

PERSONNEL

Unprofessional Conduct

The board of directors recognizes its responsibility to protect students from harm. All employees are expected to exhibit good moral character and personal fitness as they fulfill their job duties. Employees shall not engage in unprofessional conduct including, but not limited to:

- A. The related acts of immorality and/or intemperance;
- B. Violation of written contract;
- C. Crime against the state or involving the physical neglect of children;
- D. The physical injury of children;
- E. Sexual misconduct with children or students;
- F. Misrepresentation or falsification in the course of professional practice or job duties;
- G. 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;
- H. Disregard or abandonment of generally recognized professional standards;
- I. Abandonment of contract for professional services;
- J. Unauthorized professional practice;
- K. Illegal furnishing of alcohol or a controlled substance to a student; or
- L. Improper remunerative conduct.

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 or has committed an act of unprofessional conduct, within a reasonable period of time of making such determination, he or she shall file a written complaint with the superintendent of public instruction consistent with state law and regulations.

The superintendent or designee shall maintain a confidential file containing allegations and the findings related to his or her investigation.

Cross References:	Board Policy 5120 Board Policy 5255	Certification Disciplinary Action and Discharge
Legal References:	RCW 28A.400.320 RCW 28A.405.470 RCW 28A.410.090 RCW 28A.410.100 RCW 28A.410.110 WAC 180-79A WAC 180-86 WAC 180-87 WAC 180-79A-155	Mandatory termination of classified employees Mandatory termination of certified employees Revocation of Authority to teach – Method -- Grounds Revocation of Authority to teach – Hearings and appeals Reinstatement prohibited for crimes Certification for School Personnel Professional Certification Proceedings Acts of Unprofessional Conduct Good Moral Character and Personal Fitness — Necessary supporting evidence applicants