



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL

DONALD E. FENNOY II, Ed.D.
SUPERINTENDENT

FRANK A. BARBIERI, JR., ESQ.
BOARD CHAIR

OFFICE OF THE SUPERINTENDENT
3300 FOREST HILL BOULEVARD, C-316
WEST PALM BEACH, FL 33406-5869

PHONE: 561-629-8566 / FAX: 561-649-6837
WWW.PALMBEACHSCHOOLS.ORG/SUPERINTENDENT

KAREN M. BRILL
BOARD VICE CHAIR

MARCIA ANDREWS
ALEXANDRIA AYALA
BARBARA McQUINN
DEBRA L. ROBINSON, M.D.
ERICA WHITFIELD

Sent Via Regular US and Certified Mail
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Sent Via Email

February 16, 2021

Jason Wasloff
[REDACTED]

NOTICE OF RECOMMENDATION FOR TERMINATION OF EMPLOYMENT

Dear Mr. Wasloff:

Based upon information presented to me, I hereby inform you that there is "just cause", which can be substantiated by clear and convincing evidence, to warrant your termination from your position as a Teacher. I will recommend your suspension without pay and termination from employment at the **Wednesday, March 3, 2021**, School Board Special Meeting, which will be held at 3300 Forest Hill Boulevard, West Palm Beach, FL 33406. This action is taken in accordance with *sec. 1012.22, F.S.* and *sec. 1012.27, F.S.*

On or about July 7, 2020, you became the subject of an Employee and Labor Relations investigation based upon allegations of policy violations related to Inappropriate Interaction with a Student, Ethical Misconduct, Failure to Exercise Best Professional Judgement, Giving False Information During an Investigation and Failure to Follow Policy, Rule or Directive. At the conclusion of the investigation, the allegations were substantiated.

Therefore, these actions violate the following: School Board Policies *1.013(1), Responsibilities of School District Personnel and Staff; 3.02(4)(a), (4)(d), (4)(f), (5)(a)(ii), (5)(a)(iii), (5)(a)(viii) and (5)(c)(vii), Code of Ethics; 6A-10.081(1)(b), (1)(c), (2)(a)(1), (2)(a)(5) and (2)(c)(1), F.A.C., Principles of Professional Conduct for the Education Profession in Florida.*

Sufficient just cause exists for you to be disciplined pursuant to *sec. 1012.22(1)(f), F.S. and sec. 1012.27(5), F.S.; School Board Policies 1.013 and 3.27; Article II, Section M of the CTA Collective Bargaining Agreement; Rule 6A-5.056(2), F.A.C., Misconduct in Office* for the violations stated above.

February 16, 2021

NOTICE OF RECOMMENDATION FOR TERMINATION OF EMPLOYMENT – Wasloff, Jason

If you wish to appeal this decision, you may choose either to file a grievance under the provisions of the *CTA Collective Bargaining Agreement, Article VII* through the Department of Labor Relations; or request a hearing before the Division of Administrative Hearings (DOAH) by submitting a request in writing to Shawntoyia Bernard, Esquire, General Counsel to the School Board, 3300 Forest Hill Boulevard, Suite C-332, West Palm Beach, Florida 33406.

Failure to timely request an Administrative Hearing under *120.569, F.S.*, shall waive all rights to request a DOAH hearing on such matters and shall be subject only to appeal rights under *sec. 120.569, F.S. and sec. 120.57, F.S.*

I will recommend the termination of your employment become effective on **Friday, March 26, 2021**. If you elect to file an appeal as stated above, you must do so, on or before **Thursday, March 25, 2021**.

Further, I will recommend that effective **Thursday, March 4, 2021** you begin 15 days of unpaid suspension to allow for the time period of the appeal. If you do not contest the charges made against you by timely appealing the recommendations described above, the facts as alleged, shall be deemed accepted and your employment will be terminated effective **Friday, March 26, 2021**. If you appeal, your suspension without pay, effective **Thursday, March 4, 2021**, will remain in effect, but the termination will be stayed until the conclusion of the administrative process, which may include a grievance or a DOAH hearing and Board action.

You are hereby advised that the investigative report concerning this matter is now complete. The contents of the report, the related investigative materials, and my recommendations for disciplinary action are considered public record and will be released, upon request, minus any allowable exemptions, ten (10) days from the date of receipt of this notice.

Sincerely,



Donald E. Fennoy II, Ed.D.
Superintendent



DEF/GSL/VLEP:bt

cc: Shawntoyia Bernard, Esq., General Counsel to the School Board
Gonzalo S. La Cava, Ed.D., Chief of Human Resources
Jean Marie Middleton, Esq., Senior Attorney
Vicki Evans-Paré, Director, Department of Employee and Labor Relations
Mark Mitchell, Director, Compensation & Employee Information Services (Personnel File)
Nancy Robinson, Principal, Forest Park Elementary School