

SUMMARY EXPLANATION AND BACKGROUND

On January 20, 2015, LATUNYA GIBBS (hereinafter “L.G.”) submitted a Family and Medical Leave Act (“FMLA”) certificate of healthcare provider certifying L.G.’s need for intermittent FMLA leave for the period November 6, 2014 to November 5, 2015. Then, on or about January 29, 2016, and November 15, 2016, respectively, L.G. submitted FMLA certificates for the periods January 29, 2016 to June 10, 2016, and November 15, 2016 to November 15, 2017; however, the documents appeared to be a copy of the January 20, 2015, certificate with an altered date. Thereafter, L.G.’s physician’s office confirmed to Broward County School Board (“School Board”) staff that no FMLA forms had been completed for L.G. since January 20, 2015.

Additionally, during the 2016-2017 school year, L.G. provided false information pertaining to students’ alternative promotion for third grade. L.G. gave every one of her eighteen (18) students a perfect score on their Third Grade Assessment Cumulative Student Record Forms (hereinafter “Portfolio”). The school administration became suspicious because all students received perfect scores, and L.G. submitted the student Portfolios to the Principal in a box sealed with duct tape. Upon review of the students’ Portfolios, the administration found major discrepancies. In sum, the Portfolio summary sheets prepared by L.G. did not align with her students’ portfolios. L.G. also falsified information pertaining to the Benchmark Assessment System (“BAS”) she administered to her students. When school district staff retested those students, the scores did not align with the scores entered by L.G.

Further, L.G. submitted a falsified certification when she failed to complete a Test Administrators Certification course to become familiar with the technology component of the computerized math assessment that the third grade students were going to take for the first time.

The Administrative Counsel prepared the Administrative Complaint and notice was provided to L.G. that a recommendation for her suspension without pay and termination will be presented to the School Board on September 5, 2018. The Administrative Complaint was served on L.G. on August 17, 2018, and she timely requested a hearing.