

CERTIFICATION REVOCATION

The board of directors recognizes its responsibilities 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 will 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;
- 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, including marijuana (cannabis) to a student; or
- L. Improper remunerative conduct.

Unprofessional conduct will 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 possess 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 will file a written complaint with the Office of the Superintendent of Public Instruction (OSPI).

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 will state the grounds for revocation and summarize the factual basis upon which a determination has been made that an investigation by OSPI is warranted. OSPI will 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 will maintain a confidential file containing allegations and the findings related to his/her investigation.

Cross References:

Board Policy 5005	Employment: Disclosures, Certification Requirements, Assurances, and Approval
Board Policy 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 district
RCW 28A.405.470	Crimes against children — Mandatory termination of certificated employees — Appeal — Recovery of salary or compensation by district
RCW 28A.410.090	Revocation or suspension of certificate or permit to teach — Criminal basis — Complaints — Investigation — Process
RCW 28A.410.100	Revocation of authority to teach — Hearings
RCW 28A.410.110	Limitation on reinstatement after revocation — Reinstatement prohibited for certain felony crimes
WAC 181-79A	Standards for Teacher, Administrator and Educational Staff Associate Certification
WAC 181-79A-155	Good Moral Character and Personal Fitness — Necessary supporting evidence applicants
WAC 181-86	Professional certification — Policies and procedures for administration of certification proceedings
WAC 181-87	Professional certification — Acts of unprofessional conduct

Management Resources:

<i>Policy News</i> , October 2010	Employment Disclosures
<i>Policy News</i> , October 2005	Public Disclosure
<i>Policy News</i> , October 2005	Sex Offender Reporting Requirements
<i>Policy News</i> , April 2004	School Employee Sexual Misconduct
<i>Policy News</i> , October 2001	Updates from the State Board of Education
<i>Policy News</i> , June 1999	School Safety Bills Impact Policy

Policy News, February 1999
Policy News, August 1998

Local Boards Decide Endorsement Waivers
District Must Report New Hires