

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

In the Matter of the)
Educator License of)
CASEY R. BAARSON)

On May 28, 2024, the Teacher Standards and Practices Commission (Commission) received two Oregon Department of Human Services (DHS) cross reports. The reports alleged possible professional misconduct on the part of licensed educator, Casey R. Baarson (Baarson).

After review of the matters alleged, Baarson and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, a public reprimand, and a period of probation and/or training.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Baarson stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Baarson waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Baarson 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 Public Reprimand and Probation (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 Baarson 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 promise 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

1 advised with regard to his rights thereto or waives any and all rights to consult with an
2 attorney prior to entering into this Stipulation and Final Order and issuance and entry of
3 the Stipulated Final Order below.

5 **STIPULATION OF FACTS**

6 1. The Commission has licensed Baarson since December 20, 2013. Baarson
7 holds a Preliminary Teaching License with endorsements in Health, Physical
8 Education and Legacy Middle Level (PK-12) which was issued on April 8,
9 2023 and expires on April 7, 2026. During all relevant times, Baarson was
10 employed by the Salem-Keizer School District (SKSD).

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12 2. On May 28, 2024, TSPC received two DHS screening reports that outlined
13 allegations made against Baarson, a Physical Education (PE) teacher at
14 Harritt Elementary School (HES) in the SKSD. The first allegation alleged
15 that on May 20, 2024, Baarson grabbed a 7-year-old student by her
16 arm/wrist, stepped on her foot and told her to “shut your mouth.” The second
17 DHS report documented an alleged incident that occurred on May 13, 2024.
18 This report alleged that Baarson pulled a different 7-year-old student onto his
19 lap and would not let him go. DHS conducted a child abuse and wrongful
20 restraint investigation for this matter, which resulted in an “unfounded”
21 determination.

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24 3. According to SKSD records and TSPC’s investigation, the following events
25 were substantiated:

- 26 • On May 20, 2024, Baarson grabbed 7-year-old HES student A, by her
27 arm/wrist and stepped on her foot to prevent her from running and
28 acting out in PE class.
- 29 • Student A reported the incident to her parents, who in turn notified the
30 administration at HES.
- 31 • The SKSD investigated this matter and provided recorded CCTV video
32 footage of the incident to TSPC.

- 1 • The video shows Baarson grasp student A's left wrist and pull her a few
- 2 feet forward.
- 3 • The video also shows Baarson step on the top of student A's right foot
- 4 for approximately two seconds.
- 5 • The video shows student A leaning away from Baarson and attempting
- 6 to push him off of her foot.
- 7 • After Baarson removes his foot and student A begins pulling away,
- 8 Baarson walks alongside her, holding her hand.
- 9 • During the SKSD interview, Baarson admitted that he had gotten
- 10 frustrated with student A and had told her to "shut her mouth."
- 11 • On May 13, 2023, 7-year-old HES student B had reported to his family
- 12 that Baarson had pulled him on to his lap and would not let him go.
- 13 • SKSD provided TSPC with recorded CCTV video footage of the
- 14 incident. The footage shows Baarson sit down in a chair, lift student B
- 15 by the armpits onto his left leg and engage in conversation with student
- 16 B.
- 17 • In his TSPC interview, Baarson explained that other students were
- 18 escalated, and he was trying to prevent student B from getting involved
- 19 in their escalation, given student B's previous involvement in physical
- 20 altercations with other students.
- 21 • The recorded video footage of the incident shows that Baarson held
- 22 student B against his will on his left leg with his arm around student
- 23 B's waist for approximately one and one-half minutes, after which time
- 24 Baarson put student B down, stood up and walked across the gym.

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27 4. During the course of TSPC's investigation into the incidents listed above, the
28 following events were also reviewed and substantiated:

- 29 • In February of 2024, the SKSD Instruction Tech Support (ITS) found
- 30 several chat messages between Baarson and his students on the
- 31 district's school-based online platform, Clever.
- 32 • The messages ITS found were from 2023 and 2024 and occurred

- 1 during the evening hours, after school.
- 2 • In some of the Clever messages from students, one student told
- 3 Baarson that they loved him, another called Baarson “cute” and yet
- 4 another called Baarson “sexy.” Another student said in a message to
- 5 Baarson that she wanted to “marry” him and called him “daddy.”
- 6 • Baarson did not respond to these statements or reciprocate any of
- 7 these statements back to students.
- 8 • The SKSD did find other messages that showed that Baarson engaged
- 9 in personal conversations with students and confirmed that Baarson
- 10 had previously occasionally played Fortnite online with students
- 11 outside of school hours.
- 12 • The students Baarson engaged in conversation over Clever were
- 13 students that were between the ages of 8-9.
- 14 • During Baarson’s interview with the SKSD regarding this matter, he
- 15 admitted to receiving inappropriate messages from students, but
- 16 clarified that he did not respond to them.
- 17 • During Baarson’s SKSD interview he also admitted that he had never
- 18 notified district administration about the inappropriate messages he
- 19 had received from students over Clever.
- 20 • On February 21, 2024, Baarson received a Letter of Directive from the
- 21 SKSD outlining their expectations for maintaining appropriate
- 22 boundaries with students at all times. The letter referenced SKSD
- 23 policy PCP-Woo6 “Maintaining Appropriate Staff-Student
- 24 Boundaries.”

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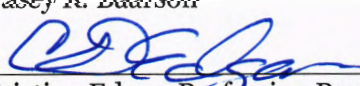
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27 IT IS SO STIPULATED:

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29 _____
30 Casey R. Baarson

07 / 29 / 2025

Date

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33 Cristina Edgar, Profession Practices Director
Teacher Standards and Practices Commission

8/14/25

Date

1 **CONCLUSION OF LAW**

2 *The conduct described above in sections two (2) and three (3) constitutes gross*
3 *neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it*
4 *incorporates OAR 584-020-0010(1) (Recognize the worth and dignity of all persons and*
5 *respect for each individual), OAR 584-020-0010(5) (Use professional judgment), OAR*
6 *584-020-0020(2)(d) (Skill in the supervision of students), OAR 584-020-0025(2)(e)*
7 *(Using district lawful and reasonable rules and regulations), and 584-020-*
8 *0040(4)(d)(Unreasonable physical force against students, fellow employees, or visitors*
9 *to the school, except as permitted under ORS 339.250)..*
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11 *The conduct described in section four (4) above constitutes gross neglect of duty in*
12 *violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-*
13 *020-0010(5) (Use professional judgment), OAR 584-020-0020(2)(d) (Skill in the*
14 *supervision of students), and OAR 584-020-0025(2)(e) (Using district lawful and*
15 *reasonable rules and regulations) and OAR 584-020-0040(4)(o) as it incorporates OAR*
16 *584-020-0035(1)(c)(D) (Honoring appropriate adult boundaries with students in*
17 *conduct and conversations at all times)*
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19 **ORDER**

20 The Commission adopts and incorporates herein the above findings of fact and
21 conclusions of law, and based thereon, imposes a Public Reprimand of Baarson's Oregon
22 Educator License as well as a two (2) year period of probation. The period of probation will
23 become effective on the date of adoption of this stipulated order. The period of probation is
24 subject to the following conditions:

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- 26 1. Baarson will complete a certified Boundaries training within the first year of
27 probation.
 - 28 2. Baarson will complete a certified De-Escalation training within the first year of
29 probation.
 - 30 3. Baarson shall comply with the Standards for Competent and Ethical Performance
31 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division
32 020.
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Issued and dated this 19th November day of ~~October~~, 2025.

TEACHER STANDARDS AND PRACTICES COMMISSION
STATE OF OREGON

By Rachel Alpert 11/19/2025
Rachel Alpert, Executive Director