

Novenario, Stephanie

From: Steverson, Kathryn
Sent: Monday, February 17, 2025 9:06 AM
To: Novenario, Stephanie
Subject: FW: Ethical Guidance

Importance: High

Stephanie,

Please see below ethics request assigned to you.

Thank you,

Kathryn Steverson
Assistant to the Executive Director

*Florida Commission on Ethics
P.O. Drawer 15709
Tallahassee, FL 32317-5709
(850) 488-7864
(850) 488-3077 Fax
www.ethics.state.fl.us*

Physical address:
325 John Knox Road
Building E, Suite 200
Tallahassee, FL 32303

From: Stillman, Kerrie <STILLMAN.KERRIE@leg.state.fl.us>
Sent: Sunday, February 16, 2025 6:26 PM
To: Steverson, Kathryn <STEVERSON.KATHRYN@leg.state.fl.us>; Zuilkowski, Steven <ZUILKOWSKI.STEVEN@leg.state.fl.us>
Subject: FW: Ethical Guidance
Importance: High

We received the following opinion request. Please acknowledge, log, and assign. Thank you.

From: Lauren Ramirez <lauren22ramirez@gmail.com>
Sent: Friday, February 14, 2025 7:27 PM
To: Stillman, Kerrie <STILLMAN.KERRIE@leg.state.fl.us>
Subject: Ethical Guidance

Dear Ms. Stillman,

I hope this letter finds you well. As a newly elected School Board member, I seek guidance to ensure that I fully comply with ethical standards while continuing my commitment to community engagement and student opportunities.

I own a women-owned small business and, before being elected, was actively involved as a volunteer at most elementary, middle, and high schools, discussing health topics and health careers.

I have two specific questions for which I seek clarification:

1. Business Participation in School Career Fairs

I have been invited to participate in school-sponsored career fairs. An example is an upcoming career fair for high school seniors featuring over 150 colleges, trade schools, and employers. The event organizers have already included my business in the promotional materials; however, I have not formally committed, as I wish to ensure my participation is ethically permissible. My company provides CPR, First Aid, AEDs, medical camps, and medical assisting and phlebotomy certifications. Since this is a career fair, if my business would be allowed to participate based on ethics if a student were to ask how to sign up for one of my programs upon high school graduation, am I allowed to provide them with my business information and instructions on how to register? If I were to participate in the upcoming event, I would not attend personally but send an employee if permissible.

2. Hiring of School District Employees

Can my business hire school district employees as 1099 contractors or W-2 employees? Many teachers hold second jobs, particularly during the summer, and some have relevant skills in allied health education that align with my business services. Would it be a conflict of interest or ethics violation if a district employee were to work for my business in either capacity?

I deeply value my role as a school board member and my ability to serve our community. I intend to remain in full compliance with all ethical guidelines while continuing to support students' career development in a way that benefits our local workforce but is in compliance. I appreciate your taking the time to review my inquiry and look forward to your guidance.

Thank you for your assistance. Please feel free to contact me if additional information is required.

Sincerely,

Lauren Ramirez