

FLORIDA STATUTES AND RULES

Florida Statutes s. 1006.061 states all employees and agents of the district school board, charter schools and private schools that accept scholarship students, have an obligation to report misconduct by an instructional personnel member or school administrator.

Florida Statutes s. 1012.33 outlines disciplinary procedures regarding district employment contracts with instructional personnel staff, supervisors and school principals.

Florida Statutes s. 1012.795 provides the Education Practices Commission the authority to issue disciplinary action against an individual's Florida Educator Certificate.

Florida Statutes s. 1012.796 provides authority for the Department of Education to investigate and prosecute allegations of educator misconduct.

Florida Statutes s. 1012.01 defines public school instructional personnel, administrative personnel, school volunteers, education support employees and managers.

State Board of Education Rule 6B-1.001 defines the Code of Ethics of the Education Profession in Florida.



FOR FURTHER INFORMATION

CONTACT :

Florida Department of Education
Office of Professional Practices Services
Turlington Building
325 West Gaines Street
Tallahassee, Florida
(850) 245-0438

To report allegations or suspicions of misconduct by an instructional staff member, contact one of the following:

Your School Principal

OR

The Executive Director of
Administrative Services

(904) 491-9905

**The Nassau County
School District**
1201 Atlantic Avenue
Fernandina Beach, Florida 32034



The Nassau County School District

Identifying & Reporting Professional Misconduct



*Teaching is the profession that teaches all
the other professions.*

- Author Unknown

THE FOLLOWING BEHAVIOR MAY BE INDICATIVE OF MISCONDUCT THAT SHOULD BE REPORTED:

- Being alone with a student in a dark or closed room or secluded area
- Behaving in an overly friendly or familiar way or failing to maintain an appropriate professional boundary with a student
- Using forceful or unnecessary physical contact with a student
- Administering discipline not compliant with district policy
- Accepting or offering gifts for return of a favor or privilege from students or colleagues
- Badgering or habitually teasing a student
- Mocking, belittling, or chronically embarrassing a student
- Displaying prejudice or bigotry against a student
- Suspicion of being under the influence of drugs or alcohol
- Failing to properly supervise students or to ensure student safety
- Cheating, falsifying information, or testing violations
- Retaliating against a student or colleague for reporting misconduct
- Bantering or engaging in colloquial or slang communications with a student
- Directing or using profane, offensive or explosive language in the presence of students
- Making lewd or suggestive comments or overtures toward a student or colleague

HOW TO REPORT MISCONDUCT

- Report allegations or suspicions of misconduct by an instructional personnel member to your school administrator or district contact.
- Report allegations or suspicions of misconduct by a school administrator to your district contact.
- Document the activities or details of the event.
- Secure evidence (if applicable).

WHO SHOULD REPORT MISCONDUCT?

All employees of the Nassau County School Board have a duty to report misconduct. If you are aware of or observe misconduct....

REPORT IT IMMEDIATELY!

WHO SHOULD YOU REPORT?

Anyone who provides instructional services or support services to students such as:

Classroom Teachers, Paraprofessionals, Substitute Teachers,
Media Specialists, Guidance Counselors, Social Workers,
Career Specialists, School Psychologists,
Principals, Assistant Principals, and/or Deans.

APPLY THE LITMUS TEST

1. If you feel uncomfortable
2. If you question the person's motives or actions
3. If you are unsure

Protect students and yourself by reporting.

IF SOMEONE TELLS YOU ABOUT MISCONDUCT, BE A LEADER:

Listen

Evaluate

Act immediately

Document

Encourage

Report

FAILURE TO REPORT MISCONDUCT

Possible penalties for instructional personnel or site administrators who fail to report misconduct may include:

- Written Reprimand
- Suspension with or without pay
- Termination of Employment
- Discipline/Sanctions on an educator's certificate

