



Jupiter Christian School Ethics in Education Policy

Effective Date:
January 2026

PURPOSE

To comply with the requirements established by the Florida Ethics in Education Act, [Florida Statute §1002.421](#), through the adoption, implementation, and enforcement of a policy that regulates and creates ethical standards in employment and notifies all staff of their obligations to report child abuse.

PRINCIPLES OF PROFESSIONAL AND SPIRITUAL CONDUCT FOR ALL EMPLOYEES

The following disciplinary rules shall constitute Jupiter Christian School's ethical standard for all employees. Violation of any of these standards shall subject the individual to discipline and/or dismissal. An effective educational program requires the services of personnel of integrity, high ideals, and human understanding. All employees shall be expected to maintain and promote these qualities. The Board shall also expect all administrative, instructional and support staff members to adhere to the *Principles of Professional Conduct for the Education Profession in Florida*. Jupiter Christian School values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of spiritual growth. Essential to the achievement of these standards are the freedom to learn and to teach in a truly Christian environment. Jupiter Christian School's primary professional concern will always be for the student and for the development of the student's potential, both from an educational perspective and a spiritual perspective. Jupiter Christian School will therefore strive for professional and spiritual growth and will seek to exercise the best professional judgment and integrity while maintaining a proper Christian testimony. Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, Jupiter Christian School therefore strives to achieve and sustain the highest degree of ethical conduct.

The employee values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.

The employee's primary professional concern will always be for the student and for the development

of the student's potential. The employee will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.

Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, the employee strives to achieve and sustain the highest degree of ethical conduct.

Employees shall comply with [the Principles of Professional Conduct for the Education Profession in Florida Rule 6A-10.081, Florida Administrative Code.](#)

Violation of any of these principles shall subject the individual to revocation or suspension of the individual educator's certificate, or the other penalties as provided by law.

Training Requirement: All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete training on these standards of ethical conduct.

REPORTING

All employees, educational support employees, and administrators have an obligation to report misconduct by instructional personnel and school administrators, which affects the health, safety, or welfare of a student. Examples of misconduct include obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors.

Shall report to appropriate authorities any known allegation of a violation of the Florida School Code or State Board of Education Rules as defined in [Section 1012.795\(1\), F.S.](#) It is the duty of all employees to report alleged misconduct by any employee that affects the health, safety or welfare of a student. Failure of an employee to report such misconduct shall result in disciplinary action. Examples of misconduct include obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors.

Reports of Misconduct Committed by Employees Should be Made to:

Rebecca Hansen, Executive Director of HR or Susan Murphey, Chief Academic Officer
Rhansen@jupiterchristian.org, SMurphey@jupiterchristian.org

Reports of Misconduct Committed by Administrator Should be Made to:

John-Anthony Boggess, President, jboggess@jupiterchristian.org

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted in the breakrooms of each location and can be found on the Administrators page on our website.

Reporting Child Abuse, Abandonment or Neglect

All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <http://www.dcf.state.fl.us/abuse/report/>.

Per [Florida Statute section 39.203](#), any person, official, or institution participating in good faith in any act authorized or required by law, or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action.

Investigation of Complaints Against Employees

The Human Resource Department shall immediately investigate any allegation of misconduct by an employee that affects the health, safety or welfare of a student.

- (a) An employee who is alleged to have committed such misconduct shall be reassigned to a position not requiring direct contact with students pending the outcome of the investigation.
- (b) Information related to the alleged misconduct shall be considered confidential until the investigation is concluded with a finding to proceed or not to proceed with disciplinary action or charges and the subject of the complaint has been notified of the finding.
- (c) The President shall report alleged misconduct to the Department of Education as required by Florida Statutes.

Resignation or Retirement in Lieu of Termination

If an instructional or administrative employee resigns or retires in lieu of termination for misconduct that affects the health, safety or welfare of a student, the manager shall report the misconduct to the Department of Education as required.

Employment Reference

No employee of the School shall provide an employment reference or discuss the performance of an employee or former employee with a prospective employer in an educational setting without disclosing the person's misconduct that affected the health, safety or welfare of a student. The School shall not enter into any confidentiality agreement regarding terminated or dismissed personnel or personnel who resigned or retired in lieu of termination.

EMPLOYMENT SCREENING

All staff members, whether paid or volunteer, who have direct student contact will undergo a state and national background screening, pursuant to Florida Statute [§943.0542](#), by electronically filing with the Department of Law Enforcement a complete set of fingerprints taken by an authorized law enforcement agency or an employee of the private school, a school district, or a private company who is trained to take fingerprints and deny employment to or terminate an employee if he or she fails to meet the screening standards under Florida Statute § s. [435.04](#). Results of the screening shall become property of Jupiter Christian School.

No person having direct student contact will begin working with the school, in any capacity, without the school having first obtained a state and national background screen. Upon notification that a staff member or potential staff member has failed the background screening, the staff member

or potential staff member will be dismissed or denied employment.

All staff members with direct student contact will undergo background screening every (five) 5 years.

All potential staff members who will have direct student contact will provide past employer references as a part of their pre-employment screening process. No staff members will begin service to the ministry until the ministry has contacted or has reasonably attempted to contact all past employer references. All contact will be documented and become the property of Jupiter Christian School.