

STAFF CONDUCT

FILE: GBEB

TITLE: Indebtedness Created Against a School or the School Board

POLICY:

Any employee shall be personally liable for creating any bill of indebtedness against a school or against the School Board of Orange County, Florida ("Board") unless authority exists under duly adopted rule of the Board or is authorized in writing by the Superintendent. Any employee who violates the provisions of this policy shall be subject to disciplinary action including, but not limited to, dismissal from employment.

SPECIFIC AUTHORITY: Section 1001.42, Florida Statutes

Rule 6A-1.012, Florida Administrative Code

TITLE: Telephone Calls and Facsimiles

POLICY:

- (1) An employee shall not make an unauthorized personal long distance call or send a facsimile at Board expense. In the event of such action, the principal or district department head shall require the employee to reimburse the district. Repeated violations shall be reported to the Superintendent or designee.
- (2) Prior authorization for any long distance call or facsimile sent at Board expense shall be given by the principal or district department head.
- (3) Any long distance telephone call made by a school board member which is charged to the district office shall be paid by the Board, provided the purpose of the call was to conduct Board business.

SPECIFIC AUTHORITY: Section 1012.23, Florida Statutes

TITLE: Revocation of a Certificate

POLICY:

The Superintendent shall report to the Florida State Department of Education the name of any person certified pursuant to Chapter 1012, Florida Statutes, or employed and qualified under Section 1012.39, Florida Statutes:

- (1) Who has been convicted of, or who pled nolo contendere to, a misdemeanor, felony, or any other criminal charge, other than a minor traffic infraction;
- (2) Who is believed to have committed or is found to have committed any act which would be a ground for revocation or suspension of a Florida Educator's Certificate; and/or

- (3) Who has been dismissed or severed from employment because of conduct involving any immoral, unnatural, or lascivious act.

SPECIFIC AUTHORITY: Section 1012.795(5), Florida Statutes

TITLE: Reporting of Disqualifying Offenses

POLICY:

- (1) All employees will report to the law enforcement agency with jurisdiction over the conduct any of the following disqualifying offenses enumerated in §1012.315, Fl. Stat. the employee has any reason to believe have been committed by instructional personnel or school administrators:

Any felony offense prohibited under any of the following statutes:

Section 393.135, relating to sexual misconduct with certain developmentally disabled clients and reporting of such sexual misconduct.

Section 394.4593, relating to sexual misconduct with certain mental health patients and reporting of such sexual misconduct.

Section 415.111, relating to adult abuse, neglect, or exploitation of aged persons or disabled adults.

Section 782.04, relating to murder.

Section 782.07, relating to manslaughter, aggravated manslaughter of an elderly person or disabled adult, aggravated manslaughter of a child, or aggravated manslaughter of an officer, a firefighter, an emergency medical technician, or a paramedic.

Section 784.021, relating to aggravated assault.

Section 784.045, relating to aggravated battery.

Section 784.075, relating to battery on a detention or commitment facility staff member or a juvenile probation officer.

Section 787.01, relating to kidnapping.

Section 787.02, relating to false imprisonment.

Section 787.025, relating to luring or enticing a child.

Section 787.04(2), relating to leading, taking, enticing, or removing a minor beyond the state limits, or concealing the location of a minor, with criminal intent pending custody proceedings.

Section 787.04(3), relating to leading, taking, enticing, or removing a minor beyond the state limits, or concealing the location of a minor, with criminal intent pending dependency proceedings or proceedings concerning alleged abuse or neglect of a minor.

Section 790.115(1), relating to exhibiting firearms or weapons at a school-sponsored event, on school property, or within 1,000 feet of a school.

Section 790.115(2)(b), relating to possessing an electric weapon or device, destructive device, or other weapon at a school-sponsored event or on school property.

Section 794.011, relating to sexual battery.

Former s. 794.041, relating to sexual activity with or solicitation of a child by a person in familial or custodial authority.

Section 794.05, relating to unlawful sexual activity with certain minors.

Section 794.08, relating to female genital mutilation.

Chapter 796, relating to prostitution.

Chapter 800, relating to lewdness and indecent exposure.

Section 800.101, relating to offenses against students by authority figures.

Section 806.01, relating to arson.

Section 810.14, relating to voyeurism.

Section 810.145, relating to video voyeurism.

Section 812.014(6), relating to coordinating the commission of theft in excess of \$3,000.

Section 812.0145, relating to theft from persons 65 years of age or older.

Section 812.019, relating to dealing in stolen property.

Section 812.13, relating to robbery.

Section 812.131, relating to robbery by sudden snatching.

Section 812.133, relating to carjacking.

Section 812.135, relating to home-invasion robbery.

Section 817.563, relating to fraudulent sale of controlled substances.

Section 825.102, relating to abuse, aggravated abuse, or neglect of an elderly person or disabled adult.

Section 825.103, relating to exploitation of an elderly person or disabled adult.

Section 825.1025, relating to lewd or lascivious offenses committed upon or in the presence of an elderly person or disabled person.

Section 826.04, relating to incest.

Section 827.03, relating to child abuse, aggravated child abuse, or neglect of a child.

Section 827.04, relating to contributing to the delinquency or dependency of a child.

Section 827.071, relating to sexual performance by a child.

Section 843.01, relating to resisting arrest with violence.

Chapter 847, relating to obscenity.

Section 874.05, relating to causing, encouraging, soliciting, or recruiting another to join a criminal street gang.

Chapter 893, relating to drug abuse prevention and control, if the offense was a felony of the second degree or greater severity.

Section 916.1075, relating to sexual misconduct with certain forensic clients and reporting of such sexual misconduct.

Section 944.47, relating to introduction, removal, or possession of contraband at a correctional facility.

Section 985.701, relating to sexual misconduct in juvenile justice programs.

Section 985.711, relating to introduction, removal, or possession of contraband at a juvenile detention facility or commitment program.

Any misdemeanor offense prohibited under any of the following statutes:

Section 784.03, relating to battery, if the victim of the offense was a minor.

Section 787.025, relating to luring or enticing a child.

- (2) All employees shall report to the Florida Department of Children and Families hotline as well as to law enforcement any employee who engages in or solicits sexual, romantic or lewd conduct with a student.
- (3) Failure to report to law enforcement the above-identified offenses will be considered misconduct in office and willful neglect of duty and will lead to disciplinary action up to and including dismissal from employment.

SPECIFIC AUTHORITY: Section 1001.42(6) and 1001.42(7), Florida Statutes

ADOPTED: 10/12/93
REVISED: 10/11/16
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