

EXECUTIVE SUMMARY

RECOMMENDATION FOR SUSPENSION & TERMINATION

Anthony A. Wade, Bus Driver I

I recommend that the School Board approve Anthony A. Wade's Suspension Without Pay effective September 22, 2005, and Termination, effective fifteen (15) days after the September 21, 2005, Board Action.

During the 2004/2005 school year, Anthony Wade was the subject of a Professional Standards investigation based upon allegations that he received more than three (3) traffic convictions within eighteen (18) months. The initial allegation was unsubstantiated as he had only two traffic convictions and one no contest plea with adjudication withheld during the relevant period. The investigation, however, revealed an unsafe driving record as well as a citation for driving a school bus over the speed limit while transporting students. At the conclusion of the investigation, the allegations of unsafe operation of a school bus, failure to maintain a safe and responsible driving record, and failure to self-report an arrest were sustained.

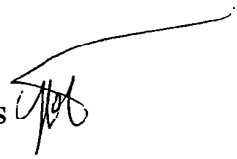
Sufficient just cause exists for Mr. Wade to be disciplined pursuant to Sections 1012.22(1)(f), 1012.27(5) and 1012.40 Florida Statutes; Palm Beach County School District Policies 1.013, 2.28, 3.13, 3.21 and 3.27, as well as Administrative Directives 2.36 and 3.27; the Palm Beach County School Bus Drivers and Bus Attendants Handbook Sections II and XV, and Article 33 (3) of the Collective Bargaining Agreement between the National Conference of Firemen & Oilers, Local 1227, and the School Board of Palm Beach County, for violations of the foregoing.

06/27/05	Professional Standards was advised of charges against Mr. Wade.
07/05/05	Professional Standards investigation of Case #04/05-263 concluded.
07/28/05	Pre-disciplinary meeting held. Summary for the Record issued following PDM.
08/12/05	Employee Investigation Committee (EIC) reviewed case, found the allegations substantiated and recommended discipline ie., termination.
08/22/05	Chief Officer of Human Resources (COHR) reviewed and concurred with recommended discipline.
08/29/05	Ten (10) day notification of public record to employee per Florida Statute 1012.31.
09/07/05	Superintendent's letter of notification to employee.


LEGAL SIGN-OFF: ☐ Yes ☐ No

Memorandum

To: Marcia Andrews, Chief Personnel Officer
Department of Personnel Recruitment

From: Yevola B. Falana, Assistant Director, Operations 
Transportation Department

Date: February 13, 2004

Subject: **Failure To Self-Report** 
Anthony Wade, SSN [REDACTED]

Enclosed is a copy of a *Florida Department of Education School Bus Driver Records System Bus Information Report*, concerning employee Mr. Anthony Wade. Mr. Wade did **not** report a traffic citation on January 20, 2004, to his supervisor as required by Board Policy 3.13.

I am sending this document for your information. If you have any questions please contact my office (561) 688-7549.

YBF: jm

Enclosure (1)

cc: Bob Riley

11

F62-454
02/11/04

PAGE

FLORIDA DEPARTMENT OF EDUCATION
SCHOOL BUS DRIVER RECORDS SYSTEM
BUS DRIVER INFORMATION REPORT

DISTRICT NUMBER: 50 PALM BEACH

ANTHONY A MADE

FIRST, MIDDLE OR MAIDEN, LAST NAME SUFFIX

DOB

HT.

RACE

SEX

SOCIAL SECURITY NO

ENDORSEMENTS

NP

ADDRESS

B

DATE ISSUED

DATE EXPIRED

RESTRICTIONS

FL DRIVER LICENSE NO

DATE ORIG DL ISSUED

09-04-96

ROYAL PALM BEACH

06

33411-8299

PRIOR STATE & DRIVER LICENSE NO

DRIVER TYPE

A

CITY

STATE/ COUNTY INFO

REIN- STATE DATE

CONVIC- TION DATE

(ARREST)

CITY- ACCI- AG
TION DENT DISP TI

DESCRIPTION

COURT

ENTRY

CITY

02-13-04 - - - - -
01-17-04 02-02-04 - - - - -
07-15-03 08-07-03 - - - - -
03-02-03 - - - - -
08-02-01 08-28-01 - - - - -
03-27-00 04-20-00 - - - - -
09-08-99 11-16-99 - - - - -
01-04-99 01-21-99 - - - - -

HLSBRGH
INDRIV
PALMBCH
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PALMBCH

001
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004
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002
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COUNTY
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COUNTY

CORRESPONDENCE
CONV-4.0 PTS
CONV-4.0 PTS
ACCIDENT
CONV-3.0 PTS
CONV-3.0 PTS
ADJ WITHHELD
CONV-3.0 PTS

NOTICE WAILED BY S-322.27(3)(F), F.S.
POINTS WARNING LETTERS
IMPROPER LANE CHANGING
UNLAWFUL SPEED BY
INVESTIGATED BY
CARELESS DRIVING
FAIL TO YIELD RIGHT OF WAY
FAILURE TO OBSERVE STOP SIGN
UNLAWFUL SPEED


090/70 C
044/35

A
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1

RECEIVED
FEB 13 2004
SCHOOL DISTRICT OF PALM BEACH COUNTY
TRANSPORTATION DEPARTMENT

Memorandum

To: Raymond T. Miller, Director,
Professional Standards

From: Yevola B. Falana, Assistant Director, Operations 
Transportation Department

Date: May 3, 2005

Subject: **Self-Reporting Citation**
Anthony Wade SSN # XXX-XX-~~XXXX~~

I am sending this document for your information. Mr. Wade is self-reporting receiving a citation for “ *Unlawful Speed*” on April 25, 2005, while driving a District school bus. Mr. Wade notified his supervisor on April 25, 2005. If you have any questions, please contact my office (561) 242-8300.

YBF: jm

Enclosures

cc: Bob Riley

TRAFFIC VIOLATION CITATION

You were charged with a traffic violation on the date and at the location shown on this citation. One of the following options with the Clerk of County Court must be received by the Clerk of Court within thirty (30) calendar days. IF YOU FAIL TO COMPLY WITHIN THE SPECIFIED PERIOD, YOUR DRIVING PRIVILEGE WILL BE SUSPENDED UNTIL YOU COMPLY. YOU SHALL BE REQUIRED TO PAY AN ADDITIONAL CIVIL PENALTY AND A SERVICE FEE.

OPTIONS: You may elect one of the following options on the back of this citation and mail it to the Clerk of Court by mail or in person to the Clerk of Court. Payment must be received by the Clerk of Court within the period specified. **POINTS WILL BE ASSESSED AS APPLICABLE FOR DRIVER LICENSE, TAG OR REGISTRATION, OR INSURANCE VIOLATIONS. PROOF OF COMPLIANCE IN THE FORM OF A VALID DRIVER LICENSE, REGISTRATION, CERTIFICATE OR PROOF OF INSURANCE, WHICHEVER IS APPLICABLE, IS REQUIRED IN ADDITION TO PAYMENT.**

NOTE: IF YOUR DRIVER LICENSE, TAG, REGISTRATION, OR INSURANCE WAS VALID AT THE TIME THE CITATION WAS ISSUED, YOU MAY PRESENT THE DRIVER LICENSE, TAG, REGISTRATION OR PROOF OF INSURANCE WITHIN THIRTY (30) CALENDAR DAYS TO CLERK OF COURT. ANOTHER CHARGE WILL BE DISMISSED. A FEE MAY BE ASSESSED. If you cannot provide proof of registration or insurance, you may sign a sworn statement at the Clerk's office.

NOTE: YOU MUST ENCLOSE THIS CITATION IF YOU MAIL PAYMENT. PAYMENT SHOULD BE IN THE FORM OF MONEY ORDER OR A CASHIER'S CHECK.

☐ PERSONAL CHECKS ARE ACCEPTED ☐ PERSONAL CHECKS ARE NOT ACCEPTED
(Make Payable to the Clerk of the County Court)

MAILING ADDRESS FOR THE CLERK OF COURT:

2. Elect a court hearing by contacting the Clerk of Court at the address listed above or by mail to the front of your citation. If you request a hearing and the County Judge/Magistrate determines that you have committed the offense, the County Judge/Magistrate may impose a penalty not to exceed \$500.00 or require completion of a Driver Improvement Course, or both. **POINTS WILL BE ASSESSED AS APPLICABLE.** If the County Judge/Magistrate determines that no infraction has been committed, no cost or penalties shall be imposed and any cost or penalties which have been paid shall be returned.

3. Elect to attend and complete a Driver Improvement Course approved by the Florida Department of Transportation. In such case, adjudication shall be withheld and **POINTS SHALL NOT BE ASSESSED** provided you have not made a prior election to attend within the 12 months preceding this election. No person may make more than five (5) of these elections (F.S. 318.14(9)). By electing this option you shall pay a penalty. Also, a court cost may be required. This option is not available for driver license, tag or registration violations, or commercial motor vehicle violations of F.S. 322.62.

4. If you were charged with violation of F.S. 322.065 (driver license expired for 4 months or less), F.S. 320.07(3)(a) (tag or registration expired 6 months or less), F.S. 322.15(1) (failure to display a valid driver license), F.S. 320.0605(1) (failure to possess a valid registration) or F.S. 316.645(1) (failure to maintain proof of insurance), you may, in lieu of payment of fine or court appearance, elect to enter a plea of not guilty and present a valid driver license, tag or registration or proper proof of insurance to the Clerk of Court. In such case, adjudication shall be withheld by the Clerk. You must pay court costs. This option is available only if you HAVE NOT made this election within the last twelve (12) months. No person may make more than three (3) elections under this provision in a lifetime. F.S. 318.14(10)(a). If you fail to comply within the specified period, your driving privilege will be suspended as of the date of such failure, until compliance is met. You shall be required to pay an additional civil penalty and a service fee.

5. If charged with F.S. 316.610, operating a motor vehicle in an unsafe condition or not properly equipped as required in F.S. 316.610, or F.S. 316.2935, non-criminal violation, you may, WITHIN THIRTY (30) DAYS from the date the citation was issued, have the vehicle corrected, present proof to the local police or sheriff's office and have the correction CERTIFIED ON AN AFFIDAVIT OF COMPLIANCE BY THE POLICE OR SHERIFF'S OFFICE. YOU MUST MAIL OR PRESENT THE

AFFIDAVIT OF COMPLIANCE, TOGETHER WITH A FEE IN THE AMOUNT OF \$
TO THE CLERK OF THE COURT WITHIN THIRTY (30) DAYS OF THE DATE THE CITATION WAS ISSUED. NO POINTS WILL BE ASSESSED.

NOTE: This option shall not apply to violations of F.S. 316.610 by a commercial motor vehicle or transit bus owned by a government entity.

FAULTY EQUIPMENT AFFIDAVIT OF COMPLIANCE
(For Local Police or Sheriff's Department Use Only)

I certify that the equipment on this vehicle described herein as indicated on the front of this citation has been corrected and upon this date complies with the requirements of the traffic laws of Florida.

DATE _____ **(CHECK ONE)** ☐ Local Police ☐ Sheriff

Signed _____

Agency Address _____ **County** _____

Accumulation of Points May Increase Your Costs of Motor Vehicle Insurance If You Were Exceeding the Speed Limit by More Than 15 MPH. If This Is Your Second Infraction Within the Past 18 Months or If This Is Your Third or Subsequent Infraction Within the Past 36 Months (F.S. 626.9541(1)(D)).

Memorandum

To: Raymond Miller, Director
Professional Standards

From: Yevola B. Falana, Assistant Director/Operations
Transportation Department

Date: June 22, 2005

Subject: **Request for Termination of Employment**
Anthony Wade, SSN XXX-XX-XXXX
Disqualified for Bus Driving

The enclosed correspondence is being forwarded to your office for handling. Mr. Anthony Wade has received three citations for traffic violations within eighteen-months and is no longer eligible to drive a school bus. This is in accordance with the *Agreement Between The School District of Palm Beach County, Florida and National Conference of Firemen & Oilers, Local 1227*, page 33, Article 33, Section 3 *Safe Driver Standards*, and *School Board Policy 3.21, Safe Operation of District School Buses*.

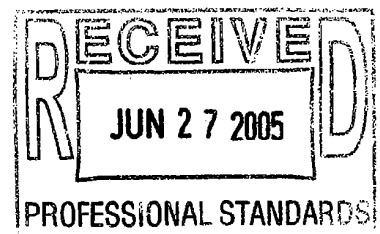
There are no positions available in the Transportation Department for which Mr. Wade is qualified, termination is recommended.

Thank you for your attention to this request. If you have any further questions, please do not hesitate to contact me (PX 58312).

YBF: cm

Enclosures

cc: Bob Riley



SCREEN 2)

DRIVER HISTORY INFORMATION

DISTRICT NO: 50

DRIVER LICENSE NO: [REDACTED]

ANTHONY A WADE

EFFECTIVE DATE	CONVICTION DATE	REINSTATEMENT DATE	CO.\ST. INFO	COURT	CITY	ENTRY
03-08-05	04-13-05	-	-	-	-	-
[REDACTED]						
02-13-04	-	-	-	-	-	1
NOTICE MAILED BY S.322.27(3)(F), F.S.						
02-13-04	-	-	-	-	001	CORRESPONDCE
POINTS WARNING LETTERS						
[REDACTED]						
07-15-03	08-07-03	-	-	INDRIV	COUNTY	005
UNLAWFUL SPEED				090/70		1
03-03-03	-	-	-	PALMBCH		001
INVESTIGATED BY				POLICE	C	
08-04-01	08-28-01	-	-	PALMBCH	COUNTY	004
CARELESS DRIVING						1

(1 = SCREEN1, 3 = SCREEN3, E = EXIT) COMMAND ==>
DRIVER HAS MORE RECORDS, TO VIEW, DISPLAY SCREEN 3

Apr. 25th '05

Speeding in bus.

Ray Miller

Page: 1 Document Name: untitled

RAY MILLER

(SCREEN1)

FLORIDA DEPARTMENT OF EDUCATION
SCHOOL BUS DRIVER RECORDS SYSTEM
DEPARTMENT OF HIGHWAY SAFETY & MOTOR VEHICLE INFORMATION

DISTRICT NO: 50 BUS DRIVER LICENSE NO: [REDACTED]

ANTHONY A WADE
FIRST, MIDDLE OR MAIDEN, LAST SUFFIX BOB HT 509 RACE B SEX M SSN 0

[REDACTED] ADDRESS B 042903 042807
LICENSE TYPE ISSUE DATE EXP DATE RESTRICTIONS

ROYAL PALM BEACH 06 33411-8299 090496 NP
CITY ST ZIP CODE DATE ORIG ISSUE ENDORSEMENTS

PRIOR ST & DRIVER LICENSE NO. DRIVER TYPE A

Page: 1 Document Name: untitled

(SCREEN 2)

DRIVER HISTORY INFORMATION

DISTRICT NO: 50 DRIVER LICENSE NO: [REDACTED]

ANTHONY A WADE

EFFECTIVE DATE	CONVICTION DATE	REINSTATEMENT DATE	CO.\ST. INFO	COURT	CITY	ENTRY
03-08-05	04-13-05	- -	INDRIV	COUNTY	007	CONV-4.0 PTS
UNLAWFUL SPEED 096/70 1						
02-13-04	- -	- -	- -	- -	- -	- -
NOTICE MAILED BY S.322.27(3)(F), F.S.						
02-13-04	- -	- -	- -	- -	001	CORRESPONDCE
POINTS WARNING LETTERS						
01-17-04	02-02-04	- -	HLSBRGH	COUNTY	006	CONV-4.0 PTS
IMPROPER LANE CHANGING A 1						
07-15-03	08-07-03	- -	INDRIV	COUNTY	005	CONV-4.0 PTS
UNLAWFUL SPEED 090/70 1						
03-03-03	- -	- -	PALMBCH	COUNTY	001	ACCIDENT
INVESTIGATED BY POLICE C						
08-04-01	08-28-01	- -	PALMBCH	COUNTY	004	CONV-3.0 PTS
CARELESS DRIVING 1						

(1 = SCREEN1, 3 = SCREEN3, E = EXIT) COMMAND ==>

DRIVER HAS MORE RECORDS, TO VIEW, DISPLAY SCREEN 3

Page: 1 Document Name: untitled

(SCREEN 3)

DRIVER HISTORY INFORMATION

DISTRICT NO: 50 DRIVER LICENSE NO: [REDACTED]

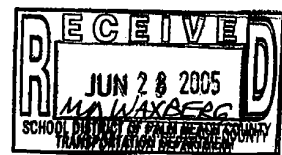
ANTHONY A WADE

EFFECTIVE DATE	CONVICTION DATE	REINSTATEMENT DATE	CO.\ST. INFO	COURT	CITY	ENTRY
03-27-00	04-20-00	- -	PALMBCH	COUNTY	003	CONV-3.0 PTS
FAIL TO YIELD RIGHT OF WAY 1						
09-08-99	11-16-99	- -	PALMBCH	MAGSTR	002	ADJ WITHHELD
FAILURE TO OBSERVE STOP SIGN 5						
01-04-99	01-21-99	- -	PALMBCH	COUNTY	001	CONV-3.0 PTS
UNLAWFUL SPEED 044/35 1						

(1 = SCREEN1, 2 = SCREEN2, E = EXIT) COMMAND ==>

NO MORE INFORMATION FOR THIS DRIVER

Date: 6/27/2005 Time: 4:13:28 PM



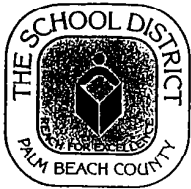
ANTHONY WADE

Hire Date 8/19/98

MOVING VIOLATIONS

<u>CITATION DATE</u>	<u>OUTCOME/DATE</u>	<u>NOTE</u>
4/25/05	Adjudication withheld 7/9/05 * Pled No Contest	Speeding while driving with students on board
3/8/05	Conviction 4/13/05	Speeding
1/17/04	Conviction 2/2/04 *	Improper lane change
7/15/03	8/7/03 Conviction	Speeding
8/4/01	8/28/01 Conviction	Careless Driving
3/27/00	4/20/00 Conviction	Failure to yield
9/8/99	11/16/99 Adjudication withheld	Stop sign
1/4/99	1/21/99 Conviction	Speeding

* 2/2/04 - 7/9/05 is less than 18 months



THE SCHOOL DISTRICT
OF PALM BEACH COUNTY, FLORIDA

DIVISION OF PERSONNEL SERVICES
DEPARTMENT OF PROFESSIONAL STANDARDS
3370 Forest Hill Boulevard, A-115
West Palm Beach, Florida 33406-5870

(561) 434-8545 FAX (561) 434-8178

MARCIA A. ANDREWS
Chief Personnel Officer

ARTHUR C. JOHNSON, Ph.D.
Superintendent

W. PAUL LACHANCE
Director

Certified Mail# 7099 3400 0014 9321 5568 & Regular U.S. Mail

March 5, 2002

Anthony A. Wade
~~XXXXXXXXXXXX~~

Royal Palm Beach, FL 33411

Re: Written Reprimand

Dear Mr. Wade:

This correspondence is given to you as a Written Reprimand for violation of School Bus Drivers Handbook, Section C Driving Performance (6).

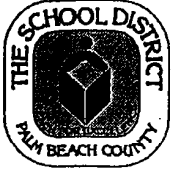
Specifically, on or about November 15, 2001, you pulled your School Bus over to the curb and left the vicinity of the bus while you had students on board. You did this in an apparent attempt to question a student who was standing at the intersection, in regards to his involvement in a rock throwing incident involving himself and other students and your school bus. Your handling of the situation was not only inappropriate to the circumstance, but violated the School Bus Drivers and Bus Attendants Handbook. Your confrontation with the student and your leaving your bus unattended could have resulted in injury not only to you, but the students under your care.

You are directed to cease such conduct immediately. Further, you are to desist from engaging in the same or similar actions in the future. Failure to do so will result in further disciplinary action up to and including termination.

Sincerely,

W. Paul Lachance
Director, Professional Standards

cc: Yevola Falana, Assistant Director, Transportation
Carolyn Killings, Business Agent, NCF&O
Personnel File



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

DIVISION OF PERSONNEL SERVICES
DEPARTMENT OF PROFESSIONAL STANDARDS
3370 Forest Hill Boulevard, A-115
West Palm Beach, FL 33406-5870


(561) 434-8545 FAX: (561) 434-8178

MARCIA A. ANDREWS
Chief Personnel Officer

file
ARTHUR C. JOHNSON, Ph.D.
Superintendent

Certified Mail # 7002 0860 0000 3518 0167 & Regular U.S. Mail

August 27, 2003

Mr. Anthony Wade


Royal Palm Beach, FL 33411

Re: Verbal Reprimand (written notation)

Dear Mr. Wade:

This correspondence is being given to you as a Written Notation of a Verbal Reprimand for failure to use best judgment by unnecessary physical interaction with students.

Specifically, on or about September 27, 2002, you physically interacted with students while trying to rearrange seating on your school bus due to a broken window on the bus. You failed to use best judgment by not verbally redirecting the students.

You are directed to cease such conduct immediately. Further, you are to desist from engaging in the same or similar conduct in the future. Failure to do so will result in further disciplinary action up to and including a recommendation for termination.

Sincerely,

A handwritten signature in cursive script that reads "Marcia Andrews".

Marcia Andrews
Chief Personnel Officer

- c. Yevola Falana, Assistant Director, Transportation
Carolyn Killings, Business Agent, NCF&O
Scott Green, Chief Steward, NCF&O
Department of Employee Records and Information Services (Personnel File)

Transportation Department

November 20, 2003

Anthony Wade, School Bus Driver
Transportation Department / Central Compound

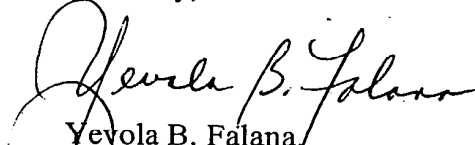
Dear Mr. Wade:

This letter concerns your attendance record since the beginning of the FY 03/04 school year. Department records indicate that between August 13, 2003 and November 20, 2003, you have been absent a total number of **eight and half days**. Absenteeism on the part of school bus driver causes a major disruption in the educational program of Palm Beach County School District students.

Your attendance record must improve. Your record will be closely monitored from this point forward. You must provide a verifiable and acceptable excuse for any future absences. If your attendance does not improve, this letter may be used as reference for any disciplinary action that may be pursued in accordance with the Progressive Discipline Article of the collective bargaining agreement between the District and the National Conference of Firemen & Oilers, Local 1227.

The District's need for school bus drivers is directly related to its service to students and parents. Your improvement is important so that the District can achieve its goals. Please do everything you can to improve your attendance so no further action will be necessary.

Sincerely,


Yeyola B. Falana,
Assistant Director/Operations
YBF:cm

c: Bob Riley
Yolanda Shanks

I have read and understand this letter.

Refused to sign (U.S.)
Signature

11/21/03
Date



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

DIVISION OF HUMAN RESOURCES
DEPARTMENT OF PROFESSIONAL STANDARDS
3370 Forest Hill Boulevard, A-115
West Palm Beach, FL 33406-5870

(561) 434-8545 FAX: (561) 434-8178

JAMES HAYES, JR.
CHIEF OFFICER

RAYMOND T. MILLER
DIRECTOR

file
ARTHUR C. JOHNSON, Ph.D.
SUPERINTENDENT

Certified Mail #7002-0860-0000-3518-0686 & Regular U.S. Mail

December 8, 2004

Mr. Anthony A. Wade ✓

~~REDACTED ADDRESS~~
Royal Palm Beach, FL 33411

Re: Written Reprimand

Dear Mr. Wade:

This correspondence is being given to you as a Written Reprimand for verbal threats and unprofessional conduct towards another employee. Your action violates Florida Statute 784.03 Battery; Florida Department of Education Rule 6B-4.009; School Board Policies 1.013 and 3.27, as well as Administrative Directive 3.27, and the Collective Bargaining Agreement Between the School District of Palm Beach County and the National Conference of Firemen and Oilers, Local 1227, Article 17 Section 6.

Specifically, as stated during your Pre-Disciplinary Conference at the Fulton-Holland Educational Services Center on December 7, 2004, you admitted that your conduct was inappropriate during a verbal and near physical altercation with several employees. You acknowledged that your behavior was unprofessional as you attempted to get the attention of your supervisor. You stated that your actions were self-defensive responses to perceived physical and verbal threats.

You are directed to cease such conduct immediately. Further, you are to desist from engaging in the same or similar actions in the future. Failure to do so may result in further disciplinary action up to and including termination. You are reminded to use good judgment in seeking assistance from supervisors and other employees while exercising the best professional behavior. I strongly recommend that you contact the District Employee Assistance Provider (EAP), Corporate Care Works, at 800-327-9757 for assistance with anger management.

Sincerely,

Raymond T. Miller
Director of Professional Standards

RTM:OWJ:erh

- c. Melinda Wong, Director, Employee Records & Information Services (Personnel File)
Yevola Falana, Assistant Director, Transportation
Carolyn Killings, Business Agent, NCF&O, Local 1227

Palm Beach County Schools #3 in the NATION!
www.palmbeachschools.org for details
AN EQUAL OPPORTUNITY EMPLOYER

15



Form F

SAMPLE OF PRE-DISCIPLINARY MEETING
CONFERENCE FOR THE RECORD SUMMARY

MEMORANDUM

TO: Raymond T. Miller, Director

FROM: Oliver W. Johnson, Jr. Compliance Administrator

DATE: July 28, 2005

SUBJECT: Pre-disciplinary Meeting

A Pre-disciplinary Meeting was held at Professional Standards
(location)
on July 28, 2005
(date & time)

Present: Raymond T. Miller, Director (name & title)
Oliver W. Johnson Jr., Compliance Adm (name & title)
Carolyn Killings, Business Agent NCFO (name & title)
Anthony Wade, Bus Driver (name & title)

(add lines, if necessary)

You were represented by: Carolyn Killing, Business Agent NCFO
(name & title)

Although you were reminded you have the right to a representative of your choice, you did not have a representative because (check one) ☐ you chose not to, or ☐ the applicable bargaining unit declined to represent you because you were not a member.

You are alleged to have violated or been non-compliant with the following applicable standards of behavior. Listed are all applicable Florida Statute(s), Policies, Rules, and Administrative Guidelines:

Florida Statutes: _____ (list all applicable)

Florida Administrative Code(s): FAC 6B-4.009 Criteria for Suspension and Dismissal (list all applicable)

School Board Policies: 1.013 Responsibilities of School District Emp. 3.27 Suspension and Dismissal (list all applicable)

2.36 District Directive: Standards for Employees Who Drive
District Administrative Directive(s): Board Vehicles (list all applicable)

CBA Between the District and NCFO Local 1227 Article
Collective Bargaining Agreement Section(s): 17 Section 6 and Article 33 Section 3.B (list all applicable)

School Bus Driver or other Handbook Section(s): Section II.C.1, Section II.C.4 and Section WV.B.8 (list all applicable)

3.13 District Policy Re: Self-Reporting of Arrests & Conviction
Other Rule(s) or Guideline(s): by School District Employees (list all applicable)

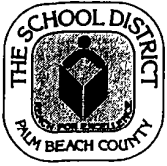
Form F

You have been provided with a copy of the Professional Standards Investigation Report regarding Case Number #04/05-263. The Pre-disciplinary Meeting was held to give you and your representative the opportunity to provide additional information, dispute, explain or elaborate on the information in the Professional Standards Investigation Report. You presented the following facts and/or information or documents for consideration.

On July 28, 2005 a PDM was held in the Office of Professional Standards concerning allegations of unsafe operation of a school bus. You received three (3) moving violations and convictions within a 18 month period. You are also cited with failure to self report arrest(s)/conviction(s) and your failure to maintain a safe driving record.

During this meeting you presented the following: You admitted to having 3 moving infractions within an 18 month period. In one case, you pled no contest and paid a fine. In the other two cases adjudication was withheld against you. When asked why you did not self report receipt of moving citations, you said that you reported the citations received to your supervisor in a timely manner. When asked why you did not report the outcome of your court appearance timely, you said that you were not in the country and reported it upon your return, as soon as you could. Your union representative stated on your behalf that your driver's record speaks for it self. However, you maintained that you pled no contest because you did not want to spend an inordinate amount of time in the courts. Your union representative said that if you felt so strongly that the proceedings were inappropriate, you should have pled not guilty instead of no contest. You maintained that the police officer who pulled you over for speeding wrote that you were traveling in excess of 56 miles per hour. Your union representative said that anyone who knows anything about school buses knows that the buses have a governor which regulates the amount of speed that it can accelerate up to. A School Bus 's top regulated speed is 50ty miles per hour.

This summary will be considered by the (check one): ☐ Work Location Supervising Administrator or ☐ the Employee Investigation Committee along with the Professional Standards Report in reaching a decision as to whether the allegation(s) are unfounded, unsubstantiated or are substantiated and a recommended discipline (if applicable). You will be advised of the finding and discipline, if any, that is recommended or is to be imposed.



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

DIVISION OF HUMAN RESOURCES
DEPARTMENT OF PROFESSIONAL STANDARDS
3370 Forest Hill Boulevard, A-115
West Palm Beach, FL 33406-5870

(561) 434-8545 FAX: (561) 434-8178

JAMES HAYES, JR.
CHIEF OFFICER

RAYMOND T. MILLER
DIRECTOR

ARTHUR C. JOHNSON, Ph.D.
SUPERINTENDENT

Certified Mail #7005-1160-0003-9756-7003 and Regular U.S. Mail

August 29, 2005

Anthony A. Wade

[REDACTED]
Royal Palm Beach, FL 33411

RE: Notification of Public Record

Dear Mr. Wade:

As you are aware, the Professional Standards investigation concerning disciplinary violations you are alleged to have committed has been concluded. You were previously advised that the investigative file concerning this matter and its contents would be considered public record at the conclusion of the investigation.

This letter is to confirm that the above material will be released, upon request, minus any allowable exemptions, ten (10) days following your receipt of this letter. This notification is made consistent with Florida Statute 1012.31.

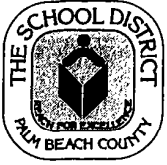
Sincerely

A handwritten signature in black ink, appearing to read "Raymond T. Miller".

Raymond T. Miller
Director of Professional Standards

RTM:erh

- c. James Hayes, Jr., Chief Officer of Human Resources
Vicki Evans-Paré, Associate Counsel for Personnel
Carolyn Killings, Business Agent, NCF&O, Local 1227



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

JAMES HAYES, JR.
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3370 Forest Hill Boulevard, A-115
West Palm Beach, FL 33406-5870

(561) 434-8545 FAX: (561) 434-8178

September 7, 2005

Certified Mail # 7004-2510-0002-8412-2321 & Regular U.S. Mail

Anthony A. Wade

[REDACTED]
Royal Palm Beach, FL 33411

**NOTICE OF SUSPENSION AND RECOMMENDATION
FOR TERMINATION FROM EMPLOYMENT**

Dear Mr. Wade

Based upon substantial information presented to me, I must hereby inform you that I have clear and convincing evidence sufficient to warrant disciplinary action against you. I will recommend your suspension without pay and termination from employment with the School District at the September 21, 2005, School Board meeting.

During the 2004/2005 school year, you were the subject of a Professional Standards investigation based upon allegations that you received more than three (3) traffic convictions within eighteen (18) months. The initial allegation was unsubstantiated as you had only two traffic convictions and one no contest plea with adjudication withheld during the relevant period. The investigation, however, revealed an unsafe driving record as well as a citation for driving a school bus over the speed limit while transporting students. At the conclusion of the investigation, the allegations of unsafe operation of a school bus, failure to maintain a safe and responsible driving record, and failure to self-report an arrest were sustained.

Sufficient just cause exists for you to be disciplined pursuant to Sections 1012.22(1)(f), 1012.27(5) and 1012.40 Florida Statutes; Palm Beach County School District Policies 1.013, 2.28, 3.13, 3.21 and 3.27, as well as Administrative Directives 2.36 and 3.27; the Palm Beach County School Bus Drivers and Bus Attendants Handbook Sections II and XV, and Article 33 (3) of the Collective Bargaining Agreement between the National Conference of Firemen & Oilers, Local 1227, and the School Board of Palm Beach County, for violations of the foregoing.

Please be advised that I will recommend at the September 21, 2005, meeting of the School Board of Palm Beach County, Florida, that your employment terminate effective upon expiration of fifteen (15) days subsequent to the September 21, 2005, Board meeting and shall be subject only to appeal under Section 120.68, Florida Statutes, unless a timely request for an administrative hearing is made within the fifteen (15) days stated herein pursuant to Sections 120.569 and 120.57, Florida Statutes, wherein you will remain suspended without payment of salary and benefits until final School Board disposition is entered subsequent to the administrative hearing proceedings. This action is taken in accordance with Sections 1012.22(f) and 1012.27(5), Florida Statutes. Failure to timely request an administrative hearing shall waive all rights to request a DOAH hearing on such matters and shall be subject only to appeal rights under Section 120.68, Florida Statutes. You have a choice of filing a grievance or requesting a hearing before the Division of Administrative Hearings (DOAH).

Palm Beach County Schools #3 in the NATION!
www.palmbeachschools.org for details

AN EQUAL OPPORTUNITY EMPLOYER

Anthony A. Wade
September 7, 2005
Page two

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 JulieAnn Rico Allison, 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 September 21, 2005, School Board meeting will be held in the Board Room at 3300 Forest Hill Boulevard, West Palm Beach, Florida. The Board has set aside the time of 4:30 p.m. so that you or your representative may make an oral statement of no more than three minutes relative to your suspension and dismissal. If you or your representative intend to speak before the School Board, please immediately notify Ms. Alicia Palmer, Board Office, at (561) 434-8139.

Sincerely,

Arthur C. Johnson, Ph.D.
Superintendent

ACJ:GAW:JHJ:RTM:erh

- c. Gerald A. Williams, Chief Officer of Administration
James Hayes, Jr., Chief Officer of Human Resources
Melinda Wong, Director, Compensation & Employee Information Services (*Personnel File*)
JulieAnn Rico Allison, Chief Counsel to the School Board
Vicki Evans-Paré, Associate Counsel Personnel
Robert Riley, Director, Transportation
Carolyn Killings, Business Agent, NCF&O, Local 1227