

THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

OFFICE OF INSPECTOR GENERAL
3318 FOREST HILL BLVD., C-306
WEST PALM BEACH, FL 33406
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TERESA MICHAEL, CIG, CIGI, CFE
INSPECTOR GENERAL

SCHOOL BOARD
FRANK BARBIERI, JR., CHAIR
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ALEXANDRIA AYALA
EDWIN FERGUSON, ESQ
BARBARA McQUINN
ERICA WHITFIELD

MICHAEL J. BURKE, SUPERINTENDENT

MEMORANDUM

TO: Teresa Michael, Inspector General

FROM: Oscar Restrepo, Director of Investigations 

DATE: June 14, 2023

SUBJECT: *OIG Case: 23-0021-I – Lake Worth Community Middle School*

I am writing to notify of a typographical error that was found in my report of investigation for this case. The error is on page 9 on the paragraph immediately before the Conclusion section. The paragraph commences “17:04:26 (5:02:06).” The correct information should read “17:04:26 (5:04:06).”



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MICHAEL J. BURKE, SUPERINTENDENT

MEMORANDUM

TO: Honorable Chair and Members of the School Board
Michael J. Burke, Superintendent
Chair and Members of the Audit Committee

FROM: Teresa Michael, Inspector General *TM*

DATE: April 6, 2023

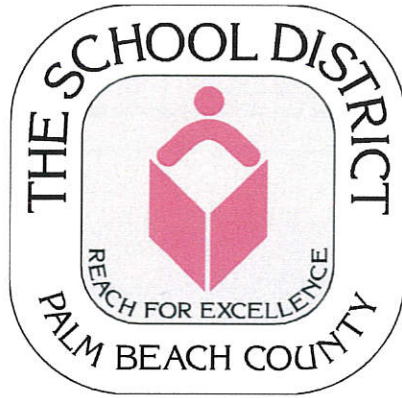
SUBJECT: Transmittal of Final Investigative Report:
23-0021-I Lake Worth Community Middle School

Attached please find a copy of the Palm Beach County School District Office of Inspector General (OIG) Final Report of OIG Case 23-0021-I related to employee misconduct. On March 16, 2023, the School District of Palm Beach County, Office of Inspector General received a complaint from a private citizen regarding alleged profane and racist statements made by Lake Worth Community Middle School Principal Michael Williams.

The OIG investigation concluded the allegation was **substantiated**.

In accordance with School Board Policy 1.092.9.b.iv., on March 23, 2023, the draft of this investigation was provided to Michael Williams for a response. On March 31, 2023, the OIG received a response from Mr. Williams, which is attached in its entirety to this report of investigation.

The findings of this report were referred to the Office of Professional Standards for action deemed appropriate.



OIG CASE NUMBER 23-0021-I

**Lake Worth Community Middle
School**

TYPE OF REPORT: FINAL

DATE OF REPORT: April 6, 2023



Teresa Michael

**Teresa Michael, Inspector General
Office of Inspector General
School District of Palm Beach County**

THIS REPORT MAY CONTAIN INFORMATION THAT IS CONFIDENTIAL OR EXEMPT FROM DISCLOSURE UNDER APPLICABLE LAW. DO NOT RELEASE WITHOUT PRIOR COORDINATION WITH THE OFFICE OF INSPECTOR GENERAL.

Office of Inspector General

Report of Investigation 23-0021-I

EXECUTIVE SUMMARY

From March 16, 2023, through March 20, 2023, the Office of Inspector General (OIG) conducted interviews and reviewed pertinent documentation, recordings, and records related to an allegation against Lake Worth Community Middle School (LWCMS) Principal Michael Williams. Specifically, Williams allegedly violated School District Policies 3.02.5.viii and 3.025.i and Rule 6A-10.081 of the Florida Administrative Code in addition to failing to meet the standards articulated in Rules 6A-5.080 of the Florida Administrative Code by making profane and racist statements to a private citizen while on school grounds.

The investigation concluded the allegation against Michael Williams was **Substantiated**.

On March 23, 2023, the OIG forwarded a copy of the draft report to Williams for a response. Williams responded on March 31, 2023. Williams' response is attached in its entirety (**Exhibit 1**).

RECOMMENDATIONS

The OIG recommends that this report be forwarded to the Director of the Office of Professional Standards for action deemed appropriate.

INVESTIGATIVE PREDICATE

On March 16, 2023, the School District of Palm Beach County, Office of Inspector General (OIG) received a complaint through the School District's Centralized Complaint Assessment & Referral Evaluation System (CARES) from Ms. Dayma Gonzalez. The complaint stated, "This man should be fired after verbally attacking me, after his criminal son hit my car and left the scene of the accident only to hide at lake worth middle school! This man should be FIRED for being Racist, disrespectful and acting like this on school grounds!! This is the man you have influencing young teenagers. What a disgrace." Ms. Gonzalez attached two recordings depicting a verbal exchange between her and Williams, wherein Williams used a racial slur and profanity directed to Ms. Gonzalez. Ms. Gonzalez shared the recordings with local news stations and they are currently viewable online.¹ An investigation into the matter was opened.

On March 16, 2023, OIG Director of Investigations Oscar Restrepo was assigned the complaint for investigation.

The OIG investigation concluded that the allegation was Substantiated. The investigation findings of the allegations will be discussed in detail later in this report.

BACKGROUND

Lake Worth Community Middle School (LWCMS) is a public school located at 1300 Barnett Drive, Lake Worth, Florida. The student enrollment at LWCMS is 1333, serving grades 6-8. The student race/ethnicity demographics are 67.3% Hispanic, 21.3% Black/African American, 5% Native American/Alaskan Native, 4.5% White, 1.1% Multiracial, and 0.9% Asian.²

COMPLAINANT INTERVIEW

On March 16, 2023, a sworn recorded interview of Ms. Dayma Gonzalez was conducted at the Office of Inspector General in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Gonzalez" as it relates to the Allegation:

Ms. Gonzalez stated that yesterday, March 15, 2023, her son and husband (Reuben Gonzalez³) were headed home from work when a gray truck hit their vehicle and left the scene of the accident. Her son followed the gray truck to LWCMS. According to her son, when the vehicles stopped at LWCMS, a man she later identified as the school Principal (Mike Williams) was standing at the truck and the driver, who Ms. Gonzalez believed was

¹ <https://cbs12.com/news/local/michael-williams-lake-worth-middle-school-principal-angry-encounter-racial-slurs-parking-lot-caught-on-camera-confrontation-march-16-2023>

² 2022-23 Lake Worth Community Middle Fall Overview
(<https://edudata.fldoe.org/ReportCards/Schools.html?school=2131&district=50>)

³ Reuben Gonzalez was not interviewed because according to Ms. Gonzalez, Mr. Gonzalez does not speak English and did not understand what was said.

Williams' son or step son, was also with the vehicle. Ms. Gonzalez arrived a few minutes later and asked her son where the truck was, and was told that the Principal had driven it behind the school. She drove to the back of the school and found Williams sitting in the driver's seat of the truck. She asked Williams "Are you the guy who hit my yellow Mustang." Gonzalez said Williams was very disrespectful. Gonzalez video recorded the confrontation because Williams was "very aggressive." Gonzalez confirmed the confrontation occurred on school property in the parking lot at the rear of the school. A Sheriff's Office Community Services Aide responded to the school and provided the drivers with a Driver Exchange Form.

Ms. Gonzalez said that she did not know Williams was the Principal of LWCMS at the time. Gonzalez said she later learned that Williams was the Principal of LWCMS because she did a Google search of the school and saw Williams' picture on the school website. Gonzalez did a Google search of the school because Williams told her "Get the fuck out of my property; this is my school, get out." ***Investigator Note: This comment is not heard on the recording and Williams denied making this comment.*** Gonzalez said that based on this comment she decided to complete the Google search that revealed to her that Williams was indeed the Principal of LWCMS. Gonzalez added that Williams made other remarks that she captured on a recording she provided to the OIG with her emailed complaint. Gonzalez opined that Williams should not be around kids.

ALLEGATION

It was alleged that Lake Worth Community Middle School Principal Michael Williams violated School District Policies 3.02.5.viii and 3.02.5.i and Rule 6A-10.081 of the Florida Administrative Code in addition to failing to meet the standards articulated in Rules 6A-5.080 of the Florida Administrative Code by making profane and racist statements to a private citizen while on school grounds.

School District Policy 3.02.5.viii outlining Ethical Standards states,

"Unethical conduct includes but is not limited to:

Engaging in misconduct which affects the health, safety and welfare of a student(s)."

Further, the preamble to School District Policy 3.02.5.i⁴ regarding professional conduct states, in part,

*"We are committed to ensuring that our power and authority are used in an appropriate, positive manner that enhances the public interest and trust. **Employees should demonstrate conduct that follows generally recognized professional standards. Unethical conduct is any conduct that impairs the ability to function professionally in his or her employment position or conduct that is detrimental to the health, welfare or discipline of students or the workplace.**"* (Emphasis added.)

⁴ This section is incorrectly numbered in the policy and located in a section that should be labeled 3.02.8.i based on sequential section numbers.

Rule 6A-10.081 of the Florida Administrative Code (F.A.C.) outlines the Principles of Professional Conduct for the Education Profession in Florida, including guiding ethical principles as well as obligations Florida educators have to students and the public, which, if violated, could result in revocation or suspension of the individual educator's certificate, or the other penalties as provided by law.

Specifically, the preamble to the Principles of Professional Conduct for the Education Profession in Florida state, in part,

"Florida educators shall be guided by the following ethical principles:

Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, the educator strives to achieve and sustain the highest degree of ethical conduct." Rule 6A-10.081(1)(c), F.A.C.

Regarding an educator's specific obligation to the student, Rule 6A-10.081(2)(a)1. states,

"Obligation to the student requires that the individual:

1. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.

Regarding an educator's specific obligation to the public, the educator,

"Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated." Rule 6A-10.081(2)(b)1., F.A.C.

The Florida Department of Education, through the State Board of Education has established Educational Leadership Standards whose stated purpose is "**...to establish Florida's expectations for effective school administrators. These evidence-based standards form the foundation for school leadership preparation programs, educator certification requirements, professional learning for school administrators, and school administrator evaluation systems.**" Rule 6A-5.080(1)(a), F.A.C. (emphasis added.)

Educational Leadership Standard 1 articulates the following regarding professional and ethical norms:

"Standard 1. Professional and Ethical Norms. Effective educational leaders act ethically and according to professional norms to promote the academic success and well-being of all students." Rule 6A-5.080(2)(a), F.A.C.

Standard 1 further articulates expectations that,

"All school administrators:

1. *Hold self and others accountable to the Principles of Professional Conduct for the Education Profession in Florida, pursuant to Rule 6A-10.081, Florida Administrative Code (F.A.C.), and adhere to guidelines for student welfare pursuant to [authorities listed in Rule]...and state, local school, and governing board policies;*

4. *Act ethically and professionally in personal conduct, relationships with others, decision making, stewardship of the school's resources, and all other aspects of leadership set forth in this rule.*" Quoting Rules 6A-5.080(2)(a)1. and 4. (Emphasis added.)

WITNESS INTERVIEW

On March 16, 2023, a sworn recorded interview of Lazaro Saavedra was conducted at the Office of Inspector General in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Saavedra" as it relates to the Allegation:

Saavedra stated that on March 15, 2023, he had a car accident on 10th avenue in Lake Worth. The other driver left the scene so Saavedra followed the other driver to the parking lot of LWCMS. When he arrived at LWCMS, another male later identified as Williams was with the truck that just hit him. Saavedra said he asked the driver of the other vehicle, who he believed was Williams' son, why he ran. Williams told the driver not to answer and to get back in the truck. Williams drove the truck to the back of the school. Saavedra said that his mother (Dayma Gonzalez) arrived a few minutes later and drove to the back of the school where there was an "altercation." Saavedra said he stayed with his car at the front of the school to wait for police so he did not witness the "altercation" or hear any verbal exchanges between his mother and Williams. Saavedra said he has seen the recording his mom recorded and does not believe Williams should be around children.

On April 5, 2023, a sworn recorded interview of Trevon Hutchinson was conducted at the Office of Inspector General in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Hutchinson" as it relates to the Allegation:

Hutchinson stated that he was driving Williams' truck when he was involved in an accident with a Yellow Mustang while driving on 10th Street in Lake Worth. Hutchinson said that he initially stopped on Detroit Street after the accident, but eventually drove to LWCMS because Williams was waiting for Hutchinson to pick him up from work. Hutchinson stopped in the front of the school in the parent pick up area. The driver of the Yellow Mustang (Saavedra) also pulled in to the school. Hutchinson said he initially stepped out of the truck and Williams told him to get back in the truck because there were children in the area and not to talk to anyone until the police arrived and that is what he did. Hutchinson said Williams told Saavedra that he was going to move to the rear of the school to await police. Williams drove the truck to the rear of the school and initially pulled into a parking space, but shortly thereafter Williams moved the truck to another space where he backed in the truck. Hutchinson said this was done so they could better see if

anyone pulled into the rear area of the school. Hutchinson said the mother (Gonzalez) pulled in a short time later in a dark vehicle and parked in a space next to Williams' truck on the driver's side where Williams was sitting. Hutchinson said he could see Gonzalez as she pulled in. Hutchinson said he saw the mother had her car window rolled down and her phone out. Hutchinson said he could not see the phone screen to see if she was recording, but assumed she was because the position she had her phone in is a position normally used when someone is recording with their phone. Hutchinson added that Gonzalez initially asked Williams if he was the one that hit her car. Hutchinson said Williams was calm until Gonzalez used a racial slur. Hutchinson said Gonzalez called Williams "a black nigger." ***Investigator Note: This comment is not heard on the recording and Gonzalez denied making this comment.*** Hutchinson said he got out of the car to deescalate the situation and said "Please that was uncalled for there was no reason to say this." Hutchinson said Gonzalez apologized and said Williams was "just nasty" and that she was not a racist. He told Gonzalez to please leave until police arrived. Hutchinson said in response to Gonzalez's racial slur "something along the lines of you Hispanic or somewhere along the lines of that in response to what she had said to him." Hutchinson opined that the videos that were provided by Gonzalez were edited because she was still recording when he (Hutchinson) got out of the truck. Hutchinson said he only recalled Williams saying "look you Hispanic, I guess somewhere along the lines of profanity b.i.t.c.h. or something like that."

SUBJECT INTERVIEW

On March 20, 2023, a sworn recorded interview of LWCMS Principal Michael Williams was conducted at the Office of Inspector General in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Williams" as it relates to the Allegation:

Williams stated that he was aware that his truck was involved in an accident on March 15, 2023. His cousin was driving Williams' truck at the time. His cousin's name is Trevon Hutchinson.⁵ Williams confirmed Hutchinson drove to LWCMS after the accident because he was on his way to pick Williams up. Williams said Hutchinson was hit and wanted to get the truck to Williams and that is why he left the scene of the accident. Williams said he was in the parking lot waiting for Hutchinson to pick him up because it was the end of the day. Williams estimated the time was somewhere between 4:30 and 5:00 PM. Williams said Hutchinson pulled into the parking lot and he (Williams) walked to the driver side of the vehicle when "A yellow Mustang revving his engine driving fairly fast pulled in behind me." Williams said the passenger (Reuben Gonzalez) and the driver "jumped" out of the car and the driver said "he was tailgating me; he was speeding; I went to make a left turn and he came out of nowhere and hit me. Accidents happen; I have it all on the dashcam."

⁵The OIG contacted Williams via telephone and left a voicemail then sent an email requesting contact information for Hutchinson so an interview could be conducted. Williams did not respond to either attempt. In his response, Williams with assistance from Art Johnson wrote that Hutchinson should be interviewed. The OIG agreed and with the assistance of Johnson obtained contact information for Hutchinson and a sworn statement was taken from Hutchinson on April 5, 2023.

Williams said the driver and passenger were taking pictures of his vehicle so he directed Hutchinson to get back in the truck. Williams said Hutchinson got back in the truck and he (Williams) moved the vehicle to the back of the school behind the cafeteria because they were parked at the front of the school and he did not like “the vibe” he was getting and wanted to avoid a confrontation and to await police arrival. Williams stated he told the driver and passenger where he was moving his truck to. Williams said he initially pulled into a parking spot, but later moved his truck to where he could back in to a space in front of a camera.

Williams said he was sitting in his truck with Hutchinson when a blue vehicle pulled right next to his truck. Williams said a female was driving the vehicle and there was a passenger that got out of the vehicle. Williams said his windows were down and as the car pulled in the female was yelling “are you the one that hit my car.” Williams responded “unless you are calling the police I am not speaking to anyone.” Williams said the passenger got out of their car and he (Williams) also got out of his truck and the woman “Unprovokingly called me a black nigger.” ***Investigator Note: This comment is not heard on the recording and Gonzalez denied making this comment.*** The female began to record and he “responded in kind.” The OIG asked Williams what he meant by he “responded in kind”, and Williams said “It’s on the tape.” Williams said he does not have any recordings of the unprovoked statement he said the woman made.

The OIG asked Williams if he told Gonzalez “Get the fuck out of my property; this is my school; get out.” Williams denied making that statement. Williams confirmed he is the person on the recording, and he did make the statements captured on the recording. Williams said the recording captured his response to Gonzalez for calling him a “black nigger, that you are one too.” Williams said there was nobody other than the four people from the two cars around to overhear the comments made by either of them. Williams said Gonzalez never got out of her car, but he felt attacked because of the initial “confrontation” at the front of the school and because the passenger got out of the vehicle. Williams added that the passenger did not say anything to him. Williams said that as she was preparing to back out, Gonzalez said “your mother is a bitch.” Williams said that Hutchinson got out of the truck and told Gonzalez “Ma’am that was so wrong for you to say that to him; just leave; we are waiting for the police.” Williams said that as Gonzalez backed out, she said “I am sorry; I am not a racist.”

The OIG asked Williams why he would make the comment that was on the recording. Williams said “I reacted to what was said to me.”

RECORDS ANALYSIS

The OIG reviewed a copy of the Driver Exchange of Information form (DEI) completed by a Palm Beach County Sheriff’s Office Community Service Aide (due to the amount of personal/confidential information on the DEI, it was not attached as an exhibit and will be maintained in the electronic case file). The DEI reports that the accident occurred on March 15, 2023, at 4:48 PM on 10th Street, 209 feet west of the intersection of Detroit Street in Lake Worth, Florida. The Driver of Vehicle 1 (owned by Ruben Gonzalez) was Lazaro

Saavedra and the Driver of Vehicle 2 (owned by Michael Williams) was Trevon Hutchinson.

The OIG reviewed both recordings (the recordings are maintained as part of the electronic case file) provided by Ms. Gonzalez and transcribed what was said in the recordings as follows:

Recording 1

Gonzalez: "You Guys hit my son"

Williams: "Fuck you and your camera; you show them that too"

Gonzalez: "Oh that is so nice"

Williams: "You show them that too, you show them that too"

Gonzalez: "That is so nice of you, don't worry you will pay for it"

Williams: "No I ain't paying for a motherfucking thing"

Recording 2

Gonzalez: "I'm sorry to tell you that"

Williams: "No you have to be that nigger ass Hispanic bitch too"

Gonzalez: "Your mother"

The OIG viewed the security recordings of the rear parking lot behind the cafeteria of LWCMS. The recordings revealed:

16:54:53 (4:54:53 PM) – Williams pulled into a parking space front first out of sight of the cameras.

17:02:18 (5:02:18 PM) – Williams backs out of parking space and backs into another parking space in view of the cameras.

17:02:47 (5:02:47 PM) – Gonzalez arrives in a blue vehicle and pulls up along the driver's side of Williams' truck. Gonzalez's male passenger exits the vehicle and Williams exits his truck. There is a brief verbal exchange between Williams and Gonzalez and the male passenger gets back in Gonzalez's vehicle.

17:04:26 (5:02:26 PM) – Gonzalez backs out and leaves the area. Hutchinson exits the truck and is seen briefly speaking to Gonzalez as she backs out of the parking space. **Investigators Note: There were no students, parents, or other people seen on the recordings in the area during the altercation.**

CONCLUSION

It was alleged that Lake Worth Community Middle School Principal Michael Williams violated School District Policies 3.02.5.viii and 3.02.5.i and Rule 6A-10.081, F.A.C. in

addition to failing to meet the standards articulated in Rules 6A-5.080, F.A.C. by making profane and racist statements to a private citizen while on school grounds.

Principal Michael Williams serves a school with a student population of 67.3% Hispanic and 21.3% Black/African American students. Although a discrepancy exists between Principal Williams and Ms. Gonzalez regarding which one of the two initially used a racial slur, the uncontroverted, direct recorded evidence shows that Principal Williams stated, “No you have to be that nigger ass Hispanic bitch too.” Principal Williams admitted he directed the slur toward Ms. Gonzalez because he reacted to what he stated was first said to him.

This recorded statement was made on the school grounds of LWCMS and later shared with local news appearing online. The extent to which these statements have been seen by LWCMS students, parents, and the public was undetermined.

Based on the testimony obtained, recordings and records reviewed, the OIG determined that the allegation that Lake Worth Community Middle School Principal Michael Williams violated School District Policies 3.02.5.viii and 3.02.5.i and Rule 6A-10.081 of the Florida Administrative Code and by making profane and racist statements to a private citizen while on school grounds was **Substantiated**.

The evidentiary standard used by the School District of Palm Beach County OIG in determining whether the facts and claims asserted in the complaint were proven or disproven is based upon the preponderance of the evidence. Preponderance of the evidence is contrasted with “beyond a reasonable doubt,” which is the more severe test required to convict a criminal and “clear and convincing evidence,” a standard describing proof of a matter established to be substantially more likely than not to be true. OIG investigative findings classified as “substantiated” means there was sufficient evidence to justify a reasonable conclusion that the actions occurred and there was a violation of law, policy, rule, or contract to support the allegation. Investigative findings classified as “unfounded” means sufficient evidence to justify a reasonable conclusion that the actions did not occur and there was no violation of law, policy, rule, or contract to substantiate the allegation. Investigative findings classified as “unsubstantiated” means there was insufficient evidence to justify a reasonable conclusion that the actions did or did not occur and a violation of law, policy, rule, or contract to support the allegation could not be proven or disproven.

ATTESTATION

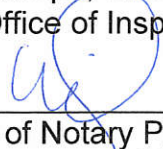
I, the undersigned, do hereby swear, under penalty of perjury, to the best of my personal knowledge, information, and belief, the contents of this report are true and accurate; and I have not knowingly or willfully deprived or allowed another to deprive, the subject of the investigation of any rights contained in Sections 112.532 and 112.533, Florida Statutes. This investigation was conducted pursuant to School District Policy 1.092, Inspector General, and in accordance with applicable Principles and Standards for Offices of Inspectors General as published by the Association of Inspectors General.



Oscar Restrepo, Director of Investigations

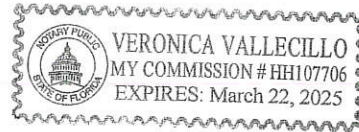
**STATE OF FLORIDA
COUNTY OF PALM BEACH**

Sworn to (or affirmed) and subscribed before me this 06 day of April, 2023, by Oscar Restrepo, Director of Investigations for the School District of Palm Beach County, Office of Inspector General, who is personally known by me.



Signature of Notary Public

Notary Public or Law Enforcement Officer



This investigation was conducted by Oscar Restrepo, supervised and approved by Inspector General Teresa Michael. The investigation was conducted in accordance with guidance from the Association of Inspectors General handbook and within standards as prescribed by Commission for Florida Law Enforcement Accreditation.

Approved by:  Date: 4/6/23
Teresa Michael, Inspector General

EXHIBIT LIST

Response from Michael WilliamsExhibit 1

DISTRIBUTION LIST

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Director, Office of Professional Standards

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- Randy Law, Audit Director, Office of Inspector General
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- OIG File

FINAL response 2023.3.21

Michael Williams (LWMS) RESPONSE (w/ assistance of representative Art Johnson).

I am in receipt the March XX, 2023 DRAFT REPORT RE OIG report OIG CASE 23-0012-I following on the 2023.3.20 OIG interview.

Principle parties:

**Lazaro Saavedra - DG's son
Rubin Gonzalez - DG's husband
Dayma Gonzalez – LS's mother
Trevon Hutchinson MW's cousin
Michael Williams – LWMS principal**

Since the report is largely factual and an exact and paraphrasing of a taped interview and, little or no editing is needed. Moreover, the primary use of the video recording appears to be the lynch pin in the SUBSTANTIATED FINDING.

Chronology:

- **10th Avenue & Detroit - LS (driver) and RG (owner) yellow mustang hit TH (driver) in MW (truck).**
- **LWMS (front) -TH returns to pick up MW; LS & RG follow.**
- **LWMS (rear) -MW & TH move truck to rear; DG arrives with RG and verbally attacks MW with racial and false accusations. MW responds in kind**

INVESTIGATION SEQUENCE: SDPBC OIG interviews

- **DG denies attacking MW with racial slurs and allegations.**
- **LS remains in front of school – so does not witness the confrontation in the rear of LWHS.**
- **MW insists DG initiated the racial attack.**
- **TH (who was present at every point) is not interviewed by the SDPBC OIG.**

DISCUSSION:

- **While the video/audio tape is a factual account of MW actions,**
- **A timed omission of DG's racial attack in the film is highly suspect.**

- **DG's strategy appears to be: "attack MW; then film MW's response."**
- **While MW violated ethical policies on profanity, the baiting of an African American male in today's racially charged society, particularly by a non-African, is problematic to a strong response.**

ANALYSIS

- **MW vehicle was hit by LS; then MW is racially attacked by LS' mother (DG).**

RECOMMENDATION

- **Minimally, TH's sworn statement should be taken by the SDPBC OIG as recommended in SDPBC policy SB 1.092.**
- **SDPBC OIG – please review the LWMS cameras to verify MW and TH presence in the rear LWHS to avoid confrontation.**
- **If TH confirms DG's initial racial attack, the OIG findings must reflect said finding.**