THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

SUPERINTENDENT'S OFFICE
3340 FOREST HILL BOULEVARD, C-316
WEST PALM BEACH, FL 33406-5869

(561) 434-8200 FAX: (561) 434-8571

ARTHUR C. JOHNSON, Ph.D.
SUPERINTENDENT

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Certified Mail # 70070710000453458023 & Regular Mail

May 16, 2008

Ms. Rutha Scott
9118-E Boca Gardens Pkwy
Boca Raton, FL 33496

NOTICE OF SUSPENSION AND RECOMMENDATION FOR TERMINATION FROM EMPLOYMENT

Dear Ms. Scott:

Based upon substantial information presented to me, I must hereby inform you that I have clear and convincing evidence sufficient to warrant your termination from your position as a Teacher. I will recommend your suspension without pay on June 5, 2008, and termination on June 19, 2008 from employment with the School District at the June 4, 2008 School Board meeting.

On or about March 17 2008, you became the subject of an Employee Relations investigation based upon the allegations of unprofessional conduct, failure to exercise best professional judgment and failure to supervise students. Furthermore, the allegations included a violation of School Board Policy 1.013, Responsibilities of the School District Personnel and Staff, and Florida Administrative Code 6B-1.006, (3) (e), Principals of Professional Conduct for the Education Profession in Florida. At the conclusion of the investigation, the allegations of unprofessional conduct, failure to exercise best professional judgment and failure to supervise students, in addition to violation of School Board Policy 1.013, Responsibilities of the School District Personnel and Staff, and Florida Administrative Code 6B-1.006, (3) (e), Principals of Professional Conduct for the Education Profession in Florida were substantiated.

Sufficient just cause exists for you to be disciplined pursuant to Sections 1012.22(1)(f) and 1012.27(5) Florida Statutes; Palm Beach County School District Policies 1.013 and 3.27, as well as Administrative Directive 3.27; and Article II, Section M (6) of the Collective Bargaining Agreement between the Palm Beach County Classroom Teachers Association and the School Board of Palm Beach County, for violations of the foregoing.

This action is taken in accordance with Sections 1012.22 and 1012.27, Florida Statues. You have a choice of filing a grievance or requesting a hearing before the Division of Administrative Hearings (DOAH). Failure to timely request an Administrative Hearing under section 120.68 Florida Statutes shall waive all rights to request a DOAH hearing on such matters and shall be subject only to appeal rights under Section 120.569 and 120.57, Florida Statues.

Should you desire a hearing, a request must be made in writing within or prior to the fifteen (15) days stated in this letter, and addressed to Gerald A. Williams, Chief Counsel to the School Board, 3318 Forest Hill Boulevard, C-302, West Palm Beach, Florida 33406. If you decide to appeal a decision made by the School Board with respect to any matters considered at this meeting or hearing, you will need a record of the proceedings, and for such purpose, you may need to ensure that a verbatim record of the proceedings is made, including the testimony and evidence upon which the appeal is to be based. You shall have the responsibility, at your own cost, to arrange for the transcript. You were previously advised that the investigative report concerning this matter and its contents are considered public record and will be released, upon request, minus any allowable exemptions, ten (10) days after the date of that Notification of Public Record correspondence.

The June 4, 2008 Board Workshop will be held in the Board Room at 3300 Forest Hill Boulevard, West Palm Beach. The Board has set aside time at 3:30 pm so that you or your representative may make a brief oral presentation relative to your suspension and dismissal. The Board had allotted no more than three (3) minutes for you to make a statement. If you or your representative intends to speak before the School Board, please immediately notify Ms. Alicia Gent, Board Office at (561) 434-8139.

Sincerely,

Arthur C. Johnson, Ph.D.
Superintendent

ACJ:AK:JPK:AG:mb

c. Ann Killets, Chief Academic Officer
Gerald A. Williams, Chief Counsel to the School Board
Darron Davis, Chief of Human Resources
Melinda Wong, Director, Human Resources Customer Relations (Personnel File)
Ernie Camerino, Manager, Leaves and Retirement
Vicki Evans-Paré, Associate Counsel for Personnel
Janice L. Jennings, Esquire