

UTAH STATE BOARD OF EDUCATION

Subject:

ACTION: R277-322, Local Education Agency (LEA) Codes of Conduct (Amendment)

Agenda item type:

Action Item

Recommended Action:

That the Committee approve R277-322, Local Education Agency (LEA) Codes of Conduct, Draft 1, on first reading and forward to the Board for approval on second and final reading.

Purpose of Memo:

Requested by 3 or more members of the board

Background:

Summary of the Rule: Authorized by Utah Constitution Article X, Section 3, and Utah Code Sections 53E-3-401(4) and 63G-7-301, this rule grants the Utah State Board of Education the explicit authority to mandate that all LEAs adopt and strictly enforce appropriate behavior policies for their staff. 63G-7-301 also requires the Utah State Board of Education to develop a model code of conduct that sets the minimum requirements of an LEA code of conduct. Under the current draft of the rule, every school district and charter school must establish a code of conduct that is no less stringent than the Board's model policy, directly prohibiting physical, verbal, mental, and sexual abuse, as well as establishing clear parameters to prevent inappropriate boundary violations. Furthermore, R277-322 currently requires LEAs to set stringent guidelines for electronic and social media communications, mandate the immediate reporting of suspected child abuse or neglect, and ensure that all staff members undergo annual training and sign written acknowledgments committing to these ethical standards.

Background of the Discussion: The proposed revisions to this rule are the result of a Board Member Request from Board Members Kerry, Hall, Kelly, and Britton in August 2025. The rule was assigned to Law & Licensing Committee in October. After a series of discussions and early drafts, the Board voted to pause the conversation during the Legislative 2026 session and to bring the rule back for consideration in the April 2026 Law & Licensing Committee.

Current Draft: The most recent draft of revisions for R277-322 is title Draft 1a to distinguish it from the drafts that were discussed by the committee throughout Fall 2025.

Staff will present R277-322, Local Education Agency (LEA) Codes of Conduct, Draft 1, for consideration and approval.

Authorizing, and Implemented or Interpreted Law: [Art X Sec 3](#); [53E-3-401\(4\)](#); [63G-7-301](#)

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Attachments:

1. R277-322 - Draft 1a - April 2026 Committee - Kerry
2. R277-322 - Draft 2a - April 2026 Committee - Lear
3. LEACodeConduct- Draft 1 - May Committee Meeting
4. R277-322 - Draft 3 - Kerry - October 2025 Committee
5. R277-322 - Draft 2 - Kerry - October 2025 Committee
6. R277-322 - Draft 1 - October 2025 Committee
7. R277-322 - Draft 2 - Kerry - October 2025 Committee
8. R277-322 Reporting Burden and Fiscal Impact Estimate Form (Draft 2)
9. R277-322 Reporting Burden and Fiscal Impact Estimate Form (Draft 3)
10. R277-322 Reporting Burden and Fiscal Impact Estimate Form May 2026
11. R277-322 Reporting Burden and Fiscal Impact Estimate Form June 2026