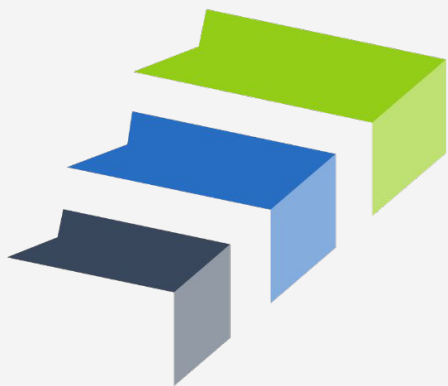


SCHOOL DISTRICT INVESTIGATOR



Escambia County
PUBLIC SCHOOLS

GARY MARSH

- **2013-present:** Escambia County Public Schools Investigator
- 30 years State and Federal Investigative Prior Experience
- Certified Fraud Examiner
- B.A. Criminology





It's Elementary

1. Investigations are administrative, not criminal
2. Partnerships with other organizations is key
3. Know the master contract and develop a good working relationship with district union representatives
4. Training prevents investigative missteps
 - a. 5 W's in taking statements
 - b. Mandatory reporting
 - c. Law enforcement notifications
5. Messaging the role is important

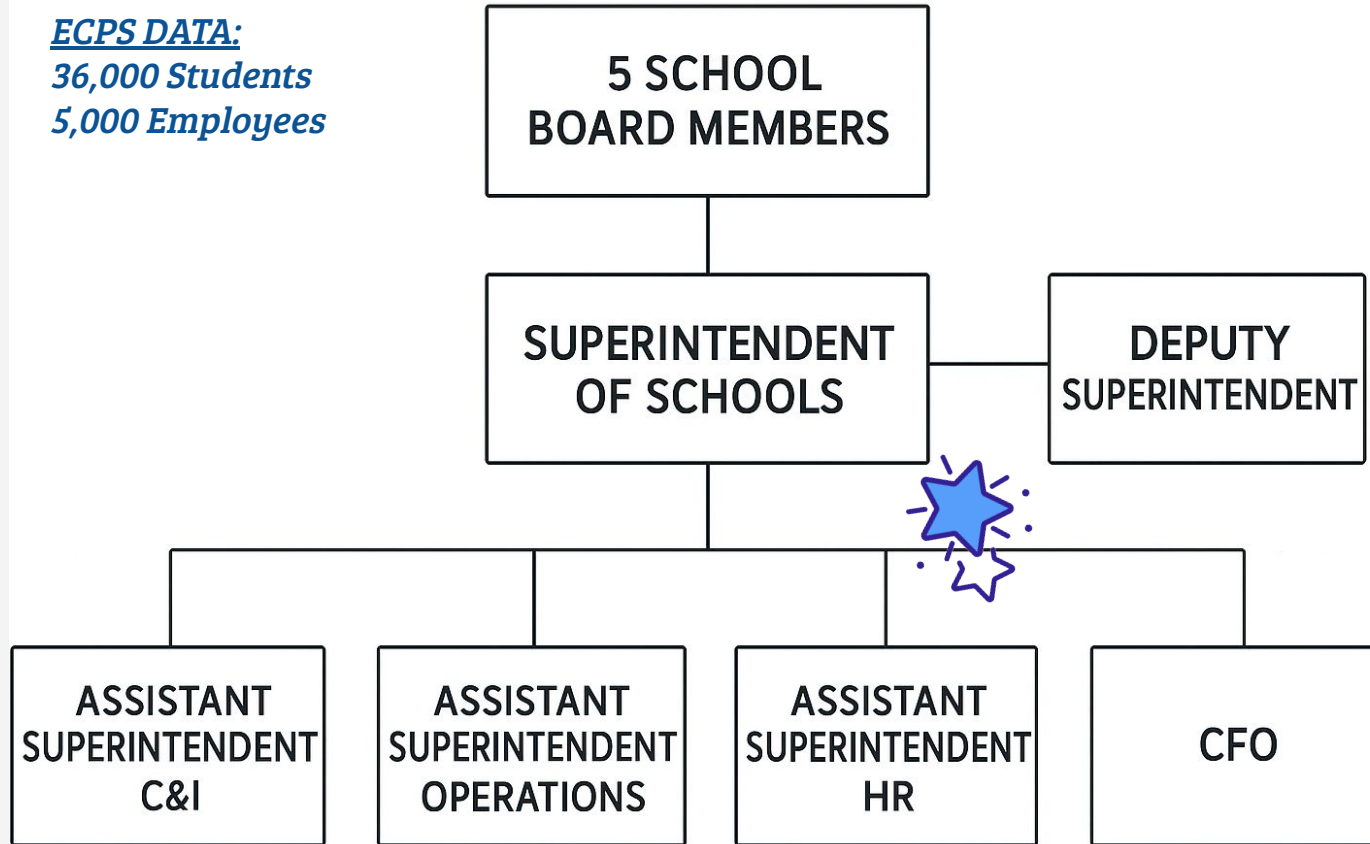


Departmental Hierarchy

ECPS DATA:

36,000 Students

5,000 Employees



DISCIPLINARY INVESTIGATIONS



DELIVER NOTICES OF INVESTIGATION



COLLECTS STATEMENTS



WORKS WITH I.T. / SECURITY

Master Contract (XI.1)

Disciplinary Action shall be defined as any action that includes: warning conference, verbal reprimand, written reprimand, suspension with pay, suspension without pay, involuntary transfer, and/or dismissal.

Employees shall be notified at least 24 hours in advance of any meeting which may result in disciplinary action and shall be informed in writing that he/she is entitled to representation.

SUPERINTENDENT'S DISCIPLINE COMMITTEE



**INVESTIGATION
FINDINGS PRESENTED**



**COMMITTEE DELIBERATES &
DETERMINES CONSEQUENCE**

DOAH

GRIEVANCES

ARBITRATIONS

**POSSIBLE DEFENSE
REQUIRED**

PARTNERSHIPS:



ESCAMBIA COUNTY
SHERIFF'S OFFICE



FEDERAL AGENCIES

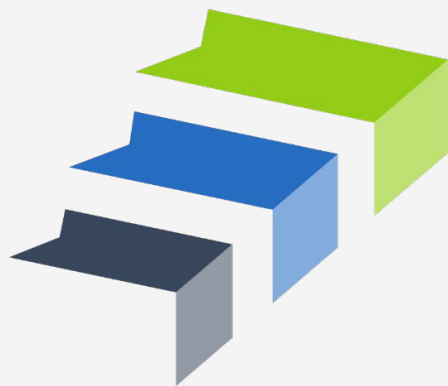


Contact Info:

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850-232-3598



Escambia County
PUBLIC SCHOOLS