



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

KENYETTA V. HAYWOOD
Director of Employee Relations

ARTHUR C. JOHNSON, Ph.D.
SUPERINTENDENT OF SCHOOLS

EMPLOYEE RELATIONS
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May 6, 2007

Luis Jimenez
594 Spring Dale Circle
Lake Worth, FL 33461

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

Dear Mr. Jimenez:

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 at the May 30, 2007 meeting of the School Board of Palm Beach County, Florida, your suspension without pay on May 31, 2007 and termination on June 15, 2007 from employment with the School District as a Bus Driver.

On or about April 16, 2007, you became the subject of a Professional Standards investigation based upon the allegations of violations of School Board Policy 3.961, Drug and Alcohol-Free Workplace/Performing Safety-Sensitive Functions and/or School Board Policy 2.32 Personal Business on School Time and/or School Board Policy 1.013, Responsibilities of School District Personnel and/or staff. Sufficient just cause exists for you to be disciplined pursuant to Sections 1012.27 and 1012.40 Florida Statutes; Palm Beach County School District Policies 1.013 and 3.27, as well as Administrative Directive 3.27, and National Conference of Firemen and Oilers (NCF&O) Article 17, Section 6.

This action is taken in accordance with Sections 1012.22, 1012.27, and 1012.40 Florida Statutes. 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, 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 Statutes.

Please be advised that I will recommend at the May 30, 2007, meeting of the School Board of Palm Beach County, Florida, that your employment terminate effective upon expiration of fifteen (15) days subsequent to the May 30, 2007, 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.

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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 May 30, 2007, Special Meeting will be held in the Board Room at 3300 Forest Hill Boulevard, West Palm Beach. The Board has set aside time prior to the meeting so that you or your representative may make a brief oral presentation relative to your suspension. The Board has 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:DD:KH:lcp

- c. Ann Killets, Chief Academic Officer
- Gerald A. Williams, Chief Counsel to the School Board
- Darron Davis, Chief of Human Resources
- Kenyetta Haywood, Director of Employee Relations
- Melinda Wong, Director, Human Resources Customer Relations (*Personnel File*)
- Sonia Hill, Senior Associate Counsel, Personnel