

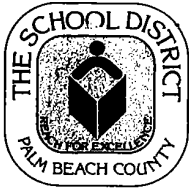
EXECUTIVE SUMMARY

**RECOMMENDATION FOR SUSPENSION & TERMINATION
Sherman L. Laster, Community Resource Person**

I recommend that the School Board approve Sherman L. Laster's Suspension Without Pay effective October 20, 2005, and Termination, effective fifteen (15) days after the October 19, 2005, Board Action. During the 2004/2005 school year, Mr. Laster was the subject of a Professional Standards investigation based upon allegations that he exposed his genitals to an adult female member of the public during duty hours after transporting students to an off-site location. At the conclusion of the investigation, the allegations of committing a lewd act, inappropriate interactions with the public, and misuse of district time were sustained.

Sufficient just cause exists for Mr. Laster 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 and 3.27, as well as Administrative Directive 3.27, violations of the foregoing.

- 05/19/05 Professional Standards was advised of charges against Mr. Laster.
- 06/27/05 Professional Standards investigation of Case #04/05-239 concluded.
- 08/09/05 Pre-disciplinary meeting held. Summary for the Record issued following PDM.
- 09/09/05 Employee Investigation Committee (EIC) reviewed case, found the allegations substantiated and recommended discipline ie., termination.
- 09/13/05 Chief Officer of Human Resources (COHR) reviewed and concurred with recommended discipline.
- 09/26/05 Ten (10) day notification of public record to employee per Florida Statute 1012.31.
- 10/03/05 Superintendent's letter of notification to employee.



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

SCHOOL POLICE DEPARTMENT
3330 FOREST HILL BOULEVARD, B-127
WEST PALM BEACH, FL 33406-5869

(561) 434-8300 FAX: (561) 434-8186

JAMES P. KELLY, J.D.
CHIEF OF POLICE


ARTHUR C. JOHNSON, Ph.D.
SUPERINTENDENT

CV. 2111 6/14/05
04/05 - 239

June 7, 2005

MEMORANDUM

TO: Ray Miller, Director
Professional Standards

FROM: Angelette Green, Lieutenant
School Police Department 

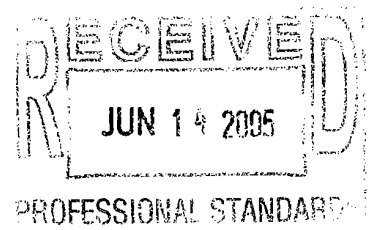
SUBJECT: Investigation - PBCSB Case# 05-1996
Date of Incident: 05/17/05
Date Incident Reported: 05/19/05

Allegation: Information
Suspect: Sherman Laster Jr 
Community Resource Person- Lake Worth High School

The following is a summation of the incident that occurred with an employee from Lake Worth High School. The case was investigated by Detective Walton and is being forwarded to you for review. If you have any questions, please feel free to contact him at px 4-8578.

AG:sb

Attachment



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NARRATIVE CONTINUATION

FLO 504200

PALM BEACH COUNTY SCHOOL DISTRICT POLICE

Case: 05-1996
Investigator: R. Walton #789
Reported Date: 05/19/05

ADULT

On 5/19/05, I was assigned to investigate allegations that Sherman Laster a Community Resource Person at Lake Worth High School exposed his penis to Rezimine Herman who is an employee of The Holiday Inn of Boynton Beach, located at 1601 North Congress Av. Boynton Beach, FL. On 5/17/05, in the afternoon.

On 5/19/05, I spoke with Kathleen White who is a teacher at Lake Worth High School. She advised that she was contacted by representatives of The Holiday Inn Boynton Beach and told that Mr. Laster exposed his penis to a female worker at the Hotel on 5/17/05. She said that Laster who is a Community Resource Person at the school drives the ESE bus to the Holiday Inn to drop off students that work there and then picks them up later in the day. She said that Laster is alleged to have invited a female employee to the balcony area on the 2nd floor of the Hotel and said he wanted to show her something. When the female went out there she saw that Laster had his naked penis pulled outside his pants and showed it to her. White said that Laster apologized to Rezimine in front of Holiday Inn Staff.

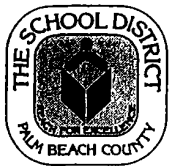
On 5/19/05, I attempted to contact Rezimine Herman by phone at the Holiday Inn. She was not available.

On 5/19/05, at 3:55 PM, I met with Sherman Laster at The School District Police Department and took a sworn taped statement from him. Mr. Laster said that he had been out of work for a while and when he returned to the Holiday Inn while he was on duty he spoke with Rezimine. He said that he went to a patio area on the 2nd floor. He said that he invited Rezimine out to where he was and said that he wanted to show her something, and then when she came out showed her his naked penis. He said the reason that he did it was because he thought she wanted to see it. Complete statement attached.

On 5/20/05, I attempted again to speak with Rezimine Herman at the Holiday Inn and she was not available.

On 5/21/05, I spoke with Rezimine Herman. She said that her and Laster were acquaintances. She said on the day in question she saw Laster who she hadn't see for a while. She said that Laster was on a 2nd floor patio and he called out to him. She said he said something to the effect of, "Look at this". She said she saw that Laster had his entire naked penis hanging outside his pants exposing it to her. She said that she left the area right away, and told him to stay away from her. She said that Laster told her she was sorry, and she just told him to stay away from her. Rezimine Herman said that she did not wish to file criminal charges regarding the incident.

This will be referred to The Department of Professional Standards.



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

Via Certified Mail # 7002 0860 0000 3518 2451 and Regular U. S. Mail

May 20, 2005

Sherman L. Laster

[REDACTED]
Delray Beach, FL 33444

Re: Assignment to Your Residence with Pay

Dear Mr. Laster:

This letter is direction to and/or confirmation that, effective this date, you are immediately assigned to your residence with pay. This assignment is pending the outcome of an investigation and shall continue until you are notified of a change in assignment in writing. You should not return to Lake Worth Community High School without permission. You are directed not to have any contact with any individual who is or may be a student in the Palm Beach County School District. Further, if you are a volunteer in or for any school activity or are employed in any part-time, temporary, or stipend position with the District, you are hereby removed from that position effective immediately. Failure to comply with this direction will be considered insubordination and may result in disciplinary action being taken against you up to and including termination.

For the duration of this investigation, you are not to speak to and/or attempt to contact any witnesses or other parties involved in this investigation, to discuss any matters material or in any way related to the allegation/investigation. Any attempt to do so will result in disciplinary action being taken against you.

You are directed to remain available so that you can be contacted by a representative of the District during your regular duty day. You should not return to School District property without specific written permission to do so.

Sincerely,

James Hayes, Jr.
Chief Officer of Human Resources

JHJ:RTM:erh

c. Carole R. Shetler, South Area Superintendent
Ana Garcia-Meehan, Principal, Lake Worth Community High School

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www.palmbeachschools.org for details
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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: August 10, 2005

SUBJECT: Pre-disciplinary Meeting

A Pre-disciplinary Meeting was held at Professional Standards
(location)
on August 09, 2005
(date & time)

Present: Raymond T. Miller, Director *(name & title)*
Oliver W. Johnson Jr., Compliance Adm *(name & title)*
Sherman L. Laster, Comm Resource *(name & title)*
Person *(name & title)*

(add lines, if necessary)

You were represented by: _____
(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: 800.3 FSS Re: Exposure of sexual organs *(list all applicable)*

Florida Administrative Code(s): 6B-4.009 FAC Re: 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)*

District Administrative Directive(s): _____ *(list all applicable)*

Collective Bargaining Agreement Section(s): _____ *(list all applicable)*

School Bus Driver or other Handbook Section(s): _____ *(list all applicable)*

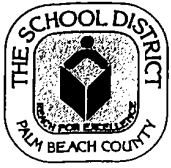
Other Rule(s) or Guideline(s): _____ *(list all applicable)*

Form F

You have been provided with a copy of the Professional Standards Investigation Report regarding Case Number #04/05-239 . 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 August 10, 2005 during your pre-disciplinary meeting you said the following: You acknowledge that your interactions with Ms. Rezimine, an employee of the Holiday Inn, were inappropriate. You stated that your duties require you to supervise students at the hospital. While the students are at the hospital, you go to the neighboring Holiday Inn and work on your paper work . You stated that you did not randomly engage in a lewd act. You said that you had established an adult relationship of a sort with the victim. You would visit regularly the employee's break room and engage employees including the victim in adult conversations of a sexual nature, involving relationships with married and single men. You thought that the victim was coming on to you and felt that you could approach her by exposing yourself. You said that on one occasion you were given a warm hug by the victim. You admitted that you began to get an erection during this encounter. You said that the event in question did occur. You stated that you called the victim upstairs where you were. You were on the balcony of the hotel. When the victim came in to the area where you were located, your pants were open and your penis was exposed. You said that you thought she wanted to perform oral sex on you. When the victim saw your penis, which you said was not erect, she yelled "Oh, my God, wait a minute". She then exited the balcony. You said that your pants were unbuttoned and your penis was outside of your jockey shorts, but it was not fully exposed. You said after that the victim used her plastic pass key and exited the room and reported the incident to her supervisor Mr. Bancroft. You stated that you feel bad about the incident and that you had made a big mistake and that it was something that just happened in the heat of the moment. When asked why did you chose to expose yourself to the victim while working, even after you admittedly said that you had a dialogue with her which led you to believe that she wanted to have oral sex with you, you said that your decision to do what you did was not the right one. You said that you only did this act at this time because it was the only time you could have seen the victim.

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.



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CHIEF OFFICER

RAYMOND T. MILLER
DIRECTOR

ARTHUR C. JOHNSON, Ph.D.
SUPERINTENDENT

Certified Mail #7005-1160-0002-6439-2219 and Regular U.S. Mail

September 26, 2005

Sherman L. Laster
232 N.E. 5th Street
Delray Beach, FL 33444

RE: Notification of Public Record

Dear Mr. Laster:

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

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



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CHIEF OFFICER

RAYMOND T. MILLER
DIRECTOR

ARTHUR C. JOHNSON, Ph.D.
SUPERINTENDENT

Certified Mail # 7005-1160-0002-6439-2264 & Regular U.S. Mail

October 3, 2005

Sherman L. Laster
232 N.E. 5th Street
Delray Beach, FL 33444

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

Dear Mr. Laster:

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 October 19, 2005, School Board meeting.

During the 2004/2005 school year, you were the subject of a Professional Standards investigation based upon allegations that you exposed your genitals to an adult female member of the public during duty hours after transporting students to an off-site location. At the conclusion of the investigation, the allegations of committing a lewd act, inappropriate interactions with the public, and misuse of district time 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 and 3.27, as well as Administrative Directive 3.27.

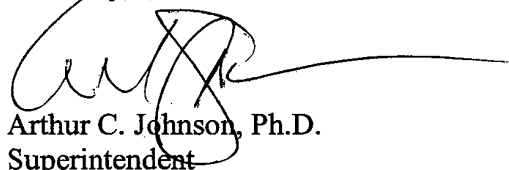
Please be advised that I will recommend at the October 19, 2005, meeting of the School Board of Palm Beach County, Florida, that your employment terminate effective upon expiration of fifteen (15) days subsequent to the October 19, 2005, Board meeting and shall be subject only to appeal under Section 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. You may request a hearing before the Division of Administrative Hearings (DOAH). 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.

Sherman L. Laster
October 3, 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 October 19, 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
Ana Garcia-Meehan, Principal, Lake Worth High