

1 advised with regard to her 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.

4
5 **STIPULATION OF FACTS**

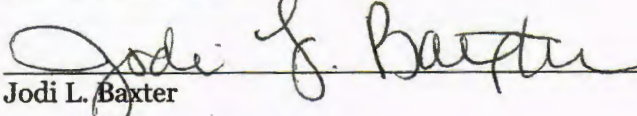
- 6 1. The Commission has licensed Baxter since July 28, 2009. Baxter holds a
7 Professional Teaching License, with an endorsement Elementary - Multiple
8 Subjects (PK-12), valid from August 8, 2020, through August 7, 2025. During all
9 relevant times, Baxter was employed by the High Desert Education Service
10 District (ESD).
11
- 12 2. On January 19, 2023, the Commission received a letter from the High Desert ESD
13 indicating Baxter may have committed acts which constitute gross neglect of duty
14 and/or gross unfitness. The High Desert ESD reported that during work hours on
15 January 5, 2023, Baxter possessed, consumed and was under the influence of
16 alcohol at Buckingham Elementary School, in the Bend-La Pine School District.
17
- 18 3. During the 2022-23 school year, Baxter worked for the High Desert ESD as a
19 long-term substitute teacher in a fifth-grade classroom at Buckingham
20 Elementary School. On Wednesday, January 4, 2023, Baxter spoke with the
21 school Principal about her needing to step away from the teaching assignment to
22 address recent personal issues, including death in the family, which resulted in
23 her overconsumption of alcohol. Baxter indicated she would be seeking inpatient
24 treatment for this. The principal asked Baxter to finish the week, and Baxter
25 reluctantly agreed to help the school and complete the week.
26
- 27 4. On January 5, 2023, Baxter received an upsetting phone call from a family
28 member. After students had left the school for the day and Baxter still working,
29 several school employees observed Baxter slurring words, stumbling, with
30 bloodshot eyes, and that Baxter smelled of alcohol. As Baxter was preparing to
31 leave the campus, a concerned staff member offered to take her home, which
32 Baxter declined and indicated a family member would be picking her up. Staff
33 contacted the administration and law enforcement. Law enforcement and the
34 school principal located Baxter in her personal vehicle in the school parking lot.

1 Baxter admitted to law enforcement she had been drinking alcoholic beverages.
2 In a search of bag that Baxter previously had in the classroom and then her
3 vehicle, several empty cans of an alcoholic beverage were found. Additionally, an
4 empty can of this same alcoholic beverage was found on the floor of Baxter's
5 classroom. Approximately thirty (30) minutes after Baxter spoke with law
6 enforcement, her husband arrived at school to take her home.

7
8 5. Several days after this incident, Baxter admitted herself into a pre-scheduled
9 thirty (30) day, inpatient treatment program. Baxter is currently participating in
10 a recovery program.

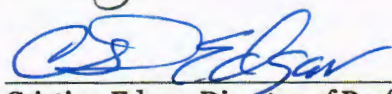
11
12 6. On January 11, 2023, Baxter resigned as a substitute teacher from the ESD. The
13 High Desert ESD removed Baxter from their list of approved substitute teachers.

14
15 IT IS SO STIPULATED:

16 
17 _____
18 Jodi L. Baxter

9/20/23

Date

19 
20 _____
21 Cristina Edgar, Director of Professional Practices
22 Teacher Standards and Practices Commission

9/20/23

Date

23
24
25 **CONCLUSION OF LAW**

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

32 The Commission's authority to impose discipline in this matter is based upon
33 ORS 342.175.

34 **ORDER**

35 The Commission adopts and incorporates herein the above findings of fact and
36 conclusions of law, and based thereon, imposes a suspension of thirty (30) days upon
37 Jodi L. Baxter's Oregon educator license.

1 Furthermore, the Commission imposes a period of three (3) years of probation
2 upon Baxter's licensure to commence from the date this order is signed by the
3 Commission and subject to the following conditions:

- 4
- 5 1. Baxter shall comply with the Standards for Competent and Ethical Performance
6 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division
7 020.
- 8 2. Baxter will complete a drug and alcohol dependency evaluation prior to six (6)
9 months from the execution of this order, and provide evidence of successful
10 completion of any recommended treatment.
- 11 3. Baxter will provide evidence on a quarterly basis of successful participation in a
12 post treatment recovery and sobriety program. Upon completion, Baxter will
13 provide the Commission evidence of successful completion of the treatment or
14 program with the understanding Baxter's further participation is not required or
15 is voluntary.

16

17 Violation of any term or condition of probation shall constitute an independent basis for
18 the Commission to revoke Baxter's Oregon educator license or otherwise impose
19 discipline, after providing Baxter with notice of opportunity for hearing.

20

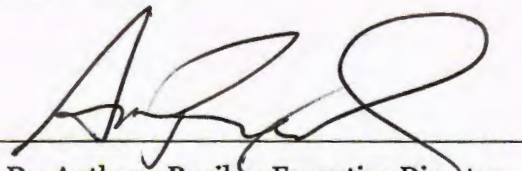
21 Issued and dated this 20 day of October, 2023.

22

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

25

26

27 By 
28 Dr. Anthony Rosilez, Executive Director