

Policy GBQ-E Exhibit

REASON FOR LEAVING TUSD	Eligibility for Rehire
Voluntary Resignation	Eligible
Retirement	Eligible
Contract Term Ends	Eligible
Probationary Period Termination/Nonrenewal	Mandatory Record Review
Expired Certificate/license required for position	Eligible (once credentials are reestablished)
Poor Performance	Mandatory Record Review
Unsafe Work Practices	Mandatory Record Review
Job Abandonment	Mandatory Record Review
Poor Attendance	Mandatory Record Review
Resignation in lieu of Dismissal	Mandatory Record Review
Felony conviction	Ineligible
Failure or refusal of a test for drugs/alcohol administered by TUSD while in a job working with students	Ineligible
Separation Agreement stating ineligibility	Ineligible
Theft	Mandatory Record Review
Possession, use, of drugs or alcohol on school property on at a school-sponsored activity	Ineligible
Firearms Possession	Ineligible
Threats or Intimidation as defined in ARS 13-1202	Ineligible
Assault as defined in ARS 13-1203 or Aggravated Assault under any of the circumstances described in ARS 13-1204	Ineligible
Loss of Fingerprint Clearance for criminal conviction	Ineligible
Breach of Confidentiality	Mandatory Record Review
Commission of a Crime	Mandatory Record Review
Sexual offenses as defined in ARS 13-1401 <i>et seq.</i> (Indecent exposure to a minor, public sexual indecency, sexual abuse, sexual conduct with a minor, sexual assault, unlawful sexual conduct, molestation of a child, bestiality)	Ineligible
Sexual Exploitation of a Minor/Child Pornography as defined in ARS 13-3551 , <i>et seq.</i>	Ineligible
Child Abuse as defined in ARS 8-201(2)	Ineligible
Child Neglect as defined in ARS 8-201(25)	Mandatory Record Review
Discrimination as defined in Governing Board Policy AC if such discrimination was the sole basis for the termination.	Ineligible
Discrimination as defined in Governing Board Policy AC if such discrimination was not the sole basis for the termination.	Mandatory Record Review
Deliberately suppress or distort information or facts relevant to a pupil's academic progress; Misrepresent or falsify pupil, classroom, school, or district-level data from the administration of a test or assessment;	Ineligible
Engage in a pattern of conduct for the sole purpose or with the sole intent of embarrassing or disparaging a pupil;	Mandatory Record Review
Use professional position or relationships with pupils, parents, or colleagues for improper personal gain or advantage;	Mandatory Record Review
Make any sexual advance toward, engage in sexual activity, a romantic relationship, or dating of a pupil or child.	Ineligible
Use school equipment to access pornographic, obscene, or illegal materials	Mandatory Record Review
Engage in conduct which would discredit the teaching profession.	Mandatory Record Review
Submit fraudulent requests for reimbursement of expenses or for pay	Mandatory Record Review