



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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Certified Mail # 7006-0100-0000-3572-3825 & Regular U.S. Mail

May 3, 2007

Shedeidra Edge  
9118-E. Boca Gardens Parkway  
Boca Raton, FL 33496

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

Dear Ms. Edge:

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 on May 31, 2007, and termination on June 15, 2007 from employment with the School District at the May 30, 2007, School Board meeting.

On or about March 6, 2007, you became the subject of a Professional Standards investigation into an allegation of insubordination. At the conclusion of the investigation the allegation of insubordination was substantiated.

Sufficient just cause exists for you to be disciplined pursuant to Sections 1012.22, 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 Article 3, Section C of the Collective Bargaining Agreement between the Association of Educational Secretaries Office Professionals and the School Board of Palm Beach County, for violations of the foregoing.

This action is taken in accordance with Section 1012.22(f) and 1012.27 of the 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).

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, 2006, 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, 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 prior to the meeting so that you or your representative may make an oral statement of no more than three (3) minutes relative to your suspension and dismissal. 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:KVH:lcp

- c. Ann Killets, Chief Academic Officer
- Gerald A. Williams, Chief Counsel to the School Board
- Melinda Wong, Director, Compensation & Employee Information Services (*Personnel File*)
- Vicki Evans-Paré, Associate Counsel for Personnel
- Paula Nessmith, Principal, Jupiter High School