

Human Resources
Maurene Stanton
Executive Director of Human Resources

Date: November 23, 2021

To: Stanwood Camano School Board

From: Maurene Stanton

RE: Policy 5006 Certification Revocation

This is the first reading of the revised Personnel Policy 5006 Certification Revocation. It has been updated due to changes in the Washington State Code of Professional Conduct for Education Practitioners and changes to legal references.

This policy will come before the Board for second reading on December 7. If you have any questions regarding this policy, please contact me.

CERTIFICATION REVOCATION

The board of directors 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. Staff members shall not engage in unprofessional conduct including:

- 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;
- 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; or
- M. Inappropriate digital communication with a student including, but not limited to: Cell phone, text messaging, email, instant messaging, blogging or other social media or social network communication.-

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/she shall file a written complaint with the superintendent of public instruction.

If the district is considering action to discharge a staff member, the superintendent need not file such complaint until ten 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 ~~s~~Superintendent of ~~p~~Public ~~i~~nstruction 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 shall maintain a confidential file containing allegations and the findings related to his/her investigation.

Cross References: Board Policy 5005 Employment Disclosures, Certification, Assurances and Approval
~~5281~~ ~~Disciplinary Action and Discharge~~

Legal References: RCW 28A.400.320 Crimes against children -- Mandatory termination of classified employees -- Appeal -- Recovery of Salary or compensation by the district

28A.405.470	<u>Crimes against children -- Mandatory termination of certificated employees -- Appeal – Recovery of salary or compensation by district</u>
28A.410.090	<u>Revocation or suspension of certificate or permit to teach of Authority teach — Method — Grounds – Criminal basis – Complaints – Investigation -- Process</u>
28A.410.100	Revocation of authority to teach — Hearings and appeals
28A.410.110	<u>Limitation on Reinstatement after revocation – Reinstatement prohibited for certain felony crimes prohibited for crimes</u>
WAC 1810-79A	<u>Standards for teacher, administrator, and educational staff associate certification Certification for School Personnel</u>
180-86	Professional Certification <u>Policies and procedures for administration of certification P</u> proceedings
180-87	Acts of Unprofessional Conduct
180-79A-155	Good Moral Character and Personal Fitness — Necessary supporting evidence applicants

Adoption Date: 3.16.04
Revised:
Stanwood-Camano School District