

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
THE OFFICE OF EMPLOYEE & LABOR RELATIONS**

Telephone: 754-321-2140

Facsimile: 754-321-2141

INSTRUCTIONAL (Employees Holding Florida DOE Certification)

**MANDATORY REPORTING OF EMPLOYEE MISCONDUCT TO THE OFFICE OF
PROFESSIONAL PRACTICE SERVICES (PPS) VIA SIU**

The Office of Professional Practices (PPS) requires any allegation of misconduct by an employee holding a Florida Teaching Certification must be reported within 30 days of knowledge of the alleged misconduct.

1. A fully completed Educator Misconduct Reporting Form and all supporting documents must be sent to via Gateway to **Special Investigative Unit (SIU)**, **attention to Richard Mijon**, the District designated contact for State Reporting, as soon as possible after an incident occurred.
2. Back up documentation **MUST** include **all** investigative materials, reports, evidence, documents or related materials. (Examples include victim/witness statements, audio/video tapes, arrest reports or court documents, previous corrective action, etc.) **Do not send sanitized or redacted documents.**
3. If additional evidence is received after the initial report is filed, this information **MUST** be sent to **SIU** for forwarding to PPS.

Allegation Specific Information Instructions

There are three parts to this section; all three must be included in each report:

Provide a concise but detailed account of the incident. (Example, On January 28, 2016, Ms. X was observed by students to grab 9 year old student S.M., by the hair and drag him across the classroom floor. Ms. X then pushed S.M. into the closet and shut the door. S.M. was heard screaming, crying and beating on the door.)

Identify what part or parts of the reported allegation were substantiated, unsubstantiated or unfounded by the district. (Example, a review of classroom video and victim and witness statements support Ms. X pushed student S.M. into the closet and shut the door. The allegation Ms. X grabbed S.M. by the hair and drug him across the floor was unfounded. The allegation S.M. was heard screaming, crying and beating on the door was unsubstantiated.)

Evaluate the outcome and determine which sections of statute and rule were violated by the substantiated conduct. (Example, Ms. X failed to make a reasonable effort to protect a student from conditions harmful to learning and or the student's mental and/or physical health or safety when she pushed S.M., into a closet and shut the door; and, she intentionally exposed the student to unnecessary embarrassment as supported by victim statements indicating he was embarrassed by her actions and witness statements indicating S.M. was crying, and looked upset when he was released from the closet.

Broward County Schools SIU Investigation Request Report

Incident Entered By: Principal Haleh Darbar - P00047495

Incident Details

Date Received	Date of Occurrence	Time of Occurrence
5/28/2019	5/18/2019	
Record ID #	Reference Number	SIU Number
3726		
Date/Time Entered		
5/28/2019 13:41		

Incident Summary

On May 18th, 2019 I was notified via social media about a statement that Mr. Babice (Social Studies Teacher @Everglades High) had posted an inappropriate comment on Facebook. He commented on Facebook, "When an irresponsible whore learns that a baby's life has as much value as hers then maybe she'd use her mouth instead of her polluted vagina.Ignorant."
 This comment was copied and pasted via different social media apps which I was tagged on. I have received multiple emails from parents and community members asking for this teacher's termination.

Incident Location

- N/A

Involved Employee

Teacher Steven Babice - P Number:

Assignment at time of incident: Title: Teacher Office of Sch Performance Accountability/Everglades High

Body Worn Camera: [No Response]

Role

-

Tasks

No tasks to show

Running Sheet Entries

No running sheet entries to show

Attachments

No attachments

Assignment History

Sent Dt

From

To

Chain of Command History

Author Signature Line

Principal Haleh Darbar - P00047495

BROWARD COUNTY SCHOOLS

STATEMENT

For legibility please use a black or blue pen or type:

School/Facility/Department: EVERGLADES HIGH

Name: Steven Babice Sex: M F Date of Incident: 5/17/19
(Circle)

Address: [REDACTED] City: [REDACTED] State: [REDACTED] Zip: [REDACTED]

Home Phone: [REDACTED] Other Phone: _____

Check all that apply: Victim Witness Subject Employee Student Other _____

If an employee, Personnel # 00060500 Job Title Teacher

If statement is from a student, was student assisted with statement? Yes, No If so why? _____

Who assisted: Printed Name: _____ Date: _____

Signature: _____

I declare that the following statement is given truthfully, without promise to benefit, or threat or use of force or duress. I do proceed to state as follows:

Sorry to bother you on a weekend but I'd like to clarify what happened last night. I was at home having a cry session over my mother's death which reignited my grieving over losing my daughter and nephew and I was having an emotional episode, I've had a rough couple of years. I never go on facebook but I did last night to see what my sister posted about my mother's memorial service and the first thing I see is a video promoting abortion. I surely should have just

By signing this statement I declare that the content is true and accurate:

Signature: [Handwritten Signature] Date: 5/28/19

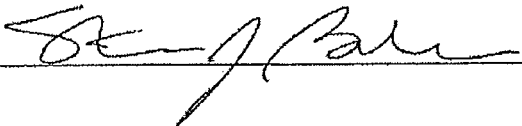
BROWARD COUNTY SCHOOLS

STATEMENT CONTINUATION

Name: Steven Babice School or Facility: EVERGLADES High

passed over it. Being in the state of mind I was in at the time I felt the need to comment that I believe life starts at conception and more people should value life and not use abortion as birth control. Not being a social media person I found myself under attack for saying so and there were a couple of comments stating my children should have been aborted, I guess no one tweeted that! I should have avoided the whole thing from the beginning but at this point I was beyond upset and felt I had to respond to the hate that was directed to the lives of my babies as anyone would. Any unbecoming comments that I may have made were in response to other nasty comments at a time when I was extremely emotional which is obviously why avoiding social media is best and what I usually do. Today I got a text of a screenshot of a comment that I can't even find in my history and I was told I was under attack on Twitter. I don't have twitter to defend myself (screenshot about my children), make myself understood or even apologize for anything that was taken as offensive even though it may have only been in defense response to offensive stuff. I will be making an appointment on Monday to resume grief counseling and avoid social media from this point on. I'm sorry, thank you.

By signing this statement I declare that the content is true and accurate:

Signature:  Date: 5/28/19



Bean @imjulezs_girl · May 17

Any of y'all still go to Everglades highschool ?
Just know this is the person that teaches you government and economics. He is the last person that should be teaching that class.



Like



Comment



Share



Elle Cabrera and Terry Pitman

1 share



Elle Cabrera

I agree



1

2h Like Reply



Steven Babice

When an irresponsible whore learns that a baby's life has as much value as hers then maybe she'd use her mouth instead of her polluted vagina.



42



310

495



tabby

@taaaabz

Follow

Replying to @imjulezs_girl

@PrincipalDarbar this who yall hire 🤔

10:14 AM - 18 May 2019

1 Retweet 6 Likes



1

6



Tweet your reply



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I agree 1

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tabby @taaaabz

Follow

Replying to @imjulezs_girl

@PrincipalDarbar this who yall hire 🙄

10:14 AM - 18 May 2019

1 Retweet 6 Likes



1

6



Tweet your reply



Follow

@PrincipalDarbar Hate to bring bad news especially about one of your employees, but my classmates and myself find this to be very offensive coming from an adult that we look up to



72%



Like Comment Share

Elle Cabrera and Terry Pitman

1 share

Elle Cabrera I agree



Steven Babice When an irresponsible whore learns that a baby's life has as much value as hers then maybe she'd use her mouth instead of her polluted vagina. Ignorant

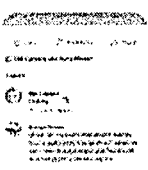

Write a comment... GIF

9:23 AM - 18 May 2019

Reply Retweet Message

Tweet your reply

  May 17
 this man should not be around young, impressionable students
 @PrincipalDarbar

 **Bean** 
 Any of y'all still go to Everglades highschool ?
 Just know this is the person that teaches you government
 and economics. He is the last person that should be
 teaching that class.


Show this thread 2 7 21

 [Follow](#)


Replying to  @PrincipalDarbar

This is disgusting. I hope he gets fired.

8:53 AM - 18 May 2019

1 Like 

  1 

 Tweet your reply

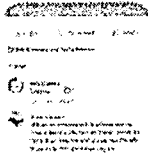




Follow



@PrincipalDarbar



Bean



Any of y'all still go to Everglades highschool ?
Just know this is the person that teaches you government and economics. He is the last person that should be teaching that class.
Show this thread

10:55 AM - 18 May 2019



Tweet your reply



5/28/2019

Mail - Haleh Darbar - Outlook

Re: Steven Babice Teacher at Everglades High School Social media Post

Patricia M. Good

Mon 5/20/2019 2:41 PM

To:

Ana G. Hernandez <ahernandez@browardschools.com>; Bernadette Carrero <bernadette.carrero@browardschools.com>; Haleh Darbar <haleh.darbar@browardschools.com>

Thank you for sharing your concerns with the School Board. As your District 2 Board Member I appreciate you reaching out. The referenced matter falls under the purview of the principal. As such, your email is being forwarded to Ms Darbar for appropriate review and follow up.

Sent via the Samsung Galaxy S7, an AT&T 4G LTE smartphone

Fwd: Everglades high school

Patricia M. Good

Mon 5/20/2019 9:37 AM

To: [REDACTED]

Cc: Ana G. Hernandez <ahernandez@browardschools.com>; Haleh Darbar <haleh.darbar@browardschools.com>; Bernadette Carrero <bernadette.carrero@browardschools.com>; Theresa M. Silva <theresa.silva@browardschools.com>; Valerie S. Wanza <valerie.wanza@browardschools.com>

Thank you for sharing your concerns with the School Board. As your District 2 Board Member I appreciate you reaching out. The referenced matter falls under the purview of the principal. As such, your email is being forwarded to Ms Darbar for appropriate review and follow up.

Sent via the Samsung Galaxy S7, an AT&T 4G LTE smartphone

-----Original Message-----

From: [REDACTED]

Sent: Saturday, May 18, 2019 10:30 PM

To: BCPS School Board Members and Secs <schoolboard@browardschools.com>

Subject: Everglades high school

Hello. As you may know, abortions have been a controversial topic these past days. I was scrolling through Twitter and I saw one of the students from Everglades high school post two screenshots from Facebook. One was a post that said "Until a baby comes out of a man's body, an opinion on abortion shouldn't come out of his mouth." and the second was a comment that said "When an irresponsible whore learns that a baby's life has as much value as hers then maybe she'd use her mouth instead of her polluted vagina. Ignorant." The comment was posted by a man named Steven Babice and it has been brought to my attention that this man is the teacher economics and government teacher at the school. I understand that there are different opinions about the topic but this was certainly not a way to address it. I'm utterly disappointed and I hope action is taken. I personally don't feel safe with my [REDACTED] having this man as a [REDACTED] teacher. Thank you for your time.



Established 1911
BROWARD
 County Public Schools

CORRECTIVE ACTION REPORT
Broward Teachers Union - EP
 (Education Professionals - Teachers)

Employee Name: Steven Babice Personnel #: 60500
 Job Title: Teacher Date Hired in Current Position: 07/01/2004
 Employee Group: BTU Bargaining Unit Date: 08/10/2004
 (Post Probation Date)
 Work Location: Everglades High Date of Hire: 07/01/2004
 Immediate Supervisor: Haleh Darbar Director: Alan Strauss

Level of Corrective Action*:

Verbal Reprimand	<input type="checkbox"/>
Written Reprimand	<input checked="" type="checkbox"/>
Suspension <input type="checkbox"/> Day(s)	<input type="checkbox"/>
Termination	<input type="checkbox"/>

Corrective Action Related to:

Performance Related	<input type="checkbox"/>
Behavior Related	<input checked="" type="checkbox"/>
Attendance Related	<input type="checkbox"/>

Note: This is a comprehensive list of corrective action, and not every action applies to each situation. In addition, and depending upon the issue, corrective action may be issued at any level, as deemed appropriate by the Supervisor and in accordance with School Board Policy 4.9.

Description of Incident: Basis for Corrective Action

Detailed description of factual specific incident, including date, time, location etc.

Description of Incident:

On May 23, 2019 a due process meeting was held regarding an inappropriate statement posted by you on Facebook. On May 18, 2019 I was notified via multiple social media post by students and parents that you had posted, " When an irresponsible whore learns that a baby's life has as much value as hers then maybe she'd use her mouth instead of her polluted vagina. Ignorant."

NUMBER OF ATTACHED PAGES:
 (including any applicable violated policies, statutes etc.)

History of Prior Corrective Action
 List ALL previous corrective action(s) issued, such as Verbal, Written Reprimands & Suspensions only

DATE	LEVEL OF CORRECTIVE ACTION	DESCRIPTION OF INCIDENT

NUMBER OF ATTACHED PAGES OF ADDITIONAL CORRECTIVE ACTION:

Defined Standards & Expectations
 List standards for future that are to be immediate, consistent and sustained

Expectations / Directives
You are expected to refrain from posting inappropriate comments on social media.
You are expected to exercise your best professional judgment and integrity.

Supervisor Comment/Notes:

NUMBER OF ATTACHED PAGES:

Employee Comments

NUMBER OF ATTACHED PAGES:

Signatures

Employee: *In signing this document, I acknowledge that it has been discussed with me and that I received a copy. I further understand that future performance, behavior or attendance violations may lead to additional corrective action to and including termination of employment. Improvement opportunities have been discussed with me, and I have been provided with a copy of this document.*

For Reprimands only: *You have the right pursuant to Article 34, Grievance Procedure, of the Collective Bargaining Agreement between the Broward Teachers Union – Education Professionals (BTU-EP) and The School Board of Broward County, Florida, to appeal this corrective action. Such appeal must commence no later than fifteen (15) working days after the receipt of this notice of corrective action which would be 08/20/2019 (DATE).*

Ten days after evidence of my knowledge of this correspondence, it will become public record pursuant to the provisions of Florida Statute 1012.31. I have read and understand the contents of this correspondence.

Steven Babice

Employee Name – Print Name



Employee Signature

5/29/19

Date

Haleh Darbar

Supervisor Name – Print Name



Supervisor Signature

5/29/19

Date

Director or Above Name – Print Name
(only required for suspension or higher)

Director or Above Signature

Date

Witness Name – Print Name
(optional if EE refuses to sign)

Witness Signature

Date

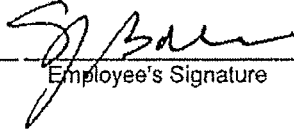
For Suspension only: *Please be advised that you will be notified when the Administrative Complaint has been prepared and will be presented to the School Board for approval. Once the recommendation has been approved by the Board, I will notify you of the dates on which the suspension will be served.*

For Terminations only: *You are to remain at home, with pay, pending final approval by the School Board at the next available Board Date. Be advised that employees terminated for cause who have multiple jobs in the school district shall be terminated from all jobs simultaneously.*

Additional Signatures

By my additional signature below, I hereby accept and will not challenge this corrective action.

Steven J. Babice



5/29/19

Employee Name – Print Name

Employee's Signature

Date

Supervisor Name – Print Name

Supervisor Signature

Date

Witness Name – Print Name

Witness' Signature

Date

- c: Personnel File, HR Support Services (*Excludes Verbal Reprimands*)
- Cadre Director – School Based Actions (*Excludes Verbal Reprimands*)
- Employee & Labor Relations Email Conference – *tracking purposes only*
(Employeeelaborrelations@browardschools.com)



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Everglades High School #3731
Haleh Darbar, Principal
17100 S.W. 48th Court
Miramar, FL 33027
754.323.0500
evergladeshs.org

The School Board of
Broward County, Florida
Heather P. Brinkworth, Chair
Donna P. Korn, Vice Chair

Lori Alhadef
Robin Bartleman
Patricia Good
Laurie Rich Levinson
Ann Murray
Dr. Rosalind Osgood
Nora Rupert

Robert W. Runcie
Superintendent of Schools

May 20, 2019

Mr. Steven Babice
Personnel #60500
Teacher
Everglades High
17100 SW 48th Ct
Miramar, FL 33027

Re: Due Process Meeting Notice

Dear Mr. Babice:

You are required to attend a due process meeting, which has been scheduled for May 23 at 2:00 pm in my office regarding an alleged inappropriate comment posted on Facebook. It has been alleged that you posted a comment which said, "When an irresponsible whore learns that a baby's life has as much value as hers then maybe she'd use her mouth instead of her polluted vagina. Ignorant."

The purpose of this meeting is to give you the opportunity to provide all information you feel is relevant to the stated concerns. Therefore, it is highly recommended that you take the time to fully prepare for this meeting. You are encouraged to provide any documents, emails or other information you feel will be relevant to the meeting.

Please be advised that corrective action may be taken because of this meeting, therefore you have the right to have one representative present at this meeting. It is your responsibility to notify your representative of the date, time and location of the meeting.

Sincerely,

Haleh Darbar
Principal

My signature below acknowledges receipt and understanding of this document.

Steven Babice

5/20/2019
May 20, 2019