



Ethics in Education – Employment Screening
Educator Certification Processes

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2008 Ethics in Education Act

- Senate Bill 1712
- Effective July 1, 2008
- Establishes set of requirements for employment and certification of educators, disciplinary actions, and reporting of misconduct
- Districts and schools review employment procedures and establish policies and procedures for compliance

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Employment Screening Tools

- Requires DOE to provide limited access to electronic verification of information from *employment screening tools*:
 - Professional Practices Database of Disciplinary Actions
www.myfloridateacher.com
 - DOE's Teacher Certification Database

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Employment Screening – Who?

- Who must perform screenings?
 - School districts
 - Charter schools
 - Florida School for the Deaf and Blind
 - Private schools participating in McKay and Corporate Tax Credit scholarship programs
- Who is to be screened?
 - Must perform checks on instructional personnel and school administrators

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Employment Screening – Where?

- BEC-PASS
 - School Districts, University lab schools, and FSDB
 - Charter schools via affiliated school district or University lab school
- www.floridaschoolchoice.org
 - Private schools with scholarship students

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Employment Screening – How?

- Authorized BEC-PASS users access *Applicant Info*
 - Lookup candidate by ID# (SSN)
 - Use *Common Search* to find candidate by DOE Number or Name
 - Review all available information,
 - Certificate and application information
 - Current holds on application or certificate
 - EPC/PPS historical records in *Corr Browse*

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Employment Screening – How?

- School Choice Private School Login
 - Select *Employment Screening Request* under Forms
 - Complete and submit for BEC staff review
 - Only new employees (since July 1, 2008)
 - Response provided via secure e-mail
 - Employment Screening Inquiries:
 - EmploymentScreening@fldoe.org
 - (850) 245-5025 voicemail

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Employment Screening - Future

- New BEC-PASS limited access component under development
 - Enable direct, real-time electronic verification available for all employers required to perform employment screenings
 - Single access, secure user Web interface
 - Ready single-screen capture of results to retain for documentation requirements

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Employment Screening - Future

- Authorized user inputs search criteria
 - ID# (SSN) and/or DOE Number
 - Name and Date of Birth
- Results display possible matches from Certification database
- User selects candidate from results
- Individual candidate results displayed in single-page, printable format

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Employment Screening – Other

- Public Schools Administrative and Instructional Staff Terminations
 - §1012.21 (2) Florida Statutes
 - <https://app1.fldoe.org/EIAS/StaffTerminations>
- NASDTEC – Associate Membership
 - www.nasdtec.org/associate.tpl

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Employment Screening Questions

- Technical Assistance Paper
 - <http://info.fldoe.org/docushare/dsweb/Get/Document-5076/k12-2008-129.pdf>
- EmploymentScreening@fldoe.org
- (850) 245-5025

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