

UNPROFESSIONAL CONDUCT AND CERTIFICATION REVOCATION: 5006

The District recognizes its responsibility to protect students from physical and/or emotional harm. Staff members are expected to exhibit "good moral character and personal fitness" as they teach or supervise students including, but not limited to, the definitions found in WAC 181-87-(050-095). Staff members shall not engage in unprofessional conduct including, but not limited to, the definitions found in WAC 181-86-113.

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/she shall file a written complaint with the Superintendent of Public Instruction. Such considerations and proceeding shall comply with WAC 181-86, and any other legal requirements.

If the District is considering action to discharge a staff member, the Superintendent need not file such complaint until ten (10) calendar days after making the final decision to serve or not serve formal notice of discharge. Such written complaint shall state the grounds for revocation and summarize the factual basis upon which a determination has been made that an investigation by the Superintendent of Public Instruction is warranted. The Superintendent of Public Instruction shall provide the affected certificate holder with a copy of such written complaint.

Intentional failure to file a complaint is an act of unprofessional conduct and may be sufficient cause for revocation of the Superintendent's professional education certificate. A staff member may voluntarily surrender his or her certificate.

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

Cross References:	Administrative Policy – 5005	Employment of Staff: Disclosure, Certification Requirements, Assurances and Approval
	Administrative Policy – 5253	Maintaining Professional Staff/Student Boundaries
	Administrative Policy – 5281	Disciplinary Action and Discharge

Legal References:	RCW 28A.400.320	Mandatory termination of classified employees
	28A.405.470	Mandatory termination of certified employees
	28A.410.090	Revocation of Authority teach–Method–Grounds

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Legal References: (Continued)	28A.410.100	Revocation of authority to teach–Hearings and appeals
	28A.410.110	Reinstatement prohibited for crimes
	WAC 181-86	Professional certification–Policies and procedures for administration of cert proceeding
	181-86-013	Good Moral Character and Personal Fitness–Definition
	181-86-014	Good Moral Character and Personal Fitness–Continuing requirement
	181-86-075	Grounds for issuance of a revocation order
	181-86-100	Reprimand or certification suspension of revocation–Initiation of proceedings
	181-86-110	Duty of ESD Superintendent, district superintendent and private school administrator to file complaints
	181-86-116	Investigation priorities–Levels of acts or omissions of misconduct
	181-79A	Standards for teacher, administrator, and educational staff associate certification
	181-79A-155	Good Moral Character and Personal Fitness–Necessary supporting evidence applicants
	181-87	Personnel Certification–Acts of unprofessional conduct
	181-87-015	Accountability for acts of unprofessional conduct
	181-87-(050-095)	Acts of unprofessional conduct
	181-87-095	Failure to file a complaint