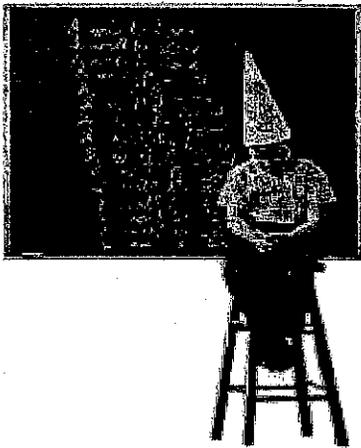


YOU MIGHT BECOME A UPPAC CASE IF...

1. You cannot accurately and honestly account for the funds you collect and have responsibility for at school.
2. You accept bonuses or incentives from vendors, potential vendors, or gifts from parents of students where there may be the *appearance* of a conflict of interest or impropriety
3. You show up to a school-sponsored activity where you are under the influence of alcohol, illegal drugs, or prescription drugs that are not prescribed.
4. You solicit, encourage, or consummate an inappropriate relationship*, written, verbal, or physical with a student (even an 18 year old student) or minor.
5. You solicit students or parents of students to purchase equipment, supplies, or services from you OR to participate in activities that financially benefit you, unless approved in writing in advance by the local school board.
6. You consistently fail to follow local school district policies and state law for obtaining appropriate bids when making purchases.



7. You promote camps, summer leagues, travel leagues, or outside instructional opportunities for which you are paid unless approved in writing by the local school board.
8. You use school property, facilities, or equipment for personal enrichment, commercial gain or personal uses without express supervisor permission.
9. You do not follow school/district policies for collecting money from students, accounting for all money collected, or commingling school funds with personal funds.
10. You make personal purchases of any value with public funds.**

*Inappropriate relationship = a relationship that is more personal than it is professional, and extends beyond that of teacher-student or coach-participant. A good rule of thumb is if you would not want your principal, your superintendent, your HR Director, the student's parents, your significant other, or the media to know the substance of the communication with the student, it is not appropriate.

** Public funds = money, funds, and accounts, regardless of the source... that are owned, held, or administered by ... a school district, political subdivision, or other public body.