

PLSB Sanctioning Guidelines

Offense	Examples	Beginning Sanction
Drugs/Alcohol	Educator is under the influence of drug(s) and/or alcohol on school property or at a school-sponsored event. This includes prescription medication that impairs the educator's behavior	Suspension followed by Probation
Failure to Follow District, State, AAA, and/or Federal policies, procedures, or regulations	Failing to follow district policy; violating state law; violating AAA rules and/or regulations; violating federal policies and/or laws	Probation
Failure to Report	Failure to report child abuse to the Child Maltreatment Hotline; Failure of an administrator to report a Standard 1 violation	Probation
Failure to Follow IEP/504	Not properly following a student's IEP or 504 plan. This includes not giving modifications or only giving partial modifications	Probation
Falsification of Grades and/or Attendance	The intentional changing of grades or attendance records without justifiable rationale	Probation
Falsification of Documents and/or Records	This can include, but is not limited to, the falsification of IEP or 504 documentation, falsification of letters from state/federal agencies; falsification of teacher of record; falsifying signatures	Probation
FERPA Violation	Disseminating any student information without an educational purpose. Student information includes, but is not limited to, student academic and disciplinary records, health and medical information, family status and/or income, assessment/testing results	Probation
Inappropriate Communication (Non-Student)	Bullying/harassing co-worker or subordinate; making malicious or intentionally false statements about a colleague; using coercive means or promising special treatment to influence professional judgment of colleagues; using inappropriate language when speaking with parents; failing to communicate with parents	Written Reprimand
Inappropriate Communication with a Student (Sexual/Courting/Amorous)	Communication in person, electronic, or via social media that is sexual or courting/amorous in nature. This includes, but is not limited to: communication about sexual experiences sexual relationships, sexual objects, sexual videos, and/or sexual pictures; sexual harassment; showing/demonstrating usage of sexual toys; planning a relationship after the student graduates; making lewd or suggestive	Revocation

	comments or overtures toward a student; soliciting and/or encouraging a romantic relationship with a student	
Inappropriate Communication with a Student (Non-Sexual)	Communication in-person, electronic, or via social media. This includes, but is not limited to, behaving in an overly friendly or familiar way or failing to maintain an appropriate professional boundary with a student, chronically embarrassing a student, displaying prejudice or bigotry against a student, mocking or belittling a student, using profane, offensive, or explosive language in the presence of students	Probation
Inappropriate Interaction with a Student	Desk dumping; pulling seats out from under students; taping students to desk or furniture; throwing objects at students; bullying/harassing students; being alone with a student in a dark or closed room or secluded area; behaving in an overly-friendly or familiar way or failing to maintain an appropriate professional boundary with a student, administering discipline not compliant with district policy	Probation
Inappropriate Use of School Property/Funds	Using school district email for personal use; sending and/or receiving inappropriate materials from school computers; not properly managing school funds; failing to account for funds	Probation
Release of Employee Information	Improperly releasing confidential employment records; releasing employee medical information	Written Reprimand
Inappropriate and/or Insufficient Supervision of Students	Failing to properly supervise students, failing to ensure student safety, allowing students to engage in unsafe activities, leaving students unattended for any length of time	Written Reprimand
Physical Contact with Student Resulting in Injury	Any physical contact with a student that results in bruising, cuts, scrapes, or other visual signs of physical abuse. This can include hitting, pushing, pinching, or grabbing a student	Suspension
Physical Contact with Student Resulting in No Injury	Any physical contact with a student that does not result in bruising, cuts, scrapes, or other visual signs of the physical contact	Probation
Sexual Contact	Kissing; Hugging; Sexual Intercourse; Oral Sex	Revocation
Testing Violation	Failing to follow testing procedures as stated in a testing security agreement	Written Reprimand
Utilizing Position for Financial Gain	Accepting gifts for return of a favor or privilege from students or colleagues	Written Reprimand

Potential Mitigating Factors	Potential Aggravating Factors
<ul style="list-style-type: none"> • No history of similar behavior • Actions or omissions of action are low in severity • There is little to no negative impact on students • There is little to no negative impact on school district property and/or funds • Educator was acting in self-defense or the defense of others • There is little to no impact on community and/or stakeholders • The educator was acting in good faith • The educator is novice teacher 	<ul style="list-style-type: none"> • There is a moderate to severe level of negative impact on students. • There is evidence of prior similar behavior • Willful or intentional violation of the Code of Ethics • The actions constitute an act of child maltreatment • There is a criminal offense involving a student • There is moderate to severe impact on the community and/or stakeholders • Moderate to severe level of negative impact on district property/funds • Multiple violations • Violations occurred over a period of years • The educator is experienced or veteran teacher • Disqualifying offense(s) as enumerated in Ark. Code Ann. §§ 6-17-410(c) or 6-17-414(b)