

Dr. Marta Pérez, Member

**SUBJECT: DIRECT THE SUPERINTENDENT TO REVIEW BOARD RULE 6Gx13-4E-1.09-PROFESSIONAL LEAVE, AND PROVIDE RECOMMENDATIONS FOR AMENDING THE BOARD RULE TO ESTABLISH GUIDELINES FOR THE GRANTING OF PROFESSIONAL LEAVE AND TO INCLUDE THE DENIAL OF PROFESSIONAL LEAVE TO THOSE EMPLOYEES WHICH SEEK PROFESSIONAL LEAVE FOR THE PURPOSE OF SEEKING EMPLOYMENT— DURING THE PERIOD OF SAID LEAVE—WITH ENTITIES DOING BUSINESS WITH THE SCHOOL BOARD**

Board Rule 6Gx13-4E-1.09, states that employees on Extended Professional Leave may engage “in activities for which no college credit is granted provided it is determined by the Superintendent of Schools or designee that these activities will enhance the employee’s professional competence.” However, the rule provides no specific guidelines as to when the Superintendent should grant such leave or for when the denial of professional leave should be denied.

As the rule is currently written, employees have the opportunity to enter in to leave status, for the sole purpose of said leave being the employee’s desire to enter into a business venture with, or be employed with, a firm that is doing business directly with the school district. While it is obvious how this benefits the employee, it is hard to see how this relationship would benefit the school district.

Moreover, in situations where employees who are on professional leave, and have secured employment with private entities engaged in business transactions with the School Board, the employment relationship may lead to a conflict of interest detrimental to the district’s interests.

This Board Member believes that the district would benefit considerably from a revision of Board Rule 6Gx13-4E-1.09 – Professional Leave, to include guidelines, which would specifically limit employees from being employed with private entities that conduct business directly with the district.

**ACTION PROPOSED BY**

**DR. MARTA PEREZ:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent to review Board Rule 6Gx13x4E – Professional Leave, and provide recommendations for amending the Board Rule to establish guidelines for the granting of professional leave to those employees which seek professional leave for the purpose of seeking employment—during the period of said leave—with entities doing business with the School Board.