

## CHAPTER 6.00 - PERSONNEL

### Violation of Law

6.40

1. Violation. Any employee, instructional contractor, or adjunct athletic coach who violates any School Board rule or procedure may be subject to discipline up to and including dismissal. Anyone known to be violating a local, state, and/or federal law on School Board property or at a school function will be subject to referral for prosecution to the appropriate law enforcement agency. The referral process will be subject to Florida statutes and School Board rules and may be subject to discipline up to and including dismissal.
2. Self-Reporting. All District employees, instructional contractors and adjunct athletic coaches are required to self-report to their supervisor any arrest, conviction, finding of guilt, withholding of adjudication, commitment to a pretrial diversion program, or entering of a plea of guilty or *nolo contendere* for any criminal offense other than a minor traffic violation within forty-eight (48) hours. The final disposition shall also be reported within forty-eight (48) hours of its entry. Such notice shall not be considered an admission of guilt nor shall such notice be admissible for any purpose in any proceeding, civil or criminal, administrative or judicial, investigatory or adjudicatory. A person who violates this requirement shall be subject to discipline. This section applies to persons who have been approved by the School Board for employment even if they have yet to sign a contract for such employment.
3. Sealed and Expunged Records. When handling sealed and expunged records disclosed under this rule, the District shall comply with the confidentiality provisions of Sections 943.0585(4)(c) and 943.059(4)(c), Florida Statutes.

**STATUTORY AUTHORITY:** 1001.41, 1012.22, 1012.23, F.S.

**LAW(S) IMPLEMENTED:** 1001.41, 1001.43, 1012.22,  
1012.465, 1012.795 F.S.

**HISTORY:** Adopted: 08/18/98  
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