

THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

OFFICE OF INSPECTOR GENERAL
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LUNG CHIU, CIG, CPA
INSPECTOR GENERAL

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DONALD E. FENNOY, Ed.D., SUPERINTENDENT

MEMORANDUM

TO: Honorable Chair and Members of the School Board
Donald E. Fennoy, Ed. D., Superintendent
Chair and Members of the Audit Committee

FROM: ^{KLC} Lung Chiu, Inspector General

DATE: July 19, 2018

SUBJECT: Transmittal of Final Investigative Report
Case # 17-654 Title: Misappropriation/Theft of Funds

In accordance with School Board Policy 1.092, we hereby transmit the above-referenced final report.

The report addresses the following 12 allegations:

1. Seminole Ridge High School Assistant Principal Dr. Randy Burden changed the grades for students assigned the Edgenuity class (credit lab recovery). ***Substantiated.***
2. Head football coach James Parson did not get approvals from Principal James Campbell and Budget-Keeper Lisa Amatulli prior to purchasing items over \$200. ***Substantiated.***
3. Assistant football coach Jalani Lord, girls' basketball coach David McClendon, and junior varsity head basketball coach Timothy Mickens were paid supplements for the sponsoring clubs that did not exist. ***Substantiated.***
4. Coach Parson attempted to request Athletic Director Scott Parks to pay two assistant football coaches who did not have completed background checks by the District. ***Unsubstantiated.***
5. Physical Education Teacher Candace Horton received a football stipend and she provided the money to Coach Parson so that he could pay two volunteer assistant coaches. ***Unsubstantiated***

6. Coach Parson kept fundraiser cash in a drawer in the weight room or locker in his office, and was personally reimbursed for items purchased using money raised during fundraisers. *Unsubstantiated.*
7. Coach Parson paid P.E. teacher Candace Horton to change the grades for football players. *Unsubstantiated.*
8. Coach Parson allowed Assistant Football Coach Damien Berry to recruit and enroll football players who did not reside within the school's boundaries but allowed them to play football at Seminole Ridge. *Unsubstantiated.*
9. Coach Berry and Coach Jalani Lord took football players to out-of-state football camps and charged them \$200 each without completing the required paperwork. *Unsubstantiated.*
10. Coach Parson was seen inappropriately transporting two female students in his personal vehicle on two separate occasions. *Unsubstantiated.*
11. Theft committed by Seminole Ridge Head Football Coach James Parson. *Unsubstantiated.*
12. Coach Parson and other football coaches chew tobacco while on campus. *Unsubstantiated.*

The report is finalized and will be posted on the Inspector General's Website www.palmbeachschools.org/inspectorgeneral.



Donald E. Fennoy II
Superintendent

**SCHOOL DISTRICT OF PALM BEACH
COUNTY
OFFICE OF INSPECTOR GENERAL**



K. Lung Chiu
Inspector General

INVESTIGATIVE REPORT

Case Number:
17-654

Date of Complaint:
August 2, 2017

Complainant:
Anonymous

REDACTED

Subjects:

Randy Burden, Assistant Principal, Seminole Ridge Community High School
James Parson, Head Football Coach, Seminole Ridge Community High School
Jalani Lord, ESE Teacher, Seminole Ridge Community High School
David McClendon, Head Basketball Coach, Seminole Ridge Community High School
Timothy Mickens, Guidance Counselor, Seminole Ridge Community High

Witnesses:

Ashley Rawls Ahern, Science Teacher, Seminole Ridge Community High School
Lisa Amatulli, Budget Keeper, Seminole Ridge Community High School
Robin Bennett, Guidance Secretary, Seminole Ridge Community High School
Damien Berry, Assistant Football Coach, Seminole Ridge Community High School
Elizabeth Boutet, Assistant Principal, Seminole Ridge Community High School
Justin Bullard, Assistant Football Coach, Seminole Ridge Community High School
James Campbell, Principal, Seminole Ridge Community High School
Stacey Critchlow, Teacher, Seminole Ridge Community High School
John Hay, Night School Principal, Seminole Ridge Community High School
Candace Horton, P.E. Teacher, Seminole Ridge Community High School
Brian McClellan, Assistant Principal, Seminole Ridge Community High School
Zoraida Mickels, Front Office Secretary, Seminole Ridge Community High School
Scott Parks, Athletic Director, Seminole Ridge Community High School
Marie Pelfrey, English Teacher, Seminole Ridge Community High School
Rocio Soucy, Bookkeeper, Seminole Ridge Community High School

Type of Report:
FINAL

AUTHORITY

School Board Policy 1.092 provides for the Inspector General to receive and consider complaints, and conduct, supervise, or coordinate such inquiries, investigations, or reviews, as the Inspector General deems appropriate.

This investigation was conducted by Senior Investigator Robert Sheppard in compliance with the *Quality Standards for Investigations, Principles, and Standards for Offices of Inspector General*, promulgated by the Association of Inspectors General.

INTRODUCTION

On August 2, 2017, the Office of Inspector General (OIG) received an anonymous letter alleging a series of financial improprieties, theft, and intimidation by Seminole Ridge Head Football Coach James Parson. Additionally, the complaint alleged that Assistant Principal Dr. Randy Burden inappropriately changed student grades. Based on the letter provided by the anonymous complainant, the OIG developed and investigated twelve allegations.

BACKGROUND

Seminole Ridge is a high school in the School District of Palm Beach County located at 4601 Seminole Pratt Whitney Road, Loxahatchee, Florida 33470. The student body makeup is 55% males, 45% females, and 41% minority enrollment. The total enrollment is 2,338, with an 18:1 Student-Teacher-Ratio.

Seminole Ridge Community High School Leadership Staff for the 2016/2017 School Year:

Dr. James Campbell, Principal

Dr. John Hay, Night School Principal

Dr. Randy Burden, Assistant Principal

Elizabeth Boutet, Assistant Principal

Brian McClellan, Assistant Principal

ALLEGATIONS AND FINDINGS¹

1. The allegation that Assistant Principal Dr. Randy Burden changed the grades for students assigned to the Edgenuity class (credit lab recovery) was ***Substantiated***.
2. The allegation that Coach Parson did not get approvals from Principal James Campbell and Budget-Keeper Lisa Amatulli prior to purchasing items over \$200 was ***Substantiated***.
3. The allegation that Coach Lord, girls' basketball coach David McClendon, and junior varsity head basketball coach Timothy Mickens were paid supplements for sponsoring clubs that did not exist was ***Substantiated***.
4. The allegation that Coach Parson attempted to get Athletic Director Scott Parks to pay two assistant football coaches who did not have completed background checks by the District was ***Unsubstantiated***.
5. The allegation that Ms. Horton received a football stipend and then provided the money to Coach Parson so that he could pay two volunteer assistant coaches was ***Unsubstantiated***.

¹ The OIG findings were determined using the standards that appear on the signature page at the end of this report.

6. The allegation that Coach Parson kept fundraiser cash in a drawer in the weight room or locker in his office and was personally reimbursed for items purchased using money raised during fundraisers was *Unsubstantiated*.
7. The allegation that Coach Parson paid P.E. teacher Candace Horton to change the grades for football players was *Unsubstantiated*.
8. The allegation that Coach Parson allowed Assistant Coach Damien Berry to recruit football players who did not reside within the school's boundaries to enroll and play football at Seminole Ridge was *Unsubstantiated*.
9. The allegation that Coach Berry and Coach Jalani Lord took football players to out-of-state football camps for \$200 each without completing required paperwork was *Unsubstantiated*.
10. The allegation that Coach Parson was seen inappropriately transporting two female students in his personal vehicle on two separate occasions was *Unsubstantiated*.
11. The allegation of theft by Seminole Ridge Head Football Coach James Parson was *Unsubstantiated*.
12. The allegation that Coach Parson and other football coaches chew tobacco while on campus was *Unsubstantiated*.

GOVERNING DIRECTIVES

- Florida Statutes 812.014 Theft
- Florida Administrative Code (Fraud Statement Definition) 69c-8.003(7)
- School Board Policy 1.014 Responsibilities of Principals
- School Board Policy 1.092 Inspector General
- School Board Policy 2.16 Fundraising Activities Relating to Schools
- School Board Policy 2.17 Athletic, Band, and Choir agreements with Non School Entities
- School Board Policy 2.21 School Request of Payments from Students
- School Board Policy 2.40 Field Trip
- School Board Policy 5.50 Information Security
- School Board Policy 2.53 Volunteers in Public Schools
- School Board Policy 2.61 Fraud
- School Board Policy 3.02 Code of Ethics
- School Board Policy 3.10 Conditions of Employment with the District
- School Board Policy 3.12 Criminal Background Checks
- School Board Policy 3.19 Policy Prohibiting Discrimination and Harassment

- **School Board Policy 3.24 Investigation of Complaints Against School Board Personnel**
- **School Board Policy 3.29 Acceptable Use of Technology by Employees**
- **School Board Policy 3.60 Nepotism**
- **School Board Policy 3.95 Personnel Authorized to Hold More Than One Job**
- **School Board Policy 5.01 Student Assignment**
- **School Board Policy 5.011 Student Residence Enrollment Requirement**
- **School Board Policy 5.015 Student Assignment**
- **School Board Policy 5.186 Student Transportation Conduct**
- **School Board Policy 5.70 Student Publication**
- **School Board Policy 6.07 Internal Accounts**
- **School Board Policy 6.11 Money Left in Schools Afterhours**
- **School Board Policy 6.15 Petty Cash Funds**
- **School Board Bulletin #P14495 Guidelines for Club and Sports Supplements**
- **Internal Accounts Manual, Chapters 7, 20**

ALLEGATION 1: EVIDENCE AND TESTIMONY

Allegation: Assistant Principal Dr. Randy Burden changed the grades for students assigned to the Edgenuity class (credit lab recovery). Substantiated.

Testimony of Assistant Principal Dr. Randy Burden

Dr. Randy Burden stated that he was assigned to oversee the Edgenuity course, which is also known as the credit recovery class. The Edgenuity/credit recovery course offers courses for middle and high school students enrolled in English, Math, Science, and Social Studies. The course is a self-paced learning and pretesting course that allows students to spend more time on his or her r area of need, and less time on content they have already mastered so the students can catch up and graduate on time. Dr. Burden stated he did not change any students' grades assigned to the credit recovery class. Dr. Burden said that the only explanation he can think of regarding the grade-changes is the students enrolled in the course might have used his sign-in credentials and changed their grades themselves. Dr. Burden stated he did not even know that he had the ability to change student's grades assigned to the Edgenuity class. Dr. Burden stated that when there is an issue or lack of supervision in the credit recovery class he is called to cover the class or to address a teacher's concerns. Dr. Burden opined that it was possible that while addressing a teacher's concerns he may have not properly signed-off the program prior to exiting the class. Dr. Burden said he takes full responsibility and admitted he was guilty of not securing his Edgenuity sign-on credentials. Dr. Burden added that he never intentionally provided his sign-on credentials to anyone. He may have just forgotten to log off after accessing the Edgenuity program.

Testimony of Assistant Principal Palm Beach Virtual School Heidi Putre

Ms. Putre stated Dr. Burden completed Edgenuity Training on August 13, 2015. Ms. Putre confirmed that the ability to change student grades was covered during the Edgenuity training.

Ms. Putre provided a copy of the District Edgenuity training records which shows Dr. Burden successfully completed Edgenuity training with grade-book options to change student grades assigned to the Edgenuity course.

Testimony of Principal Campbell

Principal Campbell stated that 40 students assigned to the credit recovery classes had their Edgenuity grades changed by Dr. Burden during the 2016/2017 school year. Of the 40 students, there were thirteen students who graduated and one student who needed to complete additional credits to graduate. The complainant specifically named [REDACTED] and [REDACTED] as the two students Dr. Burden allegedly changed grades for so they could graduate. Dr. Campbell opined that Dr. Burden changed the students' grades. Dr. Campbell described Dr. Burden as very popular among the students.

Testimony of Office of Professional Standards Investigator Jose Fred

Mr. Fred said that he obtained the Internet Protocol (IP) addresses showing who may have entered the grade changes into the Edgenuity program. Mr. Fred provided the IP addresses to the District IT Department for review. Shawn Brinkman attempted to identify which device and from what location the grade changes came from. Mr. Brinkman was able to tie the grade changes in the Edgenuity system to Dr. Burden's user ID, but could not connect the grade changes to any of the school's access/location logs. Mr. Brinkman added that he was not able to identify the computer that was used.

Documents reviewed

Edgenuity grade changes

Students assigned to Edgenuity course for the 2016/2017 School Year.

#	Student ID	Student Name	Current Grade Level	Administrator Name	Date of Grade Change
1			Graduated	Dr. Burden	05/01/17
2			12th Grade	Dr. Burden	05/01/17
3			12th Grade	Dr. Burden	05/01/17
4			Graduated	Dr. Burden	05/02/17
5			Graduated	Dr. Burden	05/02/17
6			Graduated	Dr. Burden	05/02/17
7			12th Grader working on credits to graduate	Dr. Burden	05/03/17
8			12th Grade	Dr. Burden	05/03/17
9			Graduated	Dr. Burden	05/04/17
10			Graduated	Dr. Burden	05/04/17
11			Graduated	Dr. Burden	05/04/17
12			Graduated	Dr. Burden	05/04/17
13			12th Grade	Dr. Burden	05/04/17
14			12th Grade	Dr. Burden	05/04/17
15			12th Grade	Dr. Burden	05/04/17
16			11th Grade	Dr. Burden	05/04/17
17			11th Grade	Dr. Burden	05/04/17
18			Non Graduate	Dr. Burden	05/04/17
19			Non Graduate	Dr. Burden	05/04/17
20			Certificate of Completion	Dr. Burden	05/08/17
21			12th Grader working on credits to graduate	Dr. Burden	05/09/17
22			12th Grade	Dr. Burden	05/12/17
23			Certificate of Completion	Dr. Burden	05/13/17
24			12th Grader Working on credits to graduate	Dr. Burden	05/15/17
25			Graduated	Dr. Burden	05/16/17
26			Graduated	Dr. Burden	05/16/17
27			Graduated	Dr. Burden	05/16/17
28			Certificate of Completion	Dr. Burden	05/17/17
29			12th Grader Working on credits to graduate	Dr. Burden	05/18/17
30			Graduated	Dr. Burden	05/18/17
31			10th Grade	Dr. Burden	06/02/17
32			11th Grade	Dr. Burden	06/04/17
33			12th Grade	Dr. Burden	06/07/17
34			12th Grade	Dr. Burden	06/08/17
35			11th Grade	Dr. Burden	06/08/17
36			11th Grade	Dr. Burden	06/08/17
37			Graduated	Dr. Burden	06/14/17
38			10th Grade	Dr. Burden	06/23/17
39			12th Grade	Dr. Burden	07/29/17
40			12th Grade	Dr. Burden	08/07/17

Dr. Burden testified that he did not know he was able to change the grades of students assigned to the Edgenuity program. The OIG confirmed that on August 13, 2015, Dr. Burden attended training on the Edgenuity program that included training on changing grades for students, in contradiction to his testimony. Additionally, Dr. Burden testified that he did not make the changes to the students' grades and explained that it was possible he failed to log off after using the Edgenuity system allowing someone else to use his sign-on credentials to change grades. The OIG found Dr. Burden's attempt to explain why his name is on the grade changes for the 40 students if he did not make the grade changes as incredulous and not plausible. The OIG determined that in order for Dr. Burden's explanation to be plausible he would have had to forget to log off numerous times in the fifteen weeks between May 1, 2017 and August 7, 2017.

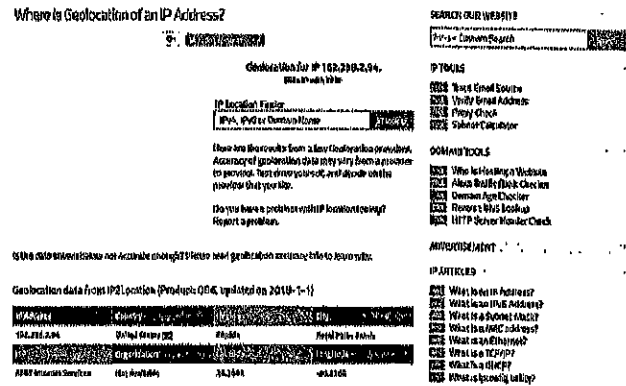
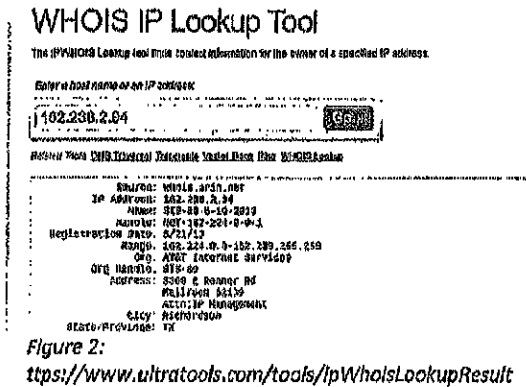
On January 25, 2018, the OIG requested that School District of Palm Beach County School Police Senior Technical Analyst Michael Kane review Dr. Burden's activity as it relates to changing grades in the Edgenuity system. Mr. Kane determined that Dr. Burden completed 256 grade changes between in the Edgenuity system, which conflicts with Dr. Burden's assertion that he did not even know he could make grade changes in the system. Mr. Kane's report states:

"On January 25th, 2018 I, Michael T. Kane (1100481) was approached by the Oscar Restrepo, Director of Investigations for the Office of the Inspector General with a request to determine if there was any additional evidence to buttress the Inspector General's assertions against Dr. Randy Burden in the IG 17-654 case. The assertions against Dr. Burden are centered around the 'Edgenuity Credit Recovery' online learning system. This web-based application retains audit logs of all actions by users. I contacted Mike Goldstein in the Educational Technology department who is the application owner, and requested an audit trail of all of Dr. Burden's Edgenuity account actions in the system from May 2017 – August 2017. Mike forwarded this request to the vendor, and they provided me with a full and detailed log of every action Dr. Burden's account had taken from September 10th 2015 – August 17th 2017. Within this log file, I was able to determine that of the 924 records provided, the 'Change Assignment Grade' action was run 256 times. Of those 256 recorded grade changes, 19 grade changes occurred from what appears to be a residential IP address. Only 11 of the 256 recorded changes had a reason or justification attached to the record."

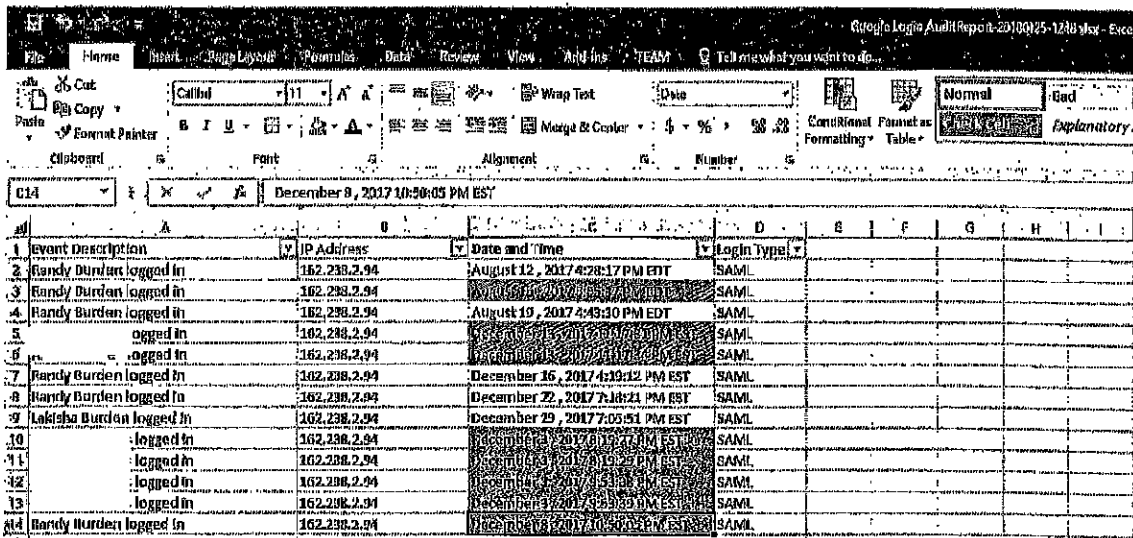
School	Teacher	Student	Action	Action Date	Term	Session	P-Address	Remarks
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	4/16/17 18:15	2016-2017		102.238.2.91	CourseID 669616-6187-4
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	4/17/17 20:41	2016-2017		102.238.2.91	CourseID 7190016-6187-4
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	4/18/17 16:57	2016-2017		102.238.2.91	CourseID 6756612-6187-4
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	4/19/17 16:59	2016-2017	1st change	102.238.2.91	CourseID 6756612-6187-4
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	7/12/17 15:33	2016-2017		102.238.2.91	CourseID 669616-6187-4
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	7/27/17 15:50	2016-2017	Completed paper exam	102.238.2.91	CourseID 669616-6187-4
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	4/17/17 20:41	2016-2017		102.238.2.91	CourseID 6711616-6187-4
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	4/17/17 20:53	2016-2017		102.238.2.91	CourseID 6711616-6187-4
PALM BEACH ARCHIVE SCHOOL	1873474 BURDEN, DR.		Change Assignment Grade	4/18/17 20:45	2016-2017		102.238.2.91	CourseID 6711616-6187-4
SEMINOLE RIDGE COMMUNITY HIGH (384)	1873474 BURDEN, DR.		Change Assignment Grade	7/12/17 15:33	2016-2017		102.238.2.91	CourseID 6756612-6187-4

Figure 1: Highlighted in dark green are changes made between the dates of May 2017 – August 2017, and highlighted in light green are changes made on dates outside of this range. – PB Teacher Actions Dr Burden 08012015-08242017 (2) (1).xlsx

This IP Address (162.238.2.94) is owned by AT&T Internet Services and is Geolocated to an AT&T node in Royal Palm Beach FL, as indicated by the below screenshots of publicly available WHOIS and IP Geolocation data.



Upon discovering these 19 grade changes originating from the 162.238.2.94 IP Address, I began looking for that IP Address in other School District IT Systems. I logged into the Google Admin Console, and ran a report for all email logons from the 162.238.2.94 IP. Between August 2017 – January 2018 5 people logged into their School District Google Accounts from this IP Address, Randy Burden, Lakisha Burden (Teh ESE Coordinator, Pahokee Middle Sr. High), (Student, Pahokee Middle Sr. High), (Student, Lake Shore Middle), and (Student, Pahokee Middle Sr. High). The login times are scattered, but often late at night and on weekends.



I next spoke with Jon Simcina (1093212) in the IT Enterprise Applications department. Jon is the systems administrator and primary developer for the SDPBC Online Employee/Student portal. I asked Jon to provide me with records of all logins from the 162.238.2.94 IP Address.

Also including all persons named above by the Google Admin Logs, the following individuals were recorded as logging in to the SDPBC Portal using this IP Address: (Student, Belle Glade ES), Brian McClellan (AP, Seminole Ridge HS), Angela Newkirk (Lead Custodian, KE Cunningham Canal Pt. ES), Ranetta Burden (Tch Elementary, Gove Elementary). Individual logins by persons not sharing the last name 'Burden' constitute 8 of the 165 login records to the SDPBC Portal.

Date/Time	IP Address	Client IP
2/16/17 15:52	162.238.2.94	162.238.2.94
2/16/17 15:54	162.238.2.94	162.238.2.94
2/16/17 15:58	162.238.2.94	162.238.2.94
2/16/17 15:59	162.238.2.94	162.238.2.94
2/16/17 16:00	162.238.2.94	162.238.2.94
2/16/17 16:01	162.238.2.94	162.238.2.94
2/16/17 16:02	162.238.2.94	162.238.2.94
2/16/17 16:03	162.238.2.94	162.238.2.94
2/16/17 16:04	162.238.2.94	162.238.2.94
2/16/17 16:05	162.238.2.94	162.238.2.94
2/16/17 16:06	162.238.2.94	162.238.2.94
2/16/17 16:07	162.238.2.94	162.238.2.94
2/16/17 16:08	162.238.2.94	162.238.2.94
2/16/17 16:09	162.238.2.94	162.238.2.94
2/16/17 16:10	162.238.2.94	162.238.2.94
2/16/17 16:11	162.238.2.94	162.238.2.94
2/16/17 16:12	162.238.2.94	162.238.2.94
2/16/17 16:13	162.238.2.94	162.238.2.94
2/16/17 16:14	162.238.2.94	162.238.2.94
2/16/17 16:15	162.238.2.94	162.238.2.94
2/16/17 16:16	162.238.2.94	162.238.2.94
2/16/17 16:17	162.238.2.94	162.238.2.94
2/16/17 16:18	162.238.2.94	162.238.2.94
2/16/17 16:19	162.238.2.94	162.238.2.94
2/16/17 16:20	162.238.2.94	162.238.2.94
2/16/17 16:21	162.238.2.94	162.238.2.94
2/16/17 16:22	162.238.2.94	162.238.2.94
2/16/17 16:23	162.238.2.94	162.238.2.94
2/16/17 16:24	162.238.2.94	162.238.2.94
2/16/17 16:25	162.238.2.94	162.238.2.94
2/16/17 16:26	162.238.2.94	162.238.2.94
2/16/17 16:27	162.238.2.94	162.238.2.94
2/16/17 16:28	162.238.2.94	162.238.2.94
2/16/17 16:29	162.238.2.94	162.238.2.94
2/16/17 16:30	162.238.2.94	162.238.2.94
2/16/17 16:31	162.238.2.94	162.238.2.94
2/16/17 16:32	162.238.2.94	162.238.2.94
2/16/17 16:33	162.238.2.94	162.238.2.94
2/16/17 16:34	162.238.2.94	162.238.2.94
2/16/17 16:35	162.238.2.94	162.238.2.94
2/16/17 16:36	162.238.2.94	162.238.2.94
2/16/17 16:37	162.238.2.94	162.238.2.94
2/16/17 16:38	162.238.2.94	162.238.2.94
2/16/17 16:39	162.238.2.94	162.238.2.94
2/16/17 16:40	162.238.2.94	162.238.2.94
2/16/17 16:41	162.238.2.94	162.238.2.94
2/16/17 16:42	162.238.2.94	162.238.2.94
2/16/17 16:43	162.238.2.94	162.238.2.94
2/16/17 16:44	162.238.2.94	162.238.2.94
2/16/17 16:45	162.238.2.94	162.238.2.94
2/16/17 16:46	162.238.2.94	162.238.2.94
2/16/17 16:47	162.238.2.94	162.238.2.94
2/16/17 16:48	162.238.2.94	162.238.2.94
2/16/17 16:49	162.238.2.94	162.238.2.94
2/16/17 16:50	162.238.2.94	162.238.2.94
2/16/17 16:51	162.238.2.94	162.238.2.94
2/16/17 16:52	162.238.2.94	162.238.2.94
2/16/17 16:53	162.238.2.94	162.238.2.94
2/16/17 16:54	162.238.2.94	162.238.2.94
2/16/17 16:55	162.238.2.94	162.238.2.94
2/16/17 16:56	162.238.2.94	162.238.2.94
2/16/17 16:57	162.238.2.94	162.238.2.94
2/16/17 16:58	162.238.2.94	162.238.2.94
2/16/17 16:59	162.238.2.94	162.238.2.94
2/16/17 17:00	162.238.2.94	162.238.2.94

Figure 5 - Non Burden Family Logins - Portal Logins.xlsx

Correlating the Edgenuity logs, the Google Audit Report, and the Portal Login Records, pictured below there is one date a grade was changed, and Dr. Burden's account logged in to both the SDPBC District Portal, and into his email all from the same 162.238.2.94 IP Address.

Date/Time	IP Address	Client IP
2/16/17 16:00:00	162.238.2.94	162.238.2.94

Summary	Row Date
Summary	2/16/17 16:00:00

Date/Time	IP Address	Client IP
2/16/17 16:00:00	162.238.2.94	162.238.2.94

Figure 6: Filtered and Correlated Audit Logs - Multiple Sources

I was also able to confirm that Lakisha Burden & Randy Burden are listed as custodial parents in the SDPBC Student Information System for both and.

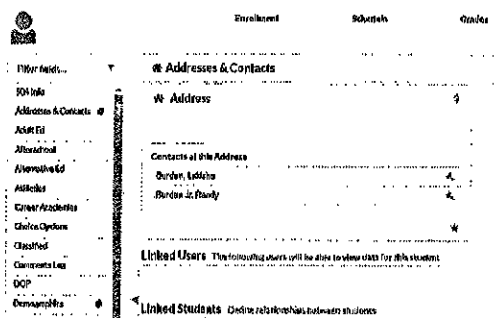


Figure 7: Contact Screen -

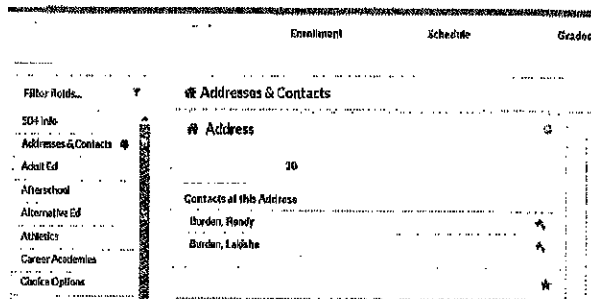


Figure 8: Contact Screen -

Key Statistics:

- 256 Individual Assignment Grade Changes
- 11 of 256 Assignment Grade Changes had reason code attached
- 122 of 256 Assignment Grade Changes modified a grade from a failing score to a passing score
- The largest increases in Assignment Grades were from scores of 0 to scores of 95 which occurred on 4 separate assignments.
- 19 Grade Changes made from 162.238.2.94 IP Address
- 157 of 165 Portal Logins to 162.238.2.94 IP Address were from user accounts directly tied to the Burden family.

Based on the documents reviewed, Mr. Kane’s analysis and the testimony obtained, the OIG determined the allegation that Assistant Principal Dr. Randy Burden changed grades for students assigned to the Edgenuity class (credit lab recovery) was **Substantiated**. The grade changes that occurred were assignment grade changes and not final grade changes. The OIG determined that the assignment grade changes without justification were a violation of the District’s Code of Ethics. Additionally, Dr. Burden’s failure to safeguard his user name and password also violated *School Board Policy 3.29 (6)*, which states: *All passwords are to be treated as sensitive and confidential information and shall not be shared with anyone but the employee to whom they were assigned, unless otherwise authorized by Board policy. Employees are responsible for all activity that occurs for user accounts that have been assigned to them as well as any e-signatures that are attributed to their account.*

It is recommended that this information be forwarded to the Office of Professional Standards (OPS) for review and action deemed appropriate.

ALLEGATION 2: EVIDENCE AND TESTIMONY

Allegation: Coach Parson did not get approval from Principal James Campbell and Budget-Keeper Lisa Amatulli prior to purchasing items over \$200. Substantiated

Testimony of Principal James Campbell

Mr. Campbell said that he and Coach Parson discussed purchasing items for the school's football program. The discussion included how Coach Parson would receive reimbursements for items he purchases for the football program. Mr. Campbell explained that he has an internal procedure that requires coaches to get approval before purchasing items that cost over \$200.

Testimony of James Parson

Coach Parson admitted that he made four purchases over \$200 and that he was not fully aware of the internal procedure governing purchased items. His initial understanding was that he could purchase items up to \$500. He also assumed that he could purchase items and he would receive reimbursement for only \$200 and not the full amount if over \$200. Coach Parson stated that if an item cost over \$200, he would forfeit the overage, because the purchases were a good deal. Coach Parson stated Principal Campbell spoke with him about the purchases afterwards.

Testimony of Budget Keeper Lisa Amatulli

Ms. Amatulli said it is not always a mandatory practice for coaches to solicit best prices for items purchased for their athletic programs using approved vendors. Ms. Amatulli said that coaches sometimes come across a lower price for an item than an approved vendor's item price so they buy the item.

Testimony of Bookkeeper Rocio Soucy

Ms. Soucy stated she told coach Parson that all purchases needed to have prior approval and that he needs to go through the appropriate vendors.

The OIG reviewed Check Requisitions to reimburse Coach Parsons for items he purchased during the 2016/2017 school year. The review revealed that Coach Parson used his personal money to make a total of 10 purchases ranging from \$31.49 to \$333.43. Coach Parson was reimbursed a total of \$1,709.82 for the items he purchased using his money. Coach Parson made four purchases totaled over \$200. Principal Campbell stated he directly spoke to Coach Parson early in the school year in regards to purchases made over \$200. The OIG compared the Check Requisitions with the schools' CTRs and found that all the reimbursements paid to coach Parson were processed and cleared in compliance with policy, but in violation of Seminole Ridge's internal procedures of getting prior approval to purchase items over \$200.

Coach Parson's Check Requisitions Reimbursements 2016/2017 School Year

Date	Account #	Check Requisition #	Amount Reimbursed to Coach Parson	Item(s) Purchased
08/11/16	1-2020.00 Football	19317	\$37.99	(100) Agility Cones
11/01/16	1-2020.00 Football	19810	\$140.00	Coaches Gear/Rain Jacket
11/03/16	1-2020.00 Football	19822	\$223.69	(14) Barbell Collars
11/09/16	1-2020.00 Football	19853	\$31.49	Carwash/Parade/Convertible
12/19/16	1-2020.00 Football	20178	\$167.58	Frames-Senior Gifts
01/07/17	1-7010.00 Weight Lift	20205	\$333.43	Box Screws/Plywood
03/07/17	1-2020.00 Football	20526	\$289.53	Shelves w/wheels
04/30/17	1-2020.00 Football	20811	\$57.29	PVC Pipe, Nozzle, PVC Glue
05/3/17	1-2020.00 Football	20945	\$249.00	Rubbermaid Tank 300 gal
06/01/17	1-2020.00 Football	20962	\$179.82	Rain Jackets

Total: \$1,709.82

Based on the testimony obtained and documents reviewed during this investigation, the OIG determined that the allegation that Coach Parson did not get approval from Principal Campbell and Budget-Keeper Lisa Amatulli prior to purchasing items over \$200 was **Substantiated**.

ALLEGATION 3: EVIDENCE AND TESTIMONY

Allegation: Coach Lord, girls' basketball coach David McClendon, and junior varsity head basketball coach Timothy Mickens were paid supplements for sponsoring clubs that did not exist. Substantiated

Testimony of Assistant Principal Dr. Randy Burden

Dr. Burden stated that all employees are required to complete a Club Sponsor Application form before starting a student-club. Dr. Burden admitted that he was responsible for overseeing student-clubs during the 2016/2017 school year. Dr. Burden stated that he was not fully aware of what his responsibilities were while overseeing teachers or coaches who sponsored student-clubs. Dr. Burden admitted that he did not require the teachers or coaches to provide the required documentation to demonstrate student-club activities at the end of the school year.

Documents reviewed

Teachers Supplement List & Student Club Sponsor Application

A review of Seminole Ridge teacher supplement list shows 39 teachers or coaches that sponsored a student-club during the 2016/2017 school year. The Seminole Ridge teacher supplement list showed that 34 of the 39 teachers or coaches were paid supplements ranging from \$281 to \$562.

According to the Seminole Ridge student-club application, teachers/coaches who sponsor student clubs must adhere to the following:

1. Club meeting must be held before or after school.
2. Minimum of eight (8) meetings/school wide activities must be held throughout the school year.
3. There must be a minimum of 10 students in your club.
4. The student group must initiate and sponsor an approved SWPBS activity, and must supervise at least 1 "Fun Friday" per semester.
5. The student group must have at least one sponsor or member present at all Climate Committee Meetings. (1st Wednesday of every month).
6. Ensure that all paperwork has been approved regarding fundraisers and/or activities involving money prior to start date.
7. Sponsorship of multiple clubs is allowed, however, due to limited resources, stipends are limited to one per person.
8. Sponsors must submit the following paperwork by their respective deadlines:
 - Club sponsorship Application – September 2, 2016
 - Initial Meeting Report – September 23, 2016
 - Minutes for a minimum of four (4) meetings – December 9, 2016
 - Minutes for a minimum of four (4) meetings – April 13, 2017
9. Minutes must be submitted on the appropriate Minutes form to Dr. Burden
10. Unless otherwise specified by these regulations, PBCSD Policy 2.121 must be followed at all times.

Seminole Ridge Community High School Club Sponsorship Applications

The OIG reviewed 39 Club Sponsorship Application forms submitted during the 2016/2017 school year. The applications provided did not show or have any supportive required attachments in accordance with Seminole Ridge requirements for teacher/staff sponsoring student clubs.

School District Policy Bulletin #P-14495, Guidelines for club and Supplements states:

"To receive a club sponsor supplement, all club meetings and activities must be advertised in one or more of the following: the school's monthly activity calendar, newspaper, TV news show, website, or intercom. Also, a list of monthly meetings/events/activities should be submitted. If the activity is for only one semester, 1/2 of the supplement may be awarded unless the supplement is specifically listed as a semester supplement (i.e., SECME Advisor). The Principal will set the eligibility requirements for participation (i.e., conduct, grades, and attendance)."

Of the 34 teachers/coaches who received a supplement for sponsoring a student-club, none of them had the required documents to demonstrate proof that they sponsored a student-club during the 2016/2017 school year. Assistant football coach Jalani Lord, girls' basketball coach David McClendon, and junior varsity head basketball coach Timothy Mickens each received a \$562

supplement on May 15, 2017, for sponsoring student clubs without providing the required documentation detailing club activity. Dr. Burden stated he did not physically monitor teachers regularly to verify or ensure if student-club participation occurred.

The OIG determined the allegation that Coach Lord, girls' basketball coach David McClendon, and junior varsity head basketball coach Timothy Mickens were paid supplements for sponsoring clubs that did not exist was *Substantiated*.

ALLEGATION 4: EVIDENCE AND TESTIMONY

Allegation: Coach Parson attempted to get Athletic Director Scott Parks to pay two assistant football coaches who did not have completed background checks by the District. Unsubstantiated

Testimony of Athletic Director Scott Parks

Athletic Director Scott Parks confirmed that Assistant Coach Damian Berry experienced a delay in having his background check completed by the District during the 2016/2017 school year. Mr. Parks added that, as a result of the delay, Coach Berry served as an unpaid volunteer assistant football coach. Mr. Parks denied that Coach Parson ever attempted to have him pay Coach Berry even though the District had not completed his background check.

Testimony of Principal James Campbell

Principal Campbell said that he was aware that Coach Berry was a volunteer football coach. Mr. Campbell said that he allowed Coach Berry to be on campus to coach football. Mr. Campbell explained that volunteer football coaches are not eligible to receive a stipend for coaching. Mr. Campbell confirmed that Coach Berry did not receive any financial compensation from the District for volunteering as a football coach.

Testimony of Assistant Coach Damien Berry

Coach Berry confirmed that he did not receive any compensation from the District and only served in the capacity of a volunteer assistant coach during the 2016/2017 school year.

Testimony of Assistant Coach Justin Bullard

Coach Bullard stated he was a volunteer assistant football coach in 2013. The District hired Coach Bullard in 2014 as an assistant football coach. He received an assistant football coach's supplement.

Testimony of Coach Parson

Coach Parson denied attempting to get the athletic director to pay for coaches who had not completed background checks.

Documentation reviewed

The OIG's review of employment records revealed that the District cleared Mr. Berry's background check on August 15, 2017. He is currently assigned to oversee In-School Suspension (ISS). Mr. Berry is now an assistant football coach eligible to receive a football supplement for the 2017/2018 school year.

Based on the testimony obtained during this investigation, a review of personnel records, and Mr. Parks' statement the OIG determined that, the allegation that Coach Parson attempted to get Athletic Director Scott Parks to pay two assistant football coaches who did not have completed background checks by the District is *Unsubstantiated*.

ALLEGATION 5: EVIDENCE AND TESTIMONY

Allegation: Ms. Horton received a football stipend and then provided the money to Coach Parson so that he could pay two volunteer assistant coaches. Unsubstantiated.

Testimony of Physical Education (P.E.) Teacher Candace Horton

Ms. Horton stated that she helped the football program by doing laundry, performing administrative duties, and by supervising football players while they worked out in the weight room. Ms. Horton confirmed that she received a stipend for her work with the football program. Ms. Horton denied giving Coach Parson the cash from her stipend so he could use the money to pay two other assistant coaches. Ms. Horton denied that Coach Parson asked her to give him the cash from her stipend to pay two other assistant football coaches.

Testimony of Athletic Director Scott Parks

Mr. Parks stated Ms. Horton was paid a spring football stipend because she assisted the football team by providing supervision inside the weight room, completing laundry for freshman and junior varsity football teams, and for helping with other miscellaneous duties relating to the football program.

Testimony of Coach Parson

Coach Parson stated that although Ms. Horton did not coach football from the sidelines, or attend any football practices on the field, she assisted the football program by completing other duties such as, laundry, supervision of weight room, keeping statistics, and many other duties. Coach Parson said Ms. Horton received a spring football stipend because of her assistance with the football program. Coach Parson denied asking Ms. Horton to give him the money from her stipend so he could pay two volunteer assistant coaches.

Documentation reviewed

A review of the District Bulletin Guidelines for Club and Sports Supplement revealed that on May 16, 2017, Ms. Horton was eligible and received a football stipend in the amount of \$600. Additionally, the review showed that Ms. Horton coaches softball and volleyball and is eligible to receive a sports supplement.

The District Bulletin Guidelines for Club and Sports Supplement P-14495 states:

“Supplements are to be paid according to the duties and amounts specified in the Classroom Teacher Association Contract. To receive a supplement for coaching, all coaches are required to have: a. Current certification in Cardio-pulmonary Resuscitation (CPR) and Automated External Defibrillators (AED) b. Current certification in First Aid (FA)”

Based on the testimony obtained during this investigation and Ms. Horton’s statement, the OIG determined the allegation that Ms. Horton received a football stipend and then provided the money to Coach Parson so that he could pay two volunteer assistant coaches was *Unsubstantiated*.

ALLEGATION 6: EVIDENCE AND TESTIMONY

Allegation: Coach Parson kept fundraiser cash in a drawer in the weight room or locker in his office and was personally reimbursed for items purchased using money raised during fundraisers. Unsubstantiated.

Testimony of Athletic Director Scott Parks

Mr. Parks stated that none of the coaches at the school ever reported that Coach Parson kept money from fundraisers in a drawer or locker in his office. Additionally, Mr. Parks denied that weightlifting coach Cayla Amatulli² ever told him that Coach Parson was keeping fundraiser money inside a locker or drawer. Mr. Parks explained that money raised from athletic events must be deposited into the schools’ drop-safe on the same day the money was collected. However, “on rare occasions monies have to be locked in a cabinet temporarily if you can’t get to the schools drop-safe right away, such as in cases where one is in a supervisory capacity.”

Testimony of Principal James Campbell

Mr. Campbell confirmed that none of the coaches at the school ever reported that Coach Parson kept money from fundraisers in a drawer or locker in his office. Additionally, Mr. Campbell said that Coach Amatulli never told him that Coach Parson was keeping fundraiser money inside a locker or drawer.

² Coach Cayla Amatulli was named by the anonymous complainant as the person that saw Coach Parson keep money from fundraisers inside a locker or a drawer. The OIG was unable to interview Ms. Amatulli because she no longer works for the District and has moved out of Florida.

Testimony of Coach Parson

Coach Parson stated he has never left money in a small locker located in the boy’s locker room, coach’s office, or any other hidden places, nor has he taken any fundraiser money for his personal use. Additionally, Coach Parson stated that he has never been personally reimbursed for items purchased using money raised during a fundraiser. Coach Parson stated he has used his personal money as a start-up cash to purchase t-shirts for fundraisers. Coach Parson said that all the reimbursements he has received were for whenever he used his personal money to buy items for fundraisers.

Documentation Reviewed

The OIG reviewed the Seminole Ridge High School Fundraiser Applications for 2016/2017. The review shows Coach Parson submitted seven fundraiser applications for the 2016/2017 school year. Mr. Campbell reviewed, approved, and signed all the fundraiser applications. The fundraiser applications show how much money Coach Parson anticipated to raise and the actual amount raised.

The OIG reviewed the schools’ Customized Transaction Report (CTR). The CTR shows the various accounts where the money earned during the fundraisers was deposited. A comparison between the fundraiser applications and the CTR shows that all the money reportedly raised was deposited into the various schools’ internal football accounts in compliance with *School Board Policies 2.16 Fundraising Activities Relating to Schools and 6.07 Internal Accounts; and The Internal Accounts Manual*.

Customized Transaction Reports – Internal Accounts, 2016-2017 School Year

Date Sales Begin	Account #	Credit	Description Activity
06-01-16 thru 06-01-17	1-2020.03	\$2,221.00	Banners
07-02-16 thru 07-03-16	1-2020.06	\$3,410.00	Flag Football Tournament
08-11-16 thru 06-01-17	1-7010.01	\$4,580.31	Gatorade Sales
08-20-16 thru 06-01-17	1-2020.04	\$277.15	Football Stadium Seating
08-20-16 thru 06-10-17	1-2020.05	\$2,268.65	Shirts and Hats Sales
08-20-16 thru 06-10-17	1-2020.10	\$4,124.78	Gatorade Sales
08-24-16 thru 05-31-16	1-2020.09	\$18,583.20	Sale Tickets-Football
09-26-16 thru 05-31-16	1-2020.07	\$3,352.50	Football Fees

Total: \$38,817.59

School Board Policy 6.11, Money Left in Schools After Hours authorizes a maximum of \$300 to be kept in a school overnight.

The OIG could not determine if Coach Parson kept more than \$300 of fundraising money inside his office. Principal Campbell and Athletic Director Parks stated no one reported to them that coach Parson was keeping fundraiser money in a desk or locker.

Based on the testimony obtained and documents reviewed during this investigation, the OIG determined that the allegation that Coach Parson kept fundraisers cash in a drawer in the weight room or locker in his office and was personally reimbursed for items purchased using money raised during fundraisers was *Unsubstantiated*.

ALLEGATION 7: EVIDENCE AND TESTIMONY

Allegation: Coach Parson paid P.E. teacher Candace Horton to change the grades for football players. Unsubstantiated

Testimony of Physical Education (P.E.) Teacher Candace Horton

Ms. Horton stated that Coach Parson has never threatened, harassed, coerced, or asked her to change any students' grades. Ms. Horton said that Coach Parson has never offered her pay for her to change football player's grades. Ms. Horton added that she has changed students' grades in the past for various justified reasons such as, the student completed missed assignments, or the student made up a missed test. Ms. Horton said the process for student grades-changes requires a teacher to submit an online grade-change request that the Principal must review and approve. The Principal then forwards the request to the Data Processor if approved. Data Processor Celine Harrison then updates the school's records to reflect the approved student grade-change.

Testimony of Data Processor Celine Harrison

The OIG provided Data-Processor Celine Harrison with a 2016/2017 boys varsity football team roster. Ms. Harrison reviewed the roster and reported that Ms. Horton did not submit any grade-change requests for any of the players listed on the roster.

Testimony of Coach Parson

Coach Parson denied offering to pay Ms. Horton to change a student's grade to play football. Coach Parson stated he has never approached anyone and asked for a change to a student's grade.

Documentation reviewed

The OIG reviewed the school's grade-change forms for the 2016/2017 school year. The review revealed that Ms. Horton did not submit any requests for grade changes during the school year.

Based on the testimony obtained during this investigation, a review of the grade-change forms for the 2016/2017 school year, and Ms. Horton's statement, the OIG determined the allegation that Coach Parson paid P.E. teacher Candace Horton to change the grades for football players was *Unsubstantiated*.

ALLEGATION 8: EVIDENCE AND TESTIMONY

Allegation: Coach Parson allowed Assistant Coach Damien Berry to recruit football players who did not reside within the school's boundaries to enroll and play football at Seminole Ridge. Unsubstantiated.

Testimony of Athletic Director Scott Parks

Mr. Parks confirmed that three students transferred to Seminole Ridge during the 2016/2017 school year. The three students were [REDACTED], and [REDACTED]. The school determined that [REDACTED] and [REDACTED] lived within Seminole Ridge's boundaries, but [REDACTED] did not.

Mr. Parks stated that [REDACTED] was a transfer student from Royal Palm Beach High School. Mr. Parks said that he and Mr. Campbell did not allow [REDACTED] to play in any football games or participate in any other competitive school activities because there was a question as to the validity of the home address he provided. Mr. Parks said that [REDACTED] was not enrolled in an academy at Seminole Ridge and there were no special administrative circumstances for his transfer or enrollment into Seminole Ridge. Mr. Parks added that the address provided by [REDACTED] belonged to another student at the school.

Testimony of Principal James Campbell

Mr. Campbell confirmed that [REDACTED] was not permitted to play on the football team or participate in any football games because he had a questionable address. Mr. Campbell stated that [REDACTED] registration occurred when he was not on campus. Mr. Campbell explained that he refused to withdraw [REDACTED] and send him back to Royal Palm High School because the District was in "no student movement due to testing" at the time. Mr. Campbell said that [REDACTED] transfer was not in compliance with District Policies and he should not have been allowed to enroll at Seminole Ridge.

Testimony of Coach Damien Berry

Coach Berry stated he did not register any out-of-area students at Seminole Ridge.

Testimony of Coach Justin Bullard

Coach Bullard stated he and Coach Berry did not register any out-of-area football players.

Testimony of Coach James Parson

Coach Parson explained that if a student signs a waiver then they are allowed to participate in conditioning at Seminole Ridge during the summer. Coach Parson added that the students can participate in conditioning, but are not allowed to practice with the football team. Coach Parson stated that no students from any out-of-area school practiced with the Seminole Ridge football team.

Documentation Reviewed

Palm Beach County Property Appraiser Records

The records confirm that [REDACTED] resides within the Seminole Ridge boundaries.

Letter from the Florida High School Athletic Association

Athletic Director Scott Parks provided OIG staff a letter from the Florida High School Athletic Association (FHSA) regarding [REDACTED], which states:

"The student athlete moved in with his uncle due to a financial hardship his mother was enduring. Through documents and testimony presented, the committee felt the student moving in with his uncle (family) and the fact the uncle's son also played football was not providing an impermissible benefit to the student athlete. Seminole Ridge gained no athletic advantage from the change in residence and the Palm Beach School District approved the transfer. Therefore, the committee granted a waiver of the policy due to not penalizing the student for the district's decision."

Palm Beach County Property Appraiser Records

The records confirm that [REDACTED] resides within the Seminole Ridge boundaries.

Palm Beach County Property Appraiser Records

The records confirm that the address provided by student [REDACTED] was the same address of another student that resides within the Seminole Ridge boundaries.

School District Policy 5.01 Student Assignment

"Students shall be assigned to schools based on residence of the student/parent(s) legal guardian, within the attendance boundaries which have been established by the Board in a manner which maintains a unitary school system."

Seminole Ridge 2016/2017 football roster:

The Seminole Ridge 2016/2017 boys' varsity football roster shows that all 43-student players reside within the Seminole Ridge school boundary.

Student [REDACTED] transfer was in violation of *School District Policy 5.01 Student Assignment*, but he was not permitted to participate on the football team.

Based on the testimony obtained and documents reviewed during this investigation, the OIG determined the allegation that Coach Parson allowed Assistant Coach Damien Berry to recruit football players who did not reside within the school's boundaries to enroll and play football at Seminole Ridge is *Unsubstantiated*.

ALLEGATION 9: EVIDENCE AND TESTIMONY

Allegation: Coach Berry and Coach Jalani Lord took football players to out-of-state football camps for \$200 each without completing required paperwork. Unsubstantiated

Testimony of Athletic Director Scott Parks

Mr. Parks confirmed that Coach Berry was a volunteer football coach during the 2016/2017 school year. Mr. Parks stated that Coach Berry did take students from several high schools to football camps at Wake Forest and North Carolina State during the summer of 2017.

Testimony of Assistant Coach Damien Berry

Coach Berry confirmed that he took some high school football players to football camps during the summer. Coach Berry stated that the football camps were organized with other professional football players and mentors from the Okeechobee County area. Coach Berry added that the players were not required to pay to attend the trip. Coach Berry stated the player's parents granted their permission for the football players to attend the summer camps. Coach Berry added that the football camps occurred during the summer, no Seminole Ridge football equipment was used, no school buses from the District were used, and the camps were not school sponsored camps. Coach Berry said the camps were not school functions so District approval was not needed.

Testimony of Jalani Lord

Coach Lord stated he was aware of Coach Berry taking players from the surrounding Belle-Glade areas to attend summer football camps at Wake Forest and North Carolina State. Coach Lord stated that he did not organize the trip. Coach Lord said that Coach Berry and other professional football players organized the trips.

Testimony of Justin Bullard

Coach Bullard stated he was aware of the summer football camps, but did not participate with the organization of the players traveling to Wake Forest and North Carolina State.

Based on the testimony obtained and the fact that the football camps were not school sponsored events, the OIG determined that the allegation that Coach Berry and Coach Jalani Lord took football players to out-of-state football camps for \$200 each without completing required paperwork was *Unsubstantiated*.

ALLEGATION 10: EVIDENCE AND TESTIMONY

Allegation: Coach Parson was seen inappropriately transporting two female students in his personal vehicle on two separate occasions. Unsubstantiated.

Testimony of Coach James Parson

Coach Parson stated that he has two daughters who attend Seminole Ridge and are on the girls weightlifting team. Coach Parson said that he transports both of his daughters to school and to their weightlifting competitions. Coach Parson denied that he ever transported any other female students in his personal vehicle.

Testimony of Stacey Critchlow

Ms. Critchlow stated she has never seen Coach Parson transporting two females in his personal vehicle.

OIG staff asked twenty (20) staff members if they ever observed Coach Parson transporting females in his vehicle. All staff stated they had not seen Coach Parson transporting females in his vehicle. Based on the testimony obtained and lack of any witnesses, the OIG determined that the allegation that Coach Parson was seen inappropriately transporting two female students in his personal vehicle on two separate occasions was *Unsubstantiated*.

ALLEGATION 11: EVIDENCE AND TESTIMONY

Allegation: Coach Parson and other football coaches chew tobacco while on campus. Unsubstantiated.

Testimony of Coach James Parson

Coach Parson stated he does not chew tobacco on or off campus. Coach Parson said that he chews mint-leaves, and has been tobacco free for a few years.

The OIG interviewed 20 staff members at Seminole Ridge Community High School about Coach Parson and his coaches chewing tobacco on campus. None of those interviewed ever reported to Principal Campbell that Coach Parson or his coaches use tobacco on campus. None of those interviewed said that they had ever seen Coach Parson or his coaches use tobacco on campus during school hours.

Based on the testimony obtained during this investigation, the OIG determined the allegation that Coach Parson and other football coaches chew tobacco while on campus was *Unsubstantiated*.

ALLEGATION 12: EVIDENCE AND TESTIMONY

Allegation: Theft by Seminole Ridge Head Football Coach James Parson. Unsubstantiated.

Between August 11, 2017, and September 29, 2017, OIG staff interviewed 19 members of the Seminole Ridge High School faculty and staff regarding the alleged theft of funds by Coach

Parson. All Seminole Ridge staff stated during their respective interviews that they had never witnessed any type of theft by Coach James Parson. Furthermore, a review of the Internal Fund Audits of the school for the last five years did not disclose any instances of money missing in the fundraisers sponsored by Coach Parson or fundraisers related to the football program.

Testimony of Coach Parson

Coach Parson denied ever stealing any money from Seminole Ridge High School. Coach Parson said “we do our due diligence to ensure that money fundraised is deposited into the schools’ drop safe on the day of the event, we do not keep money inside a desk drawer overnight.”

Based on the testimony obtained during this investigation and the lack of any proof of theft or missing money, the OIG determined that the allegation of theft by Seminole Ridge Head Football Coach James Parson was *Unsubstantiated*.

REFERRAL

On February 15, 2018, the OIG coordinated this investigation with the School District of Palm Beach County Police Department. On February 26, 2018, Captain Jack Bell of the School Police Department advised that they would initiate a criminal investigation regarding Allegation 11. On May 30, 2018, the OIG received the investigative report (#18003248/1) from School Police documenting the outcome of their criminal investigation. The police report stated “at this time Randy Burden’s actions do not rise to the level of a crime in violation of any Florida State Statutes.”

AFFECTED PARTY NOTICE


In accordance with *School Board Policy 1.092 (8)(b)(iv)*, on June 4, 2018, Randy Burden, James Parson, Jalani Lord, Timothy Mickens, and David McClendon were notified of the investigative findings and provided with an opportunity to submit a written response to these findings within 20 days. No response was received from Randy Burden, James Parson, Jalani Lord, Timothy Mickens, and David McClendon.

DISTRIBUTION

Dr. Donald E. Fennoy II, Superintendent
Palm Beach County School Board Members
Audit Committee Members
Dianna Weinbaum, Director Professional Standards
OIG file

Investigation Conducted by:

Robert Sheppard, CIGI, Senior Investigator


Date 7/8/18

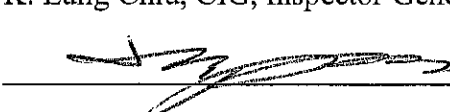
Investigation Supervised By:

Oscar Restrepo, CIGI, Director of Investigations


Date 7/8/18

Investigation Approved by:

K. Lung Chiu, CIG, Inspector General


Date 7/18/18

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.