

VIOLATION	SUMMARY
<b>Inappropriate Materials</b>	means searching for, downloading, storing, viewing, or otherwise accessing sexually explicit materials in any format at school or by using school equipment, computer information systems or connections. <b>(R277-515-4B(6)(7))</b>
<b>Sexual Activity with Student</b>	means sexual or physical (not resulting in sexual intercourse) relationship with a public school-age student, regardless of school attendance. <b>(R277-515-3C(1), (2),(3), (6), (7), (14), (15), (16); 515-5A(3); and 515-6B(2))</b>
<b>Sexual Activity with Non-Student</b>	means any other illegal sexual activity, including soliciting prostitution, sex with a minor who may not be a public school student, sex activity with another adult that causes disruption or loss of trust in a school setting, or lewdness arrests or convictions. <b>(R277-515-C(1), (2), (4), (6), (7); R277-515-5A(3); and 515-6B(2))</b>
<b>Drugs/Alcohol Not on School Grounds</b>	means arrests for drug- or alcohol-related crimes, and non-criminal misuse of prescription drugs (including taking prescription medication not prescribed to the educator) which affects the educator’s ability to perform his or her responsibilities, including role model responsibility. This also includes providing or allowing students to consume drugs or alcohol. <b>(R277-515C(1), (5), (7), (8))</b>
<b>Drugs/Alcohol on School Grounds</b>	means possessing or being under the influence of drugs or alcohol on school grounds. <b>(R277-515C(9), (10))</b>
<b>Boundary Violation with Student</b>	means soliciting or encouraging an inappropriate relationship, with a student or minor, written, verbal, or electronic. This can include texting, flirting, inviting students home, excessive communication, giving gifts, inappropriate comments, driving with students, and driving outside of school with students. <b>(R277-515-3C(14), (15), (16); R277-515-5A(3); 515-6B(2))</b>
<b>Financial Mismanagement</b>	is theft/fraud/money mismanagement, violating school or district policies in ways that do not involve direct student harm, such as using school equipment or physical facilities for personal use and/or realizing personal financial gain from school resources. <b>(R277-515-3C(3a-3g); R277-515-5A(4), B(2)). (If the educator is charged and convicted of a crime related to financial mismanagement, R277-515-3C(1) also applies.)</b>
<b>Documentation Mismanagement</b>	means providing false, inaccurate or incomplete information required for licensing, transfer, employment, qualifications, degrees, academic

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honors, etc. This can include falsifying signatures, falsifying professional development hours, and misrepresenting hours worked.

**(R277-515-3C(18), (20), (21))**

**Testing Protocol Violation**

means failing to strictly adhere to all state and district instruction and protocols in managing and administrating standardized tests. This includes misrepresenting student test scores or helping a student to cheat.

**(R277-515-4B(5a-5d))**

**Sexual Harassment**

means unwanted, objectively offensive comments or touching toward a co-worker; sharing off-color jokes with co-workers in person, in print or electronically; commenting inappropriately or in a sexually suggestive manner on co-worker clothing or appearance; and inappropriate touching (back rubs, etc.).

**(R277-515-3C(15), (16); R277-515-4B(1); -515-5A(3); 515-6(2))**

**Insubordination**

means directly disregarding school district policy and directives.

**(R277-515-5A(1), (2))**

Insubordination should be reported to UPPAC when the educator’s conduct consistently violates **R277-515-5A(1) and (2)** in such a way that the conduct rises to the level of unprofessionalism. **R277-515-5A(1) and (2)** state: “The professional educator understands and follows Board rules and local board policies [and] understands and follows school and administrative policies and procedures.”

**Violence with Non-Student**

means any criminal activity involving violence, such as assault or domestic violence.

**(R277-515-3A(1), (2))**

**Violence with Student**

means using unreasonable force or other unreasonable disciplinary measure against a student or youth. This includes actions that demean or embarrass, including verbal abuse and inappropriate language, or having a physical altercation with a student.

**(R277-515-3A(2), (3); 515-4B(1), (2), (4); 515-5B(1); 515-6B(1))**

**Other—Student Related**

means behavior that may cause direct harm to students but is not sexual in nature, such as leaving students unsupervised and causing harm; refusing to tell the truth to an investigating administrator about a misconduct incident; making comments with sexual innuendo in class; and making racially or religiously discriminatory remarks to students.

**(For example, R277-515-D(1); (2); 515-4B(3); 515-4C(1), (2), (3))**

**Other—Employment Practices**

means violating policies for employment. Examples include technology misuse and sharing confidential student information.

**(R277-515-3A(11), (12), (13), (19), (22-24); 515-3D(2)515-4C(4-7); 515-6B(3-8))**

**Other—Moral/Ethical Conduct**

means any other misconduct that is a violation of **Rule 277-515** and is not listed in any of the above categories. This can include unprofessional communication with parents or colleagues, convictions, and arrests for offenses against a person.