

August 1, 2006

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Office of School Board Members
Board Meeting of August 2, 2006

Dr. Robert B. Ingram, Board Member

**SUBJECT: PROPOSED AMENDMENT OF SCHOOL BOARD RULE:
6Gx13- 4C-1.021, FINGERPRINTING OF ALL EMPLOYEES
PRIOR TO EMPLOYMENT**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

School Board Rule 6Gx13-4C-1.021, entitled Fingerprinting of All Employees Prior to Employment, provides limitations on employment for prospective employees who have been arrested of certain alleged unlawful acts. It is my understanding that current employees who must be re-fingerprinted due to their length of employment with the District or because they are seeking a new position with the District are at that time thwarted in their efforts as a result of an existing unlawful act history, even though that background had been previously reviewed and determined by the District to not have been grounds for either termination of employment, or for disciplinary action.

This item is being presented to the Board for its consideration in order to amend this Rule to insure that the Rule does not adversely impact current employees or place them in a position where they are subjected to "double jeopardy" for conduct for which they have already been appropriately addressed by the District. Accordingly, it is requested that Rule 6Gx13-4C-1.021, be amended to include the proposed changes described in this item.

The amendment will not have an impact on current employees who are charged }
or convicted with new crimes while employed with the District. } REVISED

**ACTION PROPOSED BY
DR. ROBERT B. INGRAM:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent to initiate rulemaking proceedings in accordance with the Administrative Procedure Act to amend School Board Rule 6Gx13-4C-1.021, fingerprinting of All Employees Prior to Employment, to clarify the impact of this Rule on current employees who are re-fingerprinted.

**REVISED REPLACEMENT
B-3**