

PERSONNEL INVESTIGATIONS AND PROBABLE CAUSE DETERMINATION

1. The Academy President or Management Company Representative may authorize and conduct personnel investigations as may be necessary. Any complaint and any material relating to a personnel investigation shall be confidential until the conclusion of the investigation or until such time as the investigation ceases to be active. The President or Management Company Representative shall determine if there is probable cause to proceed further and recommend to the Board that disciplinary action be taken, based upon the findings of the investigation.
2. An investigation or determination of probable cause is a non-adversarial function to discover or procure evidence as part of the fact-finding functions of the Board and President or Management Company Representative. The President or Management Company Representative need not have an administrative complaint pending to conduct a personnel investigation or make such determination that sufficient probable cause exists to recommend suspension or termination to the Board.
3. Investigations of District personnel on leave to work for the Charter school who may be guilty of ethical, moral, or criminal infractions shall be reported to the Professional Standards Department of the School Board and to the appropriate regulatory authority.

Authority: 120.53, 230.22, 231.001, FS

Implemented: 230.23(5), 230.33(7), FS

History: New: 7/01/2004; Revised: 7/07/2005, 3/11/2010

Reference: Palm Beach School Board Policy 3.25