







Notice of Student Abuse Investigation is sent to:

- Public school board of directors (Superintendent and/ or secretary).
- Authorities in charge of the Non-Public school (varies per school).
- BOEE if applicable.

Employee is immediately put on leave by school officials.

Investigation takes place (30 business days to complete unless timeline deferred due to law enforcement investigation).

Notifications during investigation:

- Send Parental Notice of Student Abuse Investigation to the identified parents/ guardians of the student within 5 business days similar to 232.71B(2).
- Notify the school employee allegedly involved in the incidentsimilar to 232.71B(4) (during interview with person alleged responsible).

Investigation and written investigation report are completed.

Send Notice of Determination of Student Abuse Investigation (Outcome Notice) to:

- School Employee responsible for alleged student abuse.
- Parent/Guardian of the named student victim.
- Public school board of directors (aka Superintendent and/ or secretary).
- Authorities in charge of the Non-Public school (varies per school).
- Board of Educational Examiners (BOEE) if applicable.

Send written investigation report to:

- Public school- board of directors (aka Superintendent and/or secretary).
- Authorities in charge of the Non-Public school (varies per school).
- BOEE if applicable.
- Upon request, report may be provided to:
 - The student named in the report of student abuse as the victim or the student's attorney or guardian ad litem.
 - The parent or guardian of the student named or their attorney.
 - The school employee named as having abused the student (perpetrator) or their attorney.
 - Law enforcement involved in the student abuse investigation.
 - The county attorney.
 - The ALJ or court involved in a contested case proceeding and find the information necessary for the resolution in a case involving a substantiated allegation of abuse. (Appeal)

HHS determines abuse has not been committed.

school officials review report to decide on any necessary employment action or the employee's return to work.

HHS determines abuse has been committed.

Employee must be terminated.

