administrative Code rule 25.3(6)(c).

Count II

8. Respondent is charged with engaging in an act of illegal discrimination, or otherwise denying a student or practitioner participation in the benefits of any program on the grounds of race, creed, color, religion, age sex, sexual orientation, gender identity, disability, marital status, or national origin, in violation of 282 Iowa Administrative Code rule 25.3(6)(e).

C. JURISDICTION AND LEGAL AUTHORITY

9. The Board has jurisdiction in this matter pursuant to Iowa Code chapters 17A and 272. If any of the allegations against you are proven at hearing, the Board has authority to take disciplinary action against you under Iowa Code chapters 17A and 272, and 282 Iowa Administrative Code chapter 11.

D. FACTUAL CIRCUMSTANCES

10. Respondent holds a Professional Administrator LICENSE (FOLDER # 326132) with the following endorsements: 5-12 principal; evaluator. This license is current

and will next expire on 1/31/2024. Respondent previously held a Standard LICENSE (FOLDER # 326132) with the following endorsements: K-12 athletic coach; 5-12 business general; 5-12 business office; 5-12 business marketing/management. This expired on 1/31/2005.

11. During all material events of this case, Respondent was employed as a principal with the West Branch Community School District.

12. On October 8, 2019, the Board of Educational Examiners received a complaint against Respondent alleging various violations. On January 16, 2020, the Board found probable cause to proceed to hearing based upon the facts set forth herein and delineated in further detail within the complaint and investigation file compiled by the Board.

13. Investigation revealed that on or about the month of April 2019 several female students reported harassment in various forms, including sexual harassment, at the hands of a fellow male student. This student-perpetrator later pled guilty to criminal charges relating to the actions reported by the students. This harassment was reported to the Respondent as principal of the high school. A later investigation by a third-party investigator, which included police involvement, found the Respondent violated Anti-Bullying and Anti-Harassment policy. Specifically finding the Respondent's conduct towards the reporting students was harassment, bullying, and discrimination based on sex. The Respondent created a hostile school environment which had a substantial detrimental effect on the students.

E. SETTLEMENT

14. This matter may be resolved by surrender of your license or an agreement to accept a lesser sanction. The procedural rules governing the Board's settlement process are found at 282 Iowa Administrative Code rule 11.4(6). If you are interested in pursuing settlement of this matter, please contact the Assistant Attorney General identified in Section A, above.

Dated this 19th day of February, 2020.

Ann Lebo, Executive Director
Iowa Board of Educational Examiners

Copies to:

Shannon Bucknell (first-class mail and restricted certified mail)
RESPONDENT

Emily Ellingson (electronic mail)
ATTORNEY FOR RESPONDENT

Jesse Ramirez (electronic mail)
ATTORNEY FOR THE STATE