Educator Misconduct

For purposes of this regulation, misconduct is defined in DHB(LEGAL). Failure to timely report educator misconduct in accordance with statutory requirements and District policy may result in disciplinary action up to and including termination. [See DHB(LEGAL) and (LOCAL)]

Reporting Requirements — Campus Administrator

The campus administrator must notify the Superintendent of Schools or designee by engaging in the following activities when the campus administrator has reasonable cause to believe or becomes aware of evidence of any alleged educator misconduct by an employee who holds a State Board for Educator Certification (SBEC) certificate [see FFF]:

- ~~**Within 24 hours, notify**~~ **If the incident involves suspected child abuse or neglect, report the incident to** the Department of Family and Protective Services[1] (DFPS) ~~**if related to child abuse**~~ **within two hours of having reasonable cause to believe or becoming aware of the alleged misconduct**. **The campus administrator must also submit a Critical Incident Report (CIR) as outlined below and include the Child Protective Services (CPS) report number in the CIR.** [See FFG]
- **Submit a CIR within two hours of having reasonable cause to believe or becoming aware of the alleged misconduct.**
- The campus principal may send the person home for the day and must notify Human Capital Management (HCM).
- ~~**Within 48 hours, submit a Critical Incident Report into the Critical Incident Reporting (CIR) system.**~~

Reporting Requirements — District Administration

~~**The**~~ **District** administration may engage in the following activities after ~~**the administration has**~~ **having** reasonable cause to believe or ~~**becomes**~~ **becoming** aware of evidence of any educator's alleged misconduct:

- HCM may place the educator on administrative leave, if applicable.
- Send the parent/guardian notification letters to the parent/guardian of impacted students.
- Submit a report to SBEC via the Texas Education Agency (TEA) Misconduct Reporting Portal on behalf of the Superintendent of Schools within 48 hours of learning of the misconduct.

- Submit a closure report to SBEC via the TEA Misconduct Reporting Portal on behalf of the Superintendent of Schools after receiving an investigative report and/or separation of the educator from the District.
- Send notification to the educator of the filing of a written report.
- Send notification to the Board of Trustees on behalf of the Superintendent of Schools.
- Update the CIR ~~**system**~~ to reflect the final outcome.
- Send the closure notification letter to impacted parent(s).

Exceptions

Exceptions may be made to this regulation by the Superintendent of Schools or designee.

Adoption or Last Amendment Date

This regulation was last amended on ~~**July 14, 2026**~~ **November 9, 2026**.

[1] Department of Family and Protective Services website: https://www.dfps.texas.gov/