

IDAHO PROFESSIONAL STANDARDS COMMISSION

In the matter of the certificate of:

Case No. 21432

Justin Stewart Noa,

STIPULATION

Respondent

BACKGROUND

The Professional Standards Commission received an allegation of unethical conduct concerning Justin Stewart Noa. 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 Justin Stewart Noa's certificate. The Executive Committee has recommended the following Stipulation.

STIPULATION

1. This is an agreement (Stipulation) between Justin Stewart Noa (Mr. Noa) and the Executive Committee (the Executive Committee) of the Professional Standards Commission (the Commission).
2. If Mr. Noa wishes to agree to this Stipulation, he must sign and return this Stipulation and any attachments to the Commission by 5:00 p.m. (mountain time) on February 27, 2017, unless he has been granted an extension.
3. After Mr. Noa 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:

Professional Standards Commission  
650 West State Street, 2nd 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 teacher certification in the State of Idaho.
6. Mr. Noa holds the following certificate and endorsements:
- a. (current) Standard Secondary Certificate with History 6-12 and Mathematics 6-12 Endorsements – effective September 1, 2016 – valid until August 31, 2021.
  - b. (past) Standard Secondary Certificate with History 6-12 and Mathematics 6-12 Endorsements – effective September 1, 2011 – valid until August 31, 2016.
7. On or about June 30, 2014, Mr. Noa entered into a teacher's contract with Nampa School District No. 131 to serve as a teacher for the 2014-2015 school year.
8. In or about the month of August 2014, Mr. Noa provided the school district with a letter that stated, in part, "I unequivocally resign as my role as teacher."
9. In that letter, Mr. Noa also requested to be released from his contract.
10. On or about August 13, 2014, Mr. Noa did not report for his teaching assignment.
11. On or about September 9, 2014, the school district informed Mr. Noa that the school board did not approve a release from his contract.
12. Mr. Noa thus breached his teaching contract.

13. The Executive Committee determined that probable cause exists for initiating an administrative action against Mr. Noa for violating the following laws and rules governing teacher certification:

- a. Idaho Code § 33-1208(1)(c) ("Breach of the teaching contract");
- b. Idaho Code § 33-1208(1)(j) ("Willful violation of any professional code or standard of ethics or conduct, adopted by the state board of education");
- c. Code of Ethics Principle VIII – Breach of Contract or Abandonment of Employment (Idaho Admin. Code r. 08.02.02.076.09) ("A professional educator fulfills all terms and obligations detailed in the contract with the local board of education or education agency for the duration of the contract.").

14. Mr. Noa, although not admitting that he violated the laws and rules cited in paragraph 13, acknowledges that there is sufficient evidence to support a finding of a violation of the laws and rules cited in paragraph 13.

#### B. Stipulated Discipline

15. If this Stipulation is approved by the Commission, the following discipline will be imposed by the Commission on Mr. Noa's certificate:

- a. A letter of reprimand will be placed in Mr. Noa's permanent certification file; a draft of that letter of reprimand is attached to this stipulation.

16. Any costs associated with Mr. Noa's compliance with the terms of this Stipulation are his responsibility.

17. During the pendency of this Stipulation, Mr. Noa will comply with all laws and rules governing teacher certification in Idaho.