

**Arizona State Board of Education
Discipline Guidelines on Certification Enforcement Actions
Adopted August 1, 2016**

Immoral or unprofessional conduct	Settlement Agreement	Contested Action
Contract break	Presumptive recommended discipline: 1 year suspension Minimum recommended discipline: 6 month suspension based on mitigating factors	Presumptive recommended discipline: 2 year suspension Minimum recommended discipline: 1 year suspension based on mitigating factors Maximum recommended discipline: Up to revocation based on aggravating factors
Under the influence at work - alcohol	Presumptive recommended discipline: 2 year suspension with conditions Minimum recommended discipline: 1 year suspension with conditions based on mitigating factors	Presumptive recommended discipline: 3 year suspension with conditions Minimum recommended discipline: 2 year suspension with conditions based on mitigating factors Maximum recommended discipline: Up to revocation based on aggravating factors
Under the influence at work - drugs	Presumptive recommended discipline: 3 year suspension with conditions Minimum recommended discipline: 2 year suspension with conditions based on mitigating factors	Presumptive recommended discipline: 3 year suspension with conditions Minimum recommended discipline: 2 year suspension based on mitigating factors Maximum recommended discipline: Up to revocation based on aggravating factors
Criminal offenses - drugs	Presumptive recommended discipline: 2 year suspension with conditions	Presumptive recommended discipline: 3 year suspension with conditions Minimum recommended discipline: 2 year suspension with conditions based on mitigating factors Maximum recommended discipline: Up to revocation based on aggravating factors
Criminal offenses - theft	Presumptive recommended discipline: 2 year suspension Minimum recommended discipline: 1 year suspension based on mitigating factors	Presumptive recommended discipline: 2 year suspension Minimum recommended discipline: 1 year suspension based on mitigating factors Maximum recommended discipline: Up to revocation based on aggravating factors