

Pasco County School Board Members

Allen Altman
District 1

Joanne Hurley
District 2

Cathi Martin
District 3

Kathryn Starkey
District 4

Frank Parker
District 5

Superintendent and Staff

Heather Fiorentino
Superintendent

Ruth B. Reilly
Assistant Superintendent
for Curriculum and Instructional Services

Olga Swinson, CPA
Chief Finance Officer

Renalia S. DuBose, Esq.
Assistant Superintendent for Administration

David Scanga, Ed.D.
Assistant Superintendent for Elementary Schools

Tina Tiede
Assistant Superintendent for Middle Schools

James T. Davis
Assistant Superintendent for High, Adult
and Alternative Schools



District School Board of Pasco County Department of Employee Relations

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Professionalism



Through *Integrity*

The District School Board of Pasco County is committed to providing students with an educational environment that promotes increased student achievement and one that protects its students from conditions that may be harmful to their social, physical, or mental health.



District School Board of Pasco County
Helping Students Reach Their Highest Potential

Heather Fiorentino, Superintendent

As educators we hold a position of great trust within the community. Parents entrust us with the custody of their children.



Accepting that responsibility, we are held to a high moral standard and expected to achieve and sustain the highest degree of ethical conduct.

When an employee violates the Code of Ethics and/or the Principles of Professional Conduct of the Education Profession, that trust is broken. The individual breaking that trust not only negatively impacts his/her own self, but impacts his/her peers, the district, and the profession as well.

**School Board Policy GBCB
Employee Conduct and Ethics (In Part)**

All employees are expected to conduct themselves in a professional, competent manner and in keeping with the standards as specified in State Board Rules, Chapter 6B-1.

Responsibility for Reporting Violations

Any employee who has cause to believe or has factual knowledge that an employee has violated the Code of Ethics and/or the Principles of Professional Conduct of the Education Profession is required to report this information to his/her supervisor, the Department of Employee Relations, or the Office of the Superintendent.

Any supervisor receiving a report of or having knowledge of an employee violating the Code of Ethics and/or Principles of Professional Conduct of the Education Profession shall immediately report this to the Department of

Employee Relations and/or the Office of the Superintendent.

Responsibility for Investigating Violations

The Department of Employee Relations will initiate an investigation when a complaint alleging misconduct on the part of an employee is received. The Office of the Superintendent will be informed should probable cause be found that the allegation may be substantiated.

Reporting Violations to the Department of Education

When there is probable cause to believe that a violation of FS 1012.795 has occurred, the Superintendent shall file a written report with the Department of Education. Additionally, the Superintendent may deem it necessary to notify the Department of Education of any other reported unprofessional conduct on the part of an employee. The written report shall be filed within thirty (30) days after the date on which the violation comes to his/her attention. The Department of Employee Relations shall have the primary responsibility for filing such complaints.

Employment Action to be Taken for Failure to Report

Any employee who fails to follow the above reporting procedures shall be subjected to disciplinary action which may include the recommendation to terminate his/her employment.

If you have any questions or concerns regarding your responsibilities, please contact the Department of Employee Relations.