



Florida Addendum – Employee Ethics Policy

- As required by section 1002.421(1)(n), Florida Statutes, Guidepost Montessori has adopted policies to establish standards of ethical conduct for instructional personnel and school administrators by providing the following:
 - Guidepost Montessori requires all staff and administrators participate in training on the FL State Education Standards.
 - Guidepost Montessori requires all staff and administration to report any alleged misconduct by personnel and school administrators which affects the health, safety or welfare of a student to the Head of School at 945-923-7100. Misconduct includes, but is not limited to:
 - Obscene language
 - Drug and alcohol abuse
 - Disparaging comments
 - Prejudice or bigotry
 - Sexual inuendo
 - Cheating or testing violations
 - Physical aggression
 - Accept or offer favors
 - Guidepost Montessori requires all staff to report signs or patterns of child abuse or neglect to the FL Department of Children and Families at 1-800-96-ABUSE.
- As required by sections [39.203](#) and [768.095](#), Guidepost Montessori, or any of its employees, may not enter into a confidentiality agreement regarding terminated or dismissed instructional personnel or school administrators, or personnel or administrators who resign in lieu of termination, based in whole or in part on misconduct that affects the health, safety, or welfare of a student, and may not provide the instructional personnel or school administrators with employment references or discuss the personnel's or administrators' performance with prospective employers in another educational setting, without disclosing the personnel's or administrators' misconduct. Any part of an agreement or contract that has the purpose or effect of concealing misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student is void, is contrary to public policy, and may not be enforced.
- In accordance with section 1006.061(2), Florida Statutes, Guidepost Montessori has posted the policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student; the contact person to whom the report is made; and the penalties for failure to report.