

**Monica Alsup  
Formal Reprimand**

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**The Background:**

*Prior History:* N/A

*Facts:* Ms. Alsup engaged in non-explicit inappropriate communication with a student when she used profane language with a student on school property during a verbal altercation.

*Applicable Law*

*/Rule:* 0520-02-03-.09(1)(c) defines Formal Reprimand as, “A less harsh licensing action than the suspension, revocation, or denial of a license, which admonishes an educator for certain conduct under this Rule. An educator who has been reprimanded by the State Board of Education (“State Board”) under this Rule shall receive a letter from the State Board, which shall become part of the educator’s state record and may become part of the educator’s local record, indicating that the inappropriate conduct is discouraged and shall be subject to further disciplinary action if repeated.”

0520-02-03-.09(1)(e) defines Inappropriate Communication (Non-Explicit) as, “Any communication between an educator and a student that is beyond the scope of the educator’s professional responsibilities. Examples of such non-explicit inappropriate communications include, but are not limited to, those communications that discuss the educator’s or student’s past or current romantic relationships; those that include the use of profanities or obscene language; those that are harassing, intimidating, or bullying; those that attempt to establish an inappropriate personal relationship with a student; and those that are related to personal or confidential information regarding another school staff member or student.”

0520-02-03-.09(3)(j) provides, “The State Board of Education may revoke, suspend, formally reprimand, or refuse to issue or renew an educator’s license for . . . any offense contained in paragraphs (4) and/or (5) of this Rule.”

0520-02-03-.09(5)(a)(6)(i) provides “An individual holding an educator’s license who is found to have engaged in non-explicit inappropriate communication with a student shall be subject to a disciplinary action within the range of a suspension for no less than three (3) months up to and including revocation.”

*Status:* Respondent was notified by certified mail of the Board’s intent to **formally reprimand** Respondent’s educator license based upon these findings. Respondent received said notice and agreed to the formal reprimand of Respondent’s license.

**Board Action Consistency Considerations:**

August 2025 – Board approved the formal reprimand of an educator’s license for use of profanity when addressing students.

February 2025 - Board approved the formal reprimand of an educator’s license for repeating profanity while addressing students.

August 2023 – Board approved the formal reprimand of an educator’s license for using profanity with students.

July 2022 – Board approved the formal reprimand of an educator’s license for using profanity with students.

**The Recommendation:**

Board counsel recommends the Board approve the signed Consent Order submitted by the Respondent for the formal reprimand of Respondent’s license based upon the facts and applicable rule noted above.