

RE: Guest Teacher Eligibility

From: @leeschools.net)

To: @LeeSchools.net;

Cc: @LeeSchools.Net

Date: Monday, October 7, 2019 at 12:16 PM EDT

M

Please consider this correspondence a reply to your email to on October 3, 2019. Florida Statute 1012.23 states that school districts shall adopt rules governing personnel matters. The district adheres to Board Policy when making decisions about district employment. In your case, the following Board Policies are relevant:

- 5.01 Personnel
- 5.02 General Requirements for Appointment or Employment
- 5.03 Hiring Guidelines for District Employees
- 5.26 Professional Standards

After reviewing your employment history, your interaction with Human Resources staff and your email below, the decision has been made to restrict you from employment consideration with the School District of Lee County.

Regards,

Ph.D. , PMP, SHRM-SCP|Chief Human Resources Officer| School District of Lee County
2855 Colonial Blvd. | Fort Myers, FL 33966 | Phone (239) 337-8509 | Mobile (239) 823-0691
@leeschools.net

Relator – Achiever – Individualization – Communication – Learner – Arranger



SUNSHINE LAW & PUBLIC RECORDS CAUTION: Most E-mail communications made or received by District staff are considered public records that must be retained and, upon request, made available to the public and media. There should be no expectation of privacy.

From: (Human Resources)
Sent: Thursday, October 3, 2019 2:38 PM
To:
Cc: @LeeSchools.Net>
Subject: RE: Guest Teacher Eligibility

- I will share your concerns with my supervisor who is the Chief Human Resources Officer but I'm confident the decision to adhere to Board Policy will stand.

In my last email I resisted the urge to share this with you but feel compelled not only for myself but for who was nothing but cordial and supportive to you, and other employees in HR who you may work with in the future. The tone of your communications including your use of all capital letters and demanding statements is disrespectful and not indicative of someone who is seeking employment from a prospective employer.

As noted previously, and although there is no obligation to do so, the District is willing to consider you for placement into the Guest Teacher pool.

Director, Professional Standards

2855 Colonial Blvd, Fort Myers, FL 33966

o: 239-335-1488

p: 239-337-8330

[@leeschools.net](mailto:leeschools.net)

www.leeschools.net

THE SCHOOL DISTRICT OF LEE COUNTY

PERSONAL | PASSIONATE | PROGRESSIVE



From:

Sent: Thursday, October 3, 2019 2:14 PM

To: (Human Resources) <

@LeeSchools.net>

Cc: @LeeSchools.Net>

Subject: Re: Guest Teacher Eligibility

NOTICE: This message originated from outside the District's network.

- The policy is wrong and needs to be changed! Please forward my emails to your supervisor. I want to talk to someone who can ACTUALLY get me some results. I am NOT getting re-finger printed! Both you and are hiding behind a policy with no common sense. My background was sufficient last week... what can I possibly have done in a week that would change that? Your reasoning has no logic. Please send me the name and contact info of your superior.

Again, I informed my administrator of my interest to become a guest teacher... he should have contacted you
The mistake here was made by him not me. Do your job and resolve this issue - not everything is black and white!

-----Original Message-----

From: (Human Resources) <[@LeeSchools.net](mailto:)>
To:
Cc: [@LeeSchools.Net](mailto:)>
Sent: Thu, Oct 3, 2019 12:05 pm
Subject: RE: Guest Teacher Eligibility

Regarding the policy, the Board sets policy and all the associated parameters. What I can tell you from a practical standpoint is that the primary purpose is to ensure a comprehensive background screening process and student/staff safety. Although I had no role in the situation and it appears was not aware until yesterday, I apologize for any confusion or miscommunication that led to this point.

As originally stated to you, the District is more than willing to allow you to be considered for future employment. We understand your frustrations but are working within the parameters of the policy set by the Board.

Again, I understand your frustration. However, the policy is clear. There has been a greater than 24 hour break in service. As a result, you must be re-fingerprinted. Please call with any concerns.

Director, Professional Standards

2855 Colonial Blvd, Fort Myers, FL 33966

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THE SCHOOL DISTRICT OF LEE COUNTY

PERSONAL | PASSIONATE | PROGRESSIVE



From:

Sent: Thursday, October 3, 2019 12:41 PM

To: (Human Resources) <[@LeeSchools.net](mailto:)>

Cc: [@LeeSchools.Net](mailto:)>

Subject: Re: Guest Teacher Eligibility

NOTICE: This message originated from outside the District's network.

Good Afternoon

Thank you for contacting me regarding my Guest Teacher eligibility. I prefer to communicate via email because this situation is very frustrating (and puzzling to me) and I do not want my emotions to take over – I am trying to stay professional and you do not deserve to be yelled at.

I appreciate you taking the time to review this matter; however, I do not agree with the “break in employment” policy. In my opinion, a person needs a few days to decide what their next move is after leaving their current position. I would understand if I wanted to return after being away for a month, but it was less than 2 days. The policy needs to be CHANGED.

This situation also happened to me last year... so I purposely informed my administrator BEFORE my last day that I wanted to remain as a guest teacher – this “break in employment” is exactly what I was trying to avoid.

I did what I needed to do (I thought). The problem here is a lack of communication between administration and the school district. There needs to be more training on how administrators handle change of employment. By informing my administrator that I wanted to continue as a guest teacher I was expecting that I would just be moved from full-time teacher to guest teacher status – I have been a guest teacher since 2016.

I really enjoy being a teacher and interacting with students; but due to health reasons, working as a full-time teacher has proven to be challenging, so being a guest teacher is a better fit for me currently.

I hope we can resolve this issue quickly so I can return to the classroom and assist teachers and help students on their academic journey.

Respectfully,

-----Original Message-----

From: (Human Resources) <[@LeeSchools.net](mailto:)>

To:

Cc: <[@LeeSchools.Net](mailto:)>

Sent: Thu, Oct 3, 2019 8:48 am

Subject: Guest Teacher Eligibility

please call me at when you have a chance to discuss your possible placement in the Guest Teacher pool. Thank you.

Sent from my iPhone