

Jewish Beginnings Early Learning Center Standards of Ethical Conduct Policy

School Information:

- Name: Jewish Beginnings Early Learning Center – Chabad of Altamonte Springs
 - Address: 195 S Westmonte Dr, Altamonte Springs, FL 32714
 - DCF License Number: 07591230Z
 - Website: www.JewishBeginningsELC.com | www.JewishAltamonte.com
 - Effective Date: 05/26/2026
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I. Purpose and Scope

Jewish Beginnings Early Learning Center is committed to providing a safe, healthy, and ethical learning environment for all students. This policy applies to all employees, contracted personnel, volunteers, and administrators, including owners and the chief administrative officer.

This policy is adopted in compliance with sections 1002.421(1)(n), 1006.061, 39.201, 39.203, and 768.095, Florida Statutes, as required for participation in Florida's K-12 scholarship programs.

II. Staff Training Requirements

Initial Training:

All employees, contracted personnel, volunteers, and administrators must complete ethics and conduct training within 30 days of hire and before having unsupervised contact with students.

Training must cover:

- This Standards of Ethical Conduct Policy
- Child abuse reporting requirements under Florida law
- Misconduct reporting procedures
- Student safety and professional boundaries
- Consequences for policy violations

Annual Training:

All personnel must complete refresher training at least once each school year, documented in personnel files.

Documentation:

Each individual must sign an acknowledgment form confirming receipt of this policy and completion of required training.

III. Reporting Misconduct by Educational Personnel

All employees have an affirmative duty to report suspected misconduct that affects the health, safety, or welfare of students.

Reporting Staff Misconduct:

Reports regarding instructional personnel or educational support employees must be made immediately to:

- School Director: Mushka Bronstein
- Phone: 407-720-8111
- Email: mussie@JewishAltamonte.org
- Address: 195 S Westmonte Dr, Altamonte Springs, FL 32714

Reporting Administrator Misconduct:

Reports regarding school administrators must be made to:

- Owner/Chief Administrative Officer: Menachem Bronstein
- Phone: 407-720-8111
- Email: rabbi@JewishAltamonte.org
- Address: 195 S Westmonte Dr, Altamonte Springs, FL 32714

If the concern involves the Owner/CAO, contact:

- Florida Department of Education Professional Practices: (850) 245-0438

Reporting Requirements:

- Reports may be made verbally or in writing
- Must be made within 24 hours of becoming aware of suspected misconduct
- Written reports are strongly encouraged for documentation
- No retaliation is permitted against good-faith reporters

Failure to Report Misconduct:

Educational support employees, instructional personnel, school administrators, owners, contracted personnel, and volunteers who fail to report known or suspected misconduct that affects the health, safety, or welfare of a student may be subject to disciplinary action, up to and including termination of employment or contract, and may be reported to appropriate licensing, certification, or law enforcement authorities, as required by law.

IV. Mandatory Child Abuse Reporting

Under section 39.201, Florida Statutes, all school employees and agents are mandatory reporters with an affirmative legal duty to report suspected child abuse, abandonment, or neglect.

How to Report:

Immediately contact the Florida Abuse Hotline:

- Phone: 1-800-962-2873 (1-800-96-ABUSE)
- TDD: 1-800-453-5145
- Online: www.reportabuse.myflfamilies.com

Additional Requirements:

- After contacting the Abuse Hotline, notify the School Director
- No supervisor approval required - employees may not be prevented from reporting
- Reports may be made anonymously but staff identification is encouraged
- Internal notification does not replace the legal duty to report to DCF

Penalties for Failure to Report:

Failure to report suspected child abuse may result in:

- Immediate termination
- Criminal charges under section 39.205, Florida Statutes
- Civil liability

V. Liability Protections and Immunity

Reporting Immunity (Section 39.203, F.S.):

Any person who, in good faith, reports suspected child abuse, abandonment, or neglect is immune from civil or criminal liability that might otherwise result from such actions.

Employee Reference Immunity (Section 768.095, F.S.):

The School may disclose information about former or current employee job performance to prospective employers. Good-faith disclosures are immune from civil liability unless the information was knowingly false or violated civil rights.

VI. Policy Posting and Accessibility

Physical Posting:

This policy must be posted prominently at:

- School front office/reception area
- Staff break room or common area
- Any additional employee bulletin boards

Website Posting:

This complete policy is posted on the school's website at:
www.JewishBeginningsELC.com/ECP

Distribution:

Copies will be provided to all employees, contracted personnel, volunteers, and administrators, and made available to parents upon request.

VII. Enforcement

Violations of this policy may result in disciplinary action, up to and including termination of employment or cancellation of contracts, and may be reported to appropriate licensing or law enforcement agencies when required.

Approved by: Mushka Bronstein, Director

Updated: July 10, 2026

