

# PROFESSIONAL STANDARDS COMMISSION

## CODE OF ETHICS COMPLAINT PACKET

*REVISED SEPTEMBER 3, 2025*



### CODE OF ETHICS COMPLAINTS

The Professional Standards Commission (PSC) is dedicated to protecting the students of Idaho and to maintaining the integrity of the education profession. The PSC is empowered by law to investigate and determine if a violation of the law or the Code of Ethics has occurred. (**Idaho Code § 33-1209**)

If you are interested in filing a complaint with the PSC, you should first ensure that the person you are interested in filing against is a licensed educator, as the PSC only has statutory authority to discipline licensed educators. You may look up educator licenses by using the [Certification Lookup Tool](#).

Please note that only certain individuals are allowed to file complaints. According to **Idaho Code §33-1209** a signed, written allegation of ethical misconduct may be initiated by an Idaho local board of trustees or by an individual who has a substantial interest in the matter. Individuals who have a substantial interest may include, but are not limited to: licensed educators; individuals employed by a school district, charter school, or local or state professional education organizations; or parents/guardians of students involved in the alleged complaint. . The code does not allow students

to file complaints with the PSC. Per Idaho Code, complaints to the PSC must be signed; the PSC cannot take action on anonymous complaints.

To warrant a PSC investigation, complaints must be related to an alleged violation of one or more of the principles in the [Code of Ethics for Idaho Professional Educators](#). The complaint must be of a sufficient scale to warrant disciplinary action, and there must be adequate, concrete evidence (not just suspicion or conjecture) to support the allegations. If an allegation does not appear to be defined within the law or the Code of Ethics, an investigation will not be warranted.

Additionally, potential complainants (individuals filing a complaint) should first make every effort to resolve issues at the local level. The PSC complaint process involves many steps, and in some cases it can take months to arrive at a final resolution. While the PSC has the power to impose disciplinary actions on an educator's license (such as a letter of reprimand, conditions on certificate, suspension, or revocation), it does not have the power to order local school districts or charter schools to take any particular action regarding employment, as employment decisions are handled at the local level. Therefore, working with local administrators and/or school board members can sometimes address a potential complainant's concerns more quickly and effectively.

If a complaint meets the basic requirements outlined above, it will be investigated. The investigation may include a subpoena for documents, interviews as needed, and preparation of a report for review by the Executive Committee of the Professional Standards Commission. The Executive Committee will then determine whether there is probable cause to believe there has been a violation of the Code of Ethics for Idaho Professional Educators. If probable cause is determined, by law the PSC may take appropriate disciplinary action upon the license of an educator. The chart below shows the process flow of an ethics complaint.

#### ETHICS COMPLAINT FLOWCHART



Preliminary investigation

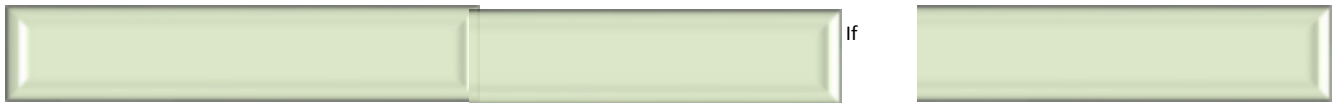


Determine whether to open

case



If case is opened, investigation begins



Determine whether there is probable cause at one of the next two regularly scheduled PSC meetings

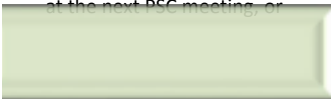
probable cause is found, recommend disciplinary action

Executive committee may recommend a stipulation if probable cause is found



An administrative complaint is filed within 30 days of the probable cause determination

Respondent may stipulate to discipline, which will be considered at the next PSC meeting, or



Respondent may request a hearing



is held in default, the full PSC decides the case and issues a final decision, usually at the next PSC meeting

If respondent does not respond and



Within 21 days of the conclusion of the hearing,

the hearing panel will issue a written decision The final decision is subject to judicial review

Hearing must be held within ninety days of the request for hearing, unless the respondent and chief certification officer agree otherwise



For additional information regarding the procedures for processing a Code of Ethics written complaint, please see the [Professional Standards Commission Procedur](#)

## CODE OF ETHICS COMPLAINT FORM

All fields must be completed for consideration of your complaint. Incomplete or anonymous forms will not be reviewed.

Please submit completed form to [ethicscomplaints@sde.idaho.gov](mailto:ethicscomplaints@sde.idaho.gov) or mail it to:

Chief Certification Officer  
Professional Standards Commission  
PO Box 83720  
Boise, ID 83720-0027

<b>Complainant's Information</b> (person making the complaint)	
Complainant's Name <b>Cierra Clarke</b>	<b>PARENT, EMPLOYEE AS OF 10-04-25</b>
Email Address <b>cierracclarke@gmail.com</b>	
Street Address or PO Box # <b>1947 COLUMBIA DR</b>	
City, State, Zip Code <b>TWIN FALLS</b>	Phone #

<b>Respondent's Information</b> (certified individual against whom complaint is being made) <i>Note: Please list only one (1) respondent per complaint form. Please use a new form for each additional respondent.</i>
Respondent's Name <b>TIMOTHY HAFER</b>
Position/Title <b>FIRST GRADE TEACHER</b>
Employing School District, Charter School, or School <b>ROCK CREEK ELEMENTARY, TWIN FALLS SCHOOL DISTRICT</b>

<b>Allegation(s) of Code of Ethics Violation(s)</b>
Date(s) of Incidents <b>INCIDENT REPORTED 10-01-25, CONDUCT IN QUESTION 2020+</b>

I believe the actions described below in the statement of facts violate the following principles of the [Code of Ethics for Idaho Professional Educators](#):

☐ Principle I – Professional Conduct

☐ Principle VIII – Breach of Contract or Abandonment of Employment  
- NOTE: Copy of contract and School Board minutes

■ Principle II – Educator/Student Relationship

indicating employee resignation was not accepted must  
be included with a Breach of Contract allegation.

☐ Principle III – Alcohol and Drugs Use or Possession

■ Principle IV – Professional Integrity

☐ Principle IX – Duty to Report

☐ Principle V – Funds & Property

■ Principle X – Professionalism

☐ Principle VI – Compensation

☐ Statutory Violation of [Idaho Code 33-1208](#)

☐ Principle VII – Confidentiality

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**Statement of Facts** – State in your own words the detailed facts and the actions of the respondent which are in violation of the Code of Ethics. The brief space provided below is not intended to limit your statement of facts. Enclose any supporting documents, minutes, recordings, statements, news clippings, etc. The information you provide must support your allegation that a violation occurred and the respondent was responsible. Please feel free to attach additional sheets if necessary. Include relevant date(s) and time(s) and the names and email addresses of other persons whom you believe to have knowledge of the facts.

On October 1, 2025, I reported information anonymously to the Twin Falls School District regarding concerning behavior involving Timothy Hafer, a first-grade teacher. The information included multiple troubling incidents, including:

- Videos of Mr. Hafer engaging in inappropriate conduct, such as performing sexualized acts, including partially nude behavior and simulated sexual acts.
- Videos depicting Mr. Hafer making derogatory statements about religious individuals and political figures, including directing sexually explicit language toward a fictional political party, which end with them being murdered via firearm.
- General behavior captured on video raised serious concerns about his suitability to work with children, including mocking religion and Nazi imagery.
- Mocking political figure, Charlie Kirk's murder. Commentary about the abuse of children.

These videos were on Facebook, on a public page, clearly showing his name tagged in the videos as well as his picture in the profile picture. The page name was called "Purple Fist Pictures". I contacted the Twin Falls School District, requesting an email address to submit the videos and provide a formal statement. I subsequently sent the information via email to Sumer Koontz (koontzsu@tfstd.org), who confirmed she would forward it to her supervisor, Nancy Murphy(murphyna@tfstd.org), Director of Elementary. I have a Google Drive with all the findings. This is the link:

[https://drive.google.com/drive/folders/1EhSffNEY4VYJ2WDprQCH6HT9EmOnywl6?usp=drive\\_link](https://drive.google.com/drive/folders/1EhSffNEY4VYJ2WDprQCH6HT9EmOnywl6?usp=drive_link)

**Summary of Efforts to Resolve at Local Level** – Identify your efforts to address the issues with locally available district/charter school remedies. Include appeal to teacher, building principal, superintendent, charter administrator, and school board. Please include the results of these steps.

On the morning of October 2, 2025, I followed up via email to confirm that the information had been received. Both Sumer Koontz and Nancy Murphy confirmed receipt of the videos and statement.

Later that same day, at approximately 4:30 PM, I placed a follow-up call to the district from a blocked phone number. During this conversation, Nancy Murphy stated that the videos of Mr. Hafer were considered a form of freedom of speech, and since these videos happened before he was employed with the district, it was essentially a non-issue. They asked him to remove the videos after being up for 5+ years. Confused, I immediately drove to the school in an attempt to speak with the Principal, Lisa Gebbie ([gebbieli@tfdsd.org](mailto:gebbieli@tfdsd.org)), because at this point, I was no longer concerned with being anonymous but for the protection of my child and the other children. Upon entering, I went to Mrs. McCray's class, where I asked if Lisa was here, and she said she was not. I asked her if she could call her, something to that effect. She asked if I was okay, and I replied that I was not and not going to elaborate as her daughter was present, but that I found disgusting videos of "That guy" as I pointed towards Mr. Hafer's classroom. I left the class in an attempt to find my neighbor, Mr. Andrew Stark, who has a classroom. Upon entering his room, he was not there, but another female worker was. I do not know her name. But she was able to give me Lisa's phone number. Meanwhile, while I was in Mr. Stark's classroom, Mrs. McCray called Lisa and informed her that I was looking for her, and I then attempted to call her approx 4 times( throughout the evening) with no answer. Within approx 15 minutes of leaving, all of my substitute shifts were removed from the district- estimated at about 15 pre-scheduled days leading up to Feb 2026. This would not include any other potential days, as I have been there nearly daily this current school year, and a majority of the 3/4th quarter of last school year, as a preferred sub for only Rock Creek.

On Friday, October 3rd, I met with the principal Lisa Gebbie, and Nancy Murphy, who trespassed me after I showed them images of this teacher. They said I had to leave, which I did without issue. Police arrived at my door an hour later.

Later in the evening, I contacted Superintendent Brady Dickinson about my concerns, stating a brief summary of my findings. He replied back stating that these videos and comments happened pre-employment, therefore, a non-issue. He also stated that this is the teacher's freedom of speech.

On Monday, October 6th, I contacted the Chairman of the Board, Eric Smallwood, to speak at their scheduled board meeting that day, which I did.

**Other Persons** – Please provide a list of other individuals who may have information related to the allegations if applicable.

Name Shannon Swafford	Email Address Swaffordsh@tfdsd.org	Phone # 208-733-6900	Position HR
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<b>Name</b> Eric Smallwood	<b>Email Address</b> Smallwooder@tfsd.org	<b>Phone #</b> 208-733-6900	<b>Position</b> Chairman of the school board
<b>Name</b>	<b>Email Address</b>	<b>Phone #</b>	<b>Position</b>

<b>Signature</b>	
<p>I understand that this complaint may initiate an administrative proceeding. It is my intention to fully cooperate with the staff of the PSC and/or Attorney General's Office in the investigation of this matter. I agree to testify, if needed, before a hearing panel and/or any other judicial body necessary to resolve this case.</p> <p>I understand that failure to fully cooperate in this investigation could result in dismissal of this complaint.</p> <p>I understand that my name and other personal information on this form will not be released by anyone at the PSC. I am aware, however, that at the appropriate time, this information may be available to the respondent and/or respondent's attorney.</p> <p>I hereby swear or affirm the information on this form is true and correct to the best of my knowledge.</p>	
Complainant's Signature <i>Cierra Clarke</i>	Date <i>10/10/2025</i>