

Questions for the Florida Department of Education (FLDOE) **and the State of Florida**

- 1) Who do public school board members legally answer to? Who oversees that district policy decisions – made by the school district/board – are legally compliant?
- 2) Can a principal at one school terminate a teacher from the ENTIRE district... only for the district to hire that teacher back the next year at a different school – for the same position – at the request of another principal?
- 3) How many probationary contracts can the same teacher be hired on by the same district? (* A teacher was hired on five (5) contracts by the Lee County School District – where contracts 3,4,&5 were all probationary contracts. The teacher is currently being denied employment as a teacher in Lee County – both in public & charter schools – by the LCSD based on those “multiple probationary releases”.)
- 4) What is the penalty for a public school district who abuses probationary contract hiring and violates Florida Statute 1012.335(1)(c)?
- 5) Is it acceptable for the Director of Professional Standards to make the decision to terminate a first-year teacher simply for making one mistake – without any opportunity to make improvements – simply because the mistake happened during the teacher’s initial 97-day probationary period?
- 6) Are Florida public school districts required to provide training to their first-year teacher hires? What is the penalty for school districts who violates Florida Statute 1012.98(4)(c) the School Community Professional Learning Act.?
- 7) Can a public school district deny a temp company from hiring a certified math teacher – who passes their background check – as a substitute teacher because the district does not want that teacher in a classroom with public school students?
(*However, the district states that a local charter school “could” hire that teacher.)
- 8) What is the 24-hour break in employment policy when it comes to district employment? Does this policy make sense when it comes to teacher employment?
- 9) Should public school teachers be at-will hires? Should there be tenure for teachers?