

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

In the Matter of the	)	STIPULATION OF FACTS AND
Educator License of	)	FINAL ORDER OF PUBLIC
Karly K. Carlson	)	REPRIMAND AND PROBATION

On December 18, 2024, the Teacher Standards and Practices Commission (Commission) received a School District Misconduct Report from the Hermiston School District (HSD). The report alleged possible professional misconduct on the part of licensed educator, Karly K. Carlson (Carlson).

After review of the matters alleged, Carlson and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a public reprimand of her Oregon Educator License and a period of probation.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Carlson 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, Carlson waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Carlson acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her 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 Carlson nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she 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) she states that no promise or representation has been made to induce her to sign this Stipulation and Final Order; and


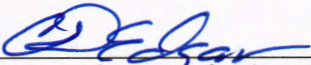
(vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to her rights thereto or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

### STIPULATION OF FACTS

1. The Commission has licensed Carlson since April 6, 2006. Carlson holds a Preliminary Teaching License with endorsements in Special Education: Generalist (PreK-12) which was issued on February 28, 2025, and expires on February 27, 2028. During all relevant times, Carlson was employed by the Hermiston School District (HSD). Carlson worked at the HSD for a total 14 years as both a SPED Teacher and Educational Assistant and had no prior disciplinary issues.
2. On December 18, 2024, the Commission received a School District Misconduct report from the HSD. The report alleged that Carlson, a licensed Oregon educator and a SPED teacher at Hermiston Elementary School (HES) engaged in professional misconduct. Specifically, the report alleges that Carlson was under the influence of alcohol, while at work at HES when students were present.
3. Investigation by HSD and TSPC determined the following:
  - On the morning of December 5, 2024, Carlson showed up to work at approximately 7:30 a.m. Shortly after 9:00 a.m., multiple staff reported to the HES Principal that Carlson appeared to be under the influence of alcohol at work.
  - The HSD School Resource Officer (SRO), a Hermiston Police Officer, was contacted and made contact with Carlson.
  - The SRO conducted field sobriety tests on Carlson and determined that she was under the influence of alcohol.
  - Carlson admitted to the SRO and HSD administration that she had been drinking vodka the previous night.
  - Carlson was transported to have a breathalyzer (BAC) done, and while in the waiting room of the lobby Carlson told HES Principal Josh Browning

1 (Browning) that she was “certain” that the test would show she was under the  
2 influence of alcohol.  
3 • Carlson then then admitted to Principal Browning that she “needed help” and  
4 told him that she was “sorry.”  
5 • The results of the BAC test confirmed alcohol consumption at a blood alcohol  
6 content of 0.202 at 10:48 a.m.  
7 • The HES immediately placed Carlson on administrative leave.  
8 • Carlson, on her own initiative, immediately sought and entered into  
9 treatment on December 10, 2024. She successfully completed inpatient and  
10 intensive outpatient programs and has been fully compliant with her recovery  
11 plan.  
12 • Carlson resigned her employment effective June 12, 2025 pursuant to a  
13 Separation Agreement.  
14  
15

16 IT IS SO STIPULATED:

17		<u>07/25/2025</u>
18	Karly K. Carlson	Date
19		
20		
21	Cristina Edgar, Profession Practices Director	Date
22	Teacher Standards and Practices Commission	

23

24 **CONCLUSION OF LAW**

25 *The conduct described in section three (3) above constitutes gross neglect of duty*  
26 *in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(g) (Appearing on duty or at*  
27 *any district-sponsored activity while under the influence of alcohol, marijuana or any*  
28 *controlled substance); and OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-*  
29 *0010(5) (Use professional judgment), OAR 584-020-0025(2)(e) (Using district lawful*  
30 *and reasonable rules and regulations).*

31

32

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19

**ORDER**

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a public reprimand and a three (3) year period of probation. The period of probation will become effective on the date of adoption of this stipulated order. The period of probation is subject to the following conditions:

- 1. Carlson shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

Issued and dated this 19<sup>th</sup> November day of ~~October~~, 2025.

**TEACHER STANDARDS AND PRACTICES COMMISSION**  
**STATE OF OREGON**

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