



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

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LUNG CHIU, CIG, CPA
INSPECTOR GENERAL

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MEMORANDUM

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

FROM: Lung Chiu, Inspector General (REDACTED)

DATE: July 30, 2019

SUBJECT: Transmittal of Final Investigative Report Case # 19-0008-1
Misuse of Authority - Olympic Heights Community High School

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

The report addresses the following allegations:

1. Former Olympic Heights Community High School Head Football Coach Bazelais Alfred allowed [REDACTED] to play football after receiving failing grades for the first and second nine-week marking periods. *Unsubstantiated.*
2. Olympic Heights Community High School Exceptional Student Education (ESE) Teacher [REDACTED] inappropriately removed [REDACTED] from [REDACTED] a Biology teacher's class. *Unsubstantiated.*

The report is finalized and will be posted on the Inspector General's website; https://www.palmbeachschools.org/about_us/reports_and_publications/inspector_general_reports



Donald E. Fennoy II
Superintendent

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



K. Lung Chiu
Inspector General

REPORT OF INVESTIGATION

Case Number:

19-0008-1

Date of Complaint:

April 5, 2019

Complainant:

Anonymous

(REDACTED)

Subject:

Bazelais Alfred, Former Head Football Coach, Olympic Heights Community High School

Witnesses:

- Kelly Mills Burke, Principal, Olympic Heights Community High School
- Adrienne D'Annunzio, Guidance Counselor, Olympic Heights Community High School
- Frank D'Annunzio, Assistant Principal, Olympic Heights Community High School
- Sarah Hamilton, Biology Teacher, Olympic Heights Community High School
- Cindy Lucia, former Athletic Director, Olympic Heights Community High School
- Charles Mackrey, former Digital Technology Information Teacher, Olympic Heights Community High School
- Angela Mitchell, Digital Technology Information Teacher, Olympic Heights Community High School
- Victor Richardson, ROTC Marines Instructor, Olympic Heights Community High School
- Dr. Ivett Urbina, Lead Guidance Counselor, Olympic Heights Community High School
- Hal Videtto, Assistant Principal, Olympic Heights Community High School
- Paul Weiland, Biology Teacher, Olympic Heights 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 Tuesday, April 9, 2019, the Office of the Inspector General received an anonymous complaint. The anonymous complaint alleged that former Olympic Heights Community High School Head

Football Coach Bazelais Alfred and Exceptional Student Education (ESE) Teacher [REDACTED] misused authority and changed student's grades.

BACKGROUND

Olympic Heights Community High School is a District school located at 20101 Lyons Road, Boca-Raton, FL 33434. The total school enrollment is 2,018, with a 17:1 Student-Teacher Ratio. The school serves High School students for grades 9-12.

ALLEGATION AND FINDINGS¹

1. Former Olympic Heights Community High School Head Football Coach Bazelais Alfred allowed [REDACTED] to play football after receiving failing grades for the first and second nine-week marking periods. *Unsubstantiated*
2. Olympic Heights Community High School Exceptional Student Education (ESE) Teacher [REDACTED] inappropriately removed [REDACTED] from [REDACTED] a Biology teacher's class. *Unsubstantiated*

GOVERNING BOARD POLICIES AND DISTRICT DIRECTIVES

- Florida Administrative Code (Fraud Statement Definition) 69c-8.003(7)
- School Board Policy 2.34, Records and Reports
- School Board Policy 2.61, Fraud
- School Board Policy 3.02, Code of Ethics
- School Board Policy 5.50, Student Education Records

ALLEGATION 1: EVIDENCE & TESTIMONY

Allegation: Former Olympic Heights Community High School Head Football Coach Bazelais Alfred allowed [REDACTED] to play football after receiving failing grades for the first and second nine-week marking periods. Unsubstantiated

Testimony of Digital Technology Information Teacher Angela Mitchell

Ms. Mitchell stated that according to the District's Student Information System (SIS) [REDACTED] was enrolled in the Digital Technology Information class for the first nine-week marking period and received an F-grade. However, she was not the teacher for the first nine-week marking period. Mr. Keith Mackery was the teacher. Ms. Mitchell stated she became the Digital Technology Teacher on November 13, 2018.

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

Testimony of former Digital Technology Information Teacher Charles Mackrey

Mr. Mackrey stated he was the Digital Technology Information teacher for the first nine-week marking period for the 2018-19 school year. On November 26, 2018, he was reassigned from the Digital Technology Information class to the Edgenuity class.

Mr. Mackrey stated [REDACTED] was a student enrolled in the Digital Technology Information class for the first nine-week marking period, and the student earned an F-grade because he did not complete class assignments.

Testimony of Olympic Heights Community High School Principal Kelly Mills Burke

Ms. Burke stated that according to the SIS [REDACTED] was enrolled in the Digital Technology Information course where he received an F-grade for the first nine-week marking period. After the start of the second nine-week marking period on October 30, 2018, [REDACTED] was dropped from the Digital Technology Information class and enrolled in the ROTC class. According to Ms. Burke first-year students are eligible to play school sports. Grades are reviewed for eligibility to continue playing school sports at the end of the second nine-week marking period on December 21, 2018. Football season ended on November 3, 2018. Ms. Burke said [REDACTED] was eligible to play football.

Testimony of Former Athletic Director Cindy Lucia

Ms. Lucia stated that [REDACTED] was eligible to play football during the 2018-19 school year because he was a freshman who had not yet established a high school Grade Point Average (GPA). She said she was not aware that [REDACTED] was [REDACTED] head football coach Bazelais Alfred. Ms. Lucia stated it is not a violation of any Florida High School Athletic Association (FHSA) rule(s) that a head coach has a family member on the team. Ms. Lucia stated that freshman student's grades are reviewed for eligibility to continue playing sports after the first school semester on December 21, 2018, and that football season ended on November 3, 2018.

Testimony of Assistant Principal Frank D'Annunzio

Mr. D'Annunzio stated he is the administrator who oversees all athletic programs at Olympic Heights Community High School, and he worked directly with former athletic director Cindy Lucia. Assistant Principal D'Annunzio said that [REDACTED] was eligible to play football during the 2018-19 school year, and that freshman student grades were reviewed for school sports eligibility at the end of the first semester on December 21, 2018.

Testimony of Lead Guidance Counselor Dr. Ivett Urbina

Dr. Urbina stated [REDACTED] is assigned to ninth-grade Guidance Counselor Adrienne D'Annunzio. Student class transfers can be made for various reasons; [REDACTED] request, the student not performing academically, or conflict of schedule. If a student transfers from one core class to another core class, the student's grades are transferred to the receiving teacher, and the grades received are averaged by the receiving teacher moving forward. If the student is transferring from

an elective class to another elective class, then the receiving teacher may use their discretion to average in the receiving grades from the transferring teacher. Dr. Urbina stated there is no school governing policy that governs intra-class student transfers. [REDACTED] was removed from the elective course Digital Technology Information and enrolled in the elective Reserve Officer Training Corps (ROTC) course. The two electives are not comparable and are not core classes. Dr. Urbina stated she was not approached by head football Coach Bazelais Alfred or any football coaching staff to change [REDACTED] grade or class assignment.

Testimony of 9th-Grade Guidance Counselor Adrienne D'Annunzio

Ms. D'Annunzio stated she is the guidance counselor for 9th-grade students and recalls [REDACTED] course transfer. [REDACTED] was transferred from Digital Technology Information to Reserve Officer Training Corps (ROTC). Ms. D'Annunzio stated there is no school policy that governs intra-class student transfers. The receiving teachers uses discretion to either average in the student grades received from the transferring teacher or start afresh recording the student grades the day the student enrolled in their class for elective courses.

Testimony of Reserve Officer Training Corps (ROTC) Instructor Victor Richardson

Mr. Richardson stated [REDACTED] transferred from the Digital Technology Information class into his ROTC class. Mr. Richardson said he was never approached by Coach Alfred or any football coaching staff member to change [REDACTED] grade. [REDACTED] earned a B-grade for the second nine-week marking period because he completed all required assignments. Mr. Richardson stated he attempted to access and input [REDACTED] grades through the District's Student Information System (SIS) from the Digital Technology Information teacher, but was unable, so he decided to start afresh recording [REDACTED] grades from the day he enrolled into his class.

Testimony of Former Head Football Coach Bazelais Alfred

Mr. Alfred stated he did not approach the ROTC instructors, guidance counselors, or teachers to request that [REDACTED] be removed from the Digital Technology Class after the first nine-week marking period. He said he became aware of [REDACTED] class transfer from the Digital Technology class into the ROTC class by speaking with [REDACTED] mother. Mr. Alfred stated freshman student's eligibility to play sports is reviewed at the end of the second nine-week marking period on December 21, 2018, and that football season ended on November 3, 2018. He said [REDACTED] was eligible to play football for the 2018-19 school year.

Investigative Review

A review of the Florida High School Athletic Association (FHSAA) website shows that football season ended on November 3, 2018 (**Exhibit 1**). [REDACTED] course grades were reviewed for eligibility to continue playing sports after the completion of the second nine-week marking period on Friday, December 21, 2018. A review of the District's Student Information System (SIS) revealed that for the first two marking periods, [REDACTED] cumulative grade point average was a 2.167. According to FHSAA rule, 9.4.1 students must maintain a 2.0-grade point average or better to continue playing sports (**Exhibit 2**). The District's SIS additionally shows that [REDACTED]

██████████ was dropped from the Digital Technology Information class on October 30, 2018, 8-days after the start of the second nine-weeks marking period and enrolled in the ROTC class on Monday, December 17, 2018 (Exhibit 3). ██████████ stated he decided to start afresh recording ██████████ class grades the day he enrolled in his class, and that ██████████ earned a B-grade for the second nine-week marking period.

Based on the information obtained and documents reviewed the OIG determined that the allegations that former Olympic Heights Community High School Head Football Coach Bazela's Alfred allowed ██████████ to play football after receiving failing grades for the first and second nine-week marking periods was **Unsubstantiated**.

ALLEGATION 2: EVIDENCE & TESTIMONY

Allegation: Olympic Heights Community High School Exceptional Student Education (ESE) Teacher ██████████ inappropriately removed ██████████ from ██████████ a Biology teacher's class. Unsubstantiated

Testimony of Biology Teacher Sarah Hamilton

Ms. Hamilton stated ██████████ was enrolled in her class for the first and second nine-week marking periods, and that on March 11, 2019, ██████████ transferred out of her biology class into Biology Teacher Paul Weiland's class due to a conflict with the ██████████.

Ms. Hamilton stated ██████████ received an A-grade for the first nine-week marking period and maintained a high B-grade during the second nine-week marking period before her transfer to Mr. Weiland's class. After ██████████ transferred out of her biology class she forwarded ██████████ grades to Mr. Weiland.

Ms. Hamilton stated ██████████ did not approach her or ask her to change ██████████ second nine-week B-grade to an A-grade.

Testimony of Biology Teacher Paul Weiland

Mr. Weiland stated ██████████ transferred into his biology class from Ms. Hamilton's biology class on March 11, 2019. The grades ██████████ received while enrolled in Ms. Hamilton's class were transferred to him from Ms. Hamilton, and were averaged in with grades moving forward. The student had a high B-grade (88%). Mr. Weiland stated ██████████ did not approach him or request that he change ██████████ B-grade to an A-grade. Class assignments were given to students for the third nine-week marking period that ended on March 15, 2019. ██████████ completed the class assignments, and her B-grade improved to an A-grade.

Testimony of Lead Guidance Counselor Dr. Ivett Urbina

Dr. Urbina stated ██████████ did not approach her and request that ██████████ be removed from Ms. Hamilton's Biology class and into Mr. Weiland's Biology class. Assistant Principal Hal

Videtto ordered the transfer of [REDACTED] out of Ms. Hamilton class. The reason for the transfer was because [REDACTED] was out ill and needed to complete an assignment; the student attempted to acquire the missed class assignment by way of email to Ms. Hamilton, but was unable to get the assignment. The student could not obtain the class assignment. Email exchanges occurred between [REDACTED] and Ms. Hamilton, which created a conflict on campus. The administration decided to transfer [REDACTED] out of Ms. Hamilton's class and into Mr. Weiland's class to avoid further conflict.

Testimony of Assistant Principal Hal Videtto

Mr. Videtto stated [REDACTED] did not approach him to request that [REDACTED] be transferred to a different biology class so that her B-grade could be changed to an A-grade. [REDACTED] approached him to advise that she and Ms. Hamilton were disagreeing about [REDACTED] missed class assignments. Email exchanges occurred between Ms. Hamilton and [REDACTED]. To resolve the conflict between the teacher's [REDACTED] was removed from Ms. Hamilton's class and enrolled in Mr. Weiland's class.

Testimony of Exceptional Student Education (ESE) Teacher [REDACTED]

[REDACTED] stated that [REDACTED] attends Olympic Heights Community High School. She said [REDACTED] was transferred from Ms. Hamilton's biology class and into Mr. Weiland's biology class due to a conflict she had with Ms. Hamilton. The disagreement entailed, [REDACTED] missed class assignments. [REDACTED] attempted to get the missed class assignments by emailing Ms. Hamilton and requesting the missed class assignments. Ms. Hamilton's email reply to [REDACTED] was for [REDACTED] to get the missed assignments from a classmate. [REDACTED] was unable to get the missed assignments from a classmate. [REDACTED] stated she emailed Ms. Hamilton and copied Assistant Principal Hal Videtto requesting the missed assignments for [REDACTED]. Ms. Hamilton responded to [REDACTED] email abruptly and did not provide her the missed assignments. Mr. Videtto intervened and decided to transfer [REDACTED] out of Ms. Hamilton's class on March 11, 2019, and enroll [REDACTED] into Mr. Weiland's class.

[REDACTED] stated after [REDACTED] transferred into Mr. Weiland's class, he (Mr. Weiland) was a couple of assignments behind Ms. Hamilton's so [REDACTED] was able to complete the missed class assignments from Ms. Hamilton's class.

Investigative Review

[REDACTED] was removed from her biology class due to a conflict between, biology teacher Sarah Hamilton and [REDACTED] Exceptional Student Education (ESE) teacher [REDACTED]. Assistant Principal Hal Videtto intervened to resolve the conflict by transferring [REDACTED] from Ms. Hamilton's class and enrolling [REDACTED] into Mr. Weiland's class. Before the class transfer, the student maintained a B-grade 88% while enrolled in Ms. Hamilton's class. The student was transferred to Mr. Weiland class on Monday, March 11, 2019, one week before the end of the 3rd nine-week marking period. Mr. Weiland stated he continued giving students class assignments until the final day of the 3rd nine-week marking period that ended on Friday, March 15, 2019. [REDACTED] completed the class assignments that raised her B-grade to an A-grade.

Based on the information obtained and documents reviewed the OIG determined that the allegations that Olympic Heights Community High School Exceptional Student Education (ESE) Teacher [REDACTED] inappropriately removed [REDACTED] from [REDACTED] a Biology teacher's class was **Unsubstantiated**.

RECOMMENDATIONS

It is recommended that no further action be taken regarding this matter.

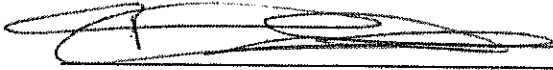
AFFECTED PARTY NOTICE

In accordance with School Board Policy 1.092 (8)(b)(iv), on June 18, 2019, Bazalais Alfred and [REDACTED] were notified of the investigative findings and provided with an opportunity to submit a written response to these findings. Mr. Alfred did not respond to the investigative findings. On June 24, 2019, [REDACTED] responded via email. [REDACTED] response is attached to this report as **(Exhibit 4)**. In [REDACTED] response, [REDACTED] wrote "Thank you for sharing the report and findings, in which the investigation supports the claim unsubstantiated."

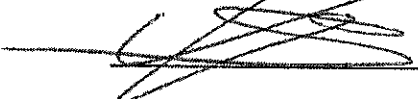
DISTRIBUTION

Palm Beach County School Board Members
Donald E. Fennoy II, Superintendent
Audit Committee Members
OIG file


Investigation Conducted by:
Robert Sheppard, CIGI, Senior Investigator


Date 7/30/19

Investigation Supervised by:
Oscar Restrepo, CIG, Director of Investigations


Date 7/30/19

Investigation Approved by:
K. Lung Chiu, CIG, Inspector General


Date 7-30-19

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. The 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 the 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.

Exhibit #1
Florida High School Athletic Association
(FHSAA)
2018-19
Planning Schedule



2018-19

FHSAA™

PLANNING CALENDAR

Revised September 28, 2018



Building leaders through teamwork, sportsmanship and citizenship.

| | |
|--|--|
| <p>FOOTBALL First practice date - non contact (Week 5) First practice date - contact (Week 5) Preseason classic games (Week 7) First regular season playing date & team roster due (Week 8) Last district game playing date (Week 17) Last regular season playing date (Week 18) Postseason bowl games (Week 19) Regional Tournaments Classes 1A-4A (Weeks 19-21) Regional Tournaments Classes 5A-8A (Weeks 19-21) State Semifinal games Classes 1A-4A (Week 22) State Semifinal games Classes 5A-8A (Week 22) Florida High School Football State Championships (Week 23) First practice date - spring football - non contact (Week 43) First practice date - spring football - contact (Week 43) Game schedule(s) due (Week 49)</p> | <p>July 30 Aug. 4 Aug. 15-18 Aug. 22 Oct. 27 Nov. 3 Nov. 7-10 Nov. 9, 16, 23 Nov. 9, 16, 23 Nov. 30 Nov. 30 Nov. 30 Dec. 6-8 Apr. 22 Apr. 27 Jun. 3</p> |
| <p>GOLF First practice date (Week 5) Match schedule(s) due (Week 6) Preseason classic tournaments (Week 7) First regular season playing date & team roster due (Week 8) Last regular season playing date (Week 15) District Tournaments (Week 16) Regional Tournaments (Week 17) Florida High School Class 1A Golf State Championships (Week 18) Florida High School Class 2A Golf State Championships (Week 18) Florida High School Class 3A Golf State Championships (Week 19)</p> | <p>July 30 Aug. 6 Aug. 13-18 Aug. 20 Oct. 13 Oct. 15-17 Oct. 22-24 Oct. 30 - 31 Nov. 2 - 3 Nov. 6 - 7</p> |
| <p>LACROSSE First practice date (Week 31) Game schedule(s) due (Week 32) Preseason classic tournaments (Week 33) First regular season playing date & team roster due (Week 34) Last district playing date (Week 40) Last regular season playing date (Week 41) District Tournaments (Week 42) Boys Regional Tournaments (Weeks TBD) Girls Regional Tournaments (Weeks TBD) Florida High School Lacrosse State Championships (Week TBD)</p> | <p>Jan. 28 Feb. 4 Feb. 11-18 Feb. 18 Apr. 6 Apr. 13 Apr. 15-20 TBD TBD TBD</p> |
| <p>GIRLS SOCCER First practice date (Week 17) Game schedule(s) due (Week 18) Preseason classic tournaments (Week 19) First regular season playing date & team roster due (Week 20) Last district playing date (Week 29) Last regular season playing date (Week 30) District Tournaments (Weeks 30-31) Regional Tournaments (Weeks 32-33) State Semifinal games (Week 33) Florida High School Girls Soccer State Championships (Wk. 34)</p> | <p>Oct. 22 Oct. 29 Nov. 5 - 10 Nov. 12 Jan. 16 Jan. 26 Jan. 21 - Feb. 2 Feb. 5, 8, 12 Feb. 15 Feb. 20-23</p> |
| <p>BOYS SOCCER First practice date (Week 17) Game schedule(s) due (Week 18) Preseason classic tournaments (Week 19) First regular season playing date & team roster due (Week 20) Last district playing date (Week 29) Last regular season playing date (Week 30) District Tournaments (Week 30-31) Regional Tournaments (Weeks 32-33) State Semifinal games (Weeks 33) Florida High School Boys Soccer State Championships (Wk. 34)</p> | <p>Oct. 22 Oct. 29 Nov. 5 - 10 Nov. 12 Jan. 16 Jan. 26 Jan. 21 - Feb. 2 Feb. 6, 9, 13 Feb. 16 Feb. 20-23</p> |
| <p>SOFTBALL First practice date (Week 30) Game schedule(s) due (Week 32) Preseason classic tournaments (Week 33) First regular season playing date & team roster due (Week 34) Last district playing date (Week 42) Last regular season playing date (Week 43) District Tournaments (Week 44) Regional Tournaments (Weeks 45-46) Florida High School Softball State Championships (Week 47)</p> | <p>Jan. 21 Feb. 4 Feb. 11-18 Feb. 18 Apr. 20 Apr. 27 Apr. 29 - May 4 May 8-9, 14, 17 May 21-24</p> |
| <p>SWIMMING & DIVING (CLASSES 1A-2A) First practice date (Week 5) Meet schedule(s) due (Week 7) Preseason classic meets (Week 8) First regular season playing date & team roster due (Week 9) Last regular season playing date (Week 16) District Meets (Week 18) Regional Meets (Week 19) Florida High School Swimming & Diving State Championships (Week 20)</p> | <p>July 30 Aug. 13 Aug. 20-25 Aug. 27 Oct. 20 Oct. 29 - Nov. 3 Nov. 5-10 Nov. 16-17</p> |
| <p>SWIMMING & DIVING (CLASSES 3A-4A) First practice date (Week 5) Meet schedule(s) due (Week 7) Preseason classic meets (Week 8) First regular season playing date & team roster due (Week 9) Last regular season playing date (Week 15) District Meets (Week 17) Regional Meets (Week 18) Florida High School Swimming & Diving State Championships (Week 19)</p> | <p>July 30 Aug. 13 Aug. 20-25 Aug. 27 Oct. 13 Oct. 22-27 Oct. 29 - Nov. 3 Nov. 9-10</p> |

November 2018

| WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--|--|--|---|
| | <ul style="list-style-type: none"> Section 3 Appeals Committee meeting @ Bradenton Hall of Fame Class of 2019 Nomination Forms available | <ul style="list-style-type: none"> Section 4 Appeals Committee meeting @ Fort Lauderdale | <ul style="list-style-type: none"> SAT test date Last date for regular season contest in football |
| <ul style="list-style-type: none"> Section 2 Appeals Committee meeting @ Ocala | <ul style="list-style-type: none"> Notification of intent to appeal November decision of Section 3 Appeals Committee to Board of Directors due in FHSAA office Notification of intent to appeal November decision of Section 3 Appeals Committee for mediation due in FHSAA office | <ul style="list-style-type: none"> Notification of intent to appeal November decision of Section 4 Appeals Committee to Board of Directors due in FHSAA office Notification of intent to appeal November decision of Section 4 Appeals Committee for mediation due in FHSAA office | <ul style="list-style-type: none"> Florida High School Cross Country State Championships @ Apalachee Regional Park (Tallahassee) |
| <ul style="list-style-type: none"> Notification of intent to appeal November decision of Section 2 Appeals Committee to Board of Directors due in FHSAA office Notification of intent to appeal November decision of Section 2 Appeals Committee for mediation due in FHSAA office | <ul style="list-style-type: none"> Florida High School Girls Volleyball State Championships @ Suncoast Credit Union Arena (Fort Myers) | <ul style="list-style-type: none"> Case materials for all December Sectional Appeals Committee meetings due in FHSAA office | <ul style="list-style-type: none"> FACA Girls Volleyball All-Star Classic @ Florida Southern College |
| <p>(FHSAA Office closed)</p> | <p>THANKSGIVING DAY (FHSAA Office closed)</p> | <p>(FHSAA Office closed)</p> | <p>(FHSAA Office closed)</p> |
| <ul style="list-style-type: none"> Wrestling preseason classic meets | | <ul style="list-style-type: none"> Football state semifinals | <p>NOTES FOR THE MONTH:</p> |

Exhibit #2

District's Student Information System (SIS)

Student [REDACTED] 2018-19

Student Progress and Grade Report

Florida High School Athletic Association

(FHSAA)

Student Eligibility Requirements

School District 2018-19

School Calendar

(REDACTED)

TO THE PARENT/GUARDIAN OF:

THE SCHOOL DISTRICT OF PALM BEACH COUNTY



Student Progress and Grade Report

| | | | | | |
|------------|--------------|-------|---------------------------------|-------------|--------------|
| Student No | Student Name | Grade | School Name | School Year | Date |
| | | 09 | Olympic Heights High - 2181 - H | 2018-2019 | Apr 11, 2019 |

English
ENG 1

Physical Science
ERTH/SPA SCI

Foreign Language
FRENCH I

Physical Education
FIT LIFST DESIGN

Vocational
CULINARY ARTS I

Electives
MC LEADED I

Grade Credits
F 0.5

Grade Credits
C 0.5

Grade Credits
D 0.5

Grade Credits
A 0.5

Grade Credits
B 0.5

Grade Credits
B 0.5

| | 1st Quarter | 2nd Quarter | Semester 1 Average | 3rd Quarter | 4th Quarter | Semester 2 Average | Cumulative Year GPA | Current Year Total Credits |
|-----|-------------|-------------|--------------------|-------------|-------------|--------------------|---------------------|----------------------------|
| GPA | 1.7143 | 2.2857 | 2.1667 | | | | | |
| HPA | 1.7143 | 2.2857 | 2.1667 | | | | | 2.5 |

High School Graduation Information

| Total Absences by Period | | | |
|--------------------------|-----------|-----------|-----------|
| | Quarter 1 | Quarter 2 | Quarter 3 |
| Period 1 | 1 | 2 | |
| Period 2 | 1 | 0 | |
| Period 3 | 1 | 2 | |

Olympic Heights High - 2181 - H

Cumulative Grade Point Average: 2.1667
 Cumulative Weighted Grade Point Average: 2.1667
 Total Credits Earned: 2.5

Reading Graduation Requirement Met: N

Math Graduation Requirement Met: N

Community Service Requirement Completed:

On-Line Course Requirement: Not Met

| | | | |
|----------|---|---|--|
| Period 4 | 0 | 1 | |
| Period 5 | 1 | 3 | |
| Period 6 | 0 | 0 | |
| Period 7 | 1 | 2 | |
| Period 8 | 0 | 0 | |

PBSD 0638 (Rev. 10/10/2017) - Q2

ATHLETIC ELIGIBILITY REQUIREMENTS FOR HIGH SCHOOL STUDENTS
Per the FHSAA Handbook/Operational Bylaw, Article 9

Parent Initial

- _____ • 9.1.1.1 Participation in Interscholastic Athletics a Privilege. Participation in interscholastic athletic programs by a student is a privilege, not a right. Students who participate are required to meet the requirements established in state law, FHSAA regulations, and by their respective schools
- _____ • 9.1.1.1 Local Rules May Be More Stringent. Schools and/or school districts may adopt more stringent rules for the students under their supervision. No school, or school district, however, may adopt rules that are less stringent than those of the FHSAA
- _____ • 9.1.2.2 Falsification of Information. A student and/or parent/legal guardian appointed by a court of competent jurisdiction falsifies information to gain eligibility shall be declared ineligible to represent any member school for a period of one year from the date of discovery
- _____ • 9.1.2.3 Eligibility of Recruited Students. A student may be declared ineligible based on violation of recruiting rules if: (a) The student or parent/legal guardian appointed by a court of competent jurisdiction has falsified any enrollment or eligibility document; or (b) The student or parent/legal guardian appointed by a court of competent jurisdiction accepted any benefit or any promise of benefit if such benefit is not generally available to the school's students or family members; or (c) The benefit or promise of benefit is based in any way on athletic interest, potential, or performance
- _____ • 9.2.1 Student May Participate at School he/she First Attends Each School Year. A student must attend school and is immediately eligible to participate in the interscholastic athletic programs sponsored by the school he/she attends each school year, which is either: (a) The school where the student first attends classes (i.e. establishes school residency); or (b) The school where the student first participates in athletic activities on or after the official start date of that sport season before he/she attends classes at any school (i.e. establishes school residency); or (c) The school the student transfers to after previously attending another school (Reference Bylaw 9.3.2)
- _____ • 9.3.4 Ineligible Student Cannot Transfer to Become Eligible. A transfer student who is deemed ineligible for a period of time cannot transfer schools and become eligible. Attending a new school at the beginning of the school year does not decrease or eliminate the period of ineligibility
- _____ • 9.4.1 2.0 GPA Required for Academic Eligibility. A high school student must have a cumulative 2.0 grade point average on a 4.0 unweighted scale, or its equivalent, at the conclusion of each semester to be academically eligible during the next semester. Final grades previously earned by the student from another school shall not be converted using the scale in Bylaw 9.4.2
- _____ • 9.4.1.3 Attendance During Previous Two Consecutive Semesters Required. A student cannot be academically eligible if he/she has not attended school and received grades for all courses taken during the previous two consecutive semesters
- _____ • 9.4.1.9 Student Not Eligible for One Full Semester if Transcript Cannot be Obtained. A student whose former school cannot or will not provide an official sealed transcript will not be eligible in the new school until he/she has been in attendance for one full semester and has established a cumulative GPA. The school must submit a written report to the FHSAA Office that includes the student's name, date of first attendance in the school, and the beginning and ending dates of the previous semester
- _____ • 9.5.1 High School Student Has Four Years of Eligibility. A student is limited to four consecutive school years of eligibility beginning with school year he/she begins ninth grade for the first time. This does not imply that the student has four years of participation. After four consecutive school years, the student is permanently ineligible
- _____ • 9.6.1 High School Age Limit. A student who reaches the age of 19 prior to September 1st shall become permanently ineligible

I/WE HAVE READ, AND HAVE INITIALED, EACH FHSAA ELIGIBILITY REQUIREMENT FOR HIGH SCHOOL STUDENTS AND ACKNOWLEDGE THAT OUR SON/DAUGHTER/WARD MUST MEET FHSAA STANDARDS IN ORDER TO BE CONSIDERED ELIGIBLE FOR INTERSCHOLASTIC ATHLETICS

STATE OF FLORIDA

COUNTY OF _____

Sworn to or affirmed and subscribed before me this _____ day of _____, _____, by _____
(parent/guardian or adult/emancipated student)

Personally Known _____ OR Produced Identification _____ *Signature of Notary Public - State of Florida*

Type of Identification Produced _____



THE SCHOOL DISTRICT OF PALM BEACH COUNTY SCHOOL CALENDAR 2018-2019

SCHOOL BOARD APPROVED
Revised 10/15/2018

- STUDENTS AND ALL EMPLOYEES EXCEPT 12-MONTH EMPLOYEES
- 12-MONTH EMPLOYEES
- FALL OTHER EMPLOYEES SEE EMPLOYEE CALENDAR NOTES
- 10-HOUR DAYS FOR 12-MONTH EMPLOYEES
- DUTY/PDD TEACHER WORK DAY/PROFESSIONAL DEVELOPMENT DAY

PBCSD PBCSD PBCSD PBCSD

DOWNLOAD OUR APP

JULY 2018

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |

AUGUST 2018

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 |
| 31 | | | | |

SEPTEMBER 2018

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | |

OCTOBER 2018

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 |
| 31 | | | | |

NOVEMBER 2018

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | |

DECEMBER 2018

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | |

JANUARY 2019

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |

FEBRUARY 2019

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | |

MARCH 2019

| | | | | |
|--------|---------|-----------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 |
| 29 | | | | |

Effective July 1, 2018, through July 27, 2018, March 18, 2019, and March 22, 2019, the District's work schedule for 12-month employees consists of 10-hour work days Monday through Thursday and the District is closed on Fridays. In recognition of Independence Day, Districts



THE SCHOOL DISTRICT OF PALM BEACH COUNTY
SCHOOL CALENDAR 2018-2019

F PBCSD **D** PBCSD **W** PBCSD **D** PBCSD
 DOWNLOAD OUR APP

SCHOOL BOARD APPROVED
 Revised 10/15/2018
 STUDENTS AND ALL EMPLOYEES EXCEPT 12-MONTH EMPLOYEES
 (ALL OTHER EMPLOYEES SEE EMPLOYEE CALendars NOTES)
 10 HOUR DAYS FOR 12-MONTH EMPLOYEES
 DUTY/PDD TEACHER WORK DAY/PROFESSIONAL DEVELOPMENT DAY

| APRIL 2019 | | | | | MAY 2019 | | | | | JUNE 2019 | | | | |
|---|-----------------------|--------------|----------|---------|---|-------------------|--------------------------|----------|---------------------------------|---------------------------|--------------|--------------|----------|-----------------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| 1 | 2 | 3 | 4 | 5 | | | 1 | 2 | 3 | 3 | 4 | 5 | 6 | 7 |
| FSA | FSA | FSA | FSA | FSA | | | FSA | FSA | FSA | Post School for Teachers | | | | |
| 8 | 9 | 10 | 11 | 12 | 6 | 7 | 8 | 9 | 10 | 10 | 11 | 12 | 13 | 14 |
| FSA | FSA | FSA | FSA | FSA | FSA | FSA | FSA | FSA | FSA | 17 | 18 | 19 | 20 | District Closed |
| 15 | 16 | 17 | 18 | 19 | 13 | 14 | 15 | 16 | 17 | 17 | 18 | 19 | 20 | District Closed |
| FSA | FSA | FSA | FSA | HOLIDAY | FSA | FSA | FSA | FSA | FSA | 24 | 24 | 25 | 26 | District Closed |
| 22 | 23 | 24 | 25 | 26 | 20 | 21 | 22 | 23 | 24 | 24 | 25 | 26 | 27 | 28 |
| FSA | FSA | FSA | FSA | FSA | FSA | FSA | FSA | FSA | FSA | 24 | 24 | 25 | 26 | District Closed |
| 29 | 30 | | | | 27 | 28 | 29 | 30 | 31 | | | | | |
| FSA | FSA | | | | HOLIDAY | FSA | FSA | FSA | Last Day of School for Students | | | | | |
| HOLIDAYS | | | | | | | | | | | | | | |
| DATE | HOLIDAY | | | | EMERGENCY MAKE-UP DAYS (EMD) Priority Order | | | | | EMPLOYEE CONTRACT PERIODS | | | | |
| Jul 4, 2018 | Independence Day | | | | Emergency Make-Up days will be at the discretion of the Superintendent and in accordance with the state statute for student instructional time. | | | | | BEGIN | | | | |
| Sep 3, 2018 | Labor Day | | | | | | | | | END | | | | |
| Sep 10, 2018 | Fall Holiday | | | | | | | | | # DAYS | | | | |
| Sep 19, 2018 | Fall Holiday | | | | | | | | | | | | | |
| Nov 19-23, 2018 | Thanksgiving Holidays | | | | | | | | | | | | | |
| Dec 24-Jan 2, 2019 | Winter Break | | | | | | | | | | | | | |
| Jan 3-4, 2019 | Winter Break | | | | | | | | | | | | | |
| Jan 21, 2019 | M. L. King's Birthday | | | | | | | | | | | | | |
| Mar 19-22, 2019 | Spring Break | | | | | | | | | | | | | |
| Apr 19, 2019 | Spring Holiday | | | | | | | | | | | | | |
| May 27, 2019 | Memorial Day | | | | | | | | | | | | | |
| ELEMENTARY SCHOOLS STUDENTS' ATTENDANCE DAYS | | | | | | | | | | | | | | |
| PERIOD | BEGIN | END | # DAYS | | PERIOD | BEGIN | END | # DAYS | | PERIOD | BEGIN | END | # DAYS | |
| 1 st Trimester | Aug 13, 2018 | Nov 5, 2018 | 55 | | 1 st Quarter | Aug 13, 2018 | Oct 18, 2018 | 46 | 45 | All | Aug 13, 2018 | May 31, 2019 | 180 | |
| 2 nd Trimester | Nov 6, 2018 | Feb 7, 2019 | 52 | | 2 nd Quarter | Oct 22, 2018 | Dec 21, 2018 | 39 | | Other Employees (NT) | Aug 7, 2018 | May 31, 2019 | 182 | |
| 3 rd Trimester | Feb 11, 2019 | May 31, 2019 | 72 | | 3 rd Quarter | Jan 8, 2019 | Mar 15, 2019 | 47 | | | Aug 1, 2018 | Jun 3, 2019 | 187 | |
| ELEMENTARY SCHOOLS REPORT CARD DISTRIBUTION DATES | | | | | | | | | | | | | | |
| PERIOD | ELEMENTARY SCHOOLS | | | | PERIOD | SECONDARY SCHOOLS | | | | | | | | |
| 1 st Trimester | Nov 30, 2018 | Jan 1, 2019 | | | 1 st Quarter | Nov 8, 2018 | Jan 1, 2019 | | | | | | | |
| 2 nd Trimester | Feb 28, 2019 | Jan 21, 2019 | | | 2 nd Quarter | Jan 24, 2019 | Apr 12, 2019 | | | | | | | |
| 3 rd Trimester | May 31, 2019 | May 27, 2019 | | | 3 rd Quarter | Apr 12, 2019 | Mailed after Jun 1, 2019 | | | | | | | |
| TEACHERS' & ASST. PRINCIPALS' PAID HOLIDAYS | | | | | | | | | | | | | | |
| PERIOD | BEGIN | END | # DAYS | | PERIOD | BEGIN | END | # DAYS | | | | | | |
| 1 st Semester | Sep 3, 2018 | Jan 1, 2019 | 66 | 84 | 1 st Semester | Aug 13, 2018 | Dec 21, 2018 | 66 | 84 | | | | | |
| 2 nd Semester | Nov 22, 2018 | Jan 21, 2019 | 66 | 84 | 2 nd Semester | Jan 8, 2019 | May 31, 2019 | 94 | | | | | | |
| EMPLOYEE CONTRACT PERIODS | | | | | | | | | | | | | | |
| Pursuant to 1.60(3)(d) FS, the following six legal holidays are paid holidays for all regular full-time 12-month employees not re-employed by other paid holidays that are considered not to be legal holidays, as provided in their Labor Agreement, as provided in their School Calendar. Pursuant to 1.60(3)(d) FS, the following six legal holidays are paid holidays for all regular full-time 12-month employees not re-employed by other paid holidays that are considered not to be legal holidays, as provided in their Labor Agreement, as provided in their School Calendar. Pursuant to 1.60(3)(d) FS, the following six legal holidays are paid holidays for all regular full-time 12-month employees not re-employed by other paid holidays that are considered not to be legal holidays, as provided in their Labor Agreement, as provided in their School Calendar. | | | | | | | | | | | | | | |

Exhibit #3

District's Student Information System (SIS)

Student [REDACTED] 2018-19

Transfer/Dropped Classes Screen

(REDACTED)

13 Classes

| Course | Period - Teacher | Course Number | Section Days | Rotation Days | State Reporting Days | Room Term | Enrolled | Dropped |
|--------|---|---------------|--------------|-----------------|----------------------|----------------------|-------------------------|--------------|
| | 01 07 - ABC - 0107 - College Instructor | | | A, B, C | MTW/HF | Full Year | Oct 31, 2018 | Nov 5, 2018 |
| | 01 01 - AC - | | | A, C | MTW/HF | Full Year | Aug 13, 2018 | Aug 29, 2018 |
| | 01 01 - AC - | | | A, C | MTW/HF | Full Year | Aug 30, 2018 | Oct 30, 2018 |
| | 01 01 - AC - | | | A, C | MTW/HF | Full Year | Nov 8, 2018 | Dec 14, 2018 |
| | 01 01 - AC - | | | A, C | MTW/HF | Full Year | Dec 14, 2018 | - |
| | 02 02 - BC - | | | B, C | MTW/HF | Full Year | Aug 13, 2018 | - |
| | 03 03 - AC - | | | A, C | MTW/HF | Full Year | Aug 13, 2018 | - |
| | 04 04 - BC - | | | B, C | MTW/HF | Full Year | Aug 13, 2018 | - |
| | 05 05 - ABC | | | A, B, C | MTW/HF | Full Year | Aug 13, 2018 | - |
| | 06 06 - S1 - | | | B, C | MTW/HF | Semester 1 | Aug 13, 2018 | - |
| | 06 06 - S2 - | | | B, C | MTW/HF | Semester 2 | Jan 8, 2019 | - |
| | 07 07 - AC - | | | A, C | MTW/HF | Full Year | Aug 13, 2018 | Aug 29, 2018 |
| | 07 07 - | | | A, C | MTW/HF | Full Year | Aug 30, 2018 | - |

Exhibit #4



June 24, 2019, Email Response

(REDACTED)



Robert Sheppard <robert.sheppard@palmbeachschools.org>

IG#19-0008-1 Misappropriation

2 messages

Robert Sheppard <robert.sheppard@palmbeachschools.org>

Tue, Jun 18, 2019 at 10:12 AM

Attach is a copy of the Inspector General investigative report #19-008-1 Misappropriation...Please review the report in its entirety and note that you have 20-working days to respond. The 20-work day ends July 16, 2019.

If further information is needed you may contact me at PX#46877 or (561) 649-6877

Robert L. Sheppard, Jr.
Auditor/Investigator SRI
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org



2408K

IG#19-0008-1 Misappropriation.pdf

To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Mon, Jun 24, 2019 at 1:59 PM

Thank you for sharing the report and findings, in which the investigation supports the claim as unsubstantiated.

Kind regards,

Teacher Exceptional Student Education

Olympic Heights Community High School

[Quoted text hidden]