

## CHAPTER 6.00 - PERSONNEL

<b>Violation of Law and Self-Reporting</b>	<b>6.40</b>
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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 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 subject the alleged violator 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 entry of a plea of guilty or *nolo contendere* (no contest) for any criminal offense other than a minor traffic violation within forty-eight (48) hours. Driving under the influence (DUI) is not a minor traffic violation and must be reported within the 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 fails to comply with this reporting requirement shall be subject to discipline. This section applies to persons who have applied for employment by the School Board but have not yet received an offer of employment and 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. **Place of Offense**. The self-reporting requirement of paragraph 2 applies to alleged criminal offenses regardless of where they allegedly were committed (on or off School Board property, or in the State of Florida or elsewhere), or online.
4. **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 and 943.059, Florida Statutes.

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

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

**HISTORY:** **Adopted: 08/18/98  
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8/14/18; 7/09/19; 01/13/26**