

My name is Cierra Clarke. I was a parent of a child in this district, and I am here tonight because what I found online about my son's first-grade teacher, Mr. Timothy Hafer, which requires immediate and formal action.

On October 1<sup>st</sup> , I made an anonymous report after finding a series of publicly available videos and posts featuring Mr. Hafer and another adult who, at one point, ran for city council. Fortunately for the city, he lost that election — but that is not my concern tonight. My concern is this teacher, a man who is currently working with children in this community while maintaining a public online presence that is completely inappropriate for anyone in his position.

In materials that remain available online today, this teacher:

- appears scantily clad and in sexualized poses; including depicting masturbation, condoms, a blurred fake penis next to his face, as well as in his underwear with his hands down his backside.
- publicly mocks religion and performs a Nazi salute;
- participates in skits that depict political violence and the murder of political opponents;
- directs degrading, demeaning remarks at protected groups and uses antisemitic language; such as “Jews are sometimes Nazi’s”

- posts content that encourages or celebrates violence toward institutions, and publicly boasts about illegal activity like soliciting drugs and paid prostitution.

There are multiple instances in which he mocks protected groups and displays conduct that no parent would expect — or accept — from a person entrusted with elementary school children.

This is not youthful indiscretion. This is a grown adult — nearly 30 years old at the time — creating and publicly sharing this content while becoming, or already serving as, a certified teacher. Your face and your name are your professional brand when you are a teacher. When you work with children, your brand matters.

Teachers have a right to privacy in many respects, but public content posted under your real name and image is not private — it is a reflection of judgment and character.

After I reported these materials, I was told the videos were taken down. They were not. That either means administration failed to verify the claim, or the employee ignored the directive — neither outcome reflects integrity.

You have told me this behavior was “pre-employment” and therefore irrelevant. I disagree. Page 29 of the Twin Falls School District’s own Certified Employee Handbook, defines misconduct as;

“Unprofessional behavior on or off the job that negatively affects the reputation of the District or threatens its integrity.”

If an educator posts sexually suggestive and politically violent material under his own name, does that not damage the District's reputation and undermine community trust?

Now let me be direct about the Code of Ethics. The Idaho Code of Ethics for Professional Educators commits educators to the highest ethical principles and to protecting students' intellectual, physical and psychological safety. Allow me to remind the board what those principles demand:

- Commitment to the Student: Educators must maintain an environment of trust, respect, and emotional safety.
- Educator/Student Relationship: Educators must preserve professional boundaries and model appropriate conduct both in and out of the classroom.
- Professional Integrity: Educators must not engage in conduct that discredits the teaching profession or undermines public confidence.
- – Ethical Conduct Toward the Profession: Educators must demonstrate behavior consistent with the highest ideals of the profession.

These Codes are not a suggestion — it is the professional standard the district and each Teaching employee have agreed to uphold. The Professional Standards Commission is empowered to investigate violations of that Code.

So I ask the board, and everyone in attendance — who here does not agree that the actions we have just described are a blatant, obvious violation of this Code of Ethics? If you disagree, please provide your rationale. “Freedom of speech” cannot be your defense here — freedom of speech does not mean freedom from consequences, and it does not mean an educator can serve as a role model to children while publicly promoting hate, sexualizing himself or political violence.

Put yourselves in my position. Many of you likely have children who are older than mine. Ask yourself: would you accept this behavior if your child were in elementary school? If your answer is yes, then you are not being honest with yourselves.

When the district learned I was the reporter, I was removed from every substitute assignment within minutes and later told I was not welcome on school grounds, and trespassed for asking basic questions. This very morning, I was officially fired by the district. The reason given was grossly miscategorized by Lisa Gebbie and Nancy Murphy. Simply put, I have receipts of everything. And not once, did the district ask for my side before termination. Additionally, when I asked Lisa Gebbie if she was protecting him

because she agrees with Mr. Hafer's videos, she simply stated "Yes". That reads like retaliation — and it is unacceptable.

This is no longer just about one teacher. It is about a system that protects misconduct and punishes those who speak up. If you refuse to act now, if any child is harmed mentally or physically in the future because of the inaction or policy choices of this district, I will be here to hold this board and this administration accountable. I will not place my child anywhere near someone who publicly displays this level of poor judgment and hostility toward basic human dignity. And I know I would not be alone.

Therefore, tonight I call on this board to take immediate action and investigate Timothy Hafer and Lisa Gebbie of Rock Creek Elementary, as well as the Director of Elementary Education, Nancy Murphy and DOCTOR Brady Dickinson, the superintendent for trying to normalize and brush this under the rug.

This is not about politics or personal vendettas. It is about the safety, trust, and moral example we owe our children. The Code of Ethics you have adopted demands more than silence or excuses. It demands action.

If this board refuses to do the right thing now, I will continue to pursue this matter through every legal and administrative channel

available, and I will make sure the public knows that this issue was brought to your attention on this date.

Thank you for your time. I ask that you honor your professional responsibilities and the trust of this community by acting swiftly and transparently.