

Ms. Maria Teresa Rojas, Board Member

**SUBJECT: DUTY TO REPORT – SCHOOL BOARD POLICY 8141 –
MANDATORY REPORTING OF MISCONDUCT BY EMPLOYEES**

COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS

LINK TO STRATEGIC

BLUEPRINT: SAFE, HEALTHY AND SUPPORTIVE LEARNING ENVIRONMENT

The School Board, the administration, and all employees of Miami-Dade County Public Schools (M-DCOS) have an obligation and commitment to conduct all affairs of the school district in accordance with the highest standards of integrity and ethics, and in compliance with all applicable federal and state laws. Several School Board policies currently address specific guidelines related to the code of ethics, student supervision and welfare, standards of ethical conduct, student abuse, abandonment, and neglect, anti-discrimination/harassment, bullying, and mandatory reporting of misconduct by employees. The Superintendent of Schools has further provided correspondence regarding enhancements to investigative protocols and measures to enhance student safety.

Social media has allowed people to connect in ways they couldn't before; socializing with family members anywhere in the world, finding nearly forgotten friends, looking up old classmates, and joining a cyber community to share information. However, somewhere along the way, malicious social media conduct has become insulting or threatening fueling conflict that may harmfully affect our employees and our students. It is important to acknowledge that social media platforms have become another venue where employee misconduct may be represented.

School Board Policy 8141 – *Mandatory Reporting of Misconduct by Employees* manifestly states that "All employees are required to report to the Superintendent alleged misconduct by any employee which affects the health, safety, or welfare of a student, including misconduct that involves engaging in or soliciting sexual, romantic, or lewd conduct with a student." While this policy clearly delineates what all M-DCPS employees are required to do, it is always prudent to ensure that the implementation of the policy is not only being applied but that appropriate actions are expeditiously being taken.

Therefore, this agenda item seeks to direct the Superintendent of Schools to review Board Policy 9141- *Mandatory Reporting of Misconduct by Employees*, determine if there is a need to amend and/or enhance this policy, and all procedures currently being implemented supporting and administering the application of this policy, and report to the Board at its Fiscal Accountability & Government Relations Committee meeting of May 12, 2021.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

ACTION PROPOSED BY

MS. MARIA TERESA ROJAS: That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools to review Board Policy 9141- *Mandatory Reporting of Misconduct by Employees*, determine if there is a need to amend and/or enhance this policy, and all procedures currently being implemented supporting and administering the application of this policy, and report to the Board at its Fiscal Accountability & Government Relations Committee meeting of May 12, 2021.