



1 **STIPULATION OF FACTS**

- 2 1. The Commission has licensed Cady since July 27, 2016. Cady’s Preliminary  
3 Teaching License, with an endorsement in Social Studies (PK-12), valid from July  
4 27, 2016, through May 27, 2020. During all relevant times, Cady was employed  
5 by the OSD.
- 6 2. On December 18, 2017, the Commission received a report from the Ontario  
7 School District, alleging that Cady had engaged in conduct that may be  
8 considered gross neglect of duty and/or gross unfitness. The report alleged Cady  
9 showed an inappropriate video to a high school psychology class.
- 10 3. Investigation determined that in September 2017, Cady was counseled by the  
11 administration about appropriate videos following his use of a video of a graphic  
12 and disturbing Thomas Edison experiment. Cady was sent an email with links to  
13 the District’s video/film use form, which OSD policy required to be submitted at  
14 least 5 days prior to showing films. Cady was instructed to use this form to get  
15 future videos or films approved. The email also informed Cady that the  
16 administration would be available to review any proposed films with Cady to  
17 evaluate their appropriateness. OSD policy further stated that any film or video  
18 that is “[e]dited, unrated, or rated higher than PG-13 will only be shown at the  
19 discretion of the building administrator.” However, in an interview with a  
20 commission investigator, Cady explained his understanding that due to the large  
21 volume of YouTube videos being used as resources in the classroom, use of  
22 YouTube videos was left up to the teacher’s discretion at his school.
- 23 4. On November 13, 2017, the administration sent an email out to all staff  
24 reminding them about the video/film use form and policy.
- 25 5. On November 28, 2017, Cady showed class a YouTube video from an unrated  
26 2006 documentary produced by the BBC of approximately 15 minutes in length.  
27 Cady showed this video based on his own discretion, without having it approved  
28 as described in District policy. The video contained inappropriate, explicit, and  
29 graphic content. When asked why Cady did not stop the video, he explained that  
30 he “froze”. On December 8, 2017, Cady submitted his resignation in lieu of  
31 possible termination

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IT IS SO STIPULATED:

Ian Malcolm Cady

Trent Danowski  
Trent Danowski, Deputy Director  
Teacher Standards and Practices Commission

11/28/18  
Date

12/6/18  
Date

**CONCLUSION OF LAW**

The conduct described above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0015(2)(c) (*Use of current subject matter appropriate to the individual needs of students*), and OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*).

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

**ORDER**

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand on Ian Cady's Oregon educator license.

Issued and dated this 8 day of February, 2019.

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

By [Signature]

Dr. Anthony Rosilez, Executive Director