

## Legal (& Logical) Questions Lee County Residents Should Be Asking

1	<p><b>During a teacher shortage, why won't the LCSD hire a dedicated and proven math teacher? What is their justification?</b></p> <p>Why would the LCSD deny Lee County public school students a caring and dedicated math teacher? What is their reasoning? Could this be considered a dereliction of duty by the district? How is taking away a quality math teacher in the best interest of the students?</p> <p>Parents of Lee County students - public and charter - live, work, and pay taxes in Lee County. The LCSD has a responsibility (duty) to provide a "quality" education not JUST for the students, but also for the parents and taxpayers of Lee County.</p>
2	<p><b>Who has the authority to hire and fire teachers for the Lee County School District – administrators, district personnel, or the school board?</b></p> <p>Since a teacher's contract is, according to Florida statutes, legally with the district school board, how and why are administrators from a single school (based only on their opinion) allowed to terminate a teacher from the ENTIRE district? Why not move the teacher to a different school?</p> <p>In addition, why are district personnel (Professional Standards &amp; Human Resources) also given this authority? It's apparent that district personnel have never spent a day in a classroom dealing with students.</p>
3	<p><b>If a teacher is deemed "unprofessional" during their probationary period, why hire them back at the district?</b></p> <p>If the Director of Professional Standards does not think a first-year teacher should be in a classroom with high school students, then why would the district hire that teacher back to work with elementary and/or middle school students... multiple times? If the LCSD doesn't think a teacher is "good enough" to be in a classroom with Lee County public school students, why would it be ok for that teacher to be in a classroom with students at a charter school or at another district?</p>
4	<p><b>Does the LCSD – Professional Standards &amp; Human Resources – have the legal right (authority) to put a teacher on a permanent employment restriction simply for disagreeing with a district policy?</b></p> <p>Can the LCSD deny a teacher employment to a public-school classroom - without cause - even when the teacher applies to an outside temp company? Could this be considered retaliation by the LCSD towards the teacher for challenging a district policy?</p>

	<p>Does the LCSD realize that some charter school students in Lee County can attend both charter schools and Lee County public schools? For example: Charter school for K-8 and LCSD for high school.</p>
5	<p><b>What EXACTLY is the job, purpose, and responsibilities of the Lee County School Board?</b></p> <p>If the Lee County School Board has relinquished their employment responsibilities - the hiring &amp; firing of teachers - to administrators and district personnel (which may or may not be in violation of Florida statutes)... and they are no longer involved in choosing/hiring a new superintendent, what do they do? How are they “earning” their - taxpayer funded - salaries?</p> <p>Is this “dysfunctional and incompetent” school board the reason why the LCSD has had 5-6 different superintendents since 2010?</p>
6	<p><b>Why/how is it that the LCSD hired 300+ new teachers EVERY year between 2013-2019?</b></p> <p>Did 1,500+ teachers retire during this period? Or did the LCSD abuse and/or misapply probationary contracts? Did the LCSD use probationary contracts (at-will employment?) as an excuse/justification to terminate new teachers? Was this a tactic used by the LCSD as a way to “advertise” new teacher openings in order to increase revenue through tuition, books, and subject area exam fees?</p> <p>How many of these teachers hired between 2010 and 2019 are still employed by the district? How many are still in the teaching profession? How long were they employed by the LCSD? Did they leave on their own, or were they denied employment by the district?</p> <p>Bonus Question: Should public school teachers be considered at-will employees? This seems to be in conflict with Florida Statute 1012.98: School Community Professional Development Act.</p>