

SUMMARY EXPLANATION AND BACKGROUND CONTINUED

During the General Counsel's evaluation meetings with individual Board Members, she brought to their attention the actions she undertook and the circumstances that prevented her from obtaining the Education Law Certification. Given that the provision is outdated, the Board Chair suggested an amendment be brought forth to address same.

Based upon the above and given the fact that the Agreement does not require certification, the General Counsel is requesting that this provision be removed from the Employment Agreement. The General Counsel is not going to apply in August 2020 to take the certification exam in March 2021, as she cannot commit to the large amount of time required to study and prepare given the numerous priority issues the School Board and District are currently addressing and the numerous topics¹ tested on the exam.

All other provisions of the agreement remain in full force and effect.

End of Document

¹ K-12 (Student): Article IX, Florida Constitution; Student Rights and Responsibilities (Ch. 1002); Educational records, including FERPA; Accommodating Children with Special Needs – Section 504 and IDEA; Due process – student discipline; Civil Rights (substantive law and procedural law); First Amendment (Speech, Press, Assembly, Petition, Religion/Establishment, Clause); Educational Choices, including charter schools (Chapter 1002); K-12 (Employee): Code of Ethics Chapter 112; Chapter 6B-1 Code of Ethics of the Ed. Profession in Florida; Public Employee Discipline - Due process & Chapter 1012; Civil rights (Substantive and Procedural Laws); Public Employees and First Amendment Rights; Criminal Background Screening; Employment law – Federal (Title VII (discrimination, retaliation, sexual harassment), ADA, ADEA, FMLA, Equal Pay Act, Section 1981, etc.); Labor Relations – Chapter 447; Copyright (17 USC 114 et seq.); Whistleblower – Chapter 112; Qualified Immunity (federal law); K-20 (Governance and Compliance): Government in the Sunshine – Chapters 119 and 286; Code of Ethics – Chapter 112, Section 8, Article II; Section 768.28, Fla. Stat.; Florida Constitution Article IX; Educational Facilities (Chapter 1013); Administrative Procedure Act (Chapter 120); K-20 Governance (Chapter 1001, 1002); Risk Management/Torts (Chapter 284); Higher Education: Admissions and Title IV Financial Aid; Student Evaluation and Dismissal; Faculty Tenure and Promotion; Federal Grants and Contracts Compliance; False Claims Act (31 USC 3729 et seq.); and, Ethics/Rules Regulating the Florida Bar.