

Educator Misconduct Policy

Pursuant to ORC 3314.40, matters of professional misconduct must be reported to the Ohio Department of Education (“ODE”). Misconduct by an educator as described below shall be reported to the ODE by the Chief Administrator (ie. Principal, School Leader) on the reporting form as provided on the ODE Website.

If the employee is the Administrator of the School, the Board President will be notified by the management company and will be briefed on the investigation. Pursuant to ORC 3314.40(C), the Board President will be requested to file the Ohio Educator Misconduct Form as required.

The Chief Administrator or President of the governing authority shall report to the state Superintendent of Public Instruction when the following conditions apply:

1. An employee licensed by the Ohio Department of Education has pled guilty, has been found eligible for intervention in lieu of conviction, or has agreed to participate in a pre-trial diversion program for a criminal offense as specified in ORC 3319.31 (B)(2) or ORC 3319.39. These offenses include, but are not limited to:
 - Any felony offense
 - Any sex offense including misdemeanor sex offense (e.g. importuning, soliciting, sexual imposition)
 - Any offense of violence
 - Any theft offense
 - Any drug abuse offense that is not a minor misdemeanor
 - Violations of offenses listed under ORC 3319.31(B)(2) or ORC 3319.39 discovered as a result of a criminal records check
2. The employer has initiated termination or non-renewal proceedings, has terminated, or has not renewed the contract of an employee based upon a reasonable determination that the employee has committed an act that is unbecoming to the teaching profession or an offense as described above.
3. The employee has resigned under threat of termination or non-renewal based upon the above mentioned reasons.
4. The employee has resigned due to an investigation on whether the employee has committed an act unbecoming to the teacher profession as defined by Ohio Administrative Rule 3301-73-21 which include, but is not limited to:
 - Crimes or misconduct involving minors
 - Crimes or misconduct involving school children
 - Crimes or misconduct involving academic fraud

- Making, or causing to be made, any false or misleading statement or concealing a material fact in obtaining issuance or renewal of any licensing documents
- Crimes or misconduct involving the school community
- A violation of the terms and conditions of a consent agreement with the State Board of Education