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