



BOARD OF EDUCATION

January 3, 2021

Ms. Stacey Smith  
27 Egan Drive  
Palm Coast, FL 32164

Delivered Via Certified Mail and Email

Re: Step 1-2 Grievance Decision to Reduce Letter of Reprimand to a Verbal Warning Reduced to Writing

Dear Ms. Smith:

This letter shall serve as the level 1-2 grievance decision as a result of the meeting held on December 20, 2021 regarding the letter of reprimand issued to you on December 3, 2021.

As per the discussion held during the meeting, along with a review of the investigation, supporting documentation and information presented, it has been determined that no violations of investigative process or collective bargaining agreement occurred. However, it is also recognized that you do not have past disciplinary history while employed with Flagler County Schools.

I have determined a reduction of the disciplinary action can be supported in this particular case and the letter of reprimand rescinded.

Accordingly, please consider this a Verbal Warning Reduced to Writing for the lack of professional judgement used when you told the students in your class a story about an African American child living in Chicago under distressed circumstances. This story was not appropriate for the students, and not relevant to the grade level curriculum.

Should you exhibit such unprofessional conduct in the future, it may result in further disciplinary action up to, and including, your dismissal from employment with Flagler County Schools.

Respectfully,

Robert Bossardet  
Assistant Superintendent of Academic Services

Cc: Professional Standards Investigation File  
Professional Practices Services

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