

State of Florida } ss.  
COUNTY OF OSCEOLA }

Before the undersigned authority personally appeared \_\_\_\_\_

Doris Craig

, who on oath says that

is Legal Advertising Manager of the \_\_\_\_\_

Osceola Sun

a Daily newspaper published at Kissimmee, in Osceola County, Florida; that the attached copy of advertisement, being a

Notice of Public Hearing in the matter of \_\_\_\_\_

Adoption of Policies \_\_\_\_\_

in the \_\_\_\_\_ Court,

was published in said newspaper in the issues of \_\_\_\_\_

April 11, 1977

Affiant further says that the said Osceola Sun is a newspaper published at Kissimmee, in said Osceola County, Florida, and that the said newspaper has heretofore been continuously published in said Osceola County, Florida, each Week Day and has been entered as second-class mail matter at the post office in Kissimmee, in said Osceola County, Florida, for a period of one year next preceding the first publication of the attached copy of advertisement; and affiant further says that he has neither paid nor promised any person, firm or corporation any discount, rebate, commission or refund for the purpose of securing this advertisement for publication in the said newspaper.

Doris Craig

Sworn to and subscribed before me this 12th day

of April A.D. 19 77

[Signature]

Notary Public

Notary Public, State of Florida at Large  
My Commission Expires Oct. 13, 1980



ADVERTISING CHARGE \$71.10

LEGAL NC

NOTICE OF PUBLIC HEARING

The School Board of Osceola County will hold a public hearing on Tuesday, April 26, 1977 at 7:30 p.m. in the Conference Room at the County School Offices, Kissimmee, Florida, on the following:

Adoption of the Policies of the Osceola County School District governing the following matters:

- I. District School System
  - Control, Organization and Administration
  - District Comprehensive Plan
  - District Materials Selection Committee
  - District Unit
  - Evaluation of School Personnel
  - In-Service Education
  - School Advisory Committees
  - School Board
  - Superintendent
  - Teacher Education Center Council
    - Center Budget
    - Center Staff
    - Center Staffing and Program
    - Goals and Objectives
    - Membership
    - Recommendations for Appointment
    - Term of Office for Classroom Teachers
    - Term of Office for Non-Classroom Teachers
    - Voting Authority of the Center Director
- II. District Financial Administration
  - Budgeting Concepts and Procedures
  - Budget Review Board
  - Budget Schedule
  - Business Operations
  - Casual Labor
  - Deductions
  - District Financial Records
  - District School Budgets
  - Gifts
    - To Employees
    - To Schools
  - Goals
  - Payroll Periods
  - Request for Payroll Change
  - Salary Schedule Policies
  - School and Department Budgets
  - Teacher Salaries and Benefits
  - Travel
  - Twelve Month Personnel - Annual Vacation
- III. General Operating Policies
  - Advertising
  - Building and Grounds
  - Bus Insurance
  - Bus Driver Responsibilities
  - Custodian Services
  - Dismissal of School
  - First Aid - First Aid Equipment
  - Grievance Procedure
  - Instructional Materials
  - Instructional Materials Selection Committee
  - Nepotism
  - Pupil Control
  - Release of Student Names
  - Requisition and Purchase of Texts
  - Sale of Instructional Materials
  - School Buses
  - School Office Hours
  - Transportation
    - Transportation Grants
    - Transportation Hazard Surveys
    - Transporting Students from Other Counties
  - Use of Instructional Material by Students
  - Use of School Buildings and Grounds
  - Vehicles Other Than School Buses
- IV. Noninstructional Personnel
  - Annual Vacation Leave
  - Assignment of Employees for Temporary Duty
  - Dismissal of Employees
  - Employment Policies
  - Employment Procedure
  - Extended Leave
  - General Policies (for Leaves of Absence)
  - Illness in Line of Duty
  - Leaves of Absence
  - Maternity Leave
  - Military Leave
  - Miscellaneous
  - Personal Leave
  - Qualifications of Noninstructional Personnel
  - Resignations
  - Salary Schedules
  - Separation of Noninstructional Personnel
  - Sick Leave
  - Suspension Procedure
  - Teacher Aides
- V. Instructional Personnel
  - Advance Granting of Leave
  - Assignments and Transfers
  - Authority for Leave
  - Benefits and Duties
  - Certification of Instructional Personnel
  - Children of Employees
  - Contracts
  - Employment Conditions
  - Employment Practices
  - Health Certificate
  - Illness-in-Line-of-Duty Leave
  - Inter-school and Intra-school Visitation
  - Jury Duty or Court Witness



# The School Board of Osceola County, Florida

JIMMIE FLETCHER, SUPERINTENDENT  
401 CHURCH ST. • P. O. BOX 370 • PH: 305/847-3147  
KISSIMMEE, FLORIDA 32741

May 23, 1977

Mrs. Liz Cloud, Supervisor  
Florida Administrative Code  
Department of State  
Tallahassee, Florida 32304

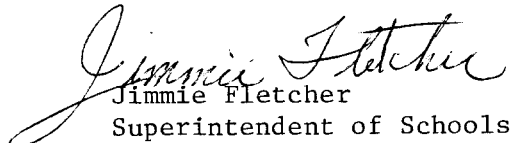
Dear Mrs. Cloud:

Enclosed are the following items relating to Rules which were amended at the School Board meeting held April 26, 1977.

Amended Rules  
Copy of Notice of Public Hearing  
Written Statement of the Facts and  
Circumstances Justifying the Rule  
Statement of Purpose for Amendment  
Economic Impact Statement  
Certification Page with Original  
Signature & Seal (two copies)

Please let me know if additional items are needed.

Sincerely,

  
Jimmie Fletcher  
Superintendent of Schools  
Of Osceola County

Enclosures:

WENFORD L. HOOD  
District No. 1—Kissimmee

ERNABELLE TALLMAN  
District No. 2—Kissimmee

LEE P. ELDRIDGE  
Vice Chairman  
District No. 3—Kissimmee

JAMES W. HEABERLIN  
District No. 4—St. Cloud

TOM S. HEYWARD, JR.  
Chairman  
District No. 5—St. Cloud

BOARD MEETS FIRST TUESDAY OF EACH MONTH

*An Equal Opportunity Employer*





# Secretary of State

STATE OF FLORIDA  
THE CAPITOL  
TALLAHASSEE 32304

BRUCE A. SMATHERS  
SECRETARY OF STATE

## M E M O R A N D U M

TO: School Board of Osceola County, Florida  
FROM: LIZ CLOUD *lc*  
DATE: *5/15/77*  
SUBJECT: *Policy submitted May 15, 1977*

The items checked below must be corrected and/or sent to our office before the filing of your policies is complete:

- additional certified copies of policy
- Certification page (original signature, seal, Specific Authority (F.S.), Law Being Implemented)
- Brief summary of proposed policy *Separate*
- Written statement of the facts and circumstances justifying the policy *(certification for each amendment)*
- Economic impact statement *(required for each amendment)*
- Alphabetical index
- Other

Enclosed is a copy of Chapter 1-1 Administrative Code which explains the correct form for filing rules.  
/as





# Secretary of State

STATE OF FLORIDA  
THE CAPITOL  
TALLAHASSEE 32304

**BRUCE A. SMATHERS**  
SECRETARY OF STATE

**MARY L. SINGLETON**  
Director, Division of Elections  
904/488-7690

November 14, 1977

School Board of Osceola County  
401 Church Street  
Post Office Box 370  
Kissimmee, Florida 32741

Attention: Jimmie Fletcher  
Superintendent

Gentlemen:

This will acknowledge your letters of November 7  
and School Board rules.

Pursuant to Chapter 120.54(11)(b), Florida Statutes,  
School Boards and Community Colleges are no longer required  
to file their rules with the Secretary of State. Instead,  
the rules are filed with the Department head in your school  
system.

Due to this new law, we are returning your rules we  
received.

Kindest regards.

Cordially,

*Liz Cloud*  
(Mrs.) Liz Cloud, Chief  
Bureau of Administrative Code

LC/pf

Enclosure







# Secretary of State

STATE OF FLORIDA  
THE CAPITOL  
TALLAHASSEE 32304

**BRUCE A. SMATHERS**  
SECRETARY OF STATE

**MARY L. SINGLETON**  
Director, Division of Elections  
904/488-7690

April 14, 1978

School Board of Osceola County  
401 Church Street  
Post Office Box 370  
Kissimmee, Florida 32741

Attention: Jimmie Fletcher  
Superintendent

Gentlemen:

Pursuant to Chapter 120.54(11)(b), Florida Statutes, School Boards and Community Colleges are no longer required to file their rules with the Secretary of State. Instead, the rules are filed with the Department head in your school system.

Therefore, we are returning your rules we received May 25, 1977. These rules were in our pending file due to incomplete filing information. These rules may now be filed with your office.

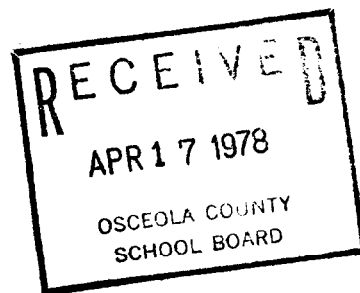
Kindest regards.

Cordially,

  
(Mrs.) Liz Cloud, Chief  
Bureau of Administrative Code

LC/pf

Enclosure





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THE SCHOOL BOARD OF OSCEOLA COUNTY

POLICY MANUAL

APPROVED BY THE SCHOOL BOARD

APRIL 6, 1976

JUNE, 1976  
EDITION

*Revised & for* 7977-78



1.0 THE DISTRICT SCHOOL SYSTEM

1.1 DISTRICT UNIT

Osceola County shall constitute a school district which shall be known as The School District of Osceola County, Florida. It shall include all public schools, classes, and courses of instruction and all services and activities directly related to education in the district which are under the direction of the district school officials.

Auth: 230.22, F.S.

Imple: 230.01, 230.02, F.S.

1.2 CONTROL - ORGANIZATION - ADMINISTRATION

1.2.1 School Board

A. Responsibility - Qualifications

The governing body of the School District of Osceola County shall be known as The School Board of Osceola County, Florida, which shall be composed of five (5) members, as provided by law, and shall determine and adopt such policies and programs as are deemed necessary by it for the efficient operation and general improvement of the Osceola County School District. School Board member residence areas for the purpose of nominating and electing Board members are established by the Board according to Section 230.061, Florida Statutes.

B. Organization

On the third Tuesday after the first Monday in November of each year, the

Board shall organize by electing a chairman and a vice-chairman. The Superintendent shall act as the ex-officio secretary. If a vacancy should occur in the chairmanship, the Board shall confirm the succession of the vice-chairman to the chairmanship or elect a new chairman at the next regular or special meeting. The organizational meeting shall be conducted pursuant to Section 230.15, Florida Statutes.

C. Duties of the Chairman

The Chairman shall be the presiding officer of the Board, and shall preserve order at the meetings. His signature, or his facsimile signature, when authorized for use in the manner prescribed by law, shall appear on all warrants for authorized payments by the Board, and on contracts and other papers pertaining to the business of the Board, when directed by the Board. The Vice-chairman shall act for the Chairman in his absence or disability.

D. General Powers and Duties of the Board

In addition to the general powers and duties of the Board as provided by



Law, including, but not limited to,  
Sections 230.22 and 230.23, Florida  
Statutes, the Board shall:

- (1) Establish the school calendar required by Section 230.23, subsection (4) (f), Florida Statutes, not later than March 1 each year.
- (2) Establish and maintain public evening schools as authorized by Section 230.23, subsection (4) (i), Florida Statutes.
- (3) Appoint members of the Teacher Education Center Council, as provided in Section 231.606, subsection (1), Florida Statutes, and perform other duties and responsibilities as described in subsection (2) of that Section, and Board Policy 1.4.
- (4) Establish a School Advisory Committee or Committees, as provided in Section 230.22, subsection (1) (b), Florida Statutes, including an evaluation of such Committee or Committees, and provide for their participation in the preparation of the Annual Report of School Progress in accordance with Section 228.165, Florida Statutes.
- (5) Have the continuing authority to establish District Materials Selection Committees to evaluate instructional materials not previously used within the District, in accordance with Section 233.34, subsection (3) and Section 233.43, Florida Statutes. The functions of this committee are further described in Board Policy 1.5.
- (6) Maintain a system of planning and evaluation as required by subsections 229.555 through 229.58, Florida Statutes.
- (7) Annually prepare and submit to the Department of Education a Master Plan for In-service Training.
- (8) Shall develop training programs, in cooperation with the Department of Education, for teacher aides and other personnel who serve in the early childhood and basic skills development program; and shall pro-

vide for the periodic evaluation of all appropriate pupils in grades 1 through 3 in order to identify each pupil's instructional needs.

- (9) Elect from the membership of the School Board two (2) members to serve on the Osceola County Board of Tax Adjustment as provided in Section 194.015, Florida Statutes.

E. Meetings

The Board shall publish and hold not less than one (1) regular meeting each month as prescribed by Sections 230.16 and 230.17, Florida Statutes, and shall establish the calendar of regular meetings annually in accordance with Section 230.15, Florida Statutes.

Special meetings may be advertised and held in compliance with Section 230.16 and 230.17, Florida Statutes.

In the event of a national disaster, a civil emergency, epidemic, or act of God which might necessitate immediate action by the Board, an emergency meeting may be called by the Superintendent without prior advertisement of notice.

F. Agenda

An agenda for each Board meeting shall be prepared by the Superintendent and delivered to each Board member at least seven (7) days prior to each regular meeting. Supporting material and information for each item on the agenda shall be included whenever possible.

An agenda shall be made available to the press, radio stations, principals, and others interested, at least seven (7) days prior to each regular meeting. Agenda and minutes shall be posted in each school in a place accessible to all personnel.

Any person desiring to have an item placed on an agenda shall submit a request in writing to the Superintendent no later than ten (10) days prior to the meeting date.

The Agenda shall contain the items to be considered in the order of presentation. After the agenda has been made available, change shall be only for good cause, as determined by the Chairman and stated in the official minutes. Notification of such change shall be at the earliest practicable time.

Board members shall be furnished a copy of the minutes of the previous meeting prior to each meeting.

The agenda for any special meeting of the Board shall be prepared upon the calling of the meeting, but not less than 48 hours prior to such meeting.

The agenda for emergency meetings shall be kept to a minimum and shall deal only with those criteria that are necessary to the

immediate welfare of students and staff, and for the protection and other necessary use of school buildings, grounds, equipment and supplies. The Board shall cooperate with such other civic, state and national groups as may be necessary to alleviate whatever suffering or harmful conditions exist.

G. Rules Procedure

All references in these policies to statutes and regulations shall be construed to include any amendments or substitutions made by the Legislature or the state-designated administrative agency. If any such amendment or substitution requires or mandates action or procedures inconsistent with any of these policies, then such policy shall be administered in accordance with the current statute or regulation. These policies shall be reviewed annually, or more frequently as directed by the Board, for the purpose of conforming these policies to current statutes and regulations.

The following procedures shall apply for the purpose of adopting, amending or repealing any policy or rule of the Board.

(1) Content of Proposed Change

Prior to the adoption, amendment or repeal

of any rule, or the development of any form requesting information, the Board shall give notice of the intended action, setting forth a short and plain explanation of the purpose and effect of the rule, amendment or form and the specific legal reference of its authorization. In addition, an estimate of the economic impact of the proposed rule, amendment or repeal on all persons affected shall be given. If such an estimate is not possible, a reason shall be provided as to why such an estimate cannot be made.

(2) Economic Impact Statement

In addition to (1) above, an Economic Impact Statement shall be prepared by using professionally accepted methodology, with quantification of data to the extent practicable, giving effect to both short-term and long-term consequences. The economic impact Statement shall include the following information:

- (a) A description of the action proposed, the purpose for taking the action, the legal authority for the action, and the plan for implementing such action.
- (b) A determination of the least-cost method for achieving the stated purpose.
- (c) A comparison of the cost-benefit relation of the action to nonaction.
- (d) A determination whether the action represents the most efficient allocation of public and private resources.
- (e) A determination of the effect of the action on competition.
- (f) A conclusion as to the economic impact of the proposed agency action on preserving an open market for employment.
- (g) A conclusion as to the economic impact upon all persons directly affected by the action, including an analysis containing a description as to which persons will bear the costs of the action and which persons will benefit directly and indirectly from the action.

(3) Notice of Intent

Notice of intent by the Board to adopt, amend, or repeal any rule shall be made 14 days prior to the intended action by publication in a newspaper of general circulation within the District, by mail to all persons who have asked for advance notice of Board proceedings, and by posting the notice in appropriate places so that persons or classes of persons to whom the intended action is directed shall be duly notified. A stated location shall be included in the Notice of Intent as to where the full text of the Economic Impact Statement described in (2), above, may be obtained, if such text is not included in the Notice.

(4) Determination of Validity

Any substantially affected person may seek an administrative determination of the validity of any proposed rule on the grounds that the rule is an invalid exercise of delegated legislative authority, as specified in Section 120.54, subsection (3) Florida Statutes. No rule shall be adopted until 21 days after the notice required by Section 120.54, subsection (1) or until the hearing officer specified in Section 120.54, subsection (3) has rendered his decision. In the event part of a proposed rule is declared invalid, the Board may, in its sole discretion, withdraw the proposed rule in its entirety. Hearings held under the provisions of Section 120.54, subsection (3) shall be conducted in the same manner as provided in Section 120.57, Florida Statutes, except that the hearing officer's order shall constitute the final legal action of the Board.

(5) Petitions for Declaratory Statements

Any person whose interest may be affected by agency action may seek a declaratory statement from the Board as to the applicability of any statutory provision on any rule or order. The Board may hold a hearing on the request and upon its conclusion shall issue a declaratory statement pursuant to such hearing, as provided in Section

120.565, Florida Statutes. In the event no hearing is deemed necessary, a declaratory statement shall be issued by the Board within sixty (60) days of the date the petition is filed with the Office of the Superintendent. The declaratory statement shall be distributed to the person or persons who made petition of the Board and also to those individuals, groups and organizations as are described in Policy 1.2.1.I (2) with regard to the Notice of Intent by the Board to adopt, amend or repeal any rule.

(6) Filing of Proposed Rules

One certified copy of the proposed rule shall be filed with the Secretary of State's office not more than ten (10) days after the conclusion of the final public hearing, and may be withdrawn only in accordance with subsection (11) of Section 120.54, Florida Statutes, prior to its effective date.

(7) Emergency Rules

If the Board finds an immediate danger to the public health, safety or welfare requires emergency action, it may adopt any rule necessitated by the immediate danger by any procedure which is fair under the circumstances and necessary to protect the public interest, provided that:

- (a) The procedure shall provide at least the procedure protection given by other statutes, the Florida Constitution, or the United States Constitution.
- (b) The Board shall take only that action necessary to protect the public interest under the emergency procedure.
- (c) The Board shall publish in writing at the time of, or prior to, its action the specific facts and reasons for finding an immediate danger to the public health, safety, or welfare and its reasons for concluding that the procedure used is fair under the circumstances.

H. Official Minutes

The minutes, when approved by the Board, shall be signed by the Board Chairman and the Superintendent. They shall then be kept as a part of the public record in the office of the Superintendent.

I. Legal Counsel

Should legal services be needed, the Board may employ or retain a competent attorney to render such services. A formal opinion or an informal interpretation of law from the general counsel for the Department of Education for administrative purposes may be requested when necessary by the Superintendent or a Board member through the Director of the Division of Public Schools.

J. Appointment and Reappointment of Personnel

The Board shall act in compliance with Section 230.23, subsection (5), Florida Statutes, with regard to the appointment of instructional and non-instructional personnel.

In emergency cases, the Superintendent may make temporary appointments to approved positions pending action by the School Board at the next meeting.

The School Board may reject for good cause any supervisor, principal or other employee



nominated in accordance with Section 230.23, subsection (5) (b), Florida Statutes. In the event the third nomination by the Superintendent for any position is rejected, the School Board shall then proceed on its own motion to fill such position.

K. Collective Bargaining

The School Board shall serve as public employer with the responsibility for ratification of collective bargaining agreements.

L. Personnel Records

Adequate personnel records shall be established and maintained for all employees. The authentication of the service and leave records of instructional personnel for administrative and auditing purposes shall be in accordance with State Board Regulation 6A-1.69.

All filing equipment for personnel records maintained in the district school offices shall have a locking device and shall bear a certified fire protection label so as to insure preservation of records against heat and smoke damage in case of fire, for at least one (1) hour.

M. Board Salary - Expenses

The salary for the Board members is established by law.

In addition to the salary provided, each member

of the Board shall be allowed, from District School Funds reimbursement for travel and per diem expenses at the maximum rate authorized by Section 112.061, Florida Statutes.

When lodging or meals are provided at a state institution, the traveler is not eligible for the normal maximum allowances and may be reimbursed only for actual expenses for lodging and meals, not to exceed the normal maximum allowances.

For conferences, the per diem rate shall be the maximum authorized by said statute.

Whenever a Board member is required to incur either Class A or Class B travel, on emergency notice to the member, such member may request the District to pay his expenses for meals and lodging directly to the vendor; and the District may pay the vendor the actual expenses for his meals and lodging during the travel period, limited in an amount not to exceed that authorized for per diem for such period.

N. Retirement

School Board members shall participate in the Florida Retirement System and are eligible for Social Security through regular deductions from their salaries.

In the event a School Board member is a former member of a State retirement system, that

member shall have the option of continuing to receive his retirement benefits and his salary as a Board member (in which event only Social Security will be deducted once he has been paid \$500.00), or he may make immediate application to the Division of Retirement in Tallahassee upon his retirement to suspend his retirement benefits, have his service as a Board member counted as retirement service and have his retirement recomputed at a later date. Written application to the Division of Retirement should include his Social Security number.

1.2.2 Superintendent

The Superintendent, as secretary and executive officer of the School Board, shall be elected and shall serve for a term of four (4) years in accordance with Sections 230.24 and 230.31, Florida Statutes. The office shall be maintained and furnished by the School Board of Osceola County in accordance with Section 230.29 Florida Statutes.

The Superintendent shall have the authority and exercise when necessary the powers grants him in Section 230.32, Florida Statutes, and other applicable laws and regulations.

The Superintendent shall perform the duties and responsibilities prescribed by Section 230.33, Florida Statutes, and other applicable laws and regulations, provided that in so doing he shall advise and counsel with the School Board.

In addition to the general powers and duties of the Superintendent as provided by law, the Superintendent shall be the chief bargaining agent for the School Board in matters of collective bargaining.

A. Child Welfare

Recommended plans for child welfare shall be made in accordance with Section 230.33, subsection (8), Florida Statutes, and shall be supplemented by the requirements of Chapter 6 of these Board policies.

B. Transportation of Pupils

Transportation needs shall be ascertained and recommendations for safe transport made as specified in Section 230.33, subsection (10), Florida Statutes, and shall be supplemented by Board Policy 3.1.

C. Courses of Study and Other Instructional Aids

Recommendations for improving, providing, distributing, accounting and caring for

textbooks and other instructional materials shall be made in compliance with Section 230.33, subsection (9), Florida Statutes, and shall be supplemented by Board Policy 3.2.

D. Finance

Recommendations governing matters of finance for educational facilities throughout the District shall be made in compliance with Section 230.33, subsection (12), Florida Statutes, and shall be supplemented by Chapter 2 of these Board policies.

E. Personnel

In matters of personnel, the Superintendent shall be governed by Section 230.33, subsection (7), Florida Statutes. He shall not recommend to the Board for employment in other than a school-related program, any individual who is not at least sixteen years of age.

F. Records and Reports

The Superintendent shall recommend that records be kept, and shall have such reports made as are called for in Section 230.33, subsection (13), Florida Statutes.

G. School Plants

Recommendations concerning school plants

shall be made in accordance with Section 230.33, subsection (11), Florida Statutes.

H. Miscellaneous

The Superintendent shall cooperate with individuals and agencies specified in Section 230.33, subsections (14) through (23), Florida Statutes, in the manner prescribed therein.

I. Superintendent's Salary - Expenses

The Superintendent's salary is set by law. In addition to the salary provided, the Superintendent shall be allowed reimbursement from District school funds for travel and per diem expenses at the maximum rates authorized by Section 112.061, Florida Statutes.

When lodging or meals are provided at a state institution, the traveler is not eligible for the normal maximum allowances and may be reimbursed only for actual expenses of lodging and meals, not to exceed the normal maximum allowances.

For conferences, the per diem rate shall be the maximum authorized by said statute. Whenever the Superintendent is required to incur either Class A or Class B travel, on emergency notice to the Superintendent,

the Superintendent may request the District to pay his expenses for meals and lodging directly to the vendor; and the District may pay the vendor the actual expenses for his meals and lodging during the travel period, limited in an amount not to exceed that authorized for per diem for such period.

J. Specific Duties Delegated to the Superintendent

The following duties are specifically delegated to the Superintendent, and any action taken by him in any of these matters shall appear as a part of the Board minutes:

- (1) Approve or deny requests for zone changes by students.
- (2) Appoint teachers under emergency replacements, such appointments to be subject to Board approval at the next meeting for which the item can be placed on the agenda.
- (3) Act on maternity, professional, illness-in-line-of-duty or personal leave requests. Such leave requests shall then be subject to final approval by the School Board.
- (4) Approve or deny requests for the use of school buses in accordance with Board policies.
- (5) Act on vacation leave requests.

- (6) Approve or deny requests of teachers to leave school early in order to attend college classes.
- (7) Authorize the removal of property from inventory records
- (8) Authorize purchase orders for food purchases of unlimited amounts.

Auth: 230.22, F.S.

Imple: 230.03(3), 230.24, 230.31, 230.29, 230.32, 230.33, 230.2311, 229.565, 229.57, 194.015, 120.52, 120.54(14) 447.203(2), 447,209, 230.22, 230.321, 145.08, 112.061, F.S.

1.3. SCHOOL ADVISORY COMMITTEES

The School Board shall establish a School Advisory Committee or Committees. Such committee(s) may be established at the district, area and school level. The Board shall provide a plan for establishing each School Advisory Committee which shall include in its membership parents, teachers, students, and other citizens , and which shall be broadly representative of the community. The functions of the School Advisory Committee(s) shall be prescribed by the Board; however, each school level committee shall participate in the preparation of the Annual Report of School Progress as provided in Section 229.575, Florida Statutes, (and further referred to in Section 1.9 of this Chapter), and shall provide such assistance, if established at the school level, as the principal may request in preparing the school's annual budget and plan as required by subsection (1) of Section 229.555, Florida Statutes.

Auth: 230.22, F.S.

Imple: 230.22(1), 229.555(1), 229.575, F.S.



1.4 TEACHER EDUCATION CENTER COUNCIL

1.4.1. Membership

There is hereby created a Council of the Osceola

Teacher Education Center which shall consist of

*fourteen* <sup>14</sup> ~~twelve~~ (12) members recommended by the <sup>Sept. to the Bd.</sup> Board as *for appointments*

follows:

- (a) Three (3) elementary school teachers
- (b) Two (2) middle school teachers
- (c) Two (2) high school teachers (one from each school)
- (d) One (1) principal
- (e) One (1) district staff member
- (f) One (1) representative of the Florida Technical University
- (g) Two (2) lay members (one from the Kissimmee area and one (1) from the St. Cloud area).

Auth: 230.22, F.S.

Imple: 231.601(4), 231.606(1)(a) and (2)(a), F.S.

1.4.2. Voting Authority of the Center Director

The Center Director shall be entitled to vote only when a tie occurs in voting by the Center Council.

Auth: 230.22, F.S.      Imple: 231.606(2)(b), F.S.

1.4.3. Term of Office for Classroom Teachers

The term of office of a Council Member who is a classroom teacher shall be two (2) years. No member may succeed himself. Elementary and middle schools from which representatives are appointed will have representation for no more than two (2) successive years. No school shall be without representation for longer

than a two (2) year period after initial representation. An unexpired term of a member shall be filled by a representative from the same school.

Teacher representation from the elementary schools shall be in the following order: (1) Mary Bryan, (2) R. E. Jeffries, (3) Thacker Avenue, (4) Central Avenue, (5) Michigan Avenue, and (6) Highlands.

The order for middle school representation shall be: (1) Beaumont, (2) St. Cloud, and (3) Denn-John.

Auth: 230.22, F.S.

Imple: 231.606(1)(a) and (2)(a), F.S.

1.4.4. Term of Office for Non-Classroom Teachers

The term of office for Council Members who are not classroom teachers shall be two (2) years, with the exception of the university and district staff in-service representatives, who shall be appointed annually.

Auth: 230.22, F.S.

Imple: 231.606(1)(a) and (2)(a), F.S.

1.4.5. Recommendations for Appointment

In making recommendations for appointments to the Council, the Superintendent shall consider all nominations received. Non-teaching members of the Council may be nominated by any interested individual or group. Council Members who are classroom teachers may be nominated by an interested individual or group. All

appointments to the Council shall be made by the Board.

Auth: 230.22, F.S.

Imple: 231.606(1)(a) and (2)(a), F.S.

1.4.6. The Center Staff

The Center staff shall consist of the Center Director and all other groups or persons contracted for to provide staff development of educational personnel. The Center Council shall recommend to the Superintendent an individual to serve as Director of the Teacher Education Center.

The Board shall appoint the Director and staff of the Center, in accordance with Section 231.606, subsection (2)(d), Florida Statutes. Removal of the Center Director or other personnel shall be for cause or upon recommendation of the Superintendent, with the approval of the Board.

Auth: 230.22, F.S.

Imple: 231.606(2)(d), F.S.

1.4.7. Center Staffing and Program

In developing Center staffing and program:

- A. The Master In-Service Plan Committee shall submit to the Council a prioritized list of in-service needs with suggested methods of implementation.

- B. The Council shall evaluate the needs in terms of available resources and recommend to the In-Service Director or the Center Director programs for implementation.
- C. The Center Director shall collaborate with the university representative for personnel to implement the programs.
- D. Priority needs not staffed by university personnel may be contracted for by the Director of Inservice Training if confirmed by the Center Council.
- E. All programs shall be evaluated to determine the value to the participant and to aid the Center Council in determining future Center activities.

Auth: 230.22, F.S.

Imple: 231.606(1)(b), F.S.

1.4.8. Goals and Objectives

The Center Council shall develop goals and objectives for the Teacher Education Center which shall include:

- A. Augmentation of present college and university teacher education programs.
- B. Augmentation of present school district inservice education programs, including the application of prescriptive techniques to meet language arts and computational needs, particularly in the area of reading.

C. Provision of time and opportunity for pre-service and inservice teachers to interact with faculty and staff of the colleges and universities, as well as other school districts, in their common search for the most beneficial educational experience for students.

Auth: 230.22, F.S.

Imple: 231.601(4) and 231.606(1)(b), F.S.

1.4.9. The Center Budget

The Center Council shall recommend a budget to the Superintendent on an annual basis to provide for the requested Teacher Center activities. The budget shall then be approved by the Board and administered by the Center Director.

Auth: 230.22, F.S.

Imple: 231.606(1)(b)4 and (2)(b) and (c), F.S.

1.5 DISTRICT MATERIALS SELECTION COMMITTEE

(Cross reference with 1.2.1D-6)

The Superintendent shall recommend to the Board for its approval members of a District Materials Selection Committee, which shall include:

- (a) Two (2) teachers
- (b) Two (2) administrative staff members
- (c) Three (3) lay members, one of whom shall be appointed as Chairman of the Committee by the Superintendent.

The Committee shall meet at the request of the Superintendent.

The purpose of the Committee shall be to evaluate any instructional materials which have not been used previously within the District. Such evaluation may include all equipment, books, supplies, audio-visual aids and other instructional tools to ensure maximum use by students and staff, and the results of this evaluation shall then be made available to all persons within the District who are responsible for the requisitioning of instructional materials.

The normal procedure for evaluations by the Committee shall be as follows:

- A. The Committee shall establish the criteria desired for those items which they have been asked to evaluate.
- B. Manufacturers or publishers, or their representatives, shall be invited to introduce their products in such a way as to provide effective analysis of the item under consideration.
- C. The Committee shall determine the strengths and weaknesses of those materials which have been given consideration and may provide a qualitative catalog of comparison between items of a similar nature.
- D. The Committee shall also provide guidelines containing its recommendation concerning curricula goals and appropriateness for use within subject matter and age or grade level categories.

The Committee may also serve in an advisory capacity to the

District purchasing agent to assist in the drafting of descriptive specifications needed for bidding purposes.

The Committee may make recommendations to the Superintendent with regard to materials already on the state approved Instructional Materials list.

Auth: 230.22, F.S.      Imple: 233.34(2) and (3), 233.43, F.S.

#### 1.6 PLANNING AND BUDGETING

The School Board, on a continuing basis, shall maintain a system of planning and budgeting designed to aid in identifying and meeting the educational needs of students and citizenry of the District. The Board shall utilize its system of planning and budgeting to emphasize a system of school-based management in which individual school centers become the principal planning units and eventually to integrate planning and budgeting at the school level.

Auth: 230.22, F.S.

Imple: 230.33(5), 230.23(3), and 236.02(7), F.S. and SBE Regulation 6A-1.411; 229.555 F.S.

#### 1.7 MANAGEMENT INFORMATION SYSTEM

The School Board shall

- A. Establish a District reports and forms control management system by July 1, 1977.
- B. With assistance from the Commissioner of Education, develop systems compatibility between the state management information system and unique local systems.

- C. Provide, with the assistance of the Department of Education, inservice training dealing with management information system purposes and scope, a method of transmitting input data, and the use of output report information.
- D. Establish a plan for continuous review and evaluation of local management information system needs and procedures.
- E. Advise the Commissioner of Education of all District management information needs.
- F. Transmit required data input elements to the appropriate processing locations in accordance with guidelines established by the Commissioner.
- G. Determine required reports, comparisons, and relationships to be provided to district school systems by the system output reports and continuously review these reports for usefulness and meaningfulness, and submit recommended additions, deletions, and change requirements in accordance with the guidelines established by the Commissioner.
- H. Be responsible for the accuracy of all data elements transmitted to the Department.

Auth: 229.555(2)(b), F.S.

1.8. INSERVICE EDUCATION

A Master Plan for Inservice Education shall be prepared by the Board annually before submission to the State Department of Education for approval. In this regard the Board will seek to:



- A. Develop a systematic procedure for identification of personnel improvement and performance needs.
- B. Develop a comprehensive plan with long and short range objectives, consistent with the established needs.
- C. Improve the level of performance of all personnel through programs or activities conducive to obtaining the desired level of performance, and particularly for those who serve in the early childhood and basic skills development program.
- D. Increase competencies, skills and knowledge of personnel for more efficient and effective personnel utilization.
- E. Develop a systematic procedure for evaluating the effectiveness of staff development activities.

A copy of the Master Plan shall be filed in the library of each school.

Auth: 230.22, F.S.; 230.2311(6) F.S.

Imple: 231.603(3), F.S.

#### 1.9 EDUCATIONAL EVALUATION

The School Board shall provide for the periodic assessment of student performance and achievement in each school. Such assessment programs shall be based upon local goals and objectives which are compatible with the State's plan for education and which supplement the minimum performance standards approved by the State Board

of Education. Data from the assessment programs shall be provided to the Commissioner of Education when it is required in order to evaluate specific instructional programs or processes or when the data is needed to other research or evaluation projects. The School Board may provide acceptable, compatible District assessment data to substitute for any assessment data needed at the state level when the Commissioner certifies that such data is acceptable for the purposes of this action.

A. District Report

An annual report shall be prepared on the status of education in the Osceola County School District. The report shall contain information about how well school instructional programs enable students to meet minimum performance standards, results of program evaluations, information about the needs of education in the District, information on District policy decisions, and any other information and analyses which explain or clarify the status of education in the District. The District annual report shall be made available to the general public and the citizens of the District, to each school in the District, and to appropriate local news media.

B. School Report

Each school shall annually report on its status of education and shall base its report upon information for the prior school year. The report shall contain:

- (1) Information on how well the school is meeting its

goals and objectives.

- (2) Interpretation and analysis of student progress, including information on how well students are achieving the minimum performance standards.
- (3) Fiscal information, including the school budget.
- (4) Information on the needs of the schools and its students.
- (5) Summaries of teacher, student, parent, and community attitudes toward the school.
- (6) Any other information and analyses which explain or clarify the status of education.

The principal, with the assistance of teachers, students and the School Advisory Committee, where existing, shall prepare the report which shall be published by November 1 each school year beginning with the 1977-78 school year. The report shall be reproduced and distributed at the least possible cost and may be issued in a series or as part of existing school publications. The report shall be distributed to the parent or guardian of each student in the school and made available to all other interested citizens upon request.

#### 1.10 EARLY CHILDHOOD AND BASIC SKILLS DEVELOPMENT

The School Board shall establish a program for early childhood and basic skills development. This program shall be developed cooperatively by school administrators, teachers, parents, and other groups or individuals having an interest in the program and having expertise in the field of early childhood education or basic skills development. Such a program shall be based on the guidelines prepared by the

Department of Education pursuant to Chapter 74-238, Laws of Florida, and further delineated in Chapter 6 of this Policy Manual.

1.11 EVALUATION OF SCHOOL PERSONNEL (Old 1.7)

The School Board shall annually review the system of evaluating the personnel of the District, as presented by the Superintendent. Such evaluation shall be for the purpose of maintaining and improving the educational program of the District.

Auth: 230.22, F.S.

Imple: 231.29(2) and (3), 230.22(5) and 230.23(5), F.S.  
229.57(3), 229.575, 230.2311(3)

1.12 SUPPLEMENTS

"Only certified personnel shall be permitted to receive supplements."

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2.0 DISTRICT FINANCIAL ADMINISTRATION

2.1 GOALS

The Board shall;

- A. Provide professionally trained personnel to assist the Superintendent and Board in administering the fiscal aspects of the District and local school program.
- B. Utilize a uniform system of financial accounting as prescribed by the Florida Statutes, State Board Regulations, the Auditor General's office and the Board's policies.
- C. Implement a long-range plan of programming, planning and budgeting, including cost analysis, at time intervals consistent with statewide schedule of adoption.
- D. Develop district-wide administrative services which promote greater operational efficiency and financial economy.

Auth: 230.22, F.S.

Imple: 237.01, 237.34, and 230.22(5), F.S.

2.2. BUSINESS OPERATIONS

2.2.1. District Financial Records

The Superintendent shall be responsible for keeping adequate records and accounts of all financial transactions as prescribed by the Commissioner of Education.

The expenditure of all state, local and federal funds shall be accounted for on a school-by-school and District-aggregate basis in accordance with the manual developed by the Department of Education, or as provided by law. The School Board, in cooperation with the Department, shall plan mutually compatible programs for the refinement of cost data and the improvement of the accounting and reporting system.

The School Board shall report on a District-aggregate basis expenditures for inservice training pursuant to subsection (4) of Section 230.081, Florida Statutes, and for categorical programs as provided in subsection (6) of Section 236.081.

The Board shall report on a school-by-school and on a District-aggregate basis expenditures for each program set forth in subsection (1)(c) of Section 236.081, Florida Statutes.

The Superintendent is authorized to develop internal forms, establish subsidiary records, establish cut-off dates and develop any other operational procedure that he deems necessary to insure sufficient control and effectiveness, except that such procedures



shall not be contrary to State Board Regulations. These actions must be published and distributed in sufficient time prior to the effective date to ensure an orderly transition.

Auth: 320.22, F.S.

Imple: 237.01 and 237.34, F.S.; and SBE Regulation 6A-1.01.

2.2.2. District School Budgets

A. Annual Budget

The annual budget shall be prepared, advertised, presented at a public hearing, adopted by the Board, and submitted to the Commissioner of Education in accordance with State Board Regulation 6A-1.02 and Chapter 237, Florida Statutes. It shall become official when certified as provided in State Board Regulation 6A-1.03.

B. Budget Amendments

Budget amendments shall be proposed and submitted in the manner prescribed in State Board Regulation 6A-1.06.

C. Financial Statements

In addition to other financial reports required by law or by State Board Regulations, the Superintendent shall submit to the Board a monthly financial statement, as prescribed by the Board.

D. Capital Improvement Fund

The Board shall establish a depository account

entitled District Capital Improvement Fund,  
as required by State Board Regulation 6A-1.09.

Separate project accounts or construction  
accounts shall be kept for all capital out-  
lay projects costing in excess of \$7,500.00;  
expenditures on projects costing less than  
\$7,500.00 shall be recorded as either separate  
accounts or in miscellaneous accounts.

E. Execution of Budget

It shall be the duty of the Superintendent and  
the School Board to take whatever action is  
necessary during the fiscal year to keep ex-  
penditures and obligations within the budgeted  
income in accordance with State Board Regula-  
tion 6A-1.07.

F. Purchasing Policies

The Superintendent is authorized to centralize  
the purchasing activities of the District  
within the guidelines and requirements of  
State Board Regulation 6A-1.12.

The Superintendent is authorized to publish  
a Purchasing Manual defining guidelines and  
procedures for conducting the function of pur-  
chasing in accordance with the following  
stated policy:

(1) Purchase Orders

All purchases except petty cash purchases will be based on purchase orders. The Superintendent is authorized to approve purchase orders to a limit of \$2,000.00, provided he shall certify that such funds to cover the expenditure are authorized by the budget and have not been encumbered.

The Superintendent may authorize a designee to make purchases not to exceed \$500.00.

As required by Section 230.23, subsection (10)(j), Florida Statutes, consideration shall be given to price agreements and state contracts available under regulations of the Department of General Services, Division of Purchasing.

(2) Bids

Bids shall be requested from three (3) or more sources for all authorized purchases, except for food items exempted by State Board Regulation 6A-7.42(2)(g). Bids for all authorized purchases which exceed \$2,000.00 shall be opened and tabulated at a previously announced time and place prior to the Board meeting, so that recommendations can be made to the Board at that time.

The Board shall have the authority to reject any or all bids and request new ones. In acceptance of bids, the Board shall act in compliance with State Board Regulation 6A-1.12.

The requirements for requesting bids from three (3) or more sources may be waived as provided by law for the purchase of: (a) Tests; (b) Text-books and printed instructional materials; (c) Film, filmstrips, video tapes, disc and tape recordings or similar audio-visual materials; (d) Library and reference books, library cards purchased from publishers, the owners of the copyrights, or exclusive agents or a recognized educational institution; and (e) Disposable plastics, produce, and other food products except milk.

(3) Proposals

Bids may not be required for the purchase of professional or contractual services; however, proposals in writing shall be requested for the purchase of fuels, insurance, and for such other items as are deemed necessary by the Superintendent and the Board, including those instructional and guidance materials, and food and container products listed in the above paragraph. Proposals shall also be requested for contract services to students, including those for school pictures, graduation supplies and such items as class rings.

Pool Purchases

Pool purchases with other districts, the State Department of Education, or other governmental agencies are authorized if such purchasing is an advantage to the District. Pool purchases shall require agreements as stated in State Board Regulation 6A1.13.

G. Capital Outlay

The Capital Outlay Fund shall be administered in accordance with State Board Regulation 6A-1.15 and any other regulations governing capital outlay funds and expenditures.

(1) School Plant Survey

If at any time there is reason to believe that conditions in the District have changed so that the conditions of the most recent survey have become obsolete and invalid, the Board may arrange for a new survey and prepare a new priority list in accordance with the provisions of Regulations 6A-1.29 and 6A-1.30.

(2) Public Education Capital Outlay and Debt Service Trust Fund

In the event the School Board deems it necessary or desirable to apply to the Office of Educational Facilities for approval to

participate in advance funding from the Public Education Capital Outlay and Debt Service Trust Fund, the Board's application shall contain the following information with respect to the facilities for which advance funding is requested:

- (a) Proof that the facility or project has been authorized by law.
  - (b) Certification that the facility or project is intended to be financed from the sale of bonds pursuant to either s. 9(a)(a) or s. 9(d), Article XII of the State Constitution or currently authorized appropriations.
  - (c) Certification that sufficient funds have been allocated to finance the proposed facility or project or that sufficient funds shall be combined from various sources, including federal revenue sharing funds, to finance the proposed facility or project.
  - (d) Certification that there are no other or insufficient funds currently available to pay for planning or actual construction costs.
  - (e) A schedule of the cash disbursements necessary and a schedule of the repayment of advances and any interest, where applicable, to the trust fund.
- (3) Issuance of Local Bonds Pledging Capital Outlay and Debt Service Forestry Funds for Debt Service

If the Board proposes to issue revenue bonds under the provisions of Section 236.612, Florida Statutes, the Board shall submit to the Commissioner of Education a resolution proposing issuance of bonds showing proposed project or projects and estimating the annual debt service thereon computed not to exceed the maximum interest provided by law. Such proposal shall then be subject to the recommendation of the Commissioner of Education and approval by the State Board of Education as specified in State Board Regulation 6A-1.301.

The School Board shall invest State Board of Education bond proceeds as stipulated in State Board Regulation 6A-1.34.

(4) Special Facilities Construction

In the event special facility construction becomes urgently required and sufficient funds are not located within the current budget, nor sufficient resources anticipated within the next five years, the School Board may recommend such facility or facilities in an up-to-date School Plant Survey and present evidence that the requested facilities are for one local project that is highest in priority for the District.

Upon presentation of this and other evidence required in subsection (2) of Section 235.22, Florida Statutes, the Board shall then adopt an official resolution requesting advance funding from the special facility construction account in an amount which, when added to the District's current cash resources, will provide sufficient funds with which to construct these needed and highest priority facilities; and shall officially waive any future annual allocations from the Educational Facilities Construction Working Capital Trust Fund until such time that the advancement is repaid or for the next seven (7) fiscal years, whichever is the earlier.

Such resolution and evidence shall be submitted to the Office of Educational Facilities Construction prior to August 1 in any year.

(5) Cooperative Use of Facilities

The School Board may participate with one or more adjacent school districts in a cooperative project to establish a common school facility to accommodate pupils residing in the respective districts. In this event the cooperating districts shall

- (a) Adopt and submit to the Commissioner of Education a joint resolution indicating their commitment to the utilization of the requested facility;
- (b) Request the Commissioner to have a school facility needs survey conducted to determine the school facility necessary for the proposed use; and
- (c) Designate the school district in which the facility is to be located and which is to assume responsibility for the operation, maintenance, and control of the facility.

All facilities established pursuant to this section shall maximize the use of modular and relocatable units.

235.42(9), 235.22, 235.195, F.S.

H. District Petty Cash Fund

The Superintendent is authorized to maintain a petty cash fund not to exceed fifty dollars (\$50.00) for the purpose of making small expenditures for the operation of his office. This petty cash fund shall be kept separate from all other funds.

The Board may reimburse the petty cash fund as often as necessary upon the presentation of receipts equal to the amount of the requested reimbursement.

These funds shall never be used as a loan or advancement to anyone and shall not be used to cash a personal check.

The petty cash fund shall be replenished at the close of business on the last working day of the fiscal year.

I. Fidelity Bonds

Each and every official or other person responsible for handling or expending school funds or property shall be adequately bonded at all times in the amount specified in and in accordance with State Board Regulation 6A-1.692.

J. Internal Accounting

(1) State Requirements

Monies collected and expended within

a school by pupils and school personnel shall be used for financing the normal program of student activities not otherwise financed, for providing necessary and proper services and materials for pupils and personnel, and for other purposes consistent with the school program as established and approved by the Board. Control of such funds is the responsibility of the Board, and it shall be the duty of the Board to see that they are properly administered and accounted for. The collection of monies by teachers must be kept to a minimum so the teachers can devote the maximum amount of time to assigned instructional duties.

All monies collected and disbursed by school personnel within a school or in connection with the school program, for the benefit of a school or a school-sponsored activity, and also property and other benefits accruing to the school from other than tax sources and not accounted for in the regular inventory of Board property, shall be received, administered and accounted for as prescribed in Chapters 230, 235 and 274, Florida Statutes, including school funds, funds collected in connection with summer program activities, funds derived from school athletic events, gifts and contributions made by band or athletic booster clubs, civic organizations, parent-teacher organizations and commercial agencies, and all other similar monies, properties or benefits.

The Board shall provide for an annual audit of all internal accounts by a qualified auditor. The auditor shall submit a separate, signed, written report to the Board, covering internal funds, which shall include any notations of any failure to comply with requirements of Florida Statutes, State Board of Education Regulations and policies of the Board, and commentary as to financial management and irregularities. Such



audit shall be presented to the Board while in session and filed as a part of the public record as provided in State Board Regulation 6A-1.87.

Reporting Internal Funds. -- The Superintendent's annual financial report to the Director of the Division of Public Schools shall contain evidence in such form as may be prescribed by the Commissioner of Education that internal funds in all schools of the District have been administered in compliance with laws, regulations of the State Board of Education and policies of the Board.

School Petty Cash Fund. -- The principal of each school is authorized to maintain a petty cash fund out of internal accounts, not to exceed fifty dollars (\$50.00), for the purpose of making small expenditures for the operation of that school.

Such petty cash fund shall be separate from all other funds.

Each petty cash fund shall be replenished at the close of business on the last working day of the fiscal year. No District funds may be used at schools for petty cash purposes.

(2) Local Policies

In addition to the requirements of state law and State Board Regulation 6A-1.85, the following policies shall apply to internal accounts:

Each principal is required to maintain adequate and accurate records of internal accounts as prescribed by law. All persons involved with internal accounting procedures shall be governed by the current and periodic directives issued by the Board through the office of the Superintendent and by the Internal Accounting Manual.

All internal checking accounts of each school shall be in one bank account.

Internal account funds, when not currently needed, and funds earmarked by the raiser or donee of such funds which are not currently needed, may be invested in a legal savings account insured by a federal agency.

Each principal is responsible for the collection, accounting, and expenditure of all internal account funds raised by means other than taxation.

(3) Collection of Money for Instructional Supplies

No teacher shall collect money for instructional materials, newspapers, books, magazines or other materials or supplies without receiving prior approval from the principal upon written application for permission to make such collections.

It is the responsibility of the principal and staff to see that all monies collected are properly deposited in the bank and that no money is left in classrooms overnight.

K. Workmen's Compensation

All employees of the Osceola County School Board are entitled by law to the benefits of Workmen's Compensation, as provided in Section 215.19, Florida Statutes.

In the event of accidental injury, an Employer's First Report of Injury, prepared in accordance with directions from the District office, on forms provided

by that office, shall be filed promptly by the principal or department head.

There shall be established in the School District a safety and health education program to provide a high degree of safety for the District. Such a program shall comply with the requirement of the State Board Rules, industrial accident prevention rules and regulations concerning safety, health and fire prevention.

Auth: 230.22, F.S.

Imple: 237.01, 237.02, 237.041, 237.071, 237.081, F.S.; SBE Regulations 6A-1.02, 6A-1.03, 6A-1.06, and 6A-1.08; 230.22(5), F.S.; 236.084 and 236.035, F.S., and SBE Regulation 6A-1.09; 236.02, F.S.; 237.101, F.S. and SBE Regulation 6A-1.07; SBE Regulation 6A-1.12, and 230.23(10)(j), F.S.; SBE Regulation 6A-7.42(2)(g)2, and 228.195, F.S.; SBE Regulation 6A-1.13; SBE Regulations 6A-1.15, 6A-1.29 and 6A-1.30, Al2S9(a) and (d), 229.053 and 229.512, F.S.; 236.612, F.S., and SBE Regulations 6A-1.301 and 6A-1.34; SBE Regulation 6A-1.57; SBE Regulation 6A-1.692, and 237.191, F.S.; 237.34, F.S., and SBE Regulations 6A-1.87 and 6A-1.85; 233.46(1) and (2), 215.19, and Chapters 230, 235, 274, and 440, F.S.

## 2.3. BUDGETING CONCEPTS AND PROCEDURES

2.3.1. Sound business management requires careful planning. The preparation and maintenance of the annual budget is a year-around job. To ensure economy and efficiency of the financial operations and to keep expenditures within anticipated receipts, a budget system has been established by Florida Statutes for the control of finances. To be effective and to produce budgetary control that is required and necessary will demand the cooperation of all School Board employees.

A good school budget is essentially the financial plans developed to meet the educational needs. These plans should include expenditures for the next fiscal year and long-range programs. Budget requirements include both instructional and non-instructional programs.

In formulating the school budget, the principal shall involve the teachers and staff in curriculum development and in instructional procedures so as to adequately estimate supply expense, equipment and utility requirements. Plans shall be supported by statement of purpose, reason for change and summaries of research and experience. Requests from department heads shall be based on an inventory of school equipment and supplies, plans and needs for the coming year, and projected long-term plans.

Auth: 230.22, F.S.

Imple: 230.23(10) and 237.041, F.S.

2.3.2. Budget Review Board

A Budget Review Board shall be appointed by the Superintendent to serve at his discretion for the purpose of developing and reviewing the District School Budget.

Auth: 230.22, F.S.

Imple: 236.02 and 236.081, F.S.

2.3.3. School and Department Budgets

The Budget Review Board shall develop an allocation formula for allocating funds to the schools and departments for development

of their operational budgets. The formula and allocations shall be approved by the Superintendent prior to being released to school and department heads.

In the event the fund balance of the District operational fund is sufficient to ensure an adequate budget for the succeeding year, the Superintendent may recommend to the Board as an additional allocation to school and department budgets, any portion of the school or department's unencumbered balance for the prior year's operation, not to exceed ten per cent (10%) of their total budget, excluding salaries and benefits in the 5,000 and 6,000 functions.

Auth: 230.22, F.S.

Imple: 236.081 and 237.071, F.S.

#### 2.3.4. Budget Schedule

Upon recommendation of the Superintendent, the School Board shall establish a budget schedule at its first meeting in January.

Auth: 230.22, F.S.      Imple: 230.23(10)(b), F.S.

### 2.4. SALARY SCHEDULE POLICIES

#### 2.4.1. Salary Schedule

The Board shall, prior to the beginning of the new employment period for each school fiscal year, adopt and spread on its minutes a salary schedule for employees of the Dis-

trict in accordance with State Board Regulation 6A-1.52. When the summer school rate is based on an experience factor, then such factor shall be the same as used to compute said employee's pay during the immediately preceding ten (10) month period.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.52, and 236.02(4), F.S.

#### 2.4.2. Payroll Periods

Payroll period schedules shall be adopted annually by the Board. In the case of instructional personnel, the first payment shall be approximately one (1) month after teachers report for pre-school work, and payment made monthly thereafter at approximately the same date. For those who select twelve (12) payments, the June payment shall include the 10th, 11th and 12th payments. The method of ten (10) or twelve (12) payments is determined at the request of teachers in writing on a form provided by the District office by the end of the pre-planning period of each school term, or payments shall automatically become ten (10) month. All other personnel shall be paid monthly on the payroll period established by the Board.

Auth: 230.22, F.S.

Imple: 236.02(4), F.S. and SBE Regulation 6A-1.52.

2.4.3. Teacher Salaries and Benefits

Teachers shall be paid at the appropriate level of experience and rank, and shall accrue benefits under the provisions of employment set forth in subsections 230.33 (7)(e) and 230.23(5)(e), and Sections 231.02 and 236.0711, Florida Statutes, and in accordance with State Board Regulation 6A-1.52. As prescribed in State Board Regulation 6A-4.02, the certificate shall bear an effective date of July 1 of the school fiscal year for which it is issued and shall be valid for the period of time designated on the face of the certificate.

The effective date of the rank of the certificate shall be determined by the date of completion of all courses and all requirements for the degree, and in accordance with State Board Regulations 6A-4.03 and 6A-4.04. The effective date of the rank shall coincide with the beginning date of the validity of the certificate, except that if certification is requested to be valid for a current school fiscal year which began July 1 immediately preceding the date the requirements for the rank of the certificate were completed, the effective date of the rank of the certificate shall be specifically designated on the face of the certificate.

The salary schedule shall be based on a full day schedule of assigned responsibilities during the 196-day or longer school year.

A. Teaching Experience

Experience may be allowed up to a maximum of twenty (20) years.

OUT OF STATE experience may be allowed, upon verification, for a maximum of twelve (12) years, provided that the experience was gained in one or a combination of the following:

- (1) Public school of other states in the United States;
- (2) Private and parochial schools if the teacher was certified with a four (4) year degree at the time of teaching and if the school was accredited by a state or regional accrediting agency;
- (3) Higher educational institutions which were accredited by state or regional institutions. No credit is allowed for student teaching, practice teaching or graduate assistant teaching;
- (4) Outside the United States teaching will be granted only to those who taught in a regular school operated for dependent children of American citizens or those who taught on an exchange teacher basis.

Experience verification adjustments shall be made within sixty (60) days of employment and shall be retroactive to the beginning of the contract period of employment.



VOCATIONAL EXPERIENCE (not teaching experience) may be allowed on a year-to-year basis to vocational education teachers for the type occupational experience approved by the Department of Education for certification in Rank III or above. This experience may be granted to a maximum of five (5) years for all vocational teachers contracted after January 1, 1973. Fractional parts of different school years shall not be added together for teaching experience purposes.

B. Substitute Teachers

The Superintendent is authorized to act on behalf of the Board in appointing emergency teachers in accordance with the provisions of State Board Regulation 6A-1.54 and Board Policy Chapter 5.

C. Annual Contracts

Any certificated, full-time instructional employee who does not meet the requirements for a continuing contract as provided by law and State Board of Education regulations shall be placed on an annual contract status.

D. Continuing Contracts

A continuing contract shall be issued by the School Board to any member of the

instructional and administrative staff who meets the requirements of Board Policy 5.1.5B as prescribed by Section 231.36, subsections 3(a) and 7(a), Florida Statutes.

E. Personnel Employed Beyond Ten Months

In order to be eligible for summer programs, instructional personnel shall have been employed by the School Board in the preceding regular ten (10) month term.

F. Summer School Salary Schedules

Instructional personnel employed for summer programs shall be paid in accordance with a salary schedule adopted by the Board annually prior to the beginning of summer school. When the summer school rate of pay is based on an experience factor, then the experience pay shall be based on the immediately preceding year's experience level.

G. Year's Service

The minimum time which may be recognized as a year of service shall be full-time actual service, excluding all types of leave except paid sick leave and approved sabbatical leave, for a total of more than half the number of days required for

the normal contractual period of service which is 196 days or longer, and provided that any leave taken shall have been authorized.

H. Accumulated Sick Leave

Instructional personnel eligible to retire, as provided in the laws of the State of Florida, shall be entitled to fifty per cent (50%) of their accumulated sick leave (not to exceed 120 days), based upon the highest rank of their certificate at the time of retirement. The amount per day shall be based upon the current rate of pay for the rank the employee held prior to retirement.

Auth: 230.22, F.S.

Imple: 230.33(7)(e), 230.23(5)(e), 231.02, 236.0711, F.S., SBE Regulations 6A-1.52, 6A-4.02, 6A-4.03, 6A-4.04, 6A-1.54, 231.351, 231.36(3)(a) and (7)(a), 238.041(21), and 231.40(1)(c), F.S.

2.4.4. Deductions

No deductions shall be made from the salaries of employees of the Board unless such deductions are required by law or are approved in writing by the employee to be affected.

Authorization for organizational membership dues shall be made on an annual basis. Termination of any deduction must be in writing to the Payroll Department.

Deductions for group hospital insurance shall be limited to one (1) group insurance company.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.52 and 236.02(4), F.S.

2.4.5. Casual Labor

At certain times it may become necessary or desirable for the Superintendent or principal of a school to request part-time unit work of school personnel, apart from their regular duties. Such labor shall be paid for on an hourly pay scale through the regular payroll account after appropriate deductions are made. A monthly report shall be made to the District office of such unit work and reimbursement to the employee made by County warrant after the District has been reimbursed from the appropriate internal fund.

Auth: 230.22, F.S.

Imple: SBE Regulations 6A-1.502 and 6A-1.52, and 231.15 and 236.02(4), F.S.

2.4.6. Twelve Month Personnel - Annual Vacation

Administrative personnel and other personnel who are recommended for twelve (12) month employment by the Superintendent and approved by the School Board shall observe only those holidays approved by the Board. Such employees may earn annual vacation, however, as specified in the appropriate chapter of the policy manual relating to that particular employee.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.82; 231.39, 236.02(3), F.S.

2.4.7. Request for Payroll Change

Any payroll changes requested by personnel must be made in writing to the Director of Personnel before the fifth (5th) day of the month. Any request entered after the fifth day deadline shall be corrected the following month.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.52(3) and 236.02(4), F.S.

2.4.8. Travel

A. Authorization for Travel

Overnight Travel. -- All travel outside of the District that requires the employee to be away from his official station overnight or for a period of time that extends for more than one (1) day must be approved in advance by the Superintendent of Schools or his designated representative on the form provided. No travel outside of the state may be undertaken until recommended by the Superintendent or his designated representative to the Board and approved by them.

Travel on a Per Day Basis. -- No travel may be undertaken by an employee unless approved in advance by the Superintendent of Schools or his designated representative.

The Superintendent may designate certain members of his staff to a permanent travel status, using an approved form. This will be a blanket travel authorization for employees to travel as their jobs require, on a day-by-day basis. This excludes overnight travel.

All other travel must be on a by-trip basis, approved by the Superintendent of Schools or his designated representative in advance on an approved form.

B. Reimbursement

All claims for reimbursement must be submitted on a form approved for travel claims. If out-of-state, overnight, or if the employee is not on permanent travel status, an additional approved form of authorization must be attached.

Reimbursement shall be made from District funds for travel by the most direct route, and per diem expenses at a rate not to exceed the maximum rate authorized by Section 112.061, Florida Statutes. The per diem rate for conferences also shall not exceed the maximum authorized by said statute. All claims in excess of \$5.00 shall be accompanied by a receipt.

When lodging or meals are provided at a state institution, the traveler is not eligible for the normal maximum allowance and may be reimbursed only for actual expenses for lodging and meals, not to exceed the normal maximum allowance.

Whenever an employee is required to incur either Class A or Class B travel, on emergency notice to the employee, such employee may request the District to pay his expenses for meals and lodging directly to the vendor; and the District may pay the vendor the actual expenses for his meals and lodging during the travel period, limited in an amount not to exceed that authorized for per diem for such period.





Registration for special meetings shall be reimbursed. Receipts for such meetings must accompany travel claims and shall be reduced by the amount of any meals included as a part of the registration fee.

Auth: 230.22, F.S.      Imple: 112.061, F.S.

2.5. GIFTS

2.5.1. Gifts to Employees

Any gifts or property received by an employee of the Board with a value of more than \$2.00 but less than \$10.00 shall not be accepted from any person, natural or corporate, doing business or soliciting business with the Board or any public school within the District, unless reported in writing to the Superintendent. Gifts of less than \$2.00 value need not be reported. Gifts in value of more than \$10.00 may not be accepted by the individual employee. Gifts or bonuses which are advertised as accompanying a purchase of goods, materials or equipment of any kind and ordered in the name of the school, District, students or employees of the Board may be accepted, providing such gifts or bonuses become and remain the property of the school or District. The willful violation of this policy by an employee shall be cause for suspension or dismissal.

Auth: 230.22(1), F.S.      Imple: 230.23(2), F.S.

2.5.2. Gifts to Schools

Gifts or property in excess of \$10.00, which is donated to the District, the Board, or any school, must be reported to the Superintendent and accepted by the Board. Gifts may be received by the Board or any public school within the District from any source, and such gifts may be tendered to any Board member or employee for acceptance on behalf of the Board. Such gifts shall be acknowledged within three (3) working days of receipt by filing with the Superintendent a statement upon a form approved by the Board, indicating the name and address of the donor, a description of the gift, the value of the gift as agreed to by donor and recipient, the name of the recipient, and the date and place of receipt. The gift shall then be entered upon the inventory list of the District and shall become the property of the Board, or, if cash, shall be deposited in the appropriate fund. The word "gift," as used herein, includes any bonus, rebate, refund, gratuity or personal property. The Superintendent shall transmit all gift reports received to the Board at the next regular Board meeting.

The willful violation of this policy by any employee shall be cause for suspension or dismissal.

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3.0. GENERAL OPERATING POLICIES

3.1. TRANSPORTATION

3.1.1. School Buses

School buses shall not be used for any trips, other than on regular routes, without the approval of the Supervisor of Transportation or the Superintendent.

The principal of a school may apply to the Superintendent for use of school buses, under the following conditions:

- A. For short activity trips, for the transportation of pupils, teachers and chaperones, for pupil participation in an activity approved by the Superintendent.
- B. For instructional field trips, for the purpose of pupil participation in an activity directly related to the work of a particular course or program of instruction, which trip shall not end later than 2:00 p.m., except upon prior approval of the Superintendent.

Use of school buses shall be confined to Osceola County and the counties adjoining Osceola County, and to a maximum distance of 100 miles radius from the school unless otherwise approved by the School Board.

Expenses for use of school buses for activity, instructional, and non-school organization field trips shall be paid by the sponsoring organizations. Rates shall be determined by the Transportation Supervisor and the Superintendent. Drivers shall be assigned by the Supervisor of Transportation. The rate of pay shall be fixed by the School Board.

Sponsoring organizations shall be responsible for the general conduct of students while riding on school buses. All trips shall be properly supervised by at least one (1) chaperone for each bus. The principal shall instruct chaperones as to transportation regulations concerning pupil conduct.

Application for use of school buses for the above-mentioned purposes must be made to the Superintendent not later than five (5) weekdays prior to the date of the anticipated trip. The application shall include the destination, routing, and identity of chaperones, and shall describe briefly the purpose of the trip. The Superintendent shall approve such application if satisfied that the trip is of educational value or is of service to the community, if buses are available, if charges are to be paid in advance, and if bodily injury and property damage

insurance will cover the trip.

Auth: 230.22, F.S.            Imple: 234.01, F.S.

3.1.2. Vehicles Other Than School Buses

Principals shall not permit school activity trips in vehicles which are not safety-inspected, properly licensed, and insured for bodily injury liability and for property damage.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-3.17; 230.23(8) and 230.33(10), F.S.

3.1.3. Bus Insurance

The Board shall provide insurance for bodily injury for transported pupils and for property damage, as follows:

- A. \$50,000 per person;
- B. \$5,000 times rated capacity of vehicle, or \$100,000, whichever is greater, per occurrence; and
- C. \$5,000 property damage.

Auth: 230.22, F.S.            Imple: 234.03, F.S.

3.1.4. Bus Driver Responsibilities:

It shall be the responsibility of each bus driver to:

- A. Know and observe local and state traffic laws.
- B. Pass an annual physical examination and meet the requirements of the State and District Board.

- C. Be neat and clean in personal appearance, refrain from the use of tobacco while on duty, and use no profane or vulgar language in the presence of students.
- D. Attend and participate in conferences and training classes for school bus drivers and be prepared at any time to successfully pass a reasonable examination concerning traffic laws, state and local transportation regulations and driving skills.
- E. Require pupils to observe all regulations of the State and County, and the District School Board with regard to their transport and safety.
- F. Maintain order and discipline on the bus at all times.
- G. Permit a child to leave the bus only at the regular stop except upon written request of a parent and at the discretion of the principal.
- H. Require pupils to move away from the bus immediately upon being discharged, in view of the driver, and require children who leave the bus and cross the highway to cross in front of the bus, under the direction of the driver, only after all approaching traffic has stopped. If an unusual



hazard exists, the driver shall conduct the child across the highway.

- I. Post the rules governing the conduct of pupils and the daily schedule in the front of the bus. Routes and bus stops shall not be changed without specific authorization of the Superintendent. Such information may be distributed by the Supervisor of Transportation for the Superintendent.
- J. Supervise emergency evacuation drills at least twice each school year as directed by the school principal.
- K. Use the bus only to transport students to and from school except upon specific direction of the Superintendent, the Supervisor of Transportation or the principal, with the approval of the Superintendent.
- L. Prepare immediately after every accident involving the bus or a school bus passenger an accident report on the required form, to be filed with the Superintendent in duplicate.
- M. Actuate the amber lights at a point approximately two hundred (200) feet from the student stop or at such greater distance as is necessary due to traffic speed and

road conditions, as a warning to traffic that the bus is approaching a student passenger stop. When the bus has stopped, before the door is opened, the amber lights shall be deactivated and the stop signal arm, supplemented by flashing red lights, shall be displayed as due warning that students are being loaded or unloaded. The bus door shall not be opened to unload students until approaching traffic in the immediate vicinity of the bus has stopped.

- N. Ascertain and ensure that all students are off the bus before filling gasoline tank.
- O. Bring the bus to a stop at least fifteen (15) feet from the nearest rail or a railroad grade crossing. The driver shall not proceed across the tracks until after looking carefully in each direction, opening the door and listening for the sound of an approaching train, and determining that it is safe to proceed. The bus door shall be closed before proceeding across the tracks of a railroad.
- P. Drive the bus at a safe speed, bringing the bus to a full stop before entering or crossing an arterial highway or dangerous thoroughfare not safeguarded

by a traffic control signal, and proceeding only when safety is assured. Driving conditions shall be the governing factor as to speed, and the bus shall be pulled completely off the highway at the first opportunity in the event of rain or fog conditions which reduce visibility to the danger point. In such instance the bus shall remain parked with the running lights and emergency flashers burning until the hazard has been lifted.

- Q. Cooperate with duly authorized school officials, mechanics and other personnel in the mechanical maintenance and repair of the bus in overcoming hazards which threaten the safety or efficiency of service.
- R. Make daily pre-trip and post-trip inspection of the bus and report any defect affecting safety or economy of operation immediately to authorized service personnel.
- S. Keep the bus clean at all times.
- T. Submit prompt and accurate reports, keep all records required, and otherwise assist school officials in mapping bus routes, planning schedules and obtaining information for the effective operation of the

school program as it relates to student transportation.

U. Report immediately to the school principal or other designated official:

- (1) Misconduct on the part of any pupil while on the bus or under his immediate supervision. The driver shall not attempt to handle disciplinary problems with parents.
- (2) Complaints requiring the attention of school authorities.
- (3) Any hazards arising which would offer either an actual or a potential threat to the safety of students in his care, including the license number of any vehicle which passes the bus illegally.
- (4) Causes for failure to maintain school bus time schedule.

V. Maintain as far as practicable by patient and considerate treatment of parents a feeling of security in the safety of students transported.

W. Permit pupils to ride only those buses to which they have been assigned, either permanently or temporarily, and allow non-student riders only as authorized by the Superintendent, the Supervisor of Transportation or the school principal.

X. Be trained in the principles of first aid for use in case of an emergency.

Y. Be knowledgeable of and exercise that authority given to school bus drivers in

Board Policy 7.2.5.

Auth: 230.22., F.S.

Imple: SBE Regulation 6A-3.17(1)(d)2 and 230.23(8), F.S.

3.1.5. Transportation Grants

Transportation grants to persons providing transportation to isolated students as approved by the Superintendent shall be paid at the established rate. All grants must have prior approval by the Board.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-3.17(11); 230.23(8) and 230.33(10), F.S.

3.1.6. Transportation Hazard Surveys

The School Board, with the assistance of the Superintendent, school principals, teachers, bus drivers, parents, pupils, the Department of Transportation and local agencies and officials responsible for traffic safety, shall annually conduct a survey and report on those hazards on or near public sidewalks, streets, and highways which endanger the life or threaten the health or safety of pupils between their homes and the school in which they are enrolled. Reports shall be submitted promptly in writing to the mayor or manager of the city, to the Board of County Commissioners or to the Department of Transportation, according to the location of the hazard reported, and, until such hazards are corrected,

the School Board shall take or cause to be taken such precautions as are necessary to safeguard pupils, as provided in Section 234.082, Florida Statutes.

Auth: 230.22, F.S.            Imple: 234.082, F.S.

### 3.2. INSTRUCTIONAL MATERIALS

The principal of each school shall submit to the Superintendent an annual inventory of textbooks and other instructional materials for his school, not later than June 30, upon a form approved by the School Board and provided by the Superintendent.

Textbooks and other instructional materials not in use shall be stored in a dry room and shall be arranged by title, subject or grade.

The principal shall be responsible for the maintenance and replacement value of textbooks in use or reported lost, destroyed or damaged, in accordance with Section 233.46, Florida Statutes.

Auth: 230.22, F.S.            Imple: 233.43 and 233.46, F.S.

#### 3.2.1. Use of Instructional Materials by Students

To assure maximum use of instructional materials provided by the School Board to students, the following procedures shall be observed by the Superintendent, principals and teachers:

- A. Students shall not mark in any textbook or other instructional material designed for use in two or more years.

- B. Students shall be given instruction at the beginning of each school year relating to the proper care of instructional materials, and shall be informed of the requirement that books lost, destroyed or unnecessarily damaged shall be paid for by the student or his parent.
- C. Textbooks, library books, and reference materials shall be assigned serial numbers. This serial number of each instructional material shall be stamped or printed in indelible ink on the inside front cover, and the name of the student to which each is assigned shall be written on the inside front cover in ink.
- D. Students shall be encouraged to use instructional materials in a responsible manner, and shall not be discouraged from taking their assigned instructional materials home for use.

Auth: 230.22, F.S.                      Imple: 233.34(3), F.S.

3.2.2. Requisition and Purchase of Texts

The Superintendent shall requisition and purchase adopted instructional materials in accordance with the provisions of Section 233.22, Florida Statutes.

Auth: 230.22, F.S.                      Imple: 233.22, F.S.

3.2.3. Sale of Instructional Materials

Upon request by a parent of a student in any school within the District, the principal of such school shall sell to the parent one (1) copy of any instructional material used in the school. The sales price thereof shall consist of the purchase price, less a discount based upon the physical condition of the material, computed in the same manner as for instructional materials lost, destroyed or unnecessarily damaged. The principal shall sell only the student edition of any instructional material, but may sell in lieu thereof the teacher's edition if a surplus copy is available for inspection by a parent in the school building during normal school hours. The condition of instructional materials sold to parents shall be equivalent to the average condition of said materials used in the school at the time of sale to the parent. All money collected from the sale shall be transmitted to the Superintendent to be deposited in the District school fund and added to the District appropriation for instructional materials. In the event that a school has insufficient copies of any instructional material to meet a parent's request to purchase, the Superintendent shall locate the material from any available source in the district and sell or



arrange the sale of the material to the parent.

Auth: 230.22, F.S.

Imple: 233.46(2), F.S.

3.2.4. Instructional Materials Selection Committee

The School Board may establish, upon the recommendation of the Superintendent, an Instructional Materials Selection Committee to evaluate instructional materials not previously used within the District, in accordance with Section 233.34, subsection (3) and Section 233.43, Florida Statutes. The Committee shall consist of, but need not be limited to:

- (a) Two lay persons
- (b) Three teachers
- (c) One additional person as appointed by the School Board.

Committee meetings shall be advertised and the public invited to attend by announcement at least one (1) week in advance in local newspapers, on radio and/or TV; and textbooks which are up for consideration shall be made available for viewing at the District office or other designated location in the week prior to the meeting.

The Committee shall not deny any publisher, manufacturer or representative time to present his or her product equal to that time given any other publisher, manufacturer or representative.

Evaluations and recommendations of the Committee shall be made to the Board and published in a manner similar to that prescribed by Sections 233.08, 233.09, 233.10, 233.11, and 233.115, Florida Statutes.

Auth: 230.22, F.S.

Imple: 233.34(3), 233.43, 233.08-233.11, and 233.115, F.S.

3.3. FIRST AID -- FIRST AID EQUIPMENT

Each school shall be equipped with a complete first aid cabinet or kit approved by the School Nurse and available for use at all times in the School Clinic.

Separate and complete first aid kits shall be maintained in special areas such as separate buildings used for shops or physical education, and in school lunch kitchens.

Auth: 230.22, F.S.

Imple: 402.32(5), F.S.

3.4. RELEASE OF STUDENT NAMES

No names or addresses of students shall be released to any company, corporation, or individual without approval by the School Board. This policy does not include releasing names and addresses of students from school to school, to colleges or other institutions of education, public or private, or to any of the branches of the Armed Forces of the United States.

Auth: 230.22, F.S.

Imple: 232.23, F.S.

3.5. PUPIL CONTROL

The principal or his designee shall be responsible

for the safety and conduct of pupils during the time they are being transported to or from the school at public expense, and during the time they are attending school or are on school premises, in accordance with Section 232.25, Florida Statutes, and as specified in Chapter 6 of this manual.

Auth: 230.22, F.S.

Imple: 232.25, F.S.

### 3.6. DISMISSAL OF SCHOOL

All schools shall maintain a regular schedule. No school shall dismiss prior to the regularly scheduled hour without permission of the County Superintendent, except when in case of an extreme emergency the welfare of children requires immediate dismissal. A regular schedule shall be interpreted as attendance in accordance with the daily schedule of classes or participation in regularly scheduled field trips. Planned room parties within the classroom or school area will be recognized, but should be limited to a few special occasions and restricted as to length. The following shall not be regarded as a part of the regular schedule:

School parties and picnics outside the school area.

Attendance at athletic events during class hours.

Auth: 230.22, F.S.

Imple: 232.02 and 230.33(6), F.S.

### 3.7. CUSTODIAL SERVICES

The custodian is directly responsible to the principal. The duties of the custodian are contained in the job description to be found in the Personnel Handbook.

Auth: 230.22, F.S.

Imple: 230.23(5), F.S.

### 3.8. ADVERTISING

No materials from outside of school sources may be distributed to homes through pupils without prior approval of the Superintendent. Advertising materials may be accepted for classroom and school purposes provided that they:

- A. Are of the type teachers need for instructional purposes.
- B. Are provided without cost to the District, school, teacher, or student.
- C. Contain a minimum amount of commercial advertising.
- D. Are not of a sectarian nature.
- E. Fulfill a legitimate purpose of the school curriculum.
- F. Do not prominently display a selfish or private purpose of the sponsor.
- G. Do not have a blatant advertising feature.
- H. Do not violate the attitudes which are recognized as ideals of the school system or of our society.

Auth: 230.22, F.S.

Imple: 233.43, F.S.

### 3.9. BUILDINGS AND GROUNDS

The principal of each school shall be responsible for the care, maintenance and use of school buildings and grounds, and shall supervise the custodial staff of the school in providing an adequate program of proper care and maintenance.

Maintenance or repairs which cannot be handled by the school custodial staff shall be reported to the Superintendent and shall become the responsibility of the District maintenance crew.

The principal shall make recommendations regarding needed repairs to or renovations of school buildings to the Superintendent at such time as they are needed.

It shall be the responsibility of the principal of each school to provide for the display of the United States flag on the school grounds, in compliance with regulations for the same, except in inclement weather.

The flag shall also be displayed indoors at all times when the auditorium is open, in accordance with Chapter 76-99, Laws of Florida.

Auth: 230.22, F.S.

Imple: 230.23 (9) (c), 231.085(5) and 235.01, F.S.

### 3.10 SCHOOL OFFICE HOURS

The hours of the principal and his office staff shall be equal in length to those of the District office, and the school office shall remain open on the same days. On non-school days, the principal's office shall be open at 8:00 a.m. and close at 4:30 p.m., except by special arrangement with the District office.

Auth: 230.22, F.S.

Imple: 230.33(6) and (7), and 231.085(5), F.S.

### 3.11 USE OF SCHOOL BUILDINGS AND GROUNDS

The following shall apply to the use of school buildings and grounds:

- A. Civic, charitable, non-profit organizations, veterans' groups, and governmental agencies shall be permitted to use school facilities.
- B. No individual, group, or organization may use school buildings for private profit. However, non-profit and youth organizations shall

be permitted to use school buildings for fund-raising purposes, when prior approval is obtained from the Board, upon recommendation of the school principal and the Superintendent.

- C. All organizations, groups or individuals desiring to use school buildings and grounds must schedule their use in advance with the school principal.
- D. No charge shall be made for the use of school buildings and grounds except that when the use necessitates extra or overtime services or custodial personnel, the user shall pay the school actual costs attributable, as determined from time to time by the Superintendent. Groups sponsored by local government agencies shall be allowed to use the gymnasiums for only the actual expense in maintenance costs. All such use shall be under the supervision of the principal. Specific fees for use of school facilities shall be based on a schedule to be adopted by the School Board, and shall be payable to the Board. Payment must be made in advance or on the date of use.
- E. Persons using school buildings and grounds must take proper and ordinary care of them and shall be held responsible for any damage or vandalism incurred as a direct result of their use.
- F. School-related organizations and activities are exempt from the provision of paragraph D, above.
- G. Alcoholic beverages and gambling are forbidden on school premises.

H. Smoking is forbidden in gymnasiums, auditoriums and other areas designated by the school principal.

I. Students are not to be in the school building without faculty supervision, except for the attendance of public gatherings or by special permission of the school principal.

Auth: 230.22, F.S.

Imple: 235.02, F.S.

### 3.12. TRANSPORTING STUDENTS FROM OTHER COUNTIES

Osceola County will cooperate with other districts in transporting students from adjoining districts into the Osceola County School System, but out-of-district students shall obtain annual permission from both Boards prior to attending Osceola County Schools.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-3.01(1); 230.23(8) and 230.33(10), F.S.

### 3.13. NEPOTISM

The School Board shall not employ two or more close relatives or family members where one individual is the immediate supervisor of another. Such close relatives or family members are defined as: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister.

Substitute employees shall be presented to the Board for approval prior to the performance of their work.

All instances of nepotism shall be investigated annually by the Superintendent. All persons concerned shall be consulted and steps taken to eliminate such practice when recommended in individual cases. Recommendations made shall be subject to Board approval.

Auth: 230.22, F.S.

Imple: 116.111, F.S.

### 3.14. GRIEVANCE PROCEDURE

Whenever an employee feels that he has a grievance, every effort shall be made to arrive at a satisfactory resolution of the problem on an informal basis. When this cannot be done, resort shall be made to the more formal procedures stated herein in an effort to resolve grievances and preserve good morale. No grievance shall be processed anonymously.

#### A. Definitions:

Grievance -- Any problem dealing with treatment of personnel due to alleged violation of existing rules or policies. The term "grievance" as used in this section and for the purposes of the procedures set forth herein, shall not apply to any matters or procedures covered by the terms of any contract entered into pursuant to Chapter 447, Florida Statutes.

Representative -- Any person or legal counsel designated by the aggrieved.

Grievant -- Any person or group of persons who initiates a grievance unable to be resolved in an informal manner.



Superintendent -- The Superintendent, as duly holding office in Osceola County.

School Board -- The Osceola County School Board.

Administrative Channel -- The normal chain of command of administrative responsibility of the Osceola County Public School System.

Days -- Actual working days.

Rights -- The rights of employees to:

- (1) Call upon any representative to aid and assist in any level of the grievance procedure.
- (2) Request and receive for his representative a copy of all information pertaining to the grievance.
- (3) Have all documents, communications and records dealing with the processing of the grievance kept separate from the assessment file of the participants.
- (4) No reprisals of any kind shall be taken against any participant in the grievance procedures by reason of such participation.
- (5) Sample forms shall be made available to all persons by the Superintendent.
- (6) The number of days of each level shall be considered a maximum except when extended in writing by mutual consent.
- (7) If an individual does not file a grievance within ten (10) days after becoming aware of the act or condition on which the grievance is based, or after a reasonable person under similar circumstances should have become aware of such act or condition, then the grievance shall be considered to have been waived.
- (8) Failure of the grievant to appeal the grievance to the next level within three (3) days shall be deemed to be acceptance of the decisions rendered at that level.
- (9) The grievant and his representative shall have the right to be present at any and all levels.

- (10) No probationary employee may use the grievance procedure in any way to appeal discharge or a decision by the Board not to renew his contract.
- (11) Failure at any step of this procedure to communicate the decision on a grievance within the specified time shall permit the grievant to appeal at the next step of this procedure.

B. Procedure for Resolving Grievances

For individual grievances, the following procedures shall apply in the order specified below:

Level 1 - The grievant shall discuss the grievance with the person who caused the grievance for the purpose of resolving the grievance. If satisfactory results are not obtained within five (5) days, then

Level 2 - The grievant may file the grievance IN WRITING on a form provided by the School Board with the person who caused the grievance, with a copy to any representative of his choice. The person who caused the grievance shall within five (5) days file his reply in writing to the grievant, with a copy to any representative designated by the aggrieved. If satisfactory results are not obtained, then

Level 3 - The grievant may file the written "Statement of Grievance" directly to the person in the next highest administrative posi-

tion, with copies to the person who caused the grievance and any other representative of his choice. The "Statement of Grievance" shall be written on the form provided by the School Board. It shall include the name of the employee involved, the facts giving rise to the grievance, the identity by appropriate reference of all rules or policies alleged to be violated, the contention of the employee with respect to these provisions, and the specific relief requested. The next highest administrative authority shall within ten (10) days file his reply in writing to the grievant with copies to the person who caused the grievance and the aggrieved's representative. This level may be repeated with the next higher administrative level.

If satisfactory results are not obtained at the highest administrative level, then

Level 4 - The grievant or his representative may within five (5) days refer the grievance in writing to the School Board, with copies to all concerned. Within fifteen (15) days after receipt of the grievance, the School Board Chairman shall call a meeting for the purpose of resolving the

grievance. The School Board, at the discretion of the Chairman, may appoint an independent committee of its choosing to investigate the grievance. Within twenty (20) days after the above meeting, the Board shall communicate its decision in writing and state its reasons in writing, if requested, to the aggrieved.

Auth: 230.22, F.S.

Imple: 230.23(5), F.S.

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4.0. NONINSTRUCTIONAL PERSONNEL

4.1. EMPLOYMENT POLICIES

4.1.1. Qualifications of Noninstructional Personnel

To be eligible for appointment to any position in the Osceola County School District, a person shall be of good moral character and, when required by law, hold a certificate or license issued under regulations of the State Board of Education. No individual under the age of sixteen (16) may be employed, except as provided in Board Policy 6.13.10 and State Board Regulation 6A-1.97.

All employees shall have a tuberculosis skin test or, at their own expense, a chest x-ray at the beginning of each school year or within thirty (30) days after employment begins.

Florida Statutes 876.05 provides that all persons who are on the payroll of the School Board shall be required to take an oath of office to support the Constitution of the United States and of the State of Florida. The oath, as amended by the United States Supreme Court, is included in the Appendix to these policies.

All new personnel are required to be members of the Florida Retirement System.

All personnel must complete a W-4 form to authorize proper withholding of monies for

income tax purposes.

Food Service workers, transportation and maintenance personnel shall meet the qualifications required by law and shall perform those duties described in the School Food Service Handbook, these Policies, and the Personnel Handbook.

Auth: 230.22, F.S.

Imple: 230.23(5), 231.02 and 876.05, F.S., and SBE Regulation 6A-1.97.

4.1.2. Employment Procedure

The selection of new appointees shall be originated by the administrator of the unit in which the individual is to work, and proceed through the chain of command. Application blanks shall be provided by the District office and shall be filled out by the applicants to provide pertinent data for evaluation. At least three (3) references relative to character and performance of duty shall be submitted along with recommendations. Appointments shall be made by the Board, and notice thereof shall be given in writing to each appointee after spreading upon the minutes a record of such appointment. If an appointment is to a position of temporary or substitute employment, the record of appointment in the Board minutes and the written notice of appointment shall so state.



All noninstructional personnel shall have a thirty (30) day temporary period of employment, beginning with their date of employment. No fringe benefits shall be given until the completion of the temporary period.

Auth: 230.22, F.S.            Imple: 230.23(5), F.S.

4.1.3. Salary Schedules

Salary schedules for noninstructional personnel shall provide for the various classifications of employees of the Board. Salary differentials shall be based on objective factors which shall be set forth in the salary schedule. The Board shall annually adopt and spread on its minutes a salary schedule for employees. New positions or classifications added during the year for which provisions were not made in the annual salary schedule shall be included in such salary schedule by proper amendments officially adopted by the Board.

All regular employees of the School Board, employed on an hourly, daily or monthly basis and for which payroll deductions are required, shall receive all compensation for services rendered, by School Board warrants.

Experience pay shall be granted, provided the experience is in the area of work being done at the present time.

All non-instructional personnel shall have a thirty (30) day temporary period of employment, beginning with their date of employment. No fringe benefits shall be given until the completion of the temporary period.

Auth: 230.22, F.S.

Imple: 230.23(5), F.S.

#### 4.1.3. Salary Schedules

Salary schedules for non-instructional personnel shall provide for the various classifications of employees of the Board. Salary differentials shall be based on objective factors which shall be set forth in the salary schedule. The Board shall annually adopt and spread on its minutes a salary schedule for employees. New positions or classifications added during the year for which provisions were not made in the annual salary schedule shall be included in such salary schedule by proper amendments officially adopted by the Board.

All regular employees of the School Board, employed on an hourly, daily or monthly basis and for which payroll deductions are required, shall receive all compensation for services rendered, by School Board warrants.

Experience pay shall be granted, provided the experience is in the area of work being done at the present time.

No deductions shall be made from the salaries of the employees of the Board unless such deductions are required by law or are approved in writing by the employee to be affected. Such authorization shall continue until terminated in writing, except in the case of organizational dues which shall be renewed annually.

Amounts paid to employees incorrectly shall be recovered either by deductions from subsequent salary payments or by direct reimbursement at the option of the employee; provided that, if the amount to be recovered and the number of remaining pay periods in the school year require deductions in excess of fifty per cent (50%) of the employee's net salary to be paid, recovery shall be by direct reimbursement and shall be due and payable within thirty (30) days of notice to the employee of the incorrect payment.

Auth: 230.22, F.S.

Imple: 230.23(5)(d), F.S. and SBE Regulation 6A-1.52

4.1.4. Definitions of Non-Instructional Personnel

- A. Full-time employees are those personnel who are employed to work four (4) or more hours each day and five (5) days each week unless otherwise stipulated by School Board Policies. Full-time employees are entitled to all fringe benefits provided by the School Board. Bus drivers shall be considered full-time employees.
- B. Part-time employees are those personnel who work less than one-half ( $\frac{1}{2}$ ) the regular eight hour day or less than one-half ( $\frac{1}{2}$ ) the regular five (5) day week. Any part-time employees hired after adoption of this policy are not entitled to the fringe benefits provided by the School Board, however, those currently employed will continue to receive fringe benefits until their employment has terminated.
- C. Temporary employees are those personnel who are paid only for the hours they actually work and this employment shall not be in excess of thirty (30) continuous days in any one

school year. They shall be informed at the time of employment that such employment is of a temporary nature, rather than permanent. They are not entitled to the fringe benefits provided by the School Board.

D. Substitute employees are those who perform services which are normally performed by a permanent employee and which are performed during the absence of a permanent employee. They are not entitled to the fringe benefits provided by the School Board.

#### 4.2. LEAVES OF ABSENCE

##### 4.2.1. General Policies

Leaves shall be officially granted in advance and shall not be granted retroactively, provided that leave for sickness or other emergencies may be deemed to be granted in advance if a prompt report is made to the designated authority at the termination of leave. Such proper absence from duty shall be in accordance with and subject to the provisions of State Board Regulation 6A-1.77.

Each principal shall have the authority to release members of his non-instructional staff for less than one-half ( $\frac{1}{2}$ ) day for temporary absence without requesting approval of the Superintendent or the Board, provided, however, that these temporary absences are kept to a minimum and that the principal assumes responsibility for such absences.

Auth: 230.22, F.S.

Imple: 231.48, F.S. and SBE Regulation 6A-1.77.

##### 4.2.2. Extended Leave

Employees shall be eligible for extended leave after

three (3) or more years of continuous service. Extended leave, when granted, shall not exceed one (1) year, except that military leave shall be granted for a longer period as necessary for the completion of active duty.

Extended leave may be reviewed upon request for an additional period not to exceed one (1) year, subject to Board approval. Automatic renewal of an extended leave is not granted. It shall be the responsibility of the person on leave to request renewal. If no request for renewal is made, the employment relationships shall be terminated.

All extended leaves shall be without pay.

Auth: 230.22, F.S.

Imple: 231.48, F.S. and SBE Regulation 6A-1.80

#### 4.2.3. Military Leave

Military leave shall be granted and compensation paid in accordance with State Board Regulation 6A-1.83 and Section 115.07, Florida Statutes.

Auth: 230.22, F.S.

Imple: 115.07, F.S., and SBE Regulation 6A-1.83.

#### 4.2.4. Maternity Leave

All persons employed by the Board may be granted maternity leave not to exceed one (1) year. Such leave shall give the employee a preferred right to return without prejudice as an employee of the School Board.

When an employee knows that she is pregnant, she should

immediately notify her immediate supervisor and the Superintendent. Normally the employee is expected to take leave at least one (1) month prior to the expected time of delivery, but extenuating circumstances may prevail where recommended by the supervisor and agreed upon by both the Superintendent and the individual concerned.

When such disability results in the employee's inability to perform her daily duties, sick leave for maternity purposes shall be determined in accordance with Board policy 4.2.6, as certified by her physician's statement as to the beginning of her disability and the anticipated date of delivery.

An employee who has taken maternity leave may be re-employed as a permanent employee upon recommendation of the principal and approval of the Superintendent, but may not return to work until a doctor's certificate is presented stating that the employee is physically capable of performing her duties again. A suitable vacancy must exist for an employee who wishes to return to work during the school year in which the maternity leave is granted.

Auth: 230.22, F.S.

Imple: 231.48, F.S.

#### 4.2.5. Assignment of Employees for Temporary Duty

In certain instances employees may be assigned to be temporarily absent from their regular duties and places of employment for the purpose of performing other educational services, including participating in school

surveys, professional meetings, study courses, workshops, etc. Such assignment to temporary duty, ordinarily initiated by the District administration, shall be in conformance with State Board Regulation 6A-1.84.

Employees shall receive their regular pay and be reimbursed for expenses in accordance with Board Policy 2.4.8.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.84 and 231.42, F.S.

4.2.6. Sick Leave

Any member of the non-instructional staff who is unable to perform his daily duties because of illness or because of the illness or death of a father, mother, brother, sister, husband, wife, child, or other close relative or member of his household, and consequently has to be absent from duty, may claim sick leave. Sick leave must be taken only when necessary and must be certified by an application signed by the applicant and approved by the principal or supervisor.

A. Effective July 1, 1976, family members and close relatives, for the purposes of sick leave, shall be as defined by the Internal Revenue Service publication, Your Federal Income Tax.

Sick leave may be taken for maternity disability as provided herein and in Board Policy 4.2.4.

Effective as of July 1, 1976, sick leave for non-instructional personnel shall amount to one (1) day

for each full month of employment, to be credited at the end of the month, cumulative to forty (40) days; and may be earned at the rate of one (1) day per month until the maximum is reached. Non-instructional personnel who are granted leaves of absence may be credited with previously earned sick leave upon re-employment.

Those non-instructional personnel whose jobs cover two (2) types of work with the Osceola County School System shall be allowed one (1) day of sick leave per month.

Auth: 230.22, F.A.

Imple: 231.48, F.S.

4.2.7. Illness in Line of Duty

Any non-instructional personnel shall be entitled to illness-in-line-of-duty leave when he has to be absent from his duties because of a personal injury received in the discharge of duty or because of illness from any contagious or infectious disease contracted in school work. The amount of illness-in-line-of-duty leave available to any such employee shall be ten (10) days during any school fiscal year, provided that at the time of the illness or occurrence of the accident, the employee shall have been employed for not less than ten (10) months.

Auth: 230.22, F.S.

Imple: 231.48, F.S.

4.2.8. Annual Vacation Leave

A. Effective July 1, 1976, personnel employed on a



twelve (12) month basis may be authorized annual vacation leave. Non-instructional personnel annual vacation leave days shall be earned at the rate of one (1) day for every month of employment. The maximum number of days carried forward at the beginning of any fiscal year shall be twelve (12). A leave application shall be filed with the Superintendent showing the annual leave dates. Non-instructional personnel who are granted leaves of absence may be credited with earned accumulated annual leave upon re-employment.

Annual vacation leave time for an individual employee shall be approved by the Superintendent or his designee and scheduled so that there will be a minimum disruption of the operation of the school system.

Auth: 230.22, F.S.

Imple: 231.48, F.S.

#### 4.2.9. Personal Leave

A. Any member of the non-instructional staff employed by the Board may be absent no more than two (2) days each school year with pay for personal reasons. Such absences shall be charged only to accrued sick leave, and leave for personal reasons shall be noncumulative. Applications for such leave shall be submitted for approval, and no reason need be given by the employee for personal leave other than "personal reasons." Leave for personal reasons shall be granted in advance and shall not be granted retroactively.

B. Non-instructional personnel may be granted personal

leave without pay by the Superintendent, as follows:  
Personal leave requests of school-based employees shall have the prior approval of the principal and shall be submitted to the Superintendent at least one (1) week prior to the starting date of leave; otherwise, a person absent without leave shall be subject to dismissal. Grants of personal leave shall be reported to the Board by the Superintendent and shall be reflected in the minutes of the Board.

Auth: 230.22, F.S.                    Imple: 231.48, F.S.

#### 4.3 SEPARATION OF NON-INSTRUCTIONAL PERSONNEL

##### 4.3.1. Resignation

Termination of employment of non-instructional personnel shall require at least two (2) weeks' notice in advance of the date of termination. An exit interview shall take place prior to or at the time of receiving the last check. Termination of all benefits shall be effective as of the last official day of employment. Compensation for services rendered shall be made at the next scheduled payroll following the exit interview date.

Auth: 230.22, F.S.                    Imple: 230.23(5), F.S.

##### 4.3.2. Suspension Procedure

The Superintendent has the authority to suspend non-instructional school employees for emergency reasons, and shall notify the Board immediately of such suspension. The suspension shall be reviewed by the Board at its regular or special meeting, at which time the employee

shall be restored to duty or the Superintendent shall be authorized to serve notice on the employee of charges against him and the date and place of hearing before the Board, at which all parties shall be heard on all matters relevant to the suspension and the employee's continued employment. Upon the conclusion of the hearing, the Board shall restore the employee to duty, dismiss the employee, or otherwise adopt the recommendations of the Superintendent.

For the purpose of this policy, the term "emergency" includes, but is not necessarily limited to, any situation arising from the conduct of any Board employee for which the Board may find cause to dismiss the employee, such as immorality, intoxication while on duty, gross insubordination, willful neglect of duty, assaults upon other persons, incompetency, unjustified interruption of the orderly conduct of a school or any school activity, conviction of any crime involving moral turpitude, or other misconduct.

Auth: 230.22, F.S.

Imple: 230.23(5), F.S.

#### 4.3.3. Dismissal of Employees

Dismissal of non-instructional personnel from employment by the Board shall be as follows:

In the event an employee fails to report for duty, and is not available to submit a request for resignation, the Superintendent may, after making reasonable efforts to contact the employee, dismiss the employee and file a request for dismissal with the Board.

In the event an employee is absent without leave, the Superintendent may recommend dismissal of the employee.

If the quality of the employee's work is unsatisfactory and unacceptable, the Superintendent may recommend dismissal of the employee.

Auth: 230.22, F.S.                      Imple: 230.23(5), F.S.

4.3.4. Miscellaneous

A. Pallbearer

The Superintendent or any principal has authority to allow an employee time off to act as a pallbearer and to permit the employee to make up the time to avoid a loss of pay.

B. Jury Duty or Court Witness

An employee of the Board shall receive his regular salary less court fees while serving as a witness in any court case under the following conditions:

- (1) That the person has been subpoenaed by the court as a witness

and not a principal in the case.

- (2) That the employee shall submit a copy of the subpoena or letter from either attorney in the case to the Superintendent.

In the event that the court fee is greater than the total daily wage, a non-instructional employee may elect to take personal leave without pay in lieu of Jury Duty or Court Witness leave and the notice of such leave shall serve as prior notice.

Any non-instructional employee of the Board may be absent from his assigned duties and receive his regular salary, less any court fees, while serving as a juror in any case.

C. Workmen's Compensation

All employees of the Board are entitled to benefits of Workmen's Compensation when qualified as prescribed under Florida Law.

D. Garnishment

In every case in which an attempt is made to join the Board as garnishee, the Board

shall impose its right of exemption as an agency of the State.

E. Credit Inquiry

The Superintendent, in response to a proper request by an appropriate recognized lending institution or credit bureau, is authorized for credit purposes to give the following information:

- (1) The length of employment
- (2) The status of employment
- (3) Salary earned

In no case shall the Superintendent give, in response to such requests, any opinion as to the character of the individual concerning whom the inquiry is made.

Auth: 230.22, F.S.

Imple: 231.48, 230.23(5), Chapter 440,  
and 230.33(23), F.S.

4.4. TEACHER AIDES

It is the intent of the Board that teacher aides be used to the greatest advantage possible, consistent with the provisions of Section 231.141, Florida Statutes, and State Board Regulation 6A-1.70.

Auth: 230.22, F.S.

Imple: 231.141, F.S. and SBE Regulation 6A-1.70.





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5.0. INSTRUCTIONAL PERSONNEL

5.1. EMPLOYMENT PRACTICES

5.1.1. Recruitment, Selection and Appointment

A. Personnel Philosophy

In order to secure quality educational leadership for the children of Osceola County, the School Board expects all schools to strive to acquire teaching faculties who exemplify the following attributes:

- (1) A high degree of teaching competency.
- (2) Good physical health.
- (3) Good mental health.
- (4) Healthy social attitudes.
- (5) A high degree of dedication to doing their utmost for children.
- (6) Staunch adherence, active as well as passive, to the conviction that each child is valuable and should be treated in such a manner as to develop to the fullest degree possible his potential and talents.
- (7) A desire to cooperate and work with other personnel for the betterment of operational procedures, such as pupil discipline, building control, etc.
- (8) A profound and vital respect for the teaching profession and the nation, state and community it serves.

B. Qualifications of Instructional Personnel

- (1) A person shall be of good moral character and, when required by law, shall hold a certificate of license issued under regulations of the State Board of Education, except as provided in Section 231.02, Florida Statutes.

- (2) No person may be employed who has not reached the age of twenty (20) years, except as provided in Section 231.03, Florida Statutes.
- (3) No person shall be employed after the close of the school year following the date on which he attains seventy (70) years of age. This does not pertain to substitute or part-time teaching.
- (4) All personnel shall be certified in the area in which their major assignment is made unless the Superintendent shall have approved any exceptions and reported such to the Board. All newly appointed personnel should teach only in the areas in which they are properly certified. Any person who is holding a temporary certificate or who is teaching out of field must complete six (6) semester hours before being re-employed.
- (5) All new personnel are required to participate in the Florida Retirement System. Instructional personnel who are members of the Teachers Retirement System may continue in that system in accordance with Board Policy 5.4.1. All members of the Florida Retirement System shall also contribute to Social Security.
- (6) All personnel must complete a W-4 form to authorize proper withholding of monies for income tax purposes.
- (7) Florida Statute 876.05 requires all persons who are on the payroll of the School Board to take an oath to support the Constitution of the United States and of the State of Florida. The oath, as amended by the United States Supreme Court, is included in the Appendix to this manual.

C. Employment Procedures - Instructional

(1) Statutory - Record of Personnel

The Superintendent shall, for the purpose of improving the quality of

instructional, administrative and supervisory services, establish procedures for assessing the performance of duties and responsibilities of all instructional personnel, pursuant to subsection (2) of Section 231.29, Florida Statutes.

(2) Application Form

Application forms for instructional positions may be obtained from the Superintendent's District office. The completed application shall be given to the Superintendent or his designee.

Completed application forms submitted at the District office are classified into teaching areas, numbered and posted. The applications are made known to all principals, and any principal interested in an application may have the application or a copy of it.

(3) Responsibility of Principal

The principal shall initiate requests for employment, re-employment, promotion, or dismissal of personnel in his school. He shall aid in securing references and investigating professional qualifications of teachers to be employed. He shall not consider any applicant who cannot qualify for a Rank III or higher certificate, and he should be cautious in recommending candidates who have attained or are approaching retirement age.

A teacher's contract cannot be issued until a valid Florida certificate is received and filed with the Superintendent. The rank of the certificate may, in part, determine the base salary.

Three (3) or more official references from the most recent places of employment are required when considering an application of new personnel. The principal shall be governed by the District's personnel philosophy contained in this Chapter of Board policy.

(4) Personnel Interviews and Application Reviews

All candidates shall be personally interviewed by the Personnel Director. All candidates shall be interviewed by the principal, if possible.

When reviewing applications for employment, the Board shall evaluate all applications with the primary objective of selecting persons best suited to meet the educational needs of the children.

(5) Disposition of Applications

An applicant who has been appointed by the Board shall be notified of the appointment, and shall be given a period not to exceed fifteen (15) days to accept or reject the appointment. A record of appointments shall be spread upon the Board minutes prior to or at the time written notice is given to the applicant. If the appointment is a position of temporary or substitute employment, the record of appointment and written notice shall so state.

(6) Acceptance of Appointment

Any person employed on the basis of a WRITTEN offer of a SPECIFIC POSITION by a duly authorized agent of the Board for a stated term of service at the rate specified in the adopted salary schedule, and who accepted such offer by telegram or letter or by signing the regular contract form, shall be considered as having a legal contract, binding to both parties, and shall be subject to the provisions of Section 231.36, subsection (2), Florida Statutes, with regard to its violation.

Auth: 230.22, F.S.

Imple: 230.23(5), 231.02, 231.03, 231.031, 231.14, 231.16, 231.17, 121.051, 876.05, 231.29(2) and 231.36(2), F.S.

5.1.2. Certification of Instructional Personnel

A. General Information

It shall be the responsibility of each teacher to secure his or her teaching certificate.

Application forms may be obtained from the Superintendent's office. All certificate applications may be processed through the District contact for certification in the District office in order to receive priority attention from the Certification Division of the State Department of Education.

When there is a change in name, the name shall be changed on the certificate and the new certificate recorded in the Superintendent's office before any records may be changed. This shall be done by sending the current original certificate and the appropriate form and fee to the Certification Section, State Department of Education, Tallahassee, Florida.

Each member of the instructional staff shall file a copy of his or her certificate with the Superintendent immediately upon receipt thereof.

B. Extension of Certificates

The extension of teaching certificates

shall be made in accordance with the provisions of Section 231.24, Florida Statutes, and State Board Regulation 6A-4.05, and shall be a responsibility shared between the individual and the State Department of Education.

C. Noncertificated Instructional Personnel

In each community there are persons who possess expert skill in, or knowledge of, a particular subject or talent, but who do not hold a Florida teaching certificate. These persons constitute an invaluable community resource for the education of the pupils in that district. It is hoped that the principals and teachers of the District will utilize in an appropriate instructional capacity the services of such expert persons in the community. Such persons may serve as non-paid volunteers or as paid members of the instructional staff to render instructional service in their individual fields of specialty, but shall not be required to hold a Florida teaching certificate. Qualifications for such noncertificated instructional personnel shall include, but shall not be limited to, the following:

- (1) Health and Age -- Health and age requirements shall be the same as



those required for certificated instructional personnel.

- (2) Employment Procedures -- Employment procedures shall be the same as those followed for certificated instructional personnel, except that noncertificated instructional personnel shall not be entitled to a contract as prescribed by State Board Regulation 6A-1.64(1).
- (3) Personnel Records -- The District personnel records shall contain information considered necessary by the Board to establish the specialty of the individual, and a statement of the instructional duties assigned to and performed by each person.
- (4) Salary -- Persons possessing skills in a certain job or teaching area which are considered equivalent to Rank III standard certification shall be paid in accordance with the Board-approved Adult Education salary schedule and equal to a Rank III teacher with zero (0) years' experience. Persons whose qualifications do not warrant Rank III standard certification shall be paid at the Rank IV hourly rate as provided in the Board-approved salary schedule.

Persons, certificated and non-certificated, being paid from the Board-approved Adult Education salary schedule are not entitled to the fringe benefits that the Board provided for its other employees.

- (5) Assignment, Suspension and Dismissal -- Procedures for the assignment, suspension and dismissal of noncertificated instructional personnel shall be the same as those for certificated personnel. Such procedures shall be provided in writing to each employee at the time of employment.
- (6) Assessment of Performance -- Procedures for assessing the performance of duties and responsibilities of all noncertificated instructional personnel shall be developed by the Superintendent to ensure that each person adequately performs the duties assigned.
- (7) Pupil Welfare -- Each noncertificated instructional person who at any time

is expected to assume responsibility for the health, safety, and welfare of pupils, shall possess, in advance of assuming the responsibility, a clear understanding of State and District rules, policies, and regulations relevant to instructional responsibilities. When assigned duties require knowledge of rules, regulations or policies of a special nature, the person occupying a supervisory position is responsible to ascertain that the instructor possesses, in advance of assuming the duties, the necessary knowledge to perform such duties in a proper and reasonable manner.

- (8) Instructional Practices and Policies -- Each noncertificated instructional person who at any time is expected to assume responsibility for promoting pupil learning shall possess, in advance of assuming this responsibility, a clear understanding of all State and District instructional practices and policies relevant to instructional responsibilities.
- (9) Noncertificated personnel shall not be employed to teach for more than 160 clock hours during any fiscal school year.
- (10) A noncertificated person employed pursuant to this section shall be accorded the same protection of the laws as that accorded the certificated teacher.

Auth: 230.22, F.S.

Imple: 231.14 and 231.13, F.S.; and SBE Regulations 6A-1.501, 6A-1.64, 6A-4.05 and 6A1.502.

#### 5.1.3. Health Certificate

All employees of the School Board shall have a tuberculin skin test or, at their own expense, a chest X-ray at the beginning of each school year or within thirty (30) days

after employment begins.

Auth: 230.22, F.S.

Imple: 230.22(3), F.S.

5.1.4. Assignments and Transfers

The School Board shall act on recommendations of the Superintendent regarding transfer and promotion of any employee. Assignments shall be based on the qualifications of personnel and the requirements of positions, and shall be made in accordance with Section 230.23, subsection (5)(f) and Section 230.33, subsection (7)(g), Florida Statutes.

Auth: 230.22, F.S.

Imple: 230.23(5)(f) and 230.33(7)(g), F.S.

5.1.5. Contracts

A. Annual Contracts

The School Board shall issue contracts to all instructional personnel in accordance with Section 230.33, subsection (5)(c), Florida Statutes. Florida law provides that the Board cannot pay salary to a regular instructional employee unless it has a contract with him. Further, the Board cannot enter into a contract with the prospective employee until he has a valid Florida certificate to teach. However, if an application for a certificate has been filed through the District contact for certification, with the necessary attachments, a contract may be issued on

the basis of a State Department of Education number assignment on the SDE Official Receipt and Acknowledgement form on the status report sent to the District contact person each month. If, after the second pay period since employment began, a valid certificate is not presented to the District office, further checks may be withheld.

B. Continuing Contracts

(1) A continuing contract is a contract for teaching service (as defined below), issued under the provisions of Section 231.36, Florida Statutes, entitling the holder the continuing employment without annual appointment.

(2) In accordance with the provisions of Section 231.36, Florida Statutes, each member of the instructional staff who is properly certificated, has completed three (3) years of service in Osceola County, has been reappointed in the District for the fourth (4th) year, and has been recommended by the Superintendent for a continuing contract based on successful performance of duties and demonstration of professional competence, shall be entitled to and shall be issued a continuing contract; provided,

If the Board prescribes that the period of probationary service shall be extended to four (4) years, and if such extension is agreed to in writing by the employee, such employee shall be entitled to a continuing contract following reappointment in Osceola County for the fifth (5th) successive year.

(3) With respect to continuous service for purposes of continuing contracts, service for a fractional part of a year shall be recognized as a year

continuous with immediately preceding and succeeding years, providing teaching service (as defined below) was actually performed for more than half of the normal contractual period of service for the position held, which period shall be ten (10) months or longer, and provided that absence from duty after the date of beginning service that year was covered by leave duly authorized and granted. No more, or no less, than one (1) year of teaching service may be recognized on the basis of service rendered during a single fiscal year.

- (4) In the event that continuous service is performed in more than one (1) position or capacity, the continuing contract to be granted following re-appointment, as above provided, may be in the position or capacity held at the beginning of such three (3) year period.

C. Choosing Between Personnel on Continuing Contract

Should the Board have to reduce personnel due to consolidation, the criteria for determining which personnel on continuing contract shall remain shall be based on the conditions set forth in Section 231.36, subsection (5), Florida Statutes, and the Board shall follow those procedures set forth in Board Policy 10.1.

D. Return to Annual Contract Status

Any member of the instructional staff who is under continuing contract may be dismissed or may be returned to annual contract status only after a due process

hearing as prescribed in Board Policy 10.2.

Auth: 230.22, F.S.

Imple: 230.33(5)(c), 231.36(3) - (5); 120.53(1), 120.57  
- 120.59, and 230.22(2), F.S.

5.1.6. Suspension and Dismissal

Suspension and dismissal of instructional personnel shall be conducted in accordance with the procedures contained in Board Policy 10.3, except that the Superintendent may suspend members of the instructional staff in an emergency in accordance with the provisions of Section 230.33, subsection (7)(h), Florida Statutes.

Auth: 230.22, F.S.

Imple: 230.33(7)(h), 120.53(1), 120.57 - 120.59,  
231.085(2), and 231.36(6), F.S.

5.1.7. Resignations and Terminations

A. Resignation

All instructional personnel requesting to be released from their contract shall submit a letter in writing, giving reason and effective date, to their immediate supervisor, who shall forward the letter with a recommendation to the Superintendent for Board consideration. Resignations made prior to May 1, for the next school year, must be accepted.

B. Release from Contract

Any person who shall violate the terms of

his contract by leaving his position without first being released from his contract by the Board shall be reported to the Professional Practices Commission. The Board shall take official action on such violation and furnish a copy of the proceedings to the certification section of the State Department of Education, in accordance with Section 231.36, subsection (2), Florida Statutes.

C. Release from Appointment

The Board shall not feel obligated to release an employee from contractual obligations unless sufficient notice is given for appointment of a replacement. Moreover, such release shall not be made if it shall be to the detriment of the school and the educational welfare of the children.

Auth: 230.22, F.S.

Imple: 231.36(2), F.S.

5.1.8. Personnel Files

A complete statement of the academic preparation, professional training and teaching experience of each person to whom a certificate is issued, shall be furnished by the applicant or the Superintendent, on forms furnished by the Department of Education.

For the purpose of improving the quality of instructional, administrative and supervisory services in the public schools of the State, the Superintendent shall establish procedures for assessing the performance of duties and responsibilities of all instructional personnel employed in the District and for the proper recordkeeping of the same.

An annual evaluation of each teacher shall also be prepared as prescribed by the Superintendent, and made available for inspection by the School Board, the Superintendent, the principal, the teacher and such other persons as the teacher or the Superintendent may authorize in writing in accordance with Section 231.29, subsections (2) and (3), Florida Statutes.

Auth: 230.22, F.S.

Imple: 231.29(2) and (3), F.S.

5.1.9. Substitute Teachers

When certified teachers are not available, emergency noncertificated teachers and teachers holding a substitute teaching certificate may be employed by the Superintendent. The Board is also authorized to contract with properly certified personnel in order to provide teachers in an emergency when the regular teacher is unable to perform assigned duties. The conditions of such contracts shall be the



same as those of the contracts issued to regular instructional personnel, except that compensation shall be earned by the holders of such contracts only for the days during which services are actually rendered. The compensation for such employees shall be computed at the same daily rate that would be allowed to full time employees with the same qualifications and status.

The Superintendent shall annually compile a list of persons who may be called upon for substitute teaching. Such list shall be approved by the Board prior to the rendering of teaching services.

Auth: 230.22, F.S.

Imple: 231.47, F.S., and SBE Regulation 6A-1.54.

## 5.2. EMPLOYMENT CONDITIONS

### 5.2.1. Time Schedule - School Day, Week and Year

Instructional personnel are required to work each school year not less than 196 days of service, excluding Sundays and holidays, which shall include at least 180 actual teaching days, or the equivalent on an hourly basis, as specified by Section 236.02, subsection (3), Florida Statutes, and State Board Regulation 6A-1.451(3).

All members of the faculty are responsible

for the supervision of the students during school hours regardless of specific scheduled assignment. Teachers desiring to leave the campus between the time school starts and the end of the school day for students shall obtain permission from the principal.

Each principal shall have the authority to release members of his staff for less than one-half ( $\frac{1}{2}$ ) day for temporary absence without requesting approval of the Superintendent or Board, provided, however, that these temporary absences are kept to a minimum and that the principal assumes responsibility for such absences. In cases where other staff members are able to conduct the class of the excused teacher and a substitute is not required, it shall not be necessary to charge the excused teacher with personal or sick leave; however, if personal leave is charged, the Superintendent shall be consulted. Each principal shall keep a record of such temporary absences, the time involved, and the reason for each absence.

All schools shall maintain regularly scheduled school hours. In no case shall school be dismissed for a sports event or any other activity at an hour other than the scheduled time

for dismissal without prior approval of the Superintendent. Exceptions may be made by the principal in case of emergencies where the safety and welfare of the students are in jeopardy.

The principal of each school shall design a working schedule which will best serve the needs of the community and which shall be approved by the Superintendent and coordinated with the operation of the transportation system.

Auth: 230.22, F.S.

Imple: 236.02(3), 230.33(7)(i), and 231.085(5), F.S.

#### 5.2.2. Vacations and Holidays

##### A. Twelve (12) Month Personnel

Instructional personnel who are employed on a twelve (12) month contract may accumulate vacation as follows:

- (1) One (1) day for each month of service or twelve (12) days per year for those employed by the Board less than five (5) years.
- (2) One and one-quarter (1½) days per month of service or fifteen (15) days per year for those employed five (5) years or more by the Board.
- (3) The maximum number of vacation days which can be carried forward at the beginning of the fiscal years shall be twenty (20) days.
- (4) There shall be no accumulation from year to year until after three (3) years of continuous service in the District. At the end of the third (3rd) year of service, unused vacation time earned during the third (3rd) year shall be carried forward

to the next fiscal year, and thereafter unused vacation time shall be accumulated, subject to the limitation in subparagraph (3) of this paragraph.

- (5) Vacation shall not be taken until it is earned.
- (6) The Christmas vacation period, other than legal holidays during this period, shall be a part of the vacation period, unless the employee is actually on duty.
- (7) Vacation time shall be scheduled with the approval of the Superintendent so that there will be a minimum of disruption in the operation of the school system.

B. Eleven (11) Month Personnel

- (1) Instructional personnel contracted by the School Board for eleven (11) months service time shall be employed from August 1 through June 30 of the fiscal year and shall observe the same work schedule as twelve (12) month personnel.
- (2) Eleven (11) month personnel shall be entitled to observe the same holiday schedule as twelve (12) month personnel during the time employed.
- (3) Vacation days for eleven (11) month personnel shall be earned at the rate of one (1) day per month of service for a total of eleven (11) days per contract period. No more than ten (10) days vacation can be carried forward at the beginning of a new contract period.
- (4) There shall be no accumulation from year to year until after three (3) years of continuous service in the Osceola County School System.
- (5) Vacation is not to be taken until it is earned.
- (6) The Christmas vacation period, other than legal holidays during this period, shall be a part of the vacation period, unless the employee is actually on duty.
- (7) Vacation time shall be scheduled with the approval of the Superintendent so

that there will be a minimum of disruption in the operation of the school system.

Auth: 230.22, F.S.

Imple: 231.39 and 236.02(3), F.S.; and SBE Regulations 6A-1.75 and 6A-1.82.

5.2.3. Temporary Duty Assignment of Employees

When mutually agreed upon, employees may be assigned to be temporarily absent from their regular duties and places of employment for the purpose of performing other educational services, including participation in school surveys, professional meetings, study courses, workshops, etc. Such assignment to temporary duty shall ordinarily be initiated by the District administration, but an employee may request assignment to temporary duty, subject to approval by the Superintendent. Employees shall receive their regular pay and may be allowed expenses as provided in Board Policy 2.4.8. Such temporary duty shall be considered equal to the regular duties of the individual, and employees performing such assigned temporary duties shall not be considered to be on leave. Employees may not be assigned for temporary duty for the purpose of earning college credits, improving rank or renewing certificates, except when participating in a staff development program approved by the

Board.

Auth: 230.22, F.S.

Imple: 231.42, F.S., and SBE Regulation 6A-1.84.

5.2.4. Professional Organizations

The respective schools shall be permitted to send delegates to annual state professional organization meetings. The number of delegates may be allocated by the executive secretary of each organization, but delegates shall be granted professional leave to attend, and compensation therefor, during the school year only upon recommendation of the Superintendent, with approval by the Board.

Auth: 230.22, F.S.

Imple: 231.42, F.S.

5.2.5. Wearing Apparel

Teachers' dress shall be dignified, non-disruptive and in good taste. The Superintendent may direct any teacher whose wearing apparel, in the Superintendent's opinion, violates this policy, to change into suitable clothing. If the teacher refuses to do so, the Superintendent may suspend the teacher until the teacher complies with the Superintendent's request. Such suspensions shall be pursuant to Section 231.36, subsection (6), Florida Statutes.

Auth: 230.22, F.S.

Imple: 231.09(2), 231.36(6), 120.53(1), 120.57 - 120.59, 230.33(7)(h), and 231.085(2), F.S.

5.2.6. Jury Duty or Court Witness

An instructional employee of the Board shall receive his regular salary less court fees while serving as witness in any court case under the following conditions:

- A. That the person has been subpoenaed by the court as a witness and not a principal in the case.
- B. That the employee shall submit a copy of the subpoena or letter from either attorney in the case to the Superintendent.

Any employee of the Board may be absent from assigned duties and shall receive his regular salary less any court fees while serving as a juror in any court case. Instructional personnel sometimes are excused from jury duty. If notice of jury assignment is received, the principal shall be notified immediately. If the employee desires to be excused, he or she may request such from the presiding judge, and the Superintendent may endorse the request.

Auth: 230.22, F.S.                      Imple: 231.39, F.S.

5.2.7. Pallbearer

The head of a department or a principal has the authority to allow any member of the instructional staff to act as a pallbearer.

Auth: 230.22, F.S.                      Imple: 231.085, F.S.

5.2.8. Tutoring

No member of the instructional staff shall receive compensation for tutoring any pupil enrolled in his or her class. Teachers who receive compensation for tutoring shall not use public school facilities for such purpose.

Auth: 230.22, F.S.

Imple: 232.02, F.S., and SBE Regulation 6A-1.951.

5.2.9. Residence

Teachers employed by the Board are encouraged but not required to live in Osceola County. Living out of the county does not exempt the member in any way from his prescribed duties.

Auth: 230.22, F.S.

Imple: 231.09, F.S.

5.2.10. Inter-school and Intra-school Visitation

A member of a school's instructional staff may be recommended by the principal and Director of In-service Education for a maximum of two (2) days of visitation per year for the purpose of improving instruction. The teacher shall make necessary arrangements with the school to be visited. Under no condition shall a teacher visit another school unless the visit has been prearranged and provided, further, that the teacher, upon arrival to the host school, reports first to the office of the principal. Application should be made according to provisions of the Master In-



service Plan, a copy of which shall be available in each school library.

Auth: 230.22, F.S.                      Imple: 231.601(4)(c), F.S.

5.2.11. Children of Employees

Employees shall make arrangements for their children away from the employee's place of employment at times other than the student school day.

Auth: 230.22, F.S.                      Imple: 230.23(5), F.S.

5.3. LEAVES OF ABSENCE

During the school year, when it is necessary to be absent from duty, any member of the instructional staff may secure leave of absence as prescribed by law, pursuant to policies of the Board. Any such leave shall be classified as one of the following:

- A. Illness-in-line-of-duty leave
- B. Maternity leave
- C. Military leave
- D. Personal leave
- E. Professional leave
- F. Extended professional leave
- G. Sick leave

Auth: 230.22, F.S.

Imple: 231.39 - 231.43, F.S., and SBE Regulations 6A-1.76, 6A-1.77.

5.3.1. Authority for Leave

The granting of leaves shall be at the discretion of the Board. However, the Superintendent

may grant leaves according to Board policy, with the exception of leave for which expenses are requested, and extended professional leave, which shall be subject to Board approval. When leave is granted, it shall be with or without pay as provided by law and Board policy, and shall be allowed only when the operation of schools is protected against undue interruption because of the absence of personnel.

Auth: 230.22, F.S.

Imple: 231.39 - 231.43, F.S., and SBE Regulation 6A-1.76.

5.3.2. Advance Granting of Leave

Leaves shall be officially granted in advance and shall not be granted retroactively, provided that leaves for sickness or other emergencies may be deemed to be granted in advance if prompt reporting is made to the proper authority.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.76 and 231.39, F.S.

5.3.3. Purpose Specified

Leave granted on the request of an employee shall be for a particular purpose or cause which shall be set forth in a written application. The Board reserves the right to determine that the leave is used for the purpose or cause set forth in the application. If not so used, as specified, the leave approval is subject to cancellation by the

Board.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.79 and 231.39, F.S.

5.3.4. Records of Absence

The principal of each school shall see that records of leave are kept and submitted to the Superintendent at least once a month on forms prescribed for that purpose in accordance with Section 231.45, Florida Statutes. The Superintendent shall keep complete records of all instructional personnel with regard to absences, and shall advise with the Board concerning the disposition of any claims for payment of benefits as provided herein.

The Board shall provide, through the Office of the Superintendent, all forms necessary for the application for and records of leaves of absence.

Auth: 230.22, F.S.

Imple: 231.45 and 231.46, F.S.; and SBE Regulation 6A-1.77.

5.3.5. Illness-in-Line-of-Duty Leave

Any member of the instructional staff shall be entitled to a maximum of ten (10) additional days per school year of "illness-in-line-of-duty leave" when absence from his duties is necessary because of personal in-

jury received in the discharge of duty or because of illness from a contagious or infectious disease determined to have been contracted in school work. Requirements for leave so claimed are found in Section 231.41, Florida Statutes.

Auth: 230.22, F.S.

Imple: 231.41, F.S.

5.3.6. Maternity Leave

A. Instructional personnel may be granted maternity leave without pay, not to exceed one (1) year. Such leave shall give the employee a preferred right to return without prejudice as an employee of the Board.

When an employee knows she is pregnant, she should immediately notify the Superintendent. Normally, instructional personnel are expected to take leave at least one (1) month prior to the expected time of delivery; however, such leave may commence on a date determined by the teacher in consultation with her doctor following notification of the Superintendent in writing.

B. Sick leave may be granted for maternity disability in lieu of maternity leave, to the extent of an employee's eligi-

bility for sick leave, at the option of the employee. Such sick leave for maternity disability shall be defined as the inability of an employee to perform her daily duties. When disability results in the employee's inability to perform her daily duties, sick leave for maternity purposes shall be determined in accordance with Board Policy 5.3.10, as certified by her physician's statement as to the beginning of her disability and the anticipated date of delivery.

An employee who has taken maternity leave may be re-employed as a permanent employee, but may not return to work until a doctor's certificate is presented stating that the employee is physically capable of performing her duties again. A comparable vacancy must exist in order for an employee to be re-employed during the school year in which the maternity leave is granted.

- C. Instructional personnel to whom maternity leave is granted may be reassigned to the position held at the time of withdrawal (if available), or to a similar position, upon recommendation to a specific vacancy by the principal.

Auth: 230.22, F.S.

Imple: 231.39(3) and 231.40, F.S.

5.3.7. Military Leave

Military leave shall be granted without pay, except as provided in Section 115.07, Florida Statutes, to employees who are required to serve in the Armed Forces of the United States or of this State in fulfillment of obligations incurred under Selective Service laws or because of membership in reserves of the Armed Forces or National Guard. At the termination of this service, employees must make application for re-employment within six (6) months to reassign the employee to duty in the school system. Military leave shall not be counted as years of service toward a continuing contract.

Leave may be granted at the discretion of the Board without pay to an employee volunteering for military duty.

Auth: 230.22, F.S.

Imple: 231.39(2) and 115.07, F.S.

5.3.8. Personal Leave

A. A member of the instructional staff may be absent no more than two (2) days each school year with pay for personal reasons. Such absences shall be charged only to accrued sick leave, and leave for personal reasons shall be noncumulative. Applications for such leave shall be

submitted for approval and no reason need be given for personal leave by the employee other than "personal reasons." Leave for personal reasons shall be granted in advance and shall not be granted retroactively.

- B. Instructional personnel may be granted personal leave without pay by the Superintendent, as follows:

Personal leave requests of school-based employees shall have the prior approval of the principal and shall be submitted to the Superintendent at least one (1) week prior to the starting date of leave; otherwise, a person absent without leave is subject to dismissal. Grants of personal leave shall be reported to the Board by the Superintendent and shall be reflected in the minutes of the Board.

Auth: 230.22, F.S.

Imple: 231.43, F.S.

- 5.3.9. Professional Leave/Extended Professional Leave  
Professional leave is defined as leave granted to a member of the instructional staff to engage in activities which will result in his professional benefit and advancement, including earning of college credits and degrees, or that will contribute to the profession of teaching. Extended professional leave is

such leave extending for more than thirty (30) consecutive days. Professional leave or extended professional leave ordinarily will be initiated by the employee and will be primarily for his benefit, or that of the teaching profession, and only incidentally for the benefit of the School Board.

The School Board may grant any member of the instructional staff three (3) consecutive weeks professional leave during any fiscal year with compensation when school is not in session. Professional leave shall be cumulative for not more than two (2) years and shall receive the prior approval of the Superintendent.

Extended professional leave granted to teachers on annual contract shall be granted without promise of re-employment. A person on continuing contract to whom an extended professional leave is granted shall, following termination of such leave, be reassigned to the position held at the time of withdrawal (if available), or to a similar position, provided any is available and provided further that the reassignment to an instructional position shall be made effective only at the beginning of a school year.



No extended professional leave shall be granted beyond one (1) year. Automatic renewal of an extended professional leave shall not be granted, but such leave may be approved by the Board, upon request, for an additional period not to exceed one (1) year. It shall be the responsibility of the person on leave to make such request. If no request for renewal is made, and the employee fails to return to duty, the employment relationship shall be terminated.

Extended professional leave shall be without pay, except that partial compensation may be paid only to personnel who have been employed for three (3) or more consecutive years by the Board and are eligible for extended professional leave for a period of one (1) full year or who have had professional leave approved for additional study for staff development.

Auth: 230.22, F.S.            Imple: 231.39(1), F.S.

5.3.10. Sick Leave

Each member of the instructional staff employed on a full-time basis shall be entitled to four (4) days of sick leave as of the first (1st) day of employment of each contract year, and shall thereafter earn one (1) day of sick

leave for each month of employment, which shall be credited to the member at the end of that month and which shall not be used prior to the time it is earned and credited to the member. However, the member shall be entitled to earn no more than one (1) day of sick leave times the number of months of employment during the year of employment. Such leave shall be taken only when necessary because of sickness, as herein prescribed. Such sick leave shall be cumulative from year to year. There shall be no limit on the number of days of sick leave a member of the instructional staff may accrue, except that at least one-half ( $\frac{1}{2}$ ) of this cumulative leave must be established within the district granting such leave.

Any member of the instructional staff, employed on a full-time basis, who is unable to perform his duty because of personal illness, or because of the illness or death of father, mother, brother, sister, husband, wife, child or other close relative or member of his own family (as defined by the Internal Revenue Service publication, Your Federal Income Tax) and consequently has to be absent from his work, shall be granted leave of absence for sickness by the Superintendent or by someone designated in

writing by him to do so, as provided in Section 231.40, Florida Statutes. Sick leave may be taken for maternity disability as provided herein and in Board Policy 5.3.6. Absence because of illness beyond accumulated sick leave is considered personal leave without pay.

Compensation for unused sick leave at the time of retirement shall be in accordance with Board Policy 2.4.3H

Auth: 230.22, F.S.

Imple: 231.39 and 231.40(1)(a), F.S.

5.3.11. Unauthorized Leave

All absence of Board employees from duty for good reason shall be covered by leave duly authorized. Any employee willfully absent from duty without leave shall forfeit compensation for the time of such absence and shall be subject to discharge and forfeiture of tenure and all other rights and privileges provided by law. If an employee granted leave fails to return to duty at the termination of leave, his employment shall be subject to cancellation by the School Board.

Auth: 230.22, F.S.

Imple: 231.44, F.S., and SBE Regulation 6A-1.77.

## 5.4. BENEFITS AND DUTIES

### 5.4.1. Retirement

All new school employees must participate in the Florida Retirement System (FRS) as a condition of employment.

Instructional personnel on the Teachers Retirement System (TRS) prior to December 1, 1970, may continue in the Teachers Retirement System, provided there has been no break in continuity of service. Teachers in question should check with the Personnel Department or with the Retirement System as to their status. Contributions by members of the TRS shall be as outlined in Section 238.11, Florida Statutes.

Auth: 230.22, F.S.

Imple: 238.05(1)(b), 121.051, and 238.11, F.S.

### 5.4.2. Social Security

Social Security is required of every member of the Florida Retirement System.

Auth: 230.22, F.S.

Imple: 121.05(3), F.S.

### 5.4.3. Legal Duties

Instructional personnel shall be subject to the rules and regulations of the State Board, Section 231.09, Florida Statutes, and to those policies of the School Board contained herein in the performance of their duties.

Auth: 230.22, F.S.

Imple: 231.09, F.S.

5.4.4. Professional Duties

A. Co-Curricular Responsibilities

Each member of the instructional staff, acting under the guidance of the principal, shall carry, regardless of class load assignment, his or her fair share of the total concerns of the school including in-service training, faculty meetings, policymaking, noon activity duty, committee assignments and such other duties and responsibility as are necessary to make the school function as a total unified entity; provided, however, that additional duties and responsibilities as described herein shall be subject to the provisions of any collective bargaining agreement entered into between the Board and members of the instructional staff.

B. Faculty Meetings

Each principal shall hold regular faculty meetings and may hold such special faculty meetings as may be considered necessary.

No teacher shall be absent from a faculty meeting without the principal's prior approval. Faculties shall consider among other items the following matters:

- (1) Administrative problems and procedures

- (2) School policies
- (3) Professional study for improvement
- (4) Involvement in total curriculum
- (5) Youth guidance

C. Field Trips

Teachers planning field trips shall:

- (1) Schedule each trip with the school principal, specifying the destination, the method of transportation, and the period of absence from school.
- (2) Complete all necessary arrangements with the organization, firm, or owner of the property to be visited.
- (3) Obtain from parents of all pupils who are to participate in a field trip written permission, on the District form, for their children to be away from school during the time required for the trip and to participate in the planned activity.
- (4) Food Service shall be notified in advance of any trips interrupting normal lunch periods. (Refer to Chapter VIII, Section B, subsection (3)(g) and (h) of County policy.)

School buses may be used for school activity trips for which approval has been obtained from the Superintendent, as provided in Policy 3.1.1.

Auth: 230.22, F.S.

Imple: 231.085 and 231.09, F.S.

5.4.5. School Registers

It shall be the responsibility of the principal and teachers to keep accurate and neat records in the teachers' registers. These shall be sub-

mitted to the County office at the close of each school year.

No names and addresses of students shall be released to any company, corporation, or individual without written approval by the School Board, except as provided in Policy 3.4.

Auth: 230.22, F.S.

Imple: 231.085(3) and 231.09(7), F.S.

5.4.6. Lesson Plans

Each teacher shall follow a regular system of unit and lesson planning. The practice of merely giving text and workbook pages shall be considered inadequate. The principal shall assist his teachers in the development of satisfactory unit and lesson plans to ensure an adequate instructional program.

Auth: 230.22, F.S.

Imple: 231.09(1), F.S.







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6.0 STUDENT SERVICES

6.1. STUDENT SERVICES

Student Services is an organized, cooperative team effort of professional and instructional personnel, designed for the purpose of meeting student needs. It shall be the responsibility of the Student Services Team to help students achieve their goals, cope with their concerns, and develop positive and healthy self-concepts.

The Student Services Team shall share the responsibility with the home and community in given professional aid to students in all areas of development, particularly in helping them acquire the minimum skills necessary to function effectively and meet the challenges of today's society. The following services shall be among those provided:

Auth: 230.22, F.S.                      Imple: 230.2313, F.S.

6.1.1. Guidance and Counseling

Each elementary, middle, and high school in Osceola County will be provided guidance services. Details of this phase of student services are to be found in the Osceola County Guidance Manual for Guidance and Counseling Services.

Auth: 230.22, F.S.

Imple: 230.2313(3)(a) and 233.066(2), F.S.

6.1.2. Placement and Follow-up

Follow-up studies may be conducted which will include:

- A. All students graduating or leaving the public school system, including area vocational-technical centers;  
or
- B. A statistically valid random sample of all students graduating or leaving the public school system, including area vocational-technical centers, which random sample shall be stratified to reflect the appropriate vocational programs of such students.

Auth: 239.67(2), F.S.; 230.22, F.S.

Imple: 230.2313(3)(d), F.S., and SBE Regulation 6A-6.71(4).

6.1.3. Attendance Services

Attendance services shall be provided when a child misses five (5) continuous days of school and the school is unable to find out the reason, ten (10) days within a grading period, or five (5) days of truancy or unexcused absence. In cases of numerous proven truanancies, referrals shall be made to the Division of Family Services and treated as "habitual" truancy under Section 232.19, Florida Statutes, and the attendance clerk shall file with the Circuit Court a complaint alleging the facts of each case as provided in

Section 232.19, Florida Statutes.

Auth: 230.22, F.S.

Imple: 230.2313(3)(c), 232.01, 232.09, 232.17  
and 232.19, F.S.

6.1.4. Psychological Services

The responsibilities of the school psychologist working in Student Services shall include:

- A. Counseling the disruptive student;
- B. Testing students for early school admission;
- C. Conferring with teachers, counselors, parents, and other personnel concerning referrals;
- D. Observing referred students' classroom behavior; and
- E. Providing psychological evaluation(s).

Auth: 230.22, F.S.      Imple: 230.2313(3)(b), F.S.

6.1.5. Testing and Research

The Osceola County testing program shall be coordinated by Student Services. Students shall receive achievement, vocational interest, and aptitude tests.

Auth: 230.22, F.S.      Imple: 230.2313, F.S.

6.1.6. Health Services

Health services shall be provided at each school.

The registered nurse shall have a schedule of regular visits to the schools and shall train and supervise a health aide in each school. A checklist of skills shall be used by the nurse to determine when the aides have developed needed skills. Records relating to health and

immunizations shall be kept up to date by the health aide. The registered nurse shall also handle referrals to Student Services of suspected health disabilities.

Auth: 230.22, F.F.                    Imple: 402.32(5), F.S.

6.1.7. Working with Community and Governmental Agencies

Student Services shall work closely and cooperatively with out-of-school community and governmental agencies in an attempt to meet the needs of students in the community. Student Services shall be fully explained so that the community may understand and take full advantage of available services. School personnel shall be given a listing of all community and governmental agencies, their contact people and responsibilities. Student Services shall act as liaison between the school system and these agencies.

Auth: 230.22, F.S.                    Imple: 230.23(12), F.S.

6.2. SCHOOL ATTENDANCE AND ADMISSION

6.2.1. School Attendance

A. General Requirements

All children who have attained the age of seven (7) years or who will be seven (7) years of age by February 1st of any school year, or who are older than seven (7) years of age but have not attained the age of sixteen (16) years, are required to attend school regularly during the entire school year except as provided

in Section 232.01(1)(c), Florida Statutes.

B. Early Completion

A child who attains the age of sixteen (16) years during the school year shall not be required to attend school beyond his sixteenth (16th) birthday.

The School Board shall administer equivalency examinations upon request to any person above the age of sixteen (16), and may offer the examination to students between the ages of fourteen (14) and sixteen (16) with parental consent.

Each candidate who successfully passes the examination shall be awarded a high school equivalency diploma by the Department of Education. Any candidate under sixteen (16) years of age awarded an equivalency diploma shall be automatically exempt from the compulsory attendance requirements of Section 232.01, Florida Statutes.

C. Certification of Exemption

Children within the compulsory attendance age limits who hold valid certificates of exemption issued by the Superintendent in accordance with Section 232.06, Florida Statutes, shall be exempt from attending

school. A certificate of exemption shall cease to be valid at the end of the school year in which it is issued.

D. Responsibility for Attendance

Each parent of a child within the compulsory attendance age shall be responsible for such child's school attendance as required by Section 232.09, Florida Statutes.

Whenever a child of compulsory attendance age is absent without the permission of the person in charge of the school, the parent of the child shall report and explain the cause of such absence to the teacher or principal of the school, as provided in Section 232.10, Florida Statutes.

The Superintendent may delegate the enforcement of compulsory school attendance and child welfare, as provided in Section 232.16, Florida Statutes, to attendance assistants.

E. Place of Enrollment

Parents shall enroll their child in the appropriate grade level school within the attendance area as established by the Board. Parents who wish to enroll their child in a school outside of their



attendance area may request such assignment in writing to the Superintendent, giving reasons for the request. This permission shall be granted on an annual basis.

F. Married Students

Students who are married, unmarried students who are pregnant, and students who have had children out of wedlock shall not be prohibited from regular school attendance and instruction, as provided in Section 232.01, subsection (1)(c)2, Florida Statutes. The Superintendent may assign the individual student, upon the student's written expression of his or her desire to continue studying, to a school program recommended by a review committee of not less than three (3) nor more than five (5) appointed by the Superintendent.

The Superintendent may, at his discretion, appoint a different committee for each case. Should further deliberations become necessary concerning the student's program, an appeal may be made by the student directly to the Board.

G. Out-of-County Admissions

Out-of-county students enrolled in Osceola County schools on September 7, 1971, shall be permitted to continue their

education in Osceola County. Any student requesting admission thereafter shall be advised to enroll in the district in which he resides unless admitted by Board action in which written agreements are made annually with the Board of the district in which the student resides, as provided in Section 230.23, subsection (4) (d), Florida Statutes.

H. Attendance for Credit

A student shall complete a semester's work in order to be promoted or to receive credit for the semester's work. Students who complete the semester's work, except taking the final examinations, may, at the discretion of the principal, arrange to take the examinations prior to the opening of the next succeeding school year.

Students who enroll in school or class late, but prior to the end of the first school month (20 days), may be allowed to make up the class work in order to receive full semester credit. If a student enrolls after the end of the first school month, he shall present evidence of grades earned in another school during

the time of attendance in the first school month.

Students who transfer from another district to an Osceola County school shall enroll within thirty (30) days from the date of withdrawal and comply with provisions of the above paragraph in order to earn full credit for the semester's work. However, in cases of illness or other instances of extreme circumstances rendering the student's attendance impossible, the school may make exception to the 30-day enrollment limitation with the approval of the principal.

A student shall have been enrolled in school at least one-half ( $\frac{1}{2}$ ) of a grading period to receive a report card. If a student withdraws and does not qualify for a report card under this provision, he shall be issued a statement of Academic Achievement.

I. Reporting Procedures

It shall be the responsibility of the principal and the teacher to encourage regularity of attendance and punctuality, and to check student attendance as prescribed below.

The principal shall be responsible for the administration of attendance policies and procedures and for the accurate reporting of attendance in the school under his direction.

All officials, teachers and other employees shall keep records and shall prepare and submit all reports that may be required by law and State Board Regulation 6A-1.44. The enrollment register shall be open for inspection of the Superintendent or District attendance officer and shall show the absence or attendance of each child enrolled for each school day. Violation of this provision is a misdemeanor as prescribed in Section 232.021, Florida Statutes.

Attendance checks shall be made as early in the day as practicable. All absences, whether "excused," "permitted," or "unexcused," shall be entered upon the attendance register as "absent."

Attendance services shall be provided where deemed necessary by school personnel in accordance with Board Policy 6.1.3.

J. FTE Reporting

Reporting of attendance for the purpose of determining full-time-equivalent stu-

dents shall be made in accordance with the provisions of Section 236.013, Florida Statutes, and State Board Regulation 6A-1.451.

K. Excused Absences

Absences shall be excused for the following reasons:

- (1) Illness or injury of the student.
- (2) Illness, injury or death in the immediate family of the student.

If there is a reasonable doubt concerning the illness claimed, the principal shall be authorized to require a statement from an accepted medical authority. Failure to comply with this requirement shall result in the absence being "unexcused."

In cases of excused absences, the students shall be allowed to make up the work and teachers of the students shall give every reasonable assistance.

Make-up work shall be completed during a period of time equal to at least twice the time for which the absence is excused, unless otherwise authorized by the teacher.

L. Permitted Absences

"Permitted" absences may be granted.

Such absences shall be the direct responsibility of the principal only, who

shall determine each individual case. "Permitted" absences shall be treated in the same manner as "excused" absences except that the student shall assume complete responsibility for the make-up work. The teachers shall cooperate by making assignments, grading materials, and recording grades. Examples of situations warranting "permitted" absences include:

- (1) Attendance of an important public function
- (2) Attendance of church meetings, or to observe religious holidays
- (3) Travel with parents in urgent circumstances
- (4) Attendance of conventions or conferences
- (5) Other situations with parental permission and approval of the principal.

M. Unexcused Absences

All absences other than "excused" or "permitted" shall be deemed "unexcused," and a failing grade shall be recorded for the period of the "unexcused" absence, except that

Students who are suspended from school during grade period exams or semester exams shall be allowed to make up these exams.

N. Grading of Make-up Work

Students whose absences have been

approved as "excused" or "permitted," and who complete the make-up assignments as required by school policy, shall receive grades for the periods of such absences in the same manner as if not absent from school. Each school shall establish procedures to ensure good attendance in each grading period.

Auth: 230.22, F.S.

Imple: 232.01, F.S. and Chapter 75-130, Laws of Florida; 232.06, 232.09, 232.10, 232.16, 230.23(4)(a), 230.232, 230.23(4)(d), 232.23, 231.085, 231.09(7), 232.021, 236.013(3), 232.17, F.S., and SBE Regulation 6A-1.451.

O. Attendance for Credit

Students who miss a maximum of fifteen (15) days per semester will not receive credit for the course except as follows:

- a. If medical evidence is presented to the building administrator from a competent medical authority to excuse absences in excess of fifteen (15) days.
- b. Extenuating circumstances as determined by the principal based on recommendations of teachers, counselors or Student Services workers.

*C.* Note: Approved field trips, school activities, or religious activities should not be held against the student. In these cases, *D* students are responsible for all ~~make-up~~ work. *due*

6.2.2. School Admission

A. Admission to Kindergarten

Children attaining the age of five (5) years on or before January 1st of the school year shall be eligible for admission to kindergarten during that school year.

B. Early Admission to First Grade

Any child who will attain the age of six (6) years, subsequent to January 1 and during the school fiscal year of any school having annual promotions, shall be admitted at the beginning of that school year or at any time during the first month of the school year to the first grade, provided the child has demonstrated a readiness to enter the first grade in accordance with uniform criteria as established by the State Board of Education.

Procedures for kindergarten enrollment shall be followed prior to requesting early admission to first grade.

C. Initial Admission to First Grade

Any child who has attained the age of six (6) years on or before January 1 of the school year of any school having annual promotions shall be admitted to the first grade at any time during the school year.

D. Requirements for Initial Admission to Kindergarten and First Grade

1. Date of Birth

Evidence of date of birth shall be presented to the principal to satisfy the requirements of 2(A) or 2(B) or 2(C) above, whichever is applicable to grade placement.

Evidence submitted shall be one from the following priority list:



- (a) Birth certificate, or
- (b) Certificate of baptism, with sworn affidavit, or
- (c) Two-year-old life insurance policy on child, or
- (d) Bible record, with sworn affidavit, or
- (e) Passport showing age, or
- (f) Four-year-old school transcript stating date of birth, or
- (g) Affidavit of age sworn to by parent and a certificate of age signed by health officer, school physician or licensed physician.

2. Health Certificate

Such certificate shall be signed by the County health officer or a licensed practicing physician certifying that the pupil has no contagious or communicable disease which would warrant the pupil's exclusion from the public schools.

Exceptions:

- (a) Pupil has previously been enrolled in a public kindergarten in a district within the state.
- (b) Parental objections in writing on religious grounds.

The following requirements must also be met for initial admission to kindergarten or first grade.

E. Requirements for Initial Admission to Grades K-12

1. Immunization

Each pupil who is otherwise entitled to admittance to kindergarten or first grade, whichever is applicable, or

any other initial entrance into a Florida school, shall be required to present a certification of immunization for the prevention of those communicable diseases for which immunization is required by the Division of Health, and Florida Statute 232.032.

Exceptions may be granted as follows:

- (a) Parental objections in writing on religious grounds;
- (b) Written certification for exemption for medical reasons by a competent medical authority or the Division of Health.

## 2. Residency Requirements

A resident parent or guardian admitting a pupil to an Osceola County school shall have:

- (a) Established proof of residency by verifying that he has (1) lived in Florida one year or longer, (2) purchased a home in Florida which is occupied by him as his residence, or (3) filed a manifestation of domicile in the district where the child is enrolled,
- (b) Obtained a Florida automobile tag, as prescribed by Section 320.38, subsection (1), Florida Statutes, and
- (c) Secured a Florida driver's license, as required by Section 322.031, Florida Statutes.

## 3. Nonresidents of Florida

- (a) Definition -- For the purpose of this section, a nonresident is defined as a person who has lived in Florida for less than one (1) year, has not purchased a home which is occupied by him as his residence prior to the enrollment of his child or children in school, and has not filed a manifestation

of domicile in the county where the child is enrolled.

- (b) Tuition -- Pupils in kindergarten through the twelfth grade, whose parent, parents, or guardians are nonresidents of Florida shall be charged a tuition fee of \$50.00, payable at the time the pupil is enrolled.

Pre-numbered receipts shall be issued upon payment of fee, and each receipt shall show name of pupil, name of parent, date, purpose, name of district, and signature of individuals receiving payment.

Tuition fees collected by the school shall be remitted to the District School Board. Exceptions shall be as follows:

- (1) The student was previously enrolled in a public school in Florida, or
  - (2) The student is in a certified exchange program, or
  - (3) Parents own Florida real estate, or
  - (4) The parent is a registered voter in Osceola County, or
  - (5) The parent presents a declaration of domicile, or
  - (6) The parent is in the federal military service, or
  - (7) The parent is a migratory agricultural worker.
- (c) License Tag -- A nonresident parent or guardian shall obtain a Florida license tag for his motor vehicle within ten (10) days after the enrollment of the pupil.
- (d) Driver's License -- The parent or guardian shall apply for a Florida

driver's license within thirty  
(30) days after enrollment.

Exceptions to 2(c) and 2(d) are  
provided for children whose  
parent, parents, or guardian  
are in federal military service  
or are migratory agricultural  
workers.

F. Adult Education

Students applying for adult education shall  
be residents of the State of Florida.

G. Students Who Are Not Residing with Their  
Natural Parents or Legal Guardians

Any student wishing to enroll in school  
who is not residing with his or her natural  
parent or legal guardian shall have the  
responsible adult sign an Affidavit of  
Responsibility form available through  
Student Services at the District office.

H. Students 18 Years or Older Requesting  
Enrollment in Osceola County Schools

A student who is 18 years or older and  
who desires to enroll in the regular school  
program shall be reviewed by a Review  
Committee composed of a guidance counselor,  
the principal and the Student Services  
Coordinator, in order to determine the  
most appropriate educational placement  
for him.

I. Student Custody

Any person or agency who has been given exclusive care, custody, or control over any student by order of any court having jurisdiction to enter such order, may provide a certified or otherwise authenticated copy of such order, to the principal of the school in which such student is enrolled. The order shall be placed in the student's official records and thereafter such person or agency shall be recognized for all purposes as the sole parent or guardian of the student until such time as subsequent or additional orders changing such status are likewise provided.

J. Exceptional Student Program

Enrollment of students in the Exceptional Student Program shall be prescribed by the Board in accordance with State Board Regulations 6A-6.331 and 6A-6.341.

No student shall be given special instruction or services until he is properly identified by a staffing committee as defined in District Exceptional Student Plan as an exceptional student and written notice is given to the parent or guardian of the proposed assignment

or placement, including:

1. Reasons for which the action is proposed or on which the decision is based, and
2. Procedures to be followed by the parent or guardian in requesting a review conference. A review of the individual case shall be held, if requested, at which time the parent or guardian may present any factual information related to the assignment, placement, or denial of assignment or placement, and may question school personnel regarding the reasons for their action or proposed action.

A decision in writing shall be provided the parent or guardian within a reasonable period of time following the review conference.

A final review shall be made by the School Board of any decision contrary to the wishes of the parent or guardian, if so requested.

Auth: 230.22, F.S.

Imple: 232.04, 232.01, 232.03, 232.031, 232.032, 320.38, 322.031; SBE Regulation 6A-1.98; 228.121, 316.003(62), 228.041(1)(a), 228.061(2), F.S.; SBE Regulation 6A-6.311 and 230.23(4)(m), F.S.

### 6.3 EARLY CHILDHOOD & BASIC SKILLS DEVELOPMENT

An Early Childhood and Basic Skills Development Program shall be developed cooperatively by school administrators, teachers, parents and other community groups or individuals having an interest in the program or having expertise in the field of early childhood education or basic skills development. The program shall be based on guidelines prepared by the Department of Education pursuant to Chapter 74-238, Laws of Florida, and shall assure that every child is enrolled in a program designed to meet his individual needs and that he

achieves that level of mastery of the basic skills which his capacities permit. The program shall include, but need not be limited to the following:

- A. An increase in the number of adults assisting in the primary classroom, kindergarten, and grades one through three, through use of teacher aides, parent volunteers, foster grandparents, paraprofessionals, or other similar personnel.
- B. Emphasis on instruction in basic skills, including direct individual and small group instruction in reading and computation skills.
- C. Use of personnel as described in paragraph (a) during instruction in computational skills and in reading skills.
- D. Fulfillment of the goals for education in Florida as adopted by the State Board of Education. However, early childhood and basic skills development programs shall be the first priority.
- E. Emphasis on an individualized diagnostic approach to instruction.
- F. Use of prescriptive techniques designed to meet individual pupil needs with special attention given to those pupils not performing up to the minimum reading standards

approved by the State Board of Education.

- G. Emphasis on the basic skills development of each child, with attention given to the emotional and social development of each child.
- H. Defined measureable program objectives.
- I. Assessment of educational needs.
- J. Collection of pertinent demographic data and information about early childhood programs such as children's centers; day care, preschool, and child-care programs in either the public or private sector; a way in which such programs may be integrated or coordinated with the District program.
- K. Allocation and coordination of all District resources with the objectives of the program.
- L. Staff development and inservice training, including a requirement that all teachers in the primary grades, kindergarten, and grades one through three have access to training in the use of aides, volunteers, and paraprofessionals in the classroom, in the recognition of language arts and



computational needs, and in the application of prescriptive techniques in meeting such needs.

- M. Evaluation of the programs by the School Board, school administrators, and teachers, and by parents and other appropriate lay groups such as school advisory committees.
- N. Use of parents in the classroom and for home visitations and parent education in order to strengthen the role of the family and the home in the education process and to develop a cooperative relationship between the family, the home, and the school.

Justification: Amendment of Section 231.2311, F.S. This Program is to be implemented in the 1976-77 school year (see pages 12-15, Chapter 76-223).

#### 6.4. REQUIREMENTS FOR GRADUATION - EFFECTIVE WITH THE CLASS OF 1977

##### 6.4.1. Minimum Requirements

The following requirements are based on Florida State Board of Education Regulation 6A-1.95.

- A. A minimum of twenty (20) credits shall be earned in grades 9-12. No student shall be permitted to graduate in less than

three (3) school years in grades 10-12 except as provided in the accelerated graduation program or such other programs as may be provided by the School Board. A student shall earn fifteen (15) credits in grades 10-12 except as provided in Board-approved programs.

B. Every student shall earn, in grades 9-12, the minimum indicated credits in the following subject areas:

Language arts	3 credits
Mathematics	2 credits
Science and science- related studies	2 credits
Social studies	2 credits
Physical education	2 credits

One (1) credit in American History or American History and Government shall be required. The thirty (30) hour program in Americanism vs. Communism may be taught as a course or as a unit in American History.

‡ Every student shall also have participated in a Free Enterprise and Consumer Education Program as required by Chapter 233.0641, Florida Law.

Any student who obtains prior Board approval and files with his principal a signed statement from a licensed practicing physician, certifying that participation in physical education will be physically harmful to him, shall be permitted to substitute an equivalent credit in any other subject, earned in grades 9-12, toward graduation.

- C. Transfer of credits earned at another public school or state or regionally accredited school shall be accepted at face value upon receipt of an official transcript by the proper school authority. One (1) year's high school work satisfactorily completed in another state shall count as the equivalent of five (5) credits in the 10th and 11th grades. Under no circumstances shall the basic requirements of paragraph B, above, be waived.

Work or credit earned from a non-accredited school shall be accepted toward graduation upon validation. Validation of credit

shall be made by the student's successful completion of an Osceola County teacher-made test of the subject to be validated, or by his successful completion of a standardized test in the subject.

- D. No student shall be permitted to engage in full graduation exercises until all graduation requirements have been met in full.
- E. A student shall complete a semester's work in order to be promoted or to receive credit for the semester's work. Students who complete the semester's work, except taking the final examinations, may, at the discretion of the principal, arrange to take the examinations prior to the opening of the next succeeding school year.

Students who enroll in school or class late, but prior to the end of the first month of school, may be allowed to make up the class work in order to receive full semester credit. If a student enrolls after the end of the first month

of school, he shall present evidence of grades earned in another school during the time of attendance in the first month of school.

Students who transfer from another district to an Osceola County school shall enroll within thirty (30) days from the date of withdrawal and comply with the provisions of the above paragraph in order to earn full credit for the semester's work. However, in cases of illness or other instances of extreme circumstances rendering the student's attendance impossible, the school may make exception to the 30-day enrollment limitation with the approval of the principal.

A student shall have been enrolled in school at least one-half ( $\frac{1}{2}$ ) of a grading period to receive a report card. If a student withdraws and does not qualify for a report card under this provision, he shall be issued a statement of Academic Achievement.

F. Any senior needing three (3) or fewer credits for graduation may be given permission to enroll in three (3) courses at a high school within the District and graduate with his or her class.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.95; 233.064 and 233.0641, F.S.

6.4.2. Accelerated Graduation

Students who meet the conditions of an early admission and advanced studies program may be graduated in less than four (4) years in grades 9-12. Such program shall meet the following conditions:

- A. Approval of the program by the School Board shall be obtained.
- B. Entry into the program shall be at the beginning of the final year of high school.
- C. The student shall be accepted by an accredited community college or university after completion of three (3) full senior high school years, and a minimum of fifteen (15) credits earned.
- D. The student shall be excused from attendance for the fourth (4th) senior

high school year.

E. The student shall be awarded a diploma of graduation with his regular class or at a time convenient to the principal, based on the following:

- (1) The student shall have completed two  
(2) college semesters or the equivalent with a normal class load and maintained at least a "C" average or the equivalent.
- (2) The student's cumulative folder shall show adequate notations covering the work accomplished while in college.
- (3) A study in Americanism vs. Communism shall have been taken as prescribed by Section 233.064, Florida Statutes.

Auth: 230.22, F.S.


Imple: SBE Regulation 6A-1.95; 241.479 and 233.064, F.S.

6.4.3. Community College Course Credits

Any senior enrolled in courses at a state-supported community college may re-enter a high school within the District as a full-time student at the end of the semester.

Any passing grade received in courses from a state-supported community college may be accepted toward graduation requirements from Osceola County schools.

In order to be given credit for full-time attendance, seniors shall be enrolled in fifteen (15) semester hours at the state-supported community college. Each high school course shall be considered as equivalent to three (3) semester hours at the community college.

☆  
→   
1 1/4 hours

↗ 1 credit in HS

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.95, 241.479, F.S.

6.4.4. Junior Achievement Credit

Students in grades 9-12 may obtain credit toward graduation by participating in Junior Achievement, subject to the following conditions:

- A. The student must successfully complete the planned program which entitles him to a Certificate of Achievement. A minimum of sixty (60) hours must be invested in the program by the student,



forty-eight (48) of which must be spent  
in regular company meetings.

- B. The student shall receive a Pass/Fail  
evaluation by his instructor.
- C. At the close of the Junior Achievement  
term, the completed Achiever Record  
Card, indicating the hours of partici-  
pation required in A, above, shall be  
sent by the project director to the  
principal of each participant's school.
- D. One-half ( $\frac{1}{2}$ ) credit toward graduation  
shall be granted to the student who  
meets the conditions outlined above.
- E. The maximum credit which may be accrued  
toward graduation by any student shall  
be one-half ( $\frac{1}{2}$ ) credit.

Auth: 230.22, F.S.

Imple: 241.479, F.S.

- 6.4.5. Vocational Education Work Cooperative Program  
Students enrolled in any Vocational Education  
Work Cooperative Program may earn credit toward  
graduation as follows:

- A. A student must work a minimum of 288 hours on the job during the school year in order to receive one (1) credit.
- B. A student must work a minimum of 576 hours on the job during the school year in order to receive two (2) credits.
- C. Half credits may be earned at the completion of 144 hours on the job.
- D. A maximum of two (2) credits may be earned in this manner during the school year.
- E. The school year shall be considered to include the summer months immediately following the close of the regular school year.
- F. All hours must be verified and documented by the student's employer.

Auth: 230.22, F.S.

Imple: 241.479 and 233.068, F.S.; SBE Regulation 6A-6.70.

6.4.6. Job Entry Studies Program

Any student may be graduated with less than four (4) years of attendance in grades 9-12

and with fewer than twenty (20) units of credit by participation in a Job Entry Studies Program and by meeting the following conditions:

- A. Approval by the School Board of the individual student plan and the occupational goal prior to entry into the program.
- B. The student shall be sixteen (16) years of age or older.
- C. The student shall have completed three (3) full years of the requirements as stated in Board Policy 6.4.1, and a minimum of fifteen (15) credits earned above grade 8, including demonstrated job proficiency or at least one (1) credit in an identified vocational course.
- D. The student shall sign an agreement with his parents or guardian, the designated teacher-coordinator representing the school, and the employer, stipulating that:
  - (1) The student shall receive one (1)

credit toward graduation for each 288 hours of satisfactory work on the job.

(2) The student may substitute one (1) hour of formal education directly related to the job for two (2) hours of work on the job.

(3) The student may resume his formal education at any time the cooperative agreement is cancelled by any of the parties thereto.

E. The student shall be awarded a diploma of graduation with his regular class or at a later time convenient to the principal, based on the following:

(1) The student shall have completed the credit required for graduation through work on the job, direct job-related education or regular high school courses, or an approved combination. A study in Americanism vs. Communism shall be taken as prescribed by Florida Statutes.

(2) The student's permanent records shall clearly reflect the credits earned through work and those earned by regular high school attendance.

Students in the Job Entry Program shall not be employed by members of the immediate family. This policy may be waived by the Superintendent after a conference with the parties involved.

Job Entry students shall be employed in Osceola County or within a forty (40) mile radius of the school.

Auth: 230.22, F.S.

Imple: SBE Regulations 6A-1.95 and 6A-6.70; 241.479, 233.064, and 233.068, F.S.

6.4.7. Beginning with the 1978-79 school year, the School Board shall establish standards for graduation from its secondary schools. These standards shall include, but not be limited to, mastery of the basic skills and satisfactory performance in functional literacy as determined by the State Board of Education, and the completion of the minimum number of credits required by the School Board. Procedures shall be developed by the District for

the remediation of those students who are unable to meet such standards. Based on these standards the District shall provide for the awarding of certificates of attendance and by providing for differentiated diplomas to correspond with the varying achievement levels or competencies of its secondary students.

Upon adoption by the Board of the standards for graduation beginning with the 1978-79 school year, such standards shall replace this entire Section 6.4, entitled Requirements for Graduation Effective with the Class of 1977, and the paragraphs contained under this present Section 6.4 shall become null and void.

Justification: Creation of Section 232.245, subsection (3).  
(Chapter 76-223, page 15)

## 6.5 PUPIL PROGRESSION

### PROMOTION, PLACEMENT, AND GRADUATIONS

The professional staff of the school system has the responsibility to develop administrative procedures to insure the placement of each student in the subjects, in the grade level or in the special program best suited to meet the student's academic needs, with consideration given to the student's social, emotional and physical development.

Decisions regarding student promotion, retention and special placement are primarily the responsibilities of the individual school's professional staff; however, the final decision in regard to grade placement is the responsibility of the principal. Countywide standards, in accordance with which placement decisions must be made, will be developed by the Superintendent and his administrative staff in the form of Pupil Progression Plan for the Osceola County Schools.

These standards, and the procedures for their implementation contained in the plan, are to reflect clearly that promotion in the Osceola County Schools is based primarily on pupil achievement and is not an automatic process.

The purpose of the instructional program in the district's schools is to provide appropriate instruction and selected services to enable students to perform academically at their grade level or higher. However, in recognition of the wide range of student's abilities, motivation, interests and development, the Superintendent will establish minimum standards in the basic skills of reading, writing and mathematics, which all students must meet, as one condition for promotion within the school district. These standards should be such that they assure minimally that all students promoted within the school district can benefit from the next grade level of instruction and that those who earn a diploma from the senior high school have sufficient basic skills to function effectively in the community. The Pupil Progression Plan will

provide assurance that all students within Osceola County Schools who are promoted or receive a diploma have met or exceeded all of the requirements mandated by the State of Florida and by the School Board.

As part of the Pupil Progression Plan, procedures are to be established to achieve parent understanding, cooperation and acceptance of the student's promotion or placement with the knowledge that, within district and state rules, the final decision regarding grade placement remains the prerogative of the principal. The student, the parent and other interested patrons must have ample opportunity to understand fully the promotion and placement requirements of the district. When it becomes evident that the standards or requirements for promotion may not be met, parents of students or adult students in the K - 12 program must be informed of the possibility of retention or special placement. Student grades, deficiency reports, parent reports on state assessment and/or standardized testing, and/or parent conferences should serve as the primary means of communicating student progress and achievement of the standards.

Authorization: 232.245

## 6.6 RECORDS AND REPORTING

### 6.6.1. Grading and Reporting

There shall be a uniform District-wide plan for grading and reporting pupil progress in the elementary schools, middle schools and high schools of Osceola County.

Auth: 223.22, F.S.

Imple: 230.23(8) (a) and 232.23, F.S.



6.6.2

Education Records of Students

Education records are maintained to facilitate the instruction, guidance, and educational progress of students, and shall be defined as those records, files, documents and other materials which contain information directly related to a student, which are maintained by the school and District or by persons acting for the school or District, and shall be accessible to other professional personnel for the above-mentioned purposes. Information contained in the education records shall be classified as follows:

- A. Category A, permanent information: Verified information of clear educational importance which shall be retained indefinitely in the manner prescribed by Section 230.331, subsection (2), Florida Statutes.
- B. Category B, temporary information: Verified information of clear educational importance which is subject to change.
- C. Category A records shall be under the control of the principal, shall be kept current, and shall contain the following information for each student:
  - (1) The student's full name and any known changes, such as by marriage or adoption.
  - (2) The authenticated birthdate, place of birth, race and sex.

- (3) The last known address of the student.
- (4) The names of the student's parents or guardians.
- (5) The name and location of the last school attended.
- (6) The number of days present and absent, the date enrolled and the date withdrawn.
- (7) The courses taken and record of achievement, such as grades, units, or certification of competence.
- (8) The date of graduation or program completion.

D. Category B records shall also be under the control of the principal, who shall establish procedures to assure the accuracy of the information maintained and shall provide for periodic review and elimination of information no longer useful in the manner prescribed by Section 230.331, subsection (3), Florida Statutes. Category B information may be destroyed five (5) years after the student or his class graduates. These records may include, but shall not necessarily be limited to:

- (1) Health information
- (2) Family background data
- (3) Standardized test scores
- (4) Educational and vocational plans
- (5) Personal attributes

- (6) Honors and activities
- (7) Work experience, including employer ratings
- (8) Teacher/counselor comments
- (9) Reports of special services or exceptional student staffing committees, including all information required by Section 230.23, subsection (4) (m) 6, Florida Statutes
- (10) Correspondence from community agencies or private professionals
- (11) Driver education certificate
- (12) List of schools attended

- E. The parents or guardians of any student attending an Osceola County school shall not be deprived of the right to inspect and review any and all official records, files and other data directly related to their child, including all material that is incorporated into the student's cumulative folder. A request so made by parents or guardians for access to their child's school records shall be granted within a reasonable period of time but in no case more than forty-five (45) days after the request has been made. Parents or guardians shall have an opportunity for a hearing to challenge the content of their child's school records to insure that those records are not inaccurate, misleading, or otherwise in violation of the privacy or other rights of students, and to provide an opportunity for the correction or deletion of any such inaccurate, misleading or otherwise inappropriate data contained therein.
- F. Personally identifiable records on file (or personal information contained therein) shall not be released without the written consent of the parents or guardians, to any individual agency or organization other than the following:
- (1) Local school officials, including teachers, who have legitimate educational interests.
  - (2) Officials of other schools or school systems in which the student intends to enroll, upon condition that the student's

parents are notified of the transfer, receive a copy of the record if desired, and have an opportunity to challenge the content of that record.

- (3) Authorized representatives of (a) the Comptroller General of the United States, (b) the Secretary of Health, Education and Welfare, (c) an administrative head of an education agency (as defined in Section 409 of the General Education Provisions Act), or (d) state educational authorities as provided in paragraph 5(c), below.
- (4) In connection with a student's application for, or receipt of, financial aid.
- (5) Except for the above persons or for the above purpose, no personally identifiable information shall be furnished unless
  - (a) There is written consent from the student's parents or guardians, specifying the reasons for such release, and to whom, and with a copy of the records to be released to the student's parents and the student, if desired by the parents, or
  - (b) Such information is furnished in compliance with judicial order, or pursuant to a lawfully issued subpoena upon condition that parents and students are notified of such orders or subpoenas in advance of compliance.
  - (c) Nothing contained herein shall preclude the aforementioned authorized representatives of the federal government, education agency, or state educational authorities from having access to student or other records necessary for audit and evaluation of federally-supported education programs or their enforcement, as provided in the Family Educational Rights and Privacy Act of 1974, Section(b) (3).
  - (d) With respect to paragraphs(a), (b) and (c), above, all persons, agencies or organizations desiring access to student records shall be required to sign a written form to be kept permanently with the student file and shall

indicate specifically the legitimate educational or other interest that each person, agency or organization has in seeking the information. Personal information shall only be transferred to a third party on the condition that such party will not permit any other party to have access to such information without the written consent of the parents or guardian.

(e) When required, the principal shall transfer a copy of all category A and category B information, and shall retain a copy of category A information.

(f) The transfer of records shall be made immediately, upon request of the parent or receiving school. Under no condition shall the transfer of a student's records be delayed or denied for failure to pay a fine or fee assessed by the school, although every reasonable effort shall be made to collect for damaged or lost library books and textbooks.

G. Whenever a student has attained eighteen (18) years of age, or is attending an institution of post-secondary education, the permission or consent required of, and the rights accorded, the parents or guardians of the student shall thereafter only be required of and accorded the student.

H. Parents and guardians of students, or the students, if they are eighteen (18) years of age or older or are attending an institution of post-secondary education, shall be advised of the rights accorded them with regard to student records.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.955 and 232.23, F.S.

INSTRUCTION IN AMERICAN CITIZENSHIP

Students shall receive instruction in the principles of democracy, how to preserve and advance democracy, and how to contribute to the general welfare of the American way of life.

Because political parties are to be an integral part of the American system of government, pupils shall be given opportunity to know and understand, through study and classroom discussion, the origins, development and concepts of such parties, the methods of selection of candidates for public office, and the mechanics of the election process.

Teachers conducting classroom discussions relating to the democratic process shall exercise sound discretion with respect to the selection of subjects for discussion, and the nature and scope of the discussion, and shall observe the following minimum standards:

- A. The program shall be instructional in nature.
- B. The planned objectives of the program shall be pursued consistently.
- C. The objective shall allow for honest inquiry.

D. Discussion of personalities or personal characteristics of candidates shall be avoided as opposed to discussion of the issues involved in any situation.

E. Idealisms or political philosophies which are contrary to the democratic process shall be discussed with the greatest caution to avoid the impression that such forms of government are, in any way, preferable to the American democratic process.

Auth: 230.22, F.S.

Imple: 231.09 and 233.064, F.S.

6.8.

INSTRUCTION IN FREE ENTERPRISE AND  
CONSUMER EDUCATION

Instruction in concepts relating to Free Enterprise and Consumer Education shall be required of all students. Such instruction may include, but shall not be limited to, advertising, appliances, banking, budgeting, credit, governmental agencies, guaranties and warranties, home and apartment rental and owner-



ship, insurance, law, medicine, motor vehicles, professional services, savings, securities, and taxes.

The program shall provide a full explanation of the factors governing the free enterprise system and the forces influencing production, distribution and consumption of goods and services. It shall also provide orientation in other economic systems.

Auth: 230.22, F.S.

Imple: 233.0641(2) and (3), F.S.

#### 6.9. DRIVER EDUCATION

Any student in a public or private secondary school within Osceola County shall be eligible to enroll in the Driver Education course, in accordance with Section 233.063, subsection (1), Florida Statutes. The course may not be made a part of or a substitute for any of the minimum requirements for graduation.

The program of study shall be developed prior to the school year and shall be approved by the Superintendent.

In making the Driver Education course available to secondary school students, the Board may use any one of the following procedures, or a combination thereof:

1. The Board may utilize instructional personnel employed by the Board.
2. The Board may contract with a commercial driving school, licensed under the provisions of Chapter 488, Florida Statutes.
3. The Board may contract with an instructor certified

under the provisions of Chapter 488, Florida Statutes.

Any certified instructor of a licensed commercial driving school shall be deemed sufficiently qualified and shall not be required to meet any standards in lieu of or in addition to those prescribed under Chapter 488, Florida Statutes.

Unless otherwise recommended by the Superintendent and approved by the Board, the minimum program standards established by the Board shall include, but not be limited to, the following:

- A. Instruction shall consist of a minimum of thirty (30) clock hours of classroom instruction, plus a minimum of six (6) clock hours of actual driving experience per student and six (6) to twelve (12) hours of observation in practice driving of the vehicle. Student experience on an approved classroom simulator, at the ratio of four (4) to one (1), may be used for three (3) hours or more of behind-the-wheel experience, provided students receive a minimum of three (3) hours of actual driving as a part of the complete course, including one (1) hour of driving experience in traffic.

Both phases of instruction shall be conducted under the direct supervision of a properly qualified teacher of driver education.

- B. All students enrolled in the Driver Education program

shall assume the responsibility of obtaining a "Driving Learner's Permit."

- C. Each automobile used in the practice driving phase shall be equipped with the following:
  - (1) A seat belt for each occupant.
  - (2) Outside mirrors mounted on each side of the car.
  - (3) External front and rear, or top-mounted signs.
  - (4) When operated on public streets and highways, dual controls for clutch and brake mechanisms.
  
- D. Any driver training automobile loaned to the school by an automobile dealer shall not be used other than for the purposes of the actual driving program, except to transport the car between the school and the place of storage. It shall be the responsibility of the driver training instructor to see that the keys are removed from the driver training automobile at all times when it is not in use.
  
- E. The Board shall carry liability insurance with respect to the driver training automobile. When the automobile is operated in heavily-congested areas, the driver shall be made aware of his responsibility in case of accident. Standard accident report forms shall be available in the automobile at all times.
  
- F. In case of accident, the driver shall:

- (1) Call the City Police Department, the Sheriff's Department, or the Highway Patrol, whichever seems advisable under the circumstances.
- (2) Call the principal of the school.
- (3) Complete the accident report form in the presence of the official in charge at the scene of the accident.

Auth: 230.22, F.S.

Imple: 233.063, 234.03, and Chapter 488, F.S.

#### 6.10. STUDENT TRANSPORTATION

The responsibilities of pupils transported at public expense shall be as follows:

##### 6.10.1. Conduct

To occupy the seat assigned by the driver and to refrain at all times from moving around while the bus is in motion. To observe classroom conduct (except for ordinary conversation) while getting on and off the bus, and while riding the bus.

To obey the driver and to report to the school principal when instructed to do so by the driver.

To cooperate at all times with school bus patrols, and to assist patrols willingly.

To warn the driver of approaching danger if there is reason to believe the driver is not aware of the danger.

To be at the designated place in the morning

and after school, ready to board the bus at the prescribed time.

Auth: 230.22, F.S.                      Imple: 232.25, F.S.

6.10.2. Personal Safety in Transport

To walk to the bus stop on the left side of the road, facing traffic, and to stay off the roadway at all times while waiting for the bus.

To wait until the bus has come to a full stop before attempting to get on or off.

To enter or leave the bus only at the front door after the bus has come to a full stop, except in case of emergency.

To cross the highway, when necessary, as follows:

- A. Upon alighting from the bus, stand at the side of the road in front of the bus, within sight and hearing of the driver and wait for his signal to cross the road or to proceed to the park strip.
- B. Upon signal from the driver, look both ways and proceed in front of the bus across the road or to the park strip.

To keep head and hands inside the bus at all times, except in case of emergency egress.

Auth: 230.22, F.S.                      Imple: 232.25, F.S.

6.11. INTERNAL ACCOUNTS

The following matters of finance shall be subject to

the requirements of Board Policy 2.2.2.J.

6.11.1. Money-Raising Drives

Money-raising drives, such as for the March of Dimes, the Red Cross, Tuberculosis, or United Fund, shall not be conducted among students by or in Osceola County schools.

Elementary and middle school solicitation of advertising from the public shall be limited to the support of one (1) publication per school.

Senior high school solicitation of advertising from the public shall be limited to the support of three (3) publications, e.g., newspapers, football programs, yearbooks, etc., per school.

The sale of commercial items by students shall be limited to one (1) project per year per school organization, and shall be approved by the Superintendent. Any deviation from this policy shall have prior approval of the Superintendent and the School Board.

School buildings shall not be used during regular school hours for profit-making shows or entertainment sponsored or produced by a person, group, or organization outside the school system. The use of school buildings by nonprofit or youth organizations shall be subject to the provisions of School Board Policy 3.11.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.85(1); 237.02(4), 235.02, F.S.

6.11.2. Vending Machine Operation

Vending machines which are not fully controlled by the Public School System shall not be installed or operated on school property where they will be accessible to students, without specific authorization by the Board.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.85(1) and (3); 237.02(4), F.S.

6.11.3. Sale of School Supplies

The sale of school supplies within a school shall be authorized only under the following conditions:

- A. The principal shall determine that the sale of school supplies is advantageous for the convenience of students and contributes to the efficient operation of the school.
- B. The supplies sold shall be limited to common, essential supplies required by students in their regular school duties, except that a student-operated store may be conducted as part of a vocational program.
- C. Any profits derived from such sales shall be utilized by the sponsoring group with the approval of the principal

and Superintendent.

Auth: 230.22, F.S.

Imple: SBE Regulations 6A-1.85 and 6A-6.70;  
237.02(4) and 233.068, F.S.

## 6.12. SOCIAL FUNCTIONS

### 6.12.1. Picnics and Parties

All social functions sponsored by a school shall be properly chaperoned by the school faculty. Parents shall be invited to assist with the chaperoning. In the case of swimming parties, a senior lifeguard, qualified by the Red Cross, may be on duty.

No more than three (3) class parties may be held in the elementary classrooms during a school year. Plans for parties shall be approved by the principal. The loss of class instruction time shall be held to a minimum by limiting such activities to times near the close of a school day and to the school building.

Classes and organizations in secondary schools shall hold picnics outside school hours.

Principals shall make provision for the supervision and safety of all pupils on school outings. Particular attention to safety shall be given to those outings where swimming is involved.



School parties and picnics shall not be conducted during the closing days of the school session. These days shall be devoted to testing and evaluation.

Auth: 230.22, F.S.

Imple: 232.25 and 231.085(5), F.S.

6.12.2. Student Activities

Principals of qualifying high schools within the District are authorized to secure and maintain continuous membership in the Florida High School Activities Association, Incorporated, a non-profit corporation, for the benefit of their respective high schools, and to abide by those rules and regulations not inconsistent with law or Board policy.

A. Athletic Events

Varsity football games shall be scheduled for Friday or Saturday nights unless the day following is a holiday. Exceptions may be made for games postponed due to weather or other emergencies.

The principal and coaches shall arrange for group insurance for the protection of school participants in athletic events. Moreover, the principal shall require, and keep on file in his office, the parent's written consent and the doctor's approval for each participant.

B. School Bands and Band Instruction

School bands may participate in civic and non-school functions with the approval of the principal, provided such functions are not partisan or political.

Participation by students in functions outside the County and not under the sponsorship of the Florida High School Activities Association shall require prior approval from the Board.

The Superintendent shall clear each school bus trip with the school bus carrier if in doubt as to insurance coverage.

Eligibility for athletic participation and cheerleaders shall be determined by the Florida High School Activities Association. All participants shall have the approval of the principal.

The beginning practice date for football and other sports shall be determined by the Florida High School Activities Association. The procedure for students who wish to begin participating in athletic competition after the first practice session shall be determined by the coach and principal of each school. Students shall be made aware of these dates and procedures.

Whenever a sport season ends, a student may participate in another sport without penalty. If two (2) or more sport seasons are in progress simultaneously, and a student desires to drop one sport and go to another, he shall obtain the approval of each coach concerned.

If a student is dismissed from a sport for disciplinary reasons, or drops out of a sport without the approval of the coach, the student may not participate in another sport until the end of the season for the sport in which he was participating. This policy may be waived upon the approval of both the coaches and the principal.

The school calendar shall be maintained on which all rehearsals, practices, and other activities shall be recorded. All activities shall be scheduled on nonconflicting dates whenever possible. If a schedule conflict arises, the sponsors of the activities shall meet and attempt to resolve the conflict. In the event of a performance conflict, any student otherwise expected to participate in both shall be free to choose either without penalty. Standard school procedures pertaining to activities, sponsors and participants shall be filed in the

Superintendent's office.

Auth: 230.22, F.S.

Imple: 232.25 and 231.085(5), F.S.

6.13. MISCELLANEOUS

6.13.1. Student Illnesses - Doctor's Recommendation

Any student observed as having seizures, including epileptic seizures, emotional problems, and other illnesses resulting in the student's becoming incoherent, spastic or unconscious, shall not be permitted to continue in a regular school program until a written statement from a doctor is received.

Auth: 230.22, F.S.            Imple: 402.32(5), F.S.

6.13.2. Leaving School Grounds

A principal shall not permit a pupil to leave in the custody of a person other than the child's parent or legal guardian, unless that person has verified authorization of one of the parents or legal guardian.

Pupils shall be required to remain on the school grounds from the morning bell until dismissal in the afternoon. Students shall not be allowed off the campus without the prior approval of the school principal.

Auth: 230.22, F.S.            Imple: 232.25, F.S.

6.13.3. Safety on School Grounds

Every member of the staff is responsible for

the safety of pupils while on the school grounds. The principal shall eliminate all hazards on school grounds insofar as possible.

Teachers shall be assigned to supervise pupils on the school grounds before and after classroom instruction. Principals shall see that all activities are properly supervised and that all precautions are taken by teachers and pupils.

The parents of a seriously injured student shall be notified immediately, and the student shall be taken either home or to the doctor, upon the parents' instruction, as quickly as possible. In case of a serious accident, the Superintendent shall be notified as to the nature of the accident, and steps shall be taken to assist the child and his parents. However, no action shall be taken by word or act by the principal or any other employee which would reasonably be expected to incur liability on the part of the school or the Board.

Insofar as is practical, there shall be a teacher or a properly instructed aide responsible for supervising pupils as they board and unload from buses at the school site. The person shall be on the alert for

any safety hazard, and shall attempt to maintain orderly procedure on the part of the pupils.

Auth: 230.22, F.S.

Imple: 232.25 and 402.32(5), F.S.

6.13.4. Senior's Open Lunch

Members of the senior class who comply with the following guidelines shall be free to leave the school campus during the lunch period, provided that:

- A. A notarized permission slip on a form approved by the Board has been signed by the parent, relieving the school of responsibility.
- B. Seniors exercising this privilege shall not be a party to transporting students who are not eligible to be off the school premises.

The open lunch privilege may be revoked either singularly or for the entire group for abuse of the privilege.

Auth: 230.22, F.S.            Imple: 232.25, F.S.

6.13.5. Pupil Insurance

A. Contracts

The School Board shall arrange to make available to parents some plan of pupil group insurance to protect students en route to and from the school and during

the school day.

Policies affording insurance coverage with respect to injuries sustained by students as the result of accidents are private contracts between the insurance company and the respective parents. The School Board shall have no obligation for placing the insurance, collection and delivery of insurance premiums, or enforcement of the terms of the policy.

B. Solicitation

Insurance companies which have obtained the permission of the Superintendent may deliver to the schools, prior to the first day of the school year, for delivery by students to their parents, all materials needed for the sale of policies and the collection of premiums.

C. Football Insurance

Before any student is permitted to participate in football practice or contests, as a school activity, written proof that accident insurance protection has been provided for such student shall be furnished to the Superintendent.

Auth: 230.22, F.S.

Imple: 232.25, F.S.

6.13.6. Public Visitation

An individual or group desiring to tour a school shall receive permission from the Superintendent or the school principal.

Members of the public wishing to contact pupils during the school day shall receive permission to do so from the principal.

Auth: 230.22, F.S.      Imple: 232.25, F.S.

6.13.7. Loitering

Loitering on school premises during school hours by any person not a student in the school or an employee of the Board shall not be tolerated. When it occurs, the police or sheriff's department shall be notified.

Auth: 230.22, F.S.      Imple: 856.021, F.S.

6.13.8. School Pictures

The taking of school pictures shall be permitted at the discretion of and in the manner prescribed by the individual school principal.

In all cases, notices shall be sent to parents prior to the time of picture-taking appointments, and parents' approval may be required by the principal at his discretion.

Time involving school personnel shall be kept to a minimum.



To prevent the exchange of pictures by students before parents have had opportunity to consider their purchase, the pictures shall be placed in sealed envelopes for delivery to the parents by pupils.

By message on the envelope or by other written notice, parents shall be clearly informed that the purchase of pictures is optional and not compulsory. In no case shall any pressure be brought upon the students or parents to purchase pictures.

Auth: 230.22, F.S.            Imple: 231.085(5), F.S.

6.13.9. Employment and Age Certificates

The principal of each school shall have the delegated authority to issue employment and age certificates in accordance with State Board Regulation 6A-1.97.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.97; 232.07 and 232.08, F.S.

6.13.10. Minimum Age Exception

The minimum age of sixteen (16) years for School Board employees shall be waived in the case of a work study or similar program.

Auth: 230.22, F.S.

Imple: SBE Regulations 6A-1.97 and 6A-6.70; 232.07 and 233.068, F.S.



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7.0. OFFICIAL SCHOOL BOARD POSITION ON DISCIPLINE

7.1. PHILOSOPHY

The Board finds and declares that:

- A. The development of self-discipline and self-direction is an educational goal toward which disciplinary procedure can contribute its forces. Discipline provides experiences and establishes procedures which make the students responsible for keeping themselves in order. Disciplinary action is the corrective measure used when a breach of discipline has occurred.
- B. The key to both student and teacher morale lies in how successfully the policies on discipline are applied and how this is reflected in classroom order. Educators, students, and parents must feel that, whatever policies are followed, they are not only uniform for all, but are just and fair. Disciplinary action, where imposed, should be as rational, nonarbitrary, and judicious as possible. It should encourage free discussion and setting of standards through participation of students. The dignity and worth of the individual should always be respected and, because of this, disciplinary action should be free from harsh, abusive, and vindictive forms of punishment. Also, the student should never be subjected to sarcasm, public ridicule, or intimidation. Disciplinary

action cannot be effective if its purpose is merely to demonstrate the superior authority of the teacher or administrator. The best results will be derived from cordial and realistic teacher-pupil relationships which are reinforced by firm and just policies of the administration at all levels.

- C. These policies are not made with the intention of creating coercive or punitive powers, but simply to help maintain discipline in the classroom to allow instructional improvement. The use of these disciplinary measures would relate to only a small percentage of the total student population, but would benefit the entire educational system.
- D. The teacher is the essential element in proper discipline within the schools. There are certain aspects of classroom management which must be left to the discretion and good judgment of the individual teacher, especially the instances regarding talking, movement of students in the room, and other activities which might be perfectly acceptable in one classroom situation and inappropriate in another.

Auth: 230.22, F.S.

Imple: 230.23(6)(c) and 232.27, F.S.

## 7.2 GENERAL POINTS OF EMPHASIS

### 7.2.1. Designated Responsibility

Employees of the Osceola County School Board shall make a concerted effort to prevent or correct common discipline problems found in the District schools. All people involved with the handling of discipline shall take a firm stand and insist that students behave in such a manner that the school is conducive to good education for all individuals.

Teachers are expected to assist in correcting discipline problems as they might occur on the school grounds.

Beginning with the 1977-78 school year, the School Board shall, in consultation with teachers, school personnel, students and parents, develop and distribute a Code of Student Conduct. The Code is to be based upon the School Board's policies governing student conduct and discipline and shall include, as a minimum, the following:

- A. Specific grounds for disciplinary action;
- B. Procedures to be followed in disciplinary actions, including corporal punishment;
- C. An explanation of the rights and responsibilities of students with regard to attendance, respect for persons and property, knowledge and observation of rules of conduct, the right to learn, free speech and student publications, assembly, privacy, and





participation in school programs and activities.

The Code shall be made available to teachers, school personnel, students and parents at the beginning of each year and may be included as publication for purposes of distribution. A committee composed of teachers, principals, and community representatives will make an annual review of the Code of Conduct.

Auth: 230.22, F.S.

Imple: 232.25, F.S.

7.2.2. Classroom Management

Minor offenses such as occasional tardiness, gum chewing, passing notes, and throwing objects shall be handled, insofar as possible, at the teacher level. Those things which are against classroom policy shall be made clear at the beginning of the school year, reiterated from time to time, and enforced continuously. Only in cases of chronic disobedience to these policies shall the individual be referred to an administrator. Before any referral is made, the teacher shall first use whatever corrective measures are available,

including the contact of parents or guardians. The teacher shall immediately inform the administrator of any contact with parents which might require his involvement in the situation.

Auth: 230.22, F.S.

Imple: 232.27, F.S.

#### 7.2.3. Records

Disciplinary records shall be maintained separately from a student's permanent records in a place designated by the principal. Disciplinary records maintained separately from permanent records shall be made available for parental inspection upon request in the same manner as permanent records.

Letters of expulsion shall be filed in the student's cumulative folder. All items relative to discipline shall require the approval of the principal before they are filed in the permanent records.

Auth: 230.22, F.S.

Imple: 230.23(11), 232.23, and 231.085(3), F.S.

#### 7.2.4. Authority of Classroom Teachers

Each teacher may offer directive guidance to a pupil through informal counseling sessions, may invite the pupil's parent or guardian to participate in informal counseling sessions or otherwise to confer with the teacher, and

may detain a pupil before or after school hours up to one (1) hour per day, provided the pupil shall have adequate transportation to or from home, and a parent or guardian shall have advance notification of such detention. The classroom teacher may administer corporal punishment in accordance with Board Policy 7.4.

When a discipline problem disrupts the entire class and makes the learning process ineffectual, the student or students involved shall be removed from the class, upon approval of the principal, or his designee, so that order may be restored and teaching resumed. Parents shall be notified that the student is temporarily removed from the class for a period not to exceed ten (10) days or until the school has the assurance of the student and his parents that his behavior will improve. During this period, the student shall attend all classes except the one from which he was temporarily removed, and this class period shall be spent in a well-supervised study room within the school building.

Auth: 230.22, F.S.

Imple: 232.27, 232.25, and 231.09(3), F.S.

7.2.5. Authority of School Bus Drivers

The principal shall delegate to the school bus driver such authority as may be necessary for the control of pupils being transported to and from school, or school functions, at public expense.

Any pupil who persists in disorderly conduct on a school bus shall be reported to the principal by the driver of the bus, and may be suspended by the principal of the school he attends from being transported to and from school and school functions at public expense.

The school bus driver shall preserve order and good behavior on the part of all pupils being transported, but he shall not suspend the transportation of or give physical punishment to any pupil, or put any pupil off the bus at other than the regular stop for that pupil, except by order of the parent or the principal in charge of the school the pupil attends; provided, that should an emergency develop due to the conduct of pupils on the bus the bus driver may take such steps as are reasonably necessary to protect the pupils on his bus.

Auth: 230.22, F.S.

Imple: 232.28, F.S., and SBE Regulation 6A-3.17(1)(d)2.

7.2.6. Authority of School Principal

The principal shall be responsible for oversight of pupil guidance and counseling, including parent conferences, and also for the supervision of detention procedures when such are deemed necessary by instructional personnel.

The principal shall have the authority to administer corporal punishment in accordance with Board Policy 7.4, and shall have the authority to suspend a student from any or all classes and assign the student to a well-supervised study room within the school. "In-school suspension" shall be limited to ten (10) days for any one (1) infraction or instance of misbehavior. The principal also has the authority to require students as a disciplinary measure to perform maintenance or custodial services on buildings or grounds. Such activity is specifically exemptal from the provisions of the Child Labor Laws in Chapter 450, Florida Statutes.

If suspension of a student becomes necessary, an initial effort shall be made to contact the parents and inform them of the problem before the student is suspended. The principal or his designated representative shall include an analysis of suspension and expulsions in the annual report of school progress.

Recommendation for expulsion shall be resorted to only in extreme cases when all other efforts toward correction have been exhausted, and when the student is chronically

unruly, a menace to the safety of the pupils and teachers, or intentionally or maliciously destructive of school property. The procedure for expulsion of students is set forth in Board Policy 7.5.3.

Auth: 230.22, F.S.

Imple: 231.085 and 232.26, F.S.

### 7.3. BOARD POLICY ON OFFENSES

#### 7.3.1. Cheating

Cheating is an offense which shall be handled by the teacher in whatever manner in his judgment will best serve the interest and development of the student within the guidelines of Board Policy 7.1. In such cases, the parents, guidance counselor and principal shall be informed of the circumstances.

Auth: 230.22, F.S.

Imple: 231.09(2), 230.2313(1)(c), 230.23(11)(c),  
231.085, 232.26-232.28, F.S.

#### 7.3.2. Misbehavior

Overt actions by students which show disrespect for any school personnel, intimidation, fighting, violent antagonism toward classmates, or general misconduct which disrupts the learning situation, shall not be tolerated. If a situation cannot be handled by the teacher, it shall be referred to an administrator. Behavior described in this policy shall be responded to swiftly, with appropriate disciplinary action.

Auth: 230.22, F.S.

Imple: 231.09(2), 230.2313(1)(c), 230.23(11)(c),  
231.085, 232.16-232.28, F.A.

#### 7.3.3. Dangerous or Disruptive Items

Any item used by a student which disrupts class

order, detracts from attention to instruction, defaces school property, or in any way endangers the safety of any student, may be taken by the teacher and turned over to the principal, if the incident warrants such disciplinary action, or held until such time as the teacher can talk to the student about the situation. Students who refuse to cooperate shall be turned over to the appropriate administrator for punishment for willful disobedience. Students shall not carry any object that is usually considered to be a weapon, such as a knife or other dangerous and harmful object. If the principal believes that the intent of a student is to harm another person, the punishment may be suspension for a period not to exceed ten (10) days until such time as the Board can rule on a request for an extended suspension or expulsion of the student.

Auth: 230.23, F.S.

Imple: 231.09(2), 230.2313(1)(c), 230.23(11)(c), 231.085, 232.26-232.28, 120.53, 230.23(6), 230.33(8)(c), and 120.57(1), F.S

#### 7.3.4 Willful Disobedience

Students shall at all times show proper respect for faculty members. Appropriate disciplinary action shall be taken if any student willfully disobeys a faculty member, and shall depend upon the degree and intent of disobedience.

Auth: 230.22, F.S.

Imple: 231.09(2), 230.2313(1)(c), 230.23(11)(c), 231.085, 232.26-232.28, F.S.

### 7.3.5 Wearing Apparel and Accessories

Deliberate defiance of the wearing apparel and accessories dress policy established by the Board shall be treated the same as willful disobedience. The school, as a center of learning, shall provide for the development of habits and attitudes conducive to acceptable practices of the school community, including good manners, appropriate wearing apparel, and good grooming. Wearing apparel shall not be the type which would detract from the primary purpose of the school, which is academic instruction, nor shall accessories carried by children to school be disruptive to the conduct of the school or hazardous to student welfare. Cleanliness of the physical person consistent with the maintenance of good health and to avoid offensiveness to others if mandatory.

Auth: 230.22, F.S.

Imple: 231.09(2), 230.2313(1)(c), 230.23(11)(c),  
231.085, 232.26-232.28, F.S.

### 7.3.6 Public Affection

Students shall conduct themselves at all times in a responsible manner.

Auth: 230.22, F.S.

Imple: 231.09(2) and 232.25, F.S.



7.3.7. Intoxicants and Hallucinogenic Drugs

Students having possession of or who are under the influence of intoxicating beverages or hallucinogenic drugs or combinations of drugs having hallucinatory effects, marijuana, glue or other drugs or combinations of drugs or materials expressly prohibited or controlled by federal, state, or local laws at any school function or on school property, shall be liable for suspension and expulsion.

Parents shall be notified before any final action is taken. If there is a violation of law involved, legal authorities shall be informed.

If at any time a student is formally charged with a felony by a proper prosecuting attorney for the unlawful possession or sale of any substance controlled under Chapter 893, Florida Statutes, or any narcotic drug, central nervous system stimulant, hallucinogenic drug or barbiturate, as identified or defined in either Chapter 893 or Chapter 404, Florida Statutes, the principal of the school in which the student is enrolled shall immediately follow the procedures and criteria set forth in State Board Regulation 6A-1.956 and Section 232.26, subsection (2), Florida Statutes, as the same may be applicable.

Auth: 230.22, F.S.

Imple: 230.26(2) and (3), 120.57, and Chapters 404 and 893, F.S.; SBE Regulation 6A-1.956.

7.3.8. Use of Tobacco

Students shall not be permitted to use tobacco in Osceola

County school buildings or on school grounds except in areas designated by the principal.

Auth: 230.22, F.S.      Imple: 231.085 and 232.25, F.S.

7.3.9. Skipping and Excessive Absence (Truancy)

Any student who fails to attend class and has no acceptable excuse for his absence shall be referred to the appropriate administrator for punishment. Every effort should be made for the student to make up the time and work missed in after-school detention. Parents shall be notified of unexcused absences and of after-school detention resulting therefrom, in accordance with Board Policy 7.2.4. No student who is required by law to attend school shall be suspended for unexcused absence or truancy.

Auth: 230.22, F.S.

Imple: 230.2313(3)(c), 232.09, 232.10, and 232.27, F.S.

7.3.10. Theft and Pilfering

Any student involved in the act of stealing or in possession of stolen property may be suspended from school. In such cases, parents or guardians shall be requested to come for a conference with school officials. Thefts shall be reported to the proper authorities. Efforts shall be made to secure reimbursement or replacement of the money or items taken.

Auth: 230.22, F.S.

Imple: 232.26, F.S.

7.3.11. Blackmail and Extortion

Any student who blackmails or otherwise threatens any person for the payment of money or any other consideration, may be

suspended from school, and parents or guardians shall be called for a conference with school officials. In such cases, efforts shall be made to secure reimbursement or otherwise recover damages. The appropriate law enforcement agency will be notified.

Auth: 230.22, F.S.

Imple: 232.26, 120.53(1), 230.23(6), and 230.33(8)(c), F.S.

7.3.12. Profanity

Profanity shall mean any profane, vulgar, or unnecessarily crude utterance or gesture, whether directed toward a teacher or classmate, or merely done overtly. Such instances shall be handled by the teacher, if possible, and referred to the appropriate administrator if further action becomes necessary.

Auth: 230.22, F.S.

Imple: 232.26 and 232.27, F.S.

7.3.13. Vandalism and Burglary

Destruction of or damage to school property due to burglary or vandalism shall be reported immediately to the police or sheriff's department and to the Superintendent. The immediate area of the loss or damage shall be kept clear of personnel, and nothing shall be moved or touched, until the police or (deputy) sheriffs have made an investigation.

A full and complete report of loss or damage shall be made to the Superintendent as soon as possible following the investigation.

Appropriate action against any student known to have committed vandalism shall include having the parents or guardians

come to the school for a conference with school officials and an arrangement for restitution for damage. A student of eighteen (18) years of age, or the parents of a minor student found guilty of damaging, defacing, taking or destroying school property, either during school hours or at any other time, shall be required to repay the cost of repairing the damage, and the student may be subject to a penalty of suspension from school for a period up to ten (10) days, or face expulsion from school.

Auth: 230.22, F.S.

Imple: 741.24, 232.26, 120.53(1), 230.23(6),  
230.33(8) (c), and 120.57(1), F.S.

7.3.14. Arson

Any student who deliberately sets fire to school property shall be suspended until parents or guardians can be contacted for a conference with school officials and arrangements made for restitution. The penalties for arson may include suspension from school. Incidents of arson shall be reported to the appropriate fire department and police officials.

Auth: 230.22, F.S.

Imple: 741.24, 232.26, 120.53(1), 230.23(6),  
230.33(8) (c), and Chapter 806, F.S.

7.3.15. Disturbing Teachers, Board Members, Employees of the Board, or Their Homes, and Insulting in Public

The principal shall have the authority to suspend, or to recommend for expulsion, any student for disturbing a teacher, Board member, or any employee of the Board; or disturbing or inflicting damage upon a home of any of

them; or insulting any of the aforementioned persons in a public place.

Auth: 230.22, F.S.

Imple: 232.26, F.S.

7.3.16. Legal

None of the foregoing shall be construed in such a manner as to violate any federal, state or community law.

Breaches of such law may be reported to appropriate non-school authorities for separate prosecution.

Auth: 230.22, F.S.

Imple: 230.23(12), F.S.

7.4. CORPORAL PUNISHMENT

Corporal punishment shall be defined as the moderate use of physical force or physical contact by a teacher or principal as may be necessary to maintain discipline or to enforce school rules. Therefore, subject to law, each teacher or other member of the school staff shall have such authority for the control and discipline of students as may be assigned to him by the principal or his designated representative and shall keep good order in the classroom and in other places which he is assigned to be in charge of students.

Any student shall be exempt from corporal punishment upon request in writing from the parents or guardians to the principal, prior to the time a problem arises. This request shall be renewed yearly. If a parent requests exemption from corporal punishment, the parent shall also agree to the child's suspension or expulsion from school until the problem is solved. Parents who request exemption from corporal punishment may change this decision, after a conference with the principal, by a statement in writing.

Any student exempted from corporal punishment due to parental request,

and suspended, may also be subject to expulsion.

When corporal punishment is administered, the following procedures shall be followed:

A. The use of corporal punishment shall be approved in principle by the principal before it is used, but approval is not necessary for each specific instance in which it is used.

B. A teacher or principal may administer corporal punishment only in the presence of another adult who is informed beforehand, and in the student's presence, of the reason for the punishment. It shall be limited to the use of the open hand, ruler, or paddle, as approved by the principal, and directed only to the student's buttocks or back of the thigh.

C. The teacher or principal who has administered punishment shall make a record of such punishment so that the student's parent or guardian can be provided with a written explanation of the reason for the punishment and the name of the other teacher or principal who was present. This record shall be filed in the principal's office at the end of each school day. The Superintendent shall prescribe the appropriate forms for keeping these records.

Nothing herein shall be construed in such a manner as to

authorize the violation of federal or state law, or State Board of Education regulations.

7.5. SUSPENSION AND EXPULSION

7.5.1. Short Term Suspension

A principal or his designated assistant may suspend a pupil from school or from riding the bus, for a period not to exceed ten (10) days, for willful disobedience, open defiance of authority or a member of the staff, use of profane or obscene language, other serious misconduct, or repeated misconduct of a less serious nature; provided that, in any case of suspension, notice, with the student's given reasons for the action, shall be provided by telephone if possible, and confirmed immediately in writing, to the pupil's parents and the Superintendent. Semester and grade period tests missed during any period of suspension may be made up.

Prior to suspending a pupil for any length of time, the principal shall give to the pupil an oral or written charge against him and, if the pupil denies the charge, an explanation of the evidence supporting the charge and an opportunity for the pupil to present his side of the story. There shall not necessarily be any period of delay between the time notice is given to the pupil and the informal hearing required by this paragraph, nor shall the pupil necessarily be given the opportunity to secure legal counsel, confront or cross-examine witnesses



to verify his version of the incident. However, the principal may exercise his discretion in the interest of fairness and justice by summoning the accuser, permitting informal cross-examination and allowing the pupil to present his own witnesses in cases where there are serious disputes of material facts and arguments about cause and effect. The student shall be given an opportunity to respond to the charges and the evidence, explain his actions, and bring to the attention of the principal any additional information. The principal shall specifically inform the student of these rights.

Following an informal conference, the principal, at the request of the student's parents, may convene an additional hearing and offer the student an opportunity to confront and cross-examine witnesses, and present testimony and further evidence.

A principal is not required to hold a conference prior to suspending a student for ten (10) days or less if the student's presence poses a continuing danger to persons or property, or if the student represents an ongoing threat of disrupting the educational process. In such cases, the notice and informal hearing shall be provided as soon

thereafter as is practicable.

Following suspension, the principal shall immediately notify the Superintendent and the suspended student's parents or guardians by telephone or in writing within 24 hours of the action taken and the reasons for the suspension.

Auth: 230.22, F.S.

Imple: 120.53(1), 230.23(6), 230.33(8)(c), and 232.26, F.S.

7.5.2. Extended Suspension

The principal may recommend to the Superintendent that a student's suspension be extended by the Superintendent until the next School Board meeting, at which time the Superintendent may recommend for School Board approval an additional suspension up to a maximum of thirty (30) days.

Prior to any recommendation or approval of extended suspension, the Superintendent and the School Board shall have reviewed the principal's prior actions and all documentation in support thereof and shall be satisfied that all procedural requirements of Paragraph 7.5.1 hereof have been strictly adhered to.

Auth: 230.22, F.S.

Imple: 230.23(6)(c), 230.33(8)(c) and 232.26, F.A.

7.5.3. Expulsion

Expulsion from school shall be authorized

only by the School Board. If a principal requests expulsion of a student from school, a written request shall be sent to the Superintendent, who in turn shall notify the parents or guardians in writing of the charge against the pupil, including the rule violated and the pupil's alleged conduct, and the date, time and place of the Board meeting when the expulsion shall be considered. At least fourteen (14) days' notice shall be given the parents, unless waived by all parties concerned.

The Board shall conduct an open hearing prior to ordering the expulsion of any pupil, as provided in the Administrative Procedures Act, Section 120.57(1), Florida Statutes. At the hearing the pupil may be represented by his parents or guardians or by counsel, and all parties may introduce and examine evidence, call and examine or cross-examine witnesses, and submit rebuttal evidence. The rules of evidence observed by courts shall not be applicable. Any party may, at his own expense, have the right to record and have transcribed the proceedings of the entire hearing. The decision of the Board shall be based solely upon evidence presented at the hearing, and a copy of the findings and deci-

sion of the Board shall be furnished to  
the pupil in writing.

Auth: 230.22, F.S.

Imple: 230.23(6)(c), 232.26, 230.33(8)(c), and  
120.57(1), F.S.

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3.0. SCHOOL FOOD SERVICE

8.1. RESPONSIBILITIES OF THE BOARD

In providing a healthy and nutritious School Food Service for the students and staff of Osceola County schools, it shall be the responsibility of the Board to:

- A. Provide facilities and materials in all departments.
- B. Secure and make bid awards for all items specified by State Board Regulations.
- C. Assure that all foods purchased will conform to the Federal Food, Drug and Cosmetic Act, the Meat Inspection Act, and any regulations of the State of Florida relating to the specific item being purchased.
- D. Provide an adequate supervisory staff at the District level for the administration of the program, and adequate clerical and secretarial help for the centralized system.
- E. Establish a uniform recordkeeping system for the centralization program, and supply record forms to the schools.
- F. Submit to the State Department of Education all required reports, requested information, agreements, and applications for federal reimbursement and commodities.

- G. Provide for audits of all records at the schools and the central office, as required by law and State Board regulations.
- H. Assure a nutritionally adequate and nonprofit School Food Service Program by providing sufficient funds.
- I. Prohibit the operation of any public lunch program under a fee, concession, or contract agreement with a food service management company, or under a similar agreement.
- J. Make facilities and materials available during disaster or emergencies in schools designated as disaster centers.

Auth: 230.22, F.S.

Imple: 228.195(3), 237.01, 237.02, and 230.23(15), F.S.; and SBE Regulations 6A-7.40, 6A-7.41, 6A-7.42(2), 6A-7.45, and 6A-7.46.

## 8.2. COORDINATOR OF SCHOOL FOOD SERVICE

The Coordinator of School Food Service shall work under the authority delegated by the Superintendent, and shall administer school food programs which shall meet the obligations assumed by the Osceola County School Board and the Superintendent. These responsibilities and duties shall include:

- A. Organization, promotion and program development
- B. Food supply, preparation and service
- C. Personnel direction



D. Use of plant space, facilities and equipment

E. Educational opportunities.

Auth: 230.22, F.S.

Imple: 230.33(6)(j) and 228.195(3), F.S.; and SBE Regulations 6A-7.42(2)(e), 6A-7.45, and 6A-7.46.

8.3. PRINCIPALS

The principal shall cooperate with the Coordinator of School Food Services in administering and operating an adequate School Food Service Program in compliance with federal and state laws, State Board Regulations, and the School Board of Osceola County policies. These responsibilities are listed under "Principals" in the Administrative Personnel Handbook.

Auth: 230.22, F.S.

Imple: 228.195(3), F.S., and SBE Regulation 6A-7.42(3).

8.4. SCHOOL FOOD SERVICE MANAGER

The School Food Service Manager shall be under the administrative supervision of the principal and the technical supervision of the Coordinator of School Food Services. The Manager shall be responsible for the efficient and satisfactory operation of the department, following procedures and regulations of the District Food Service Program. Specific duties of the Manager shall be listed in the School Food Service Handbook.

Auth: 230.22, F.S.

Imple: 228.195(3), F.S., and SBE Regulations 6A-7.40, 6A-7.41, 6A-7.42(2), and 6A-7.46(3).

8.5. ASSISTANT SCHOOL FOOD SERVICE MANAGER

The Assistant School Food Service Manager shall work under the direct supervision of the Manager, and shall be assigned duties to allow experience in all areas of management. Those duties shall be listed in the School Food Service Handbook.

Auth: 230.22, F.S.

Imple: 228.195(3), F.S., and SBE Regulation 6A-7.42(2).

8.6. SCHOOL FOOD SERVICE PERSONNEL

All other School Food Service Personnel are directly responsible to the Manager for the performance of their assigned duties. Major responsibilities shall be listed in the School Food Service Handbook.

Auth: 230.22, F.S.

Imple: 228.195(3), F.S.

8.7. PERSONNEL PRACTICES

8.7.1. Applications and Appointments

Persons desiring employment with School Food Service shall file applications with the District Personnel Office. All new employees shall be appointed on a trial basis for a thirty (30) day period.

The Coordinator of School Food Services shall present a list of qualified applicants for any vacant managerial position to the principal for his approval, and in turn the principal shall submit his choice to the Superin-

tendent and the School Board.

Auth: 230.22, F.S.

Imple: 228.195, 230.23(5) and 230.33(7), F.S.

8.7.2. Qualifications for Employment

A. Managers and Assistant Managers

Managers of School Food Service Departments shall be high school graduates or the equivalent. All managers shall have three (3) years' experience in food service and at least three (3) County-approved training courses prior to initial appointment. Managers shall demonstrate leadership ability.

Assistant Managers shall be high school graduates or the equivalent. They shall have two (2) years' experience in food service and at least two (2) County-approved training courses prior to initial appointment. Assistant Managers shall demonstrate leadership ability.

B. School Food Service Employees

School Food Service employees shall have

- (1) At least an eighth (8th) grade education, or pass an equivalency test.
- (2) The ability to take instructions and follow through efficiently.

C. Student Employees

Student labor in the elementary schools may be used in the School Food Service Department when such employment is with the consent of parents, teachers, principal and Manager. All regulations of child labor laws shall be strictly followed. Students shall not be around or operate power equipment such as dishwashers, or near stoves and hot food. Students shall not be required to work as a condition to receive free or reduced price meals. Students may perform light duty such as to wipe tables, hand out milk, and assist with spills. All personal health and hygiene standards required of adult workers shall be observed by student helpers. As compensation for their services, students employed may be given a free lunch.

Auth: 230.22, F.S.

Imple: 228.195, 230.23(5), 230.33(7), 232.07 and 232.08, F.S.; and SBE Regulations 6A-1.97 and 6A-7.46(3).

8.7.3. Procedures for School Food Service Employees

School Food Service Managers shall be employed for the number of days established by the District salary schedule. All other full-time and regular part-time employees shall be

employed for 180 days, plus additional time to open and close the department, at the discretion of the Coordinator of School Food Service.

School Food Service personnel generally shall be employed for a maximum of seven (7) hours daily. The particular number of hours worked by employees shall be established by the Manager. Assistant Managers may work seven and a half (7½) hours daily. Managers shall work eight (8) hours daily. No employee shall work more than eight (8) hours per day. All full-time employees shall be on the job seven and a half (7½) hours with thirty (30) minutes for lunch and a fifteen (15) minute coffee break. Doctors' appointments shall be scheduled for after working hours whenever possible.

All School Food Service salaries shall be paid according to the current salary schedule.

Managers and other Food Service employees shall be given a written notice of reappointment from the Board.

Auth: 230.22, F.S.

Imple: 228.195, 230.23(5) and 230.33(7), F.S.; and  
SBE Regulation 6A-7.46(3).

#### 8.7.4. Personal Health and Hygiene Requirements

All personnel shall comply with the provisions

of the Florida Sanitary Code and the guidelines of the School Food Service Handbook. All employees shall have a tuberculin test or chest X-ray each year.

Auth: 230.22, F.S.

Imple: 228.195(3) and 230.23(5), F.S.

#### 8.7.5. Work Habits and Work Schedules

Employees shall maintain good working habits and follow work schedules as described in the School Food Service Handbook.

Auth: 230.22, F.S.

Imple: 228.195(3) and 230.23(5), F.S.

### 8.8. OPERATING POLICIES

#### 8.8.1. Equipment

The Board shall furnish and equip new departments, provide additional equipment for expansion, and pay all utility costs for installation and operation as in the Food Service budget.

Expendable equipment shall be replaced during the school year by the School Food Service Department at each school from regular operating funds when available. A list of supply items needed in the following year shall be turned in annually on the date set by the Coordinator. These items shall be combined for purchasing from District funds, if available.

Nonexpendable equipment items shall be replaced by the Board, and shall be purchased according to specifications developed by the Coordinator of School Food Service. The Board shall provide funds for maintenance of equipment. Managers shall follow County procedures regarding necessary repairs.

Equipment maintenance record cards shall be kept on all major pieces of equipment and shall be kept up to date at all times by the School Food Service Manager.

Annual equipment inventories shall be taken. At the end of each school year, inventories of expendable and nonexpendable equipment shall be brought up to date. No School Food Service equipment shall be taken from the premises, except that borrowing for school-related use such as barbecues or PTA affairs is permitted if approval is obtained in writing from the principal before the equipment is to be used. An inventory of borrowed equipment shall be made by the Manager and signed by the borrower. If borrowed equipment is not returned, it shall be replaced by the borrower.

Auth: 230.22, F.S.

Imple: 228.195(3) and SBE Regulation 6A-7.42(2).

8.8.2. Commodities

Commodities shall not be sold, traded, taken home or otherwise utilized except in plate-lunch programs. They shall not be used for PTA refreshments, special meals, school benefit dinners, or similar affairs. Accurate records shall be maintained on commodities in school storerooms.

Section 32 and Section 46 commodities may be used by home economics teachers for laboratory instruction. The home economics teacher shall requisition commodities from the School Food Service Manager at least ten (10) days in advance. A copy of the requisition should be sent to the Coordinator of School Food Service. (Refer to the current Florida School Food Service Program Requirements for the latest requirements of the USDA Commodity Program.)

Auth: 230.22, F.S.

Imple: 228.195(3), F.S., and SBE Regulations 6A-7.41 and 6A-7.42(2).

8.8.3. Lunch Prices

A. Sale Prices

Sale prices for school lunches and special milk through the School Food Service Program shall be established by the Board, subject to change due to food price fluc-



tuations and commodities available. The Food Service Departments in the District shall participate in the National School Lunch Program, and serve Type A lunches priced as a unit, and special milk. High schools may have a la carte offerings with per-unit pricing.

B. Economically Needy Lunches

Economically needy lunches are defined as those granted to children who meet the criteria for support under the guidelines of Federal Regulations Title VII, Part 245. These pupils shall be supplied a lunch without cost or at a reduced price. The principal of the school shall place eligible students on the economically needy lunch program.

The current income eligibility scale or recommendations of a key person such as the pupil's teacher, counselor, School Food Service Manager or personnel of the Welfare Department shall assist the principal in determination of need. A file of all economically needy lunch applications shall be maintained in the principal's office and shall be reviewed periodically to determine if the need is still present. All applica-

tions shall be kept on file for three (3) years.

C. Left-over Foods

Left-over foods, including both purchased foods and commodities, shall not be taken from the School Food Service Department, but shall be stored for future use. Left-over food having no keeping quality shall be served as "seconds" to children, or scrapped. Careful planning shall be practiced at all times to minimize overproduction.

D. Sale of Additional Foods

In elementary and middle schools only those additional foods or drinks which meet the nutritional needs of the pupils shall be sold during the regular school day. Permissible items include the following: whole milk, full-strength fruit and vegetable juices, fresh fruits and full-strength citrus juice freezes. Ice cream and milk shakes are permissible in grades six (6) through twelve (12). These items may be sold during such hours that do not interfere with the School Lunch Program.

Extra milk may be sold to students and adults.

High schools may, upon permission of the

Board, sell other foods, provided they are not offered for sale one (1) hour before, and until one (1) hour after the meal period.

E. Adult Lunches

No adult meals shall be given free, except for School Food Service personnel. Adults in a school on official business at lunch time may, upon payment of the established price, eat in the School Food Service Department. Relatives of School Food Service personnel shall not be regular customers in the cafeteria. Every guest or his host shall pay for meals eaten in the lunchroom. Adult lunches shall include one (1) beverage.

Parents may make occasional visits to the School Food Service Program. This privilege may be exercised by having parents visit on special days, or as individuals, to become acquainted with the program. The principal shall see that this privilege is not abused, as the School Food Service Program is not in competition with commercial establishments.

Adults may buy a la carte items at the

current adopted prices.

Auth: 230.22, F.S.

Imple: 228.195(3), 230.2313, 231.085(5); and SBE Regulations 6A-7.40, 6A-7.41, and 6A-7.42(2).

#### 8.8.4. Operating Procedures

##### A. Discipline

Discipline in the dining room or cafeteria shall be the responsibility of the adult placed in charge, and the principal. School Food Service employees shall not be responsible for discipline.

##### B. Keys

School personnel authorized to hold keys to the department shall be the principal and the School Food Service Manager. The key may be checked out in writing to a member of the school staff by the principal.

Keys to any part or facility of the food storage areas shall not be given to any person other than the Manager or principal, except that delivery men may be temporarily given a key only when authorized by the principal.

##### C. Unauthorized Personnel in the Food Preparation Area

The principal shall prevent the entry of unauthorized people in food preparation areas.

An unauthorized person shall be anyone other than the School Food Service staff, the principal, and school personnel on official business.

Teachers shall be served from the serving line, and may not enter the kitchen for special service.

Relatives of School Food Service employees shall not be authorized to enter the food preparation area, or otherwise granted privileges denied other children and adults.

D. Noon Hour

The principal shall schedule a lunch period as part of the regular school day, so that the period fits smoothly into the school day pattern, the length is adequate for service and eating (a minimum of 25 minutes), and the number of persons scheduled for any one period can be comfortably accommodated in the dining area.

Auth: 230.22, F.S.

Imple: 228.195(3), 232.25, 231.085(5), F.S.; and SBE Regulations 6A-7.42(2) and 6A-7.41.

3.9. CUSTODIAL DUTIES RELATING TO SCHOOL FOOD SERVICE

The principal shall assign regular cleaning duties for the School Food Service Department at the beginning of each school year to the custodian.

He shall inform the School Food Service Manager and the custodian of schedules, and the duties as listed in the Job Description.

Auth: 230.22, F.S.

Imple: 228.195(3) and 231.085, F.S.

8.10. SANITATION AND SAFETY

School Food Service Programs shall meet the same state and local sanitary standards required of any food-handling establishment. The Osceola County Health Department may make a routine inspection of each department. EACH MANAGER MUST THEREFORE READ AND APPLY THE CURRENT REVISED BULLETIN 33-F, ENTITLED "SANITATION AND SAFETY FOR CHILD FEEDING PROGRAMS."

Auth: 230.22, F.S.

Imple: 228.195(3), F.S., and SBE Regulation 6A-7.42(2)

8.11. EXTRACURRICULAR USE OF THE SCHOOL FOOD SERVICE DEPARTMENT

Any organization desiring the use of the School Food Service Department shall make arrangements through the principal and Manager well in advance of the function. The use of facilities shall be subject to Board Policy 3.11.

The School Food Service Manager, or someone appointed from the staff, shall be present at any time the kitchen facilities are used by an organization.

The Manager or worker shall be paid by the organi-

zation using the department at the hourly rate of one and one-half (1½) times the regular hourly rate.

The School Food Service Department shall be left in the condition in which it was found. The sponsor or teacher in charge shall be responsible for all damages and any replacements which have to be made.

School Food Service Managers shall cooperate with Red Cross and Civil Defense officials in case of emergencies. When School Food Service kitchens are used for such emergencies, they shall be left in the same condition as they were found, and all damages repaired or items replaced.

Auth: 230.22, F.S.

Imple: 228.195(3) and 230.23(12), F.S.

#### 8.12. FINANCE

The approved money-collection system is cashiering through the line. Checks SHALL NOT be accepted by cashiers. Managers shall be responsible for daily deposits. No monies shall be left in the department overnight.

Any loss or theft of records, cash, or goods shall be reported immediately to the principal and Superintendent.

Auth: 230.22, F.S.

Imple: 228.195(3) and 237.01, F.S.





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9.0. ADMINISTRATIVE

9.1. EMPLOYMENT PRACTICES

9.1.1. Definition of Administrative Personnel

Administrative personnel comprise the Superintendent, supervisors, principals and those persons who may be employed as professional administrative assistants to the Superintendent or to the principal, but do not include secretarial, clerical or other office assistants.

Auth: 230.22, F.S.                      Imple: 230.23(5), F.S.

9.1.2. Recruitment, Selection and Appointment

A. Personnel Philosophy

In order to secure quality educational leadership for the children of Osceola County, the School Board shall strive to acquire administrative personnel who possess the following attributes:

- (1) A high degree of competency in their area of specialization.
- (2) Good physical health.
- (3) Good mental health.
- (4) Healthy social attitudes.
- (5) A high degree of dedication to doing their utmost for children.
- (6) Staunch adherence, active as well as passive, to the conviction that each child is valuable and should be treated in such a manner as to develop to the fullest degree possible his potential and talents.
- (7) A desire to cooperate and work with other personnel for the betterment

of operation procedures.

- (8) A profound and vital respect for the teaching profession and the nation, state and community it serves.

B. Qualifications of Administrative Personnel

- (1) A person shall be of good moral character and shall, when required by law, hold a certificate or license issued under regulations of the State Board of Education, Section 231.02, Florida Statutes.
- (2) No person shall be employed as administrator or as supervisor who has not had two (2) or more years of experience in an instructional position or his area of specialization, and has not attained the age of twenty-three (23) years. This requirement may be waived by the Board upon the recommendation of the Superintendent, except in the case of the Board's appointment of principals, or for the office of Superintendent.
- (3) No person shall be employed after the close of the fiscal year following the date on which he attains seventy (70) years of age.
- (4) All personnel requiring certification shall be certified in the area in which their major assignment is made. The Superintendent shall approve any exceptions and report such to the Board.
- (5) Florida Statutes 876.05 requires all persons who are on the payroll of the School Board to take an oath to support the Constitution of the United States and of the State of Florida. The oath, as amended by the United States Supreme Court, is included in the Appendix to this Manual.
- (6) All personnel not under the Teacher Retirement System are required to become members of the Florida Retirement System. All personnel belonging to the Florida Retirement System must contribute to Social Security.

- (7) All personnel must complete a W-4 form to authorize proper withholding of monies for income tax purposes.

C. Employment Procedures - Administrative

- (1) Statutory - Record of Personnel

For the purpose of improving the quality of administrative services, the Superintendent shall establish procedures for the performance of duties and responsibilities of administrative personnel as provided in subsection (2) of Section 231.29, Florida Statutes, and shall open the assessment file only to those individuals designated in subsection (3) of Section 231.29, Florida Statutes.

- (2) Application Forms

Application forms for administrative positions may be obtained from the Superintendent's office. The completed application shall be given to the Superintendent or his designee.

- (3) Personnel Interviews and Application Procedures

All candidates for administrative positions shall be interviewed by the Superintendent.

The application shall be reviewed by the Superintendent or his designee, and approved, before presenting the candidate to the Board for approval. The Superintendent shall be expected to recommend only the best qualified candidates from as large a list as possible of eligible persons. When reviewing applications for employment, the Board shall evaluate all applications with the primary objective of selecting persons best suited to meet the educational needs of the children.

- (4) Disposition of Application

An applicant who has been appointed by the Board shall be notified in

writing of the appointment and shall be given a period not to exceed fifteen (15) days to accept or reject the appointment.

Auth: 230.22, F.S.

Imple: 231.02, 230.23(5), 231.03, 231.031, 231.15 - 231.17, 121.051, 876.05, 230.33(7), 231.29(2) and (3), F.S.

### 9.1.3. Certification

#### A. General Information

It is the responsibility of the employee to secure a valid certificate, where required. Application forms may be secured from the Superintendent's office. All certificate applications should be processed through the District contact for certification in order to receive priority attention from the Certification Section of the State Department of Education.

Where there is a change in name, the name shall be changed on the certificate and the certificate recorded in the Superintendent's office before any records may be changed. This shall be done by sending the old certificate and the appropriate form and fee to the Certification Section, State Department of Education, Tallahassee, Florida. Each member of the administrative staff holding a certificate shall

file it with the Superintendent immediately upon receipt thereof.

B. Extension of Certificate

The extension of teaching certificates shall be made in accordance with the provisions of Section 231.24, Florida Statutes, and State Board Regulation 6A-4.05.

In-service training may be used to extend a certificate. A total of one hundred twenty (120) points is required, with not less than twenty (20) points in each of the three (3) categories. If college credits or educational travel is to be used as part of in-service training, such must be translated into points as outlined in the Master Plan for In-Service Training.

Auth: 230.22, F.S.

Imple: 231.02 and 231.24, F.S.; and SBE Regulations 6A-4.02, 6A-1.69, and 6A-4.05.

9.1.4. Health Certificate

All employees of the Board shall have a tuberculin skin test or, at their own expense, a chest X-ray at the beginning of each school year or within thirty (30) days after employment begins.

Auth: 230.22, F.S.

Imple: 230.23(5), F.S.

9.1.5. Assignments and Transfers

The School Board shall act on recommendations of the Superintendent regarding transfer and promotion of any employee. Assignments shall be based on the qualifications of the employee and the requirements of the position to which he would be transferred.

Auth: 230.22, F.S.            Imple: 230.23(5), F.S.

9.1.6. Contracts

The School Board shall provide written contracts for all administrative personnel. The contract shall be in accordance with the salary schedule adopted by the School Board and shall be in writing for definite amounts, for definite terms of service, and shall specify the number of monthly payments to be made. All such contracts shall be executed in duplicate and a true signed copy retained by the Board in the office of the Superintendent. The School Board is prohibited from paying any salary to any member of the administrative staff, except when this provision has been observed.

The Board cannot enter into a contract with the prospective employee until the employee has a valid Florida certificate, where required. However, if an application for a certificate has been filed through the District contact for



certification, with the necessary attachments, a contract may be issued on the basis of a State Department of Education number assignment on the SDE Office Receipt and Acknowledgement form on the status report sent to the District contact person each month. If, after the second pay period since employment began, a valid certificate is not presented to the District office, further checks may be withheld.

A. Return to Annual Contract Status

Any administrative personnel member under continuing contract may be dismissed or returned to annual contract status after due process, as provided in Board Policy 10.2.

B. The Necessity to Choose Between Personnel on Continuing Contract

Should the Board have to reduce personnel due to consolidation, the criteria for determining which personnel on continuing contract shall remain shall be based on the conditions set forth in Section 231.36, subsection (5), Florida Statutes, and the Board shall follow those procedures set forth in Board Policy 10.1

Auth: 230.22, F.S.

Imple: 231.36, 120.53(1), and 120.57 - 120.59, F.S.

9.1.7. Suspension and Dismissal

Suspension or dismissal of administrative personnel shall follow those procedures contained in Board Policy 10.3, except that the Superintendent may suspend members of the administrative staff in an emergency in accordance with provisions of Section 230.33, subsection (7)(h), Florida Statutes.

Auth: 230.22, F.S.

Imple: 230.33(7)(h), 120.53(1), 120.57 - 120.59, 231.085(2), and 231.36(6), F.S.

9.1.8. Resignations and Terminations

A. Resignation

All administrative personnel requesting to be released from their contract shall submit a letter in writing, giving reason and effective date, to their immediate superior, who shall forward the letter with a recommendation to the Superintendent for Board consideration.

B. Release from Contract

Any person who shall violate the terms of his contract by leaving his position without first being released from his contract by the Board shall be reported to the Professional Practices Commission. The Board shall take official action on such violation and furnish a copy of the proceedings

to the Certification Section of the State Department of Education in accordance with Section 231.36, subsection (2), Florida Statutes.

C. Release from Appointment

The Board shall not feel obligated to release an employee from contractual obligations unless sufficient notice is given for appointment of a replacement. Moreover, such release shall not be made if it would be to the detriment of the school and the educational welfare of the children.

Auth: 230.22, F.S.

Imple: 231.36(2), F.S.

9.2. EMPLOYMENT CONDITIONS

9.2.1. Working Day

The minimum administrative personnel working day, and the conditions involving the particular responsibilities assigned, shall be determined by the Superintendent.

With the approval of the Superintendent, the administrative department heads and principals shall designate working schedules for personnel under their supervision which will best meet the needs of the school district.

Auth: 230.22, F.S.

Imple: 230.33(7), F.S.

9.2.2. Vacations

Administrative personnel shall accumulate vaca-

tion as follows:

- A. One (1) day for each month of service for those employed by the Board for less than five (5) years.
- B. One and one-half (1½) days per month of service per year for those employed five (5) years or more by the Board.
- C. The maximum number of vacation days which may be carried forward at the beginning of the fiscal year shall be thirty (30) days.
- D. Vacation shall not be taken until it is earned.
- E. The Christmas vacation period, other than legal holidays during this period, shall be a part of the vacation period, unless the employee is actually on duty.
- F. Vacation time shall be scheduled with the approval of the Superintendent so that there will be a minimum of disruption in the operation of the school system.

Auth: 230.22, F.S.

Imple: 230.23(5), F.S.

9.2.3. Temporary Duty Assignment of Employees

When mutually agreed upon, employees may be assigned to be temporarily absent from their regular duties and places of employment for the purpose of performing other educational services, including participation in school

surveys, professional meetings, study courses, workshops, etc. Such assignment to temporary duty shall ordinarily be initiated by the District administration, but an employee may request assignment to temporary duty, subject to the approval of the Superintendent. Employees shall receive their regular pay and may be allowed expenses as provided by Board Policy 2.4.8. Such temporary duty shall be considered equal to the regular duties of the individual, and employees performing such assigned duties shall not be considered to be on leave. Employees may not be assigned for temporary duty for the purpose of earning college credits, improving rank or renewing certificates, except when participating in a staff development program approved by the Board.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.84 and 231.42, F.S.

9.2.4. Evaluations

For the purpose of improving the quality of instructional, administrative and supervisory services in the public schools of the state, the Superintendent shall establish procedures for assessing the performance of duties and responsibilities of administrative and supervisory personnel employed in the District and for the proper recordkeeping of the same, in

accordance with Section 231.29, subsection (2)  
of the Florida Statutes.

Auth: 230.22, F.S.

Imple: 231.29(2), F.S.

9.2.5. Assessment File

The assessment file of each individual shall be open to inspection only by the School Board, the Superintendent, the principal, the employee, and such other persons as the employee or the Superintendent may authorize in writing, in accordance with Section 231.29, subsection (3), Florida Statutes.

Auth: 230.22, F.S.

Imple: 231.29(3), F.S.

9.2.6. Professional Organizations

Administrative personnel may participate in the activities and meetings of professional organizations related to their assignments and in which they hold membership. These organizations may be local, state or national in scope. Payroll deductions for membership dues shall be authorized by the employee, upon approval of the Superintendent.

Auth: 230.22, F.S.

Imple: 231.42, F.S.

9.2.7. Jury Duty or Court Witness

An employee of the Board may be absent from assigned duties and shall receive his regular salary, less court fees, while serving as a witness in any court case under the following conditions:

A. That the person has been subpoenaed by the court as a witness and not a principal in the case.

B. That the employee shall submit a copy of the subpoena or letter from either attorney in the case to the Superintendent.

In the event that the employee is excused from Jury Duty or Court Witness the employee shall return to his place of assignment as expeditiously as possible. Leave forms will show cancellation.

Auth: 230.22, F.S.                      Imple: 231.39, F.S.

9.2.8. Pallbearer

The Superintendent, head of a department, or a principal shall have the authority to allow anyone to act as a pallbearer.

Auth: 230.22, F.S.

Imple: 230.33(7) and 231.085, F.S.

9.2.9. Residence

Administrative personnel employed by the Board are encouraged, but not required, to live in Osceola County. Living out of the County does not exempt the administrator in any way from his duties.

Auth: 230.22, F.S.

Imple: 230.23(5), F.S.

9.3. LEAVE OF ABSENCE

During the school year, when it is necessary to be absent from duty, any member of the administrative

staff may secure leave of absence as prescribed by law, pursuant to policies of the Board. Any such leave shall be classified as one of the following:

- A. Illness-in-line-of-duty leave
- B. Maternity leave
- C. Military leave
- D. Personal leave
- E. Professional leave
- F. Extended professional leave
- G. Sabbatical leave
- H. Sick leave

Auth: 230.22, F.S.

Imple: 231.39, F.S.

9.3.1. Authority for Leave

The granting of leave shall be at the discretion of the Board, except as provided by law. The Superintendent may grant leaves according to Board policy with the exception of leave for which expenses are requested, and extended professional leave, which shall be subject to Board approval.

When leave is granted, it shall be with or without pay as provided by law and Board policy, and shall be permitted only when the operation of schools may be protected against undue interruption because of the absence of personnel.

Auth: 230.22, F.S.

Imple: 231.39, F.S.



9.3.2. Advance Granting of Leave

Leave shall be officially granted in advance and shall not be granted retroactively, provided that leave for sickness or other emergencies may be deemed to be granted in advance if prompt report is made to the proper authority.

Auth: 230.22, F.S.                      Imple: 231.39, F.S.

9.3.3. Purpose Specified

Leave granted on the request of an employee shall be for a particular purpose or cause which shall be set forth in a written application. The Board reserves the right to determine that the leave is used for the purpose or cause set forth in the application. If not so used as specified, the leave may be subject to cancellation by the Board.

Auth: 230.22, F.S.                      Imple: 231.39, F.S.

9.3.4. Illness-in-Line-of-Duty Leave

Any member of the administrative staff shall be entitled to a maximum of ten (10) days per school year of illness-in-line-of-duty leave when absence from his duties is necessary because of personal injury received in the discharge of duty or because of illness from a contagious or infectious disease contracted in school work. Requirements for such leave are found in Section 231.41, Florida Statutes.

Auth: 230.22, F.S.                      Imple: 231.41, F.S.

9.3.5. Maternity Leave

- A. Administrative personnel may be granted maternity leave without pay, not to exceed one (1) year. Such leave shall give the employee the right to return without prejudice as an employee of the Board. When an employee knows she is pregnant, she should immediately notify the Superintendent. Normally, the employee is expected to take leave at least one (1) month prior to the expected time of delivery; however, such leave may commence on a date determined by the employee in consultation with her doctor, following notification of the Superintendent in writing.
- B. Sick leave may be granted for maternity disability in lieu of maternity leave, to the extent of the employee's eligibility for sick leave, at the option of the employee. Such sick leave for maternity disability shall be defined as the inability of an employee to perform her daily duties. When disability results in the employee's inability to perform her daily duties, sick leave for maternity purposes shall be determined in accordance with Board Policy 9.3.10, as certified by her physician's statement

as to the beginning of her disability and the anticipated date of delivery. An employee who has taken maternity leave may be re-employed as a permanent employee, but may not return to work until a doctor's certificate is presented stating that the employee is physically capable of performing her duties again. A suitable vacancy must exist for an employee who wishes to return to work during the school year in which the maternity leave is granted.

Administrative personnel to whom maternity leave is granted may be reassigned to the position held at the time of withdrawal (if available), or to a similar position, upon recommendation to a specific vacancy by the Superintendent.

Auth: 230.22, F.S.                      Imple: 231.39 and 231.40, F.S.

9.3.6. Military Leave

Military leave shall be granted without pay, except as provided by Section 115.07, Florida Statutes, to employees who are required to serve in the Armed Forces of the United States or of this state, in fulfillment of obligations incurred under Selective Service laws or because of membership in reserves of the Armed Forces or National Guard. At the termination of this service, employees must make application for

re-employment within six (6) months following the date of discharge or release from active duty. The School Board shall have a period not to exceed six (6) months, to re-assign the employee to duty in the school system. Military leave shall not be counted as years of service toward a continuing contract.

Leave may be granted at the discretion of the Board without pay to an employee volunteering for military duty.

Auth: 230.22, F.S.            Imple: 231.39 and 115.07, F.S.

9.3.7. Personal Leave

A. Administrative personnel may be granted personal leave without pay by the Superintendent, as follows:

All personal leave shall have prior approval of the Superintendent; otherwise, the person is subject to dismissal. Such requests shall be submitted to the Superintendent at least one (1) week prior to the starting date of leave, except in case of emergency. Grants of personal leave shall be reported to the Board by the Superintendent and shall be reflected in the minutes of the Board.

B. A member of the administrative staff may

be absent for four (4) days each school year with pay for personal reasons. Such absences shall be charged only to accrued sick leave, and leave for personal reasons shall be noncumulative. Applications for such leave shall be approved in the same manner as for sick leave except that no reason need be given by the employee for personal leave with pay other than "personal reasons."

Auth: 230.22, F.S.

Imple: 231.43, F.S.

9.3.8. Professional Leave/Extended Professional Leave

Professional leave is defined as leave granted to a member of the administrative staff to engage in activities which will result in his professional benefit or advancement, including earning of college credits and degrees, or that will contribute to the profession of teaching. Extended professional leave is such leave extending for more than thirty (30) consecutive days. Professional leave or extended professional leave will ordinarily be initiated by the employee and will be primarily for his benefit, or that of the teaching profession, and only incidentally for the benefit of the School Board.

The School Board may grant any member of the

administrative staff three (3) consecutive weeks' professional leave during any fiscal year with compensation when school is not in session. Professional leave shall be cumulative for not more than two (2) years and shall receive the prior approval of the Superintendent.

Auth: 230.22, F.S.

Imple: 231.39, F.S. and SBE Regulation 6A-1.81.

9.3.9. Sabbatical Leave

Sabbatical leave for study or research may be granted to administrative personnel by the Board. Such leave shall be granted under the following conditions, upon approval of the Superintendent:

- A. Sabbatical leave shall be in recognition of significant service to the District for the purpose of encouraging scholarly achievement which contributed to the professional effectiveness of the members of the staff and the value of their subsequent service to the School District.
- B. A sabbatical leave may be granted for one (1) full year.
- C. An administrator on sabbatical leave shall be given compensation of half pay for such leave, as provided by the Board

in accordance with Section 231.39, subsection (1), Florida Statutes.

D. The penalty for breaking the sabbatical leave contract shall involve either:

- (1) The administrator's refunding any salaries received during his sabbatical leave, or
- (2) The administrator's paying the Board's incurred cost for collecting said monies.

In lieu of sabbatical leave, the School Board may approve school expenses for an administrator in an approved degree program, for an amount not to exceed that which the administrator would have earned during regular sabbatical leave.

Auth: 230.22, F.S.

Imple: 231.39, F.S., and SBE Regulation 6A-1.81.

#### 9.3.10. Sick Leave

Any member of the administrative staff of the District who is unable to perform his duty because of personal illness, or because of the illness or death of father, mother, brother, sister, husband, wife, child, or other close relative or member of his own family (as defined by the Internal Revenue Service publication, Your Federal Income Tax), and consequently has to be absent from his work, shall be granted leave of absence for sickness by the Superintendent or by someone designated in writing by

him to do so. The following provisions shall govern sick leave:

- A. Each member of the administrative staff employed on a full-time basis shall be entitled to one (1) day of sick leave for each month, or major portion thereof, contained in his contract, provided that he shall draw in advance only those sick days to be earned in the current school fiscal year.
- B. Administrative personnel eligible for retirement benefits, or his or her beneficiary if termination is by death, as prescribed in the laws of the State of Florida, shall be entitled to fifty per cent (50%) of accumulated sick leave. The amount per day shall be based upon the daily rate of pay for the administrator.
- C. Any member of the administrative staff shall, before claiming and receiving compensation for the time absent from his or her duties while on sick leave, make and file by the end of the school month following his return, a written certificate to the Superintendent, which shall set forth the day or days of absence, indicating that such leave was necessary and that he is or is not entitled to receive pay



in accordance with the sick leave policy.

D. Absence because of illness beyond accumulated sick leave is considered personal leave.

E. Sick leave may be taken for maternity disability as provided herein and in Board Policy 9.3.5.

Auth: 230.22, F.S.

Imple: 231.39 and 231.40, F.S.

#### 9.3.11. Unauthorized Leave

All absence of Board employees from duty for good reason shall be covered by leave duly authorized. Any employee willfully absent from duty without leave shall forfeit compensation for the time of such absence and be subject to discharge and forfeiture of tenure and all other rights and privileges as provided by law. If an employee granted leave fails to return to duty at the termination of the leave, his employment shall be subject to cancellation by the School Board.

Auth: 230.22, F.S.

Imple: SBE Regulation 6A-1.77, and 231.39, 231.44, and 231.48, F.S.

### 9.4. BENEFITS AND DUTIES

#### 9.4.1. Retirement

All new school employees shall participate in the Florida Retirement System (FRS) as a condi-

tion of employment.

Administrative personnel on Teacher Retirement System (TRS) prior to December 1, 1970, may continue in the Teacher Retirement System, provided there has been no break in continuity of service.

Auth: 230.22, F.S.

Imple: 238.05(1)(b) and 238.11, F.S.

9.4.2. Social Security

Social Security is required of every member of the Florida Retirement System.

Auth: 230.22, F.S.

Imple: 650.01 and 650.04, F.S.

9.4.3. Credit Union Deductions

Credit Union deductions from administrators' salaries are authorized as requested by individual administrators.

Auth: 230.22, F.S.

Imple: 236.02, F.S., and SBE Regulation 6A-1.52(3)

9.4.5. Duties of Administrative Personnel

The duties of administrative personnel, as described in the Administrative Handbook, are made a part of this Manual.

Auth: 230.22, F.S.     Imple: 230.33(7), F.S.

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10.0. HEARINGS PROCEDURES

10.1. DISCONTINUATION OF AN EMPLOYEE'S CONTINUING CONTRACT STATUS

A. The School Board may for good and sufficient reason terminate the employment of an employee, or may return to annual contract status for a period not to exceed three (3) years, any member of the District instructional staff.

"Good and sufficient reason for dismissal or return to annual contract status" means, without limitation:

- (1) Neglect of duties and responsibilities that impairs teaching or other normal and expected services to the school;
- (2) Failure without justifiable cause to perform the terms of employment, or willful violation of the policies of the Board;
- (3) Physical, mental or professional incompetence or failure or inability to discharge assigned duties effectively;
- (4) Professional or personal conduct involving moral turpitude;
- (5) Violation of the code of ethics of the education profession;
- (6) Actions which impair, interfere with, or obstruct or aid, abet, or incite the impairment, interference or obstruction of orderly conduct, processes and functions of a school; or
- (7) Failure to maintain satisfactory relationships with students and parents to a degree that the education program is impaired.

B. Dismissal or return to annual contract status shall be made only upon written recommendation

filed with the School Board on or before April 1 of any school year by the Superintendent, a majority of the School Board, or the principal if his contract is not under consideration.

- C. At least five (5) days prior to filing the recommendation with the Board, the party making the recommendation shall, by registered or certified mail or by personal delivery, notify in writing the employee against whom the recommendation is directed.

The notice shall include:

- (1) The name and address of the School Board;
- (2) The name and address of the party making the recommendation;
- (3) The name and address of the employee;
- (4) A copy of the charges and the recommendation; and
- (5) The expiration date of the current contract.

- D. The recommendation to the Board shall be signed by the party making the recommendation and shall contain:

- (1) The name and address of the School Board;
- (2) The name and address of the party making the recommendation;
- (3) The name and address of the employee against whom the recommendation is made;
- (4) A statement that notice was given the respondent as provided in paragraph C

of this section; and

- (5) A concise statement of the facts alleged and the rules, regulations and constitutional provisions, the violation of which is deemed good and sufficient reason for the recommendation.

- E. Upon timely receipt of a recommendation, the School Board shall promptly determine if it will consider the charges and shall officially notify the employee and the party making the recommendation of its decision. Such notice shall be personally delivered or sent by registered or certified mail.
- F. The employee may request a public hearing on the recommendation by filing a written request with the School Board within ten (10) days of receipt of the official notice from the Board. The request for hearing shall contain:
  - (1) The name and address of the School Board;
  - (2) The name and address of the employee;
  - (3) The name and address of the person making the recommendation;
  - (4) A request for hearing; and
  - (5) Such other information as the employee deems material.
- G. Within twenty (20) days of receipt of a request for hearing, the School Board shall determine whether the Board or a Board member will preside at the hearing, or whether a hearing

officer will be requested from the Division of Administrative Hearings.

H. Following timely receipt of a request for hearing, and a decision as to who will preside at the hearing, the School Board within ten (10) days shall provide all parties with written notice of the hearing. Such notice shall be provided immediately upon notification from the Division of Administrative Hearings if a hearing officer is requested.

The notice shall contain:

- (1) The time and place of the hearing;
- (2) The nature of the hearing;
- (3) The legal authority and jurisdiction under which the hearing is to be held;
- (4) The contested issue or issues to be decided; and
- (5) Citation of the particular statute and rules involved.

A hearing shall not be held earlier than fourteen (14) days after notice of the hearing, unless all parties agree in writing to an earlier date.

I. Hearings on the recommendation shall be governed by Section 120.57, subsection (1), and Sections 120.58 and 120.59, Florida Statutes, and rules adopted pursuant thereto.

J. If the employee does not request a hearing, the School Board shall proceed to take appro-



priate action on the recommendation.

K. A decision adverse to the employee shall be made only by a majority vote of the full membership of the School Board.

L. A decision adverse to the employee may be appealed to the Department of Education within thirty (30) days following the decision, pursuant to rules adopted by the Department.

Auth: 230.22(2) and 120.53(1), F.S.

Imple: 120.53(1), 120.57, 120.58, 120.59 and 231.36(4), F.S.

#### 10.2. REDUCTION IN PERSONNEL

A. If a reduction in personnel requires a Board to choose from among its personnel under continuing contract, the Board shall retain those employees best qualified. In determining qualifications, the Board shall consider, without limitation:

- (1) Educational qualifications,
- (2) Efficiency,
- (3) Compatibility,
- (4) Character, and
- (5) Capacity to meet the educational needs of the community.

B. After initially determining which employees shall be retained, the Board shall give written notice of the proposed action to all affected employees, together with a summary of the factual, legal and policy grounds therefor, including a list of criteria utilized.

C. Any continuing contract employee affected by the initial determination may request a hearing within ten (10) days following notice pursuant to paragraph B of this section. This request shall contain:

- (1) The name and address of the School Board;
- (2) The name and address of the employee;
- (3) A concise statement of the ultimate facts alleged and the statutes, rules and regulations relied upon;
- (4) A request for the relief to which the petitioner deems himself entitled;
- (5) Advice as to whether the employee wishes to present written or oral evidence; and
- (6) Other information which the petitioner believes is appropriate.

D. Upon receipt of a request for a hearing by an affected employee, the School Board, within twenty (20) days, shall determine whether the Board, a member of the Board, or a designee of the Board will preside at the hearing and shall provide all parties with written notice of the hearing. This notice shall contain:

- (1) The time and place of the hearing;
- (2) The nature of the hearing;
- (3) The legal authority and jurisdiction under which the hearing is to be held;
- (4) The contested issue or policy to be decided; and
- (5) Citation of the particular statutes, rules and regulations involved.

A hearing shall not be held earlier than fourteen (14) days following notice, unless all parties agree in writing to an earlier date.

E. Proceedings under this rule shall comply with the requirements of Section 120.57, subsection (2), and Sections 120.58 and 120.59, Florida Statutes, as well as rules adopted pursuant thereto.

F. The decisions of the School Board shall not be controlled by any previous contractual relationship.

Auth: 230.22(2) and 120.53(1), F.S.

Imple: 120.53(1), 120.57, 120.58, 120.59, 230.22(2) and 231.36(5), F.S.

### 10.3. SUSPENSION AND DISMISSAL OF EMPLOYEES DURING SCHOOL YEAR

A. The School Board at any time during the school year may suspend or dismiss any member of the instructional staff, including any principal, based on the following grounds:

- (1) Immorality
- (2) Misconduct in office
- (3) Incompetency
- (4) Gross insubordination
- (5) Willful neglect of duty
- (6) Drunkenness, or
- (7) Conviction of any crime involving moral turpitude.

B. Upon determining that grounds exist for suspension or dismissal of an employee, the Superintendent or a member of the School Board may file signed, written charges with the School Board. A principal may recommend to the Superintendent that an employee be dismissed or suspended.

The charges shall contain:

- (1) The name and address of the School Board;
  - (2) The name and address of the person filing the charges;
  - (3) The name and address of the employee;
  - (4) A concise statement of the facts constituting grounds for suspension or dismissal.
- C. Upon receipt of properly filed charges, the School Board shall promptly determine if it will consider the charges and shall officially notify the complainant and the employee in writing of its decision. Such notice shall be personally delivered or sent by registered or certified mail.
- D. Upon the filing of charges, the School Board may suspend the employee with or without pay, pending a timely hearing. Employees may be suspended under this section only upon a determination by the School Board that, based upon the facts recited in the filed charges, there is reasonable cause for suspension or dismissal.
- E. The Superintendent may suspend members of the instructional staff and other school employees during emergencies. The maximum period for such suspension shall not exceed the day of the next regular or special meeting of the School Board; however, the Board may extend such period pending a request for a hearing by an employee. The Superintendent shall notify the Board immediately in writing of an emergency suspension. Such notice shall contain the same information as required by paragraph B of this rule.

F. The employee may request a public hearing on the charges by filing a written request with the School Board within ten (10) days of receipt of the official notice from the Board. The request for hearing shall contain:

- (1) The name and address of the School Board;
- (2) The name and address of the person filing the charges;
- (3) The name and address of the employee;
- (4) A request for hearing; and
- (5) Such other information as the employee deems appropriate.

G. Within twenty (20) days of receipt of a request for hearing, the School Board shall determine whether the Board or a Board member will preside at the hearing, or whether a hearing officer will be requested from the Division of Administrative Hearings.

H. Following timely receipt of a request for hearing and a decision as to who will preside at the hearing, the School Board within ten (10) days shall provide all parties with written notice of the hearing. Such notice shall be provided immediately upon notification from the Division of Administrative Hearings if a hearing officer is requested. Notice shall contain:

- (1) The time and place of the hearing, which shall afford reasonable opportunity for preparation;
- (2) The nature of the hearing;
- (3) The legal authority and jurisdiction under

which the hearing is to be held;

- (4) The contested issue or issues to be decided;  
and
- (5) The citation of the particular statute and  
rules involved.

A hearing shall not be held earlier than fourteen  
(14) days after notice of the hearing, unless all  
parties agree in writing to an earlier date.

- I. Hearings on the recommendation shall be governed by  
Section 120.57, subsection (1), Sections 120.58 and  
120.59, Florida Statutes, and rules adopted pursuant  
thereto.
- J. If the employee does not request a hearing, the  
School Board shall proceed to take appropriate  
action on the recommendation.
- K. If the School Board sustains any or all of the  
charges by a majority vote of the full membership,  
it may discharge, suspend, continue suspension or  
fix the terms for reinstatement of the employee.  
If the employee is dismissed, his contract shall be  
cancelled.  
  
If the Board determines that the employee should  
not be suspended or dismissed, it shall take appro-  
priate action to reinstate the employee and may pay  
the back salary of suspended employees.
- L. A decision adverse to the employee shall be made  
only by a majority vote of the full membership of  
the School Board.

M. A decision adverse to the employee may be appealed to the Department of Education within thirty (30) days following the decision, pursuant to rules adopted by the Department.

Auth: 230.22(2) and 120.53(1), F.S.

Imple: 120.53(1), 120.57, 120.58, 120.59, 230.33(7)(h), 231.085(2), and 231.36(6), F.S.





APPENDIX

The oath to be taken by employees of the School Board, as revised by the Supreme Court, is as follows:

"I, \_\_\_\_\_, a citizen of the State of Florida and of the United States of America, and being employed by or an officer of the School Board of Osceola County, Florida, and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida."

(Connell v. Higginbotham)  
91 S.Ct. 1772, 403 U.S. 207 (1971))



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