

Orange County Public Schools Employment Services Work Performance Hiring Statement

When submitting an application to Orange County Public Schools applicants must answer a questionnaire in regard to their previous work history. Human Resources has the following guidelines in place to review work performance and determine eligibility:

Will Not Hire	Review on a Case by Case Basis
<ul style="list-style-type: none"> • Terminated by OCPS for: <ul style="list-style-type: none"> ○ Workers' Compensation Settlement ○ Misconduct ○ Job abandonment ○ Falsification (If determined willfull intent)* ○ Performance within 5 years; must document demonstrated successful work performance thereafter ○ Probationary Period within 5 years; must document demonstrated successful work performance thereafter • OTETA** Positive drug testing • Non-OTETA Positive drug test results within 3 years; any additional occurance will result in a permanent ineligibility • <u>Pending Professional Practices cases or on probation</u> 	<ul style="list-style-type: none"> • Reasons for leaving previous job • Pending litigation with a previous employer • References that reflect "no hire" Status • Previous evaluations that are comparable to SR or NI • Job abandonment • Previously dismissed or non-reappointed for performance or misconduct by another employer • Professional Practices cases when final

*OCPS defines willfull intent as the intent to intentionally, purposefully, or knowingly perform an act.

** Omnibus Transportation Employee Testing Act (OTETA)

- Employees responsible for transporting 16 or more passengers (Please note: this includes all bus drivers and school based personnel who drive buses for activities)
- Employees who drive a vehicle weighing 26,000 + 1 pounds, or more
- Employees that transport hazardous materials