

# Arizona State Board of Education

# Educator Investigation & Discipline

## What is the process when an Educator's conduct is investigated?

1

### Report is Made

Immoral or unprofessional conduct is reported to the Arizona State Board of Education (SBE) Investigation Unit.

2

### Investigation

In parallel with investigation by applicable authorities (i.e. Department of Child Safety, local law enforcement), SBE investigators investigate the allegations.

3

### Hearing

Once an investigation has concluded, the educator *may* be offered a Negotiated Settlement Agreement (NSA) in place of moving forward with a hearing. If an NSA is not agreed upon or offered, the case is brought to the Professional Practices Advisory Committee (PPAC) and a hearing is held in which the respondent and the state may bring testimony and evidence for the PPAC to consider. At the conclusion of the hearing, the PPAC votes to adopt findings of fact, conclusions of law, and recommendations to the Board on discipline for the respondent.

4

### Board Decision

The Board reviews the PPAC recommendation and votes to adopt discipline for the respondent. If desired, the respondent may submit a "Request to Speak" to make a public statement to the Board in the meeting in which their case is voted on.

5

### Outcome

The Board's discipline is overseen by Board staff.

## What should an educator facing discipline expect?

If your case moves forward to PPAC, you will have the opportunity to submit additional exhibits that were not included in the original documentation. Additionally, you may prepare your own Findings of Fact and Conclusions of Law to present to the PPAC.

- You have the right to be represented by legal counsel during the hearing, if you choose.
- You have the right to present to the PPAC any documents, testimony, witnesses, and arguments in response to the complaint that has been filed on your certificate.
- PPAC members have received and reviewed the same materials that were mailed to you.
- The PPAC makes recommendations that are presented to the State Board of Education for a final decision. The Board may accept the recommendation or motion for discipline that is lesser or greater than the recommendation.
- It is advised that you start with "Chairman (last name of the Chairman), Members of the Committee..." when you address the members during the hearing. A hearing officer serves as the acting Chairman.

Additional information is available here: <https://azsbe.az.gov/educator-discipline>

Questions regarding this process may be directed to: [EnforcementActions@azsbe.az.gov](mailto:EnforcementActions@azsbe.az.gov)