



# UPPAC NEWS

A BI-ANNUAL NEWSLETTER FROM THE UTAH PROFESSIONAL  
PRACTICES ADVISORY COMMISSION

## EXECUTIVE SECRETARY'S CORNER

By Ben Rasmussen

On a recent trip to Southern Utah, I took a small detour to visit the Territorial State Capitol building in Fillmore, Utah. I was interested to learn that aside from serving as host to a couple of early sessions of the State Legislature, the old statehouse, which never lived up to its design potential, also served many other purposes, including serving as a jail and as a school.

The building is a museum nowadays run by the State Park System. And in one room, I was interested to come across what may have been the original educator standards from 1872:

1. Teachers each day will fill lamps, clean chimneys.
2. Each teacher will bring a bucket of water and a scuttle of coal for the day's session.
3. Make your pens carefully. You may whittle nibs to the individual taste of pupils.
4. Men teachers may take one evening each week for courting purposes, or two evenings a week if they go to church regularly.

5. After ten hours in school, the teachers may spend the remaining time reading the Bible or other good books.
6. Women teachers who marry or engage in unseemly conduct will be dismissed.
7. Every teacher should lay aside from each pay enough of the sum of his earnings for his benefit during his declining years so that he will not be a burden on society.
8. Any teacher who smokes, uses liquor in any form, frequents pool or public halls, or gets shaved in a barber shop will give good reason to suspect his worth, intention, integrity, and honesty.
9. The teacher who performs his labor faithfully and without fault for five years will be given an increase of twenty-five cents per week in his pay, providing the Board of Education approves.

UPPAC staff also located interesting rules for California teachers dating back to 1915, which, among other things, prohibited loitering in downtown ice cream stores, dressing in bright colors, and required women to wear at least two petticoats.

I was raised by two teachers. My parents taught elementary school in Granite School District. I saw the extra hours they spent preparing for class continued in a fine tradition of teachers putting in long hours, although I'm pretty sure Mom and Dad met in the university acapella choir, and not on Dad's extra date night, earned for going to church like a faithful elder.

Whittling pen nibs reminds me of a story my grandmother told me of some early educator misconduct in Sanpete County. On a certain day, my grandma flicked ink at her teacher, only to be mistaken for a classmate. In response the teacher dumped a well of ink into the lovely blonde hair of a classmate, blaming another girl for my Grandma's misbehavior. My grandma thought that was pretty funny. Evidently, students were aggravating back then too.

Today's educator standards don't govern the books you read, but they do have a take on

the materials you use in class. Today's standards don't address the number of nights you have for courting each week, but they do require educators to maintain appropriate communications with colleagues and members of the community.

The teachers in old Fillmore gave student's lashes for their misbehavior. Today, physical interventions with students aren't acceptable, whether it be grabbing a student or dumping a well of ink in a student's hair, except under limited circumstances allowed by law, such as self defense, or protecting other students.

Nowadays, we hope that Utah educators take some time every now and then to read up on the [rules](#) . The Board regularly updates these rules and it's important to stay up to date on changes and apply them to your practice.

## COMMISSION NEWS

Special thanks to April Johnson from Murray School District who recently finished her service on UPPAC after six years and many meetings and hearings. She'll be missed. At the same time, we're thrilled to welcome Rachel Girot from Alpine School District who is our newest member. You can find all of the information on UPPAC you could ever want to know, including rules, forms, and old newsletters, by following this QR code.



UPPAC EDUCATOR DISCIPLINE  
A Summary of Utah State Board of Education Licensing Actions  
from January 2025 to June 2025

Surrender

UPPAC Case No. 24-2120

An educator was charged with Lewdness Involving a Child, a class A misdemeanor, and Lewdness, a class B misdemeanor. The educator pled guilty to Lewdness, a class B misdemeanor. The educator voluntarily and permanently surrendered his license prior to completion of the UPPAC investigation.

UPPAC Case No. 24-2057

An educator committed multiple boundary violations with a female student including texting the student about his sexual dreams, meeting the student alone, and discussing other students. The educator voluntarily and permanently surrendered his license prior to completion of the UPPAC investigation.

Revocation

UPPAC Case No. 18-1560—Default

At least seven men reported the educator sexually abused them when they were teenagers and the educator was the director of a music program. The educator pled guilty to Attempted Forcible Sodomy, a first-degree felony, in violation of Utah Code § 76-5-403(2). In another case, the educator pled guilty to Attempted Sodomy on a Child, a first-degree felony, in violation of Utah Code § 76-5-403.1. The educator's license was permanently revoked by default order.

UPPAC Case No. 22-1868

An educator touched a sophomore student's buttocks, breasts, and genitals. He pled guilty to one count of Forcible Sexual Abuse, a second-degree felony, and two counts of

Unlawful Sexual Activity with a Minor, a third-degree felony. The educator's license was permanently revoked.

UPPAC Case No. 24-2086—Default

An educator pled guilty to two counts of Sexual Exploitation of Minor, a second-degree felony, in violation of Utah Code Ann. § 76-5B-201. The educator's license was permanently revoked by default order.

UPPAC Case No. 25-2185

An educator pled guilty to two counts of Sexual Exploitation of Minor, a second-degree felony, in violation of Utah Code Ann. § 76-5B-201. The educator's license was permanently revoked.

Suspension

UPPAC Case No. 23-2020

An educator texted students individually and discussed personal matters with students. The educator had a student babysit and run errands for her and allowed another student to sleep over at her house. The educator read a text she wrote to a student out loud while other students laughed. The educator encouraged students to protest when her contract was not renewed. The educator's license was suspended for not less than two years.

UPPAC Case No. 23-2022

An educator left his phone in the restroom. When another employee picked up the phone, it was displaying pornographic images. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 23-2038

An educator deleted two tardies from a student's record. She changed 58 of her son's attendance records over three years. She failed to test thirteen ELL kindergarten students within the thirty-day state required timeline for WIDA testing. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 23-2044

An educator made inappropriate, unprofessional, and sexual comments to colleagues. The comments were made in front of students. The educator's license was suspended for not less than three years.

#### UPPAC Case No. 23-2049

The educator (a principal) told a student that if he hit her, she would hit him back. The educator organized a trip with school employees to Mexico during which she shared a bed with a fourth-grade student. A colleague alleged the educator grabbed her breast on the trip. The educator had prior discipline from USBE for an Impaired Driving Conviction and unprofessional statements on Facebook. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 24-2065

An educator did not file a DCFS complaint after a first grader said his mom hurts him if he does something "really bad." The educator discussed the statement with the school director. The educator concluded the school director "knew the family pretty well" and it was not something to worry about, but that they would "keep their ears open." The educator's license was suspended for not less than six months.

#### UPPAC Case No. 24-2066

An educator allowed students to stay in her classroom unattended. The students vaped

marijuana on one occasion in the classroom. The educator allegedly allowed students to attend official and unofficial club meetings without a signed permission slip. She had a conversation with a student about her gender identity. She also discussed allegations against her with students and faculty. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2073

An educator followed and engaged with students on social media, used inappropriate language with students on social media, and neglected to care for a special needs student during a fire drill. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 24-2081

An educator was seen drinking cooking wine in his car at school. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2085

An educator Snapchatted with students and had personal conversations with students. She was flirty with a student and told colleagues she wanted to adopt the student. She allowed the student to sit behind her desk and stay in her classroom when he was supposed to be in other classes. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2089

An educator contacted a student after hours, visited the student at home, gave preferential treatment to the student, tried to find ways to be alone with the student, and allowed the student to keep a laptop computer which was against school policy. The educator's license was suspended for not less than three years.

#### UPPAC Case No. 24-2091

An educator accessed pornographic material during contract hours on school property. The educator took a pornographic photo of himself in the school bathroom, sent the image to a woman, and requested explicit material in return. The educator unintentionally received a pornographic photo of an underaged female he immediately deleted. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 24-2094

An educator allegedly watched pornography on his phone during class. Four students said they overheard graphic sexual language. The educator denied the allegations. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2100

An educator told a student to stop putting his hand on other students. The student continued so the educator grabbed the student by the arm and dragged him across the carpet. The educator locked students out of the classroom as a form of punishment or to control misbehavior. The educator also put a student in the coat closet as a time out for disruptive behavior. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 24-2102

An educator failed to monitor two SPED students. The educator also failed to comply with IEP requirements. All fifteen of her IEP students' files were significantly out of compliance with a total of one hundred and eight items that needed to be corrected and eight IEPs past due. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 24-2104

An educator logged into a student's portal and completed required testing for the student.

The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2111

When a female student was wearing a low-cut shirt, an educator poked the students' breasts with a pencil and said, "Your boobs are showing!" The educator had received a prior letter of warning from USBE for throwing a blanket at a student who was balancing on two legs of his chair, causing the student to fall to the ground. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2113

An educator engaged in a physical relationship with another educator on campus during school hours on multiple occasions over a one-year period. Their physical relationship included hugging, kissing, groping, touching beneath clothes, and having oral sex several times. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2116

Staff members observed that an educator appeared under the influence of alcohol while at school. Two blood tests confirmed that the educator was intoxicated. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2119

An educator was convicted of Driving Under the Influence of Alcohol after causing an accident and leaving the scene. The school principal found six empty bottles of vodka and one sealed bottle of vodka in the educator's classroom. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 24-2123

An educator sent a "size matters" text and an "Ice Cream Cone with Needs" Instagram reel to a minor. The educator allegedly accessed

pornography on his Google drive and showed favoritism to male students at School. The educator denied the allegations. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 24-2129

An educator brought a gun to school intending to commit suicide but gave the gun to his principal before school started. He pled guilty to one count of Possessing a Firearm on School Premises with his plea held in abeyance for a period of two years. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2133

A colleague alleged an educator told students he had a crush on her. Students reported that the educator said sexual things to them and about other teachers. The educator's license was suspended for not less than three years.

#### UPPAC Case No. 24-2143

An educator lied under oath during an employment hearing in response to cross examination questions posed by opposing counsel. The educator's license was suspended for not less than two years.

#### UPPAC Case No. 24-2145

An educator spent time alone with a student in her classroom and had personal conversations with the student. The educator referred to the student as "my daughter," and to herself as "Mom." The student spent time at the educator's home with the educator's family on approximately twenty occasions during the summer. They also messaged via Instagram. The educator's license was suspended for not less than one year.

#### UPPAC Case No. 24-2149

An educator who was a coach Snapchatted a player on the team. He asked the student if

she had been checking him out and if she thought he was cute. He said he would not be mad if she thought he was cute. He also told her he saw her bra when she lifted her shirt and asked if she would have been sad if he had seen more. The educator's license was suspended for not less than three years.

#### UPPAC Case No. 24-2165

An educator posted a video of students on TikTok, intervened at girls' team practices, questioned a student about her menstrual period, and messaged students via TikTok after he was terminated. The educator's license was suspended for not less than one year.

#### Reprimand

#### UPPAC Case No. 23-1984

An educator drove with a blood alcohol content of .35 and caused an accident. As a result of the accident, a passenger in the other car suffered a concussion. The educator pled guilty to one count of Driving Under the Influence of Alcohol and one count of one count of Negligently Operating a Vehicle Resulting in Injury, both class A misdemeanors. The educator received a reprimand.

#### UPPAC Case No. 24-2067

An educator drove students off campus on two occasions without school and parent permission. The educator communicated with film club students via Slack chats. In the chats he called students nicknames such as "Emo Barbie" and "Pookie." The educator ignored inappropriate comments by students and joined in student gossip. The educator received a reprimand.

#### UPPAC Case No. 24-2074

An educator drove a student home in her personal vehicle, texted students, engaged

with students on social media, and had inappropriate conversations with students. The educator received a reprimand.

UPPAC Case No. 24-2075

An educator received shoulder and back massages from students. The educator received a reprimand.

UPPAC Case No. 24-2076

An educator received shoulder and back massages from students. Another teacher also got massages from students in the educator's classroom. The educator received a reprimand.

UPPAC Case No. 24-2108

An educator yelled at an ESL student several times while the student attempted to navigate a RISE pretest and the class laughed at the student. On another occasion, it was alleged the educator yelled at a student, did not let the student use the restroom, and told the student not to lie to her in front of the class. The educator caused the student to cry on multiple occasions. The educator received a reprimand.

UPPAC Case No. 24-2109

An educator had a detailed conversation with his students about how to murder someone and ensure you would get away with it. The educator received a reprimand.

UPPAC Case No. 24-2110

An educator called her colleagues "pieces of shit" and made race- and sex-related comments about students to her colleagues. The educator received a reprimand.

UPPAC Case No. 24-2147

An educator touched students to get them to comply on multiple occasions after being instructed not to do so. The educator's license was previously suspended by USBE because

the educator had inappropriate material in his school office. The educator received a reprimand.

UPPAC Case No. 24-2166

An educator drove a student home after school at least five times. She texted individually with students about school-related matters. She interacted with students on social media about school-related matters and occasionally gave students her phone to select music. The educator received a reprimand.

UPPAC Case No. 24-2181

An educator was unprofessional during a phone call to a parent. The educator discussed her daughter's suicide attempt with students and assigned a Mental Health Handbook that was outside the curriculum without parent permission. The educator inadvertently left her microphone on twice while she corrected students in the hall. She also told a female student she could see the student's nipple because her dress was too low. The educator denied these allegations. The educator received a reprimand.

Letter of Warning

UPPAC Case No. 24-2058

An educator who was a coach used the term "swass" (a combination of sweat and ass), wore a hoodie that said, "Spoon don't fork," and texted students individually about team-related matters. The educator received a letter of warning.

UPPAC Case No. 24-2069

An educator playfully hit a student on his back with a plastic rod from the blinds leaving a welt on the student's back. The educator received a letter of warning.

UPPAC Case No. 24-2077

An educator used racial slurs in the classroom and disclosed confidential student information. The educator received a letter of warning.

UPPAC Case 24-2082

An educator tripped and fell as he carried a SPED student to his office. Three months earlier, the educator was in a classroom alone with an escalated student and used an ASPEN hold twice before asking for assistance. The educator received a letter of warning.

UPPAC Case 24-2093

An educator messaged students via Instagram, invited students to train at his gym when the school gym was unavailable, and offered to give a student a ride. The educator received a letter of warning.

UPPAC Case 24-2095

In frustration, an educator told a student, "I should punch you in the face." The educator immediately apologized and assured the class that he would not use violence with a student. The educator received a letter of warning.

UPPAC Case No. 24-2097

A principal did not ensure a student with an IEP was receiving accommodations. He told the student's mother the student was severely disabled, and the school was not the right setting for him. He also spoke negatively about the mother and others to school staff. The educator received a letter of warning.

UPPAC Case No. 24-2106

An educator allowed certain students to be in close proximity to her. She pulled students unnecessarily from other classes to spend time in her classroom. She allowed students to eat lunch in her classroom and visit her classroom after hours. She also texted with

two students. The educator received a letter of warning.

UPPAC Case No. 24-2122

An educator failed to follow a student's behavior plan, excessively documented a student's behaviors, imposed consequences unequally, and was alleged to have goaded a student to act out. The educator received a letter of warning.

UPPAC Case No. 24-2132

Students alleged an educator used the n-word in class. The educator admitted to using the word "niggardly." The educator received a letter of warning.

UPPAC Case No. 24-2137

A parent gave an educator a twelve-pack of beer as a gift on the last day of school. The educator forgot the beer in his classroom. A student custodian found the beer the next week and turned it into the school administration. The educator received a letter of warning.

UPPAC Case No. 24-2155

An educator did not follow procedures to turn off lights and move out of sight during a district-wide lockdown. Rather, he instructed his students to continue taking a math test. The educator received a letter of warning.

UPPAC Case No. 24-2179

An educator was seen leaving a staff bathroom that smelled like marijuana. He has a medical marijuana card and tested positive for marijuana. He also failed to maintain a safe and orderly classroom. The educator received a letter of warning.

UPPAC Case No. 24-EH67

An educator used profanity and unprofessional language towards students. The educator received a letter of warning.



UPPAC Case No. 24-EH68

An educator made unprofessional comments regarding school shootings. Some students alleged that the educator told certain students a shooter would shoot them first. The educator received a letter of warning.

UPPAC Case No. 24-EH69

An educator asked a student why she got suspended and continued asking about it after the student hesitated to respond. The educator made inappropriate remarks to students about eating pot instead of smoking it. The educator received a letter of warning.

UPPAC Case No. 24-EH71

An educator told a student's father in front of students that the student was not welcome back in class unless accompanied by a parent and on medication. The educator received a letter of warning.

UPPAC Case No. 24-EH72

An educator showed a film to her class including a scene with an exposed female breast. The educator intended to skip the scene but became distracted. The educator received a letter of warning.

UPPAC Case No. EH73

An educator grabbed a student by the loop on the back of his backpack and attempted to redirect the student to the hall so he could finish his work. The student became agitated and seemed out of control, so the educator held him against the lockers. The educator received a letter of warning.

UPPAC Case No. 24-EH74

An educator administered an AAPPL test outside of the testing window. The educator received a letter of warning.

UPPAC Case No. 25-EH2

An educator smacked a student on his cheek after the student leaned in very close and said something threatening to the educator. The educator received a letter of warning.

UPPAC Case No. 25-EH3

An educator made inappropriate comments to misbehaving students during a lockdown drill. The educator received a letter of warning.

UPPAC Case No. 25-EH4

An educator was instructed by administration to not have a mock election in her classroom. Instead, she took an "informal poll" similar to a mock election. The poll resulted in negative political comments from some students which made some students feel unsafe and unwelcome. The educator received a letter of warning.

UPPAC Case No. 25-EH6

An educator accidentally emailed confidential student information including names, student numbers, and performance on an app, to a parent. The educator received a letter of warning.

UPPAC Case No. 25-EH8

An educator became frustrated and used inappropriate language (f-word, "prick") when students were not behaving properly. The educator received a letter or warning.

UPPAC Case No. 25-EH9

An educator sent a group email to thirteen parents indicating that their students had a 504 plan. The educator received a letter of warning.

UPPAC Case No. 25-EH11

An educator was upset that a student seemed to lie about a container full of food in their desk. The educator grabbed the bowl with his right hand and the student's head with his left and asked, "Does this look full to you?" He then

said several times, "Lying to someone is sociopathic." The educator received a letter of warning.

#### UPPAC Case No. 25-EH18

After a basketball game, an educator allowed the song "Mo Bamba" to be played in the locker room. The song includes the F-word and N-word and mentions sex and drug deals. The educator received a letter of warning.

#### UPPAC Case No. 25-EH19

An educator used force by taking a student by the hand and leading the student to the classroom. The educator received a letter of warning.

#### UPPAC Case No. 25-EH21

An educator admitted to vaping more than once a day for two weeks in her car in the school parking lot. The educator received a letter of warning.

#### UPPAC Case No. 25-EH24

An educator grabbed a student by his arm to move the student on two occasions. The educator received a letter of warning.

#### UPPAC Case No. 25-EH25

An educator assigned students to make posters about Greek Hero archetypes. One group created a "border hopper" poster depicting a person with brown skin in a sombrero holding a taco. Another group created a "border patrol" poster depicting a large frowning man wearing a tank top and a chain necklace. School administration asked the education to take the posters down, but the educator opted to move the posters to a less visible location. The educator received a letter of warning.

#### UPPAC Case No. 25-EH32

After a student hit an educator, the educator pushed the student. The student fell and hit the side of her cheek on a desk, leaving a red mark. The educator received a letter of warning.

#### UPPAC Case No. 25-EH37

An educator used profanity in class and called students "shitheads" and "dumbasses." The educator received a letter of warning.

## QUESTIONS? PLEASE CONTACT US

Our UPPAC team is available if you need to report an ethical violation, have questions about the ethics of a situation, or if you would like us to provide training to your LEA regarding the educator standards. Please email UPPAC at [uppac@schools.utah.gov](mailto:uppac@schools.utah.gov) or call (801) 538-7835.