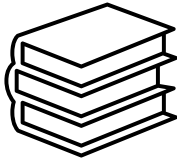
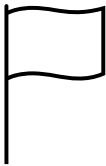


# USBE Disciplinary Options for Educator Licensing



**Letter of Education:** A letter sent by the Board to an educator to instruct and caution the educator in an area of professional conduct when ***the evidence does not show a violation*** of the educator standards in Rule R277-217, but ***the evidence may show conduct that could lead to a violation*** of the standards in the future.

**Letter of Warning:** A letter sent by the Board to an educator for ***misconduct that was inappropriate or unethical***, but that ***does not warrant longer term or more serious discipline***.



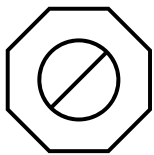
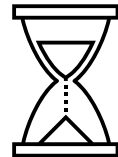
**Reprimand:** An action imposed by the Board, which:

- (a) is imposed for misconduct that was ***longer term or more seriously unethical*** or inappropriate than conduct warranting a letter of warning, but ***not warranting invalidation*** of the educator's license;
- (b) is accompanied by a flag on the educator's CACTUS file, which the educator may request the Board remove after the time specified in the Consent to Discipline, generally two years; and

(c) may include specific directives that the educator must complete prior to requesting the flag be removed from the educator's CACTUS file.

**Suspension:** An ***invalidation*** of a Utah educator license, which ***may be reinstated*** after:

- (a) the educator completes specific conditions identified in a consent to discipline or hearing report;
- (b) the passage of a specified time period; and
- (c) Board action to reinstate the license following a reinstatement hearing.



**Revocation:** A ***permanent invalidation*** of a Utah educator license.

When to use one disciplinary option vs. another is guided by the Board's established presumptions, set forth in Rule R277-215: <https://schools.utah.gov/file/3371a6f8-1a9c-42e1-bb0f-81b8d9a16044>

UPPAC also maintains the disciplinary matrix, an extensive spreadsheet of the discipline imposed as a result of each investigation since 2015, which is referenced by UPPAC members, investigators, and opposing attorneys. <https://schools.utah.gov/policy/uppac>