

PERSONNEL

Unprofessional Conduct

The Board recognizes its responsibility to protect students from physical and/or emotional harm. As per WAC 180-87, staff members shall not engage in unprofessional conduct including:

- A. Misrepresentation or falsification in the course of professional practice.
- B. Possession, use or consumption, or being under the influence of alcohol or of a controlled substance on school premises or at a school-sponsored activity involving students.
- C. Disregard or abandonment of generally recognized professional standards.
- D. Abandonment of contract for professional services.
- E. Unauthorized professional practice.
- F. Sexual misconduct with children or students.
- G. Illegal furnishing of alcohol or a controlled substance to a student.
- H. Improper remunerative conduct.
- I. Failure to assure the transfer of student record information or student records.

Unprofessional conduct shall not include matters such as insubordination, violation of the collective bargaining agreement, or other employment-related acts correctable by the District or other civil remedies.

When the superintendent possesses sufficient reliable information to believe that a certificated employee is not of good moral character or personally fit as defined by law, or has committed an act of unprofessional conduct, within a reasonable period of time of making such determination, he/she shall file a written complaint with the Superintendent of Public Instruction.

Cross References:

(cf. 5005 Employment: Disclosures, Certification Requirements, Assurances and Approval)
(cf. 5281 Disciplinary Action and Discharge)

Legal References:

RCW 28A.400.320 Mandatory termination of classified employees
RCW 28A.405.470 Mandatory termination of certified employees
RCW 28A.410.090 Revocation of Authority teach--Method--Grounds
RCW 28A.410.100 Revocation of authority to teach--Hearings and appeals
RCW 28A.410.110 Reinstatement prohibited for crimes
WAC 180-79A Certification for School Personnel
WAC 180-79A-122 Good Moral Character and Personal Fitness--Necessary supporting evidence by applicants
WAC 180-86 Professional Certification Proceedings
WAC 180-86-013 Good moral character and personal fitness--Definition
WAC 180-87 Acts of Unprofessional Conduct

Adopted: November 28, 2001