



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

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MEMORANDUM

TO: Vicki Evans-Pare, Director of Professional Standards

FROM: Teresa Michael, Inspector General

DATE: February 1, 2023 

SUBJECT: Transmittal of Final Investigative Report:
23-0008-I/Glades Central Community High School, Fundraising

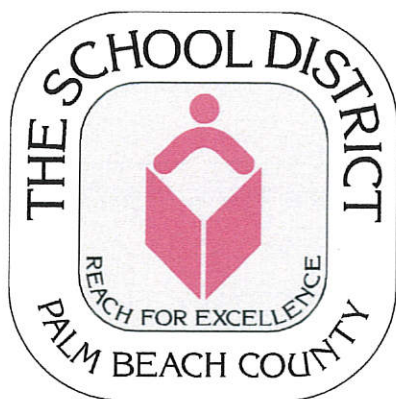
We have not received a response(s) from the subject employee(s) regarding OIG Case #23-0008-I at Glades Central Community High School. This report is being released and transmitted to you for any action you deem appropriate.

School Board Policy 1.092.9.d., states:

“To enhance the independence, objectivity, and effectiveness of the investigative, review and auditing processes, a final report shall be submitted at the same time to all members of the School Board, the Superintendent and the affected department heads, members of the press and upon request, the general public. Final Audit reports and investigative reports that are deemed substantiated or unsubstantiated, in whole or in part, will be posted on the Inspector General's website upon completion of all required investigations. Unfounded reports will not be posted on the Inspector General's website.” (Emphasis Added)

Please let us know if additional time beyond ninety (90) days will be needed for your department to complete any action necessary so that the OIG can post the final investigative report on the Inspector General's website, as required. Supporting materials for this investigation are available, please advise if you need any of the supporting materials.

Should you have any questions, you may contact Director of Investigations Oscar Restrepo at (561) 434-8183.



OIG CASE NUMBER 23-0008-1

Glades Central Community High School

TYPE OF REPORT: FINAL

DATE OF REPORT: February 1, 2023



Teresa Michael

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

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

Office of Inspector General

Report of Investigation #23-0008-I

EXECUTIVE SUMMARY

From September 26, 2022, to November 30, 2022, the Office of Inspector General (OIG) investigated a complaint from an anonymous parent alleging that former Glades Central Community High School (GCCHS) Assistant Principal (AP) Micah Mays conducted a fundraiser without completing the District's fundraising application form. In addition, the complainant alleged that AP Mays stated that students could not play on the school's football team without paying their fair share.

The OIG determined AP Mays violated School Board Policies 2.16 – Fundraising Activities Relating to Schools, and 5.60 – Eligibility for Participation in K-12 Extracurricular Activities.

Allegation 1: AP Mays conducted a fundraiser without completing the District's fundraising application form and submitting it to the Principal for approval.

Parents reported that AP Mays discussed a calendar fundraiser to collect money to pay for their child's fair share (\$390.00). The fundraiser could raise between \$406.00 and \$496.00 to cover the fair share. District's Athletic Director Valerie Miyares stated that fair share is not mandatory, and that the schools offer the students an opportunity to fundraise to help pay the fair share amount.¹

On October 12, 2022, Treasurer Shawntar O'Neal provided the OIG a copy of GCCHS fundraiser logs for the school year 2021-22 and the start of the new school year from August 2022 through September 2022. A review of the fundraiser logs corroborates that AP Mays did not complete the required fundraiser applications for 2021-22 and from August 2022 through October 2022.

Parents believed that AP Mays solicited them to participate in the calendar fundraiser to raise funds to pay for their child's fair share at the parents' meetings. Two parents said they raised funds from the calendar fundraiser. The parents stated they gave their child the money raised from the calendar fundraiser activity to give AP Mays to help pay for their child's fair share and athletic insurance. A review of the school's fair share internal account 1-2020-00 shows fifteen (15) deposits deposited by AP Mays and other staff members totaling \$6,207.55.

AP Mays admitted in hindsight that he should have completed the District Fundraiser Application Form for the calendar fundraiser. Palm Beach County School District

¹ The District Athletic Director Valerie Miyares, November 3, 2022, email reply regarding "fair share."

fundraising policy 2.164.b states: “Sponsors shall take the required sponsor training(s) prior to completing school-based application which can be found on the District’s forms web site PBSD 0153 and Risk Planning Tool PBSD 2498 which are incorporated herein by reference. Sponsors must complete the District fundraiser application form and submit it to the Principal for approval before the start of the fundraising.” The allegation that AP Mays conducted a football fundraiser without completing the District’s required fundraiser application form was **Substantiated**.

Allegation 2: Assistant Principal (AP) Micah Mays stated that students could not play on the school’s football team without paying their fair share.

Three parent football meetings took place at GCCHS between June 2022 and July 2022. The OIG reached out to 21 parents that attended one or all parent meetings. Of the 21 parents, the OIG spoke with ten parents. Those ten parents indicated that AP Mays held a parent football meeting to discuss a \$390.00 fair share, \$75.00 accident insurance, and a calendar fundraiser to raise the fair share and to support the school’s football program. Four of the ten parents believed that AP Mays said he would put their child on the school’s obligation list for not paying the fair share amount.

On October 27, 2022, GCCHS Treasurer O’Neal provided the OIG with the school’s student obligation list showing, if applicable, why and the amount GCCHS students owe to the school/District throughout their matriculation to graduation. The GCCHS football roster includes 53 players. A review of the student obligation list revealed that AP Mays did not put football players on the student obligation list or discharge players from the team for not paying the fair share amount.

AP Mays and Head football coach Travis Moore stated they attended the parent’s meeting and did not tell parents they would put football players on the school’s obligation list or discharge players from the team for not paying the fair share amount. Principal Bolden-Morris confirmed that no football players were put on the student’s obligation list or dismissed from the football team for not paying the fair share amount. The allegation that AP Mays stated students could not play on the school’s football team without paying their fair share was **Unsubstantiated**.

On December 15, 2022, OIG staff forwarded a copy of the draft report to AP Micah Mays to respond by January 27, 2023. Mays did not respond.

RECOMMENDATIONS

Based on the findings, the OIG recommends that Director of the Office of Professional Standards review this report for action deemed appropriate.

INVESTIGATIVE PREDICATE

On September 26, 2022, the School District of Palm Beach County, Office of Inspector General (OIG) received a letter from an anonymous parent, alleging that AP Mays conducted a fundraiser without completing a District fundraiser application form (Allegation 1).

In addition, AP Mays allegedly stated that students could not play on the school's football team without paying their fair share. (Allegation 2).

On September 26, 2022, OIG Senior Investigator Robert Sheppard was assigned this complaint for investigation.

The investigative findings of the allegation will be discussed in detail later in this report.

BACKGROUND

GCCHS is a District school located at 1001 SW Avenue M, Belle Glade, FL 33430. The total school enrollment is 939, with a 16:1 Student-Teacher Ratio. The school serves students in grades 9-12.²

All District High School interscholastic student-athletes must pay a one-time payment of \$75.00 per school year when participating in a Florida High School Athletic Association (FHSAA) sport. The \$75.00 offsets the School District's cost of providing accident insurance. The student-athlete is not authorized to practice or play games before paying the \$75.00. If the students make the team, the \$75.00 includes a non-refundable \$10.00 tryout fee.³

A fair share represents a financial contribution due from each player for the season of whatever sport the student plays. FHSAA-approved sports do not require a fair share to participate in the sport. Players should be allowed to participate in a sport if they cannot pay their fair share outright. If a student cannot pay the fair share, the team is to offer the student an opportunity to fundraise the fair share amount.⁴ AP Mays indicated that for the past three years, GCCHS's fair share was \$25.00. The 2022-23 fair share increased significantly by \$440.00 due to the high cost of running the football program, requiring students to pay a \$390 fair share plus the try-out fee and athletic insurance, a total of \$465.00 ($\$390 + \$75 = \465.00). The fair share (\$390.00) covers transporting players to and from football games, pre/post-game meals, uniforms, equipment, and other football-related activities.

² Palm Beach County School District (PBCSD).

³ Interscholastic Athletics Accident Insurance, PBSO Form 2608

⁴ The District Athletic Director Valerie Miyares, November 3, 2022, email reply regarding "fair share."

ALLEGATION 1

It is alleged that AP Micah Mays conducted a football fundraiser without completing the District's required fundraiser application and submitting it to the Principal for approval.

Per School Board Policy, 2.16.4.b

Sponsors shall take required sponsor training(s) prior to completing school-based application which can be found on the District's forms web site PBSB 0153 and Risk Planning Tool PBSB 2498 which are incorporated herein by reference. Sponsor shall complete the application and submit it to the principal for approval in accordance with established procedures, prior to the start of fundraising (Emphasis added).

COMPLAINT

On September 12, 2022, the Palm Beach County School District Board Members received documents from an anonymous parent showing a GCCHS calendar soliciting financial assistance from the players and parents to support the football program. On September 26, 2022, the Office of the Inspector General received said documents.

WITNESS INTERVIEWS

On October 11 & 12, 2022, GCCHS Treasurer Shawntar O'Neal and Internal Accounts Manager Wendy Martin provided email responses as it relates to Allegation 1. The following summarizes the emails:

Via email reply on October 11, 2022, O'Neal stated that there were zero football fundraiser applications submitted in 2021-22 and from August 2022 through October 2022 (**Exhibit 2**).

On October 12, 2022, the OIG contacted District's Internal Account Technician, Diana Marker, via email, who assisted O'Neal with performing an audit of GCCHS's internal account records after her hire as the GCCHS Treasurer. Marker and Accounting Services Manager Wendy Martin stated that the junior varsity football program was the only football fundraiser submitted at GCCHS (**Exhibit 3**).

Investigators Note: *On October 12, 2022, O'Neal provided the OIG a copy of GCCHS fundraiser logs for 2021-22 and August 2022 through September 2022. A review of the 2021-22 fundraiser logs shows that the Principal approved 25 fundraiser applications. Of the 25 fundraiser applications, only the boy's junior varsity football team submitted a fundraiser application on October 14, 2021, for the sale of snacks that the Principal subsequently canceled, and the sale of snacks raised zero funds.*

On October 17 and 18, 2022, the OIG contacted parents via telephone. The following represents actual and paraphrased statements made by “Parents” as it relates to Allegation 1:

On October 17 and 18, 2022, the OIG called 21 parents who attended at least one of the GCCHS parent football meetings.⁵ Of the 21 parents, the OIG spoke with ten that attended the meetings. The OIG left voice mail messages for the remaining parents.

Of the ten parents the OIG spoke with, all believed AP Mays suggested a calendar fundraiser to raise funds for the football program. The calendar fundraiser could generate from \$406.00 for 28 days in a calendar month to \$496.00 for 31 days in a calendar month. For example, if a donor chooses the 25th day of the month, that donor has agreed to donate \$25.00.

Investigators Note: *Two parents stated they raised their fair share through the calendar fundraiser suggested by AP Mays at the parents’ meetings. The OIG confirmed the money was received and AP Mays completed a Monies Collected Report (MCR).*

On November,1 2022, an interview of Principal Melanie Bolden-Morris was conducted at GCCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by “Bolden-Morris” as it relates to Allegation 1:

Bolden-Morris said AP Mays did not inform her about conducting a calendar fundraiser activity. AP Mays told Bolden-Morris before his transfer to Palm Beach Lakes Community High School that there was a donation activity that the football program was working on to obtain financial assistance from outside sources to contribute financial aid on behalf of the football players.

Before beginning a fundraiser, the sponsor must speak with the Principal first to receive approval. Bolden-Morris does not recall approving a football calendar fundraiser for 2021-22 and from August 2022 through October 2022. She does not know how a calendar fundraiser works; however, she does remember AP Mays mentioning a calendar fundraiser. From her understanding of the calendar activity, if a football player’s family member pledged \$50.00 the family member would contribute \$50.00 on behalf of the football player as a donation.

On November 1, 2022, an interview of Treasurer Shawntar O’Neal was conducted at GCCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by “O’Neal” as it relates to Allegation 1:

O’Neal has been employed with the District since August 2022. O’Neal said she had not processed any fundraiser applications from the football programs. She has only assisted

⁵ On June, July 11, and June 26 AP Mays held meetings for the parents of students interested in playing football.

AP Mays in establishing online accounts so football players could pay for their accident insurance. O'Neal said she had never heard of a calendar fundraiser.

On November 1, 2022, an interview of Head Football Coach/Math Teacher Travis Moore was conducted at GCCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Coach Moore" as it relates to the Allegation:

Coach Moore has been employed with the District since April 2022 and assigned at GCCHS. He attended the football parent meetings with AP Mays on July 11, 2022, and July 26, 2022. The meetings covered summer conditioning, camps, and fundraising activities. They (Mays & Moore) provided the parents with a calendar fundraiser to assist with raising funds for the football programs. Coach Moore was unaware if the calendar activity was a donation or fundraiser. Coach Moore said AP Mays came up with the idea for the calendar fundraiser and that some parents reported participating in the football calendar fundraiser. He was unaware of the need to complete a fundraiser application form, nor was he aware if the Principal approved the calendar fundraiser.

SUBJECT INTERVIEW

On November 8, 2022, an interview of Assistant Principal (AP) Micah Mays conducted at Palm Beach Lakes Community High School (PBLCHS) in West Palm Beach, FL. The following represents actual and paraphrased statements made by "AP Mays" as it relates to Allegation 1:

AP Mays said he believed every sport needs to do a fundraiser to assist with the financial expenses the sport incurs throughout the year, such as transportation, referees, pre/post-game meals, and other sport-related activities. The former head football coach retired before spring 2022. GCCHS hired a new head football coach (Travis Moore) in April 2022.

The parent meetings occurred after the hire of the new head football coach. AP Mays assisted/mentored the new head coach as much as he could without being on the field. Three football meetings occurred in June and July 2022. AP Mays told parents about a program to raise funds to help pay their child's fair share fee. The program was a donation calendar fundraiser. For example, the student solicits family, friends, or their community to select a day within a month, if the donor chooses the fifth day of the month, the donor would contribute \$5.00 to go towards the student's fair share.

From AP Mays's perspective, the parents did not appear to grasp the concept of the calendar fundraiser. He attempted to clarify and explain the calendar fundraiser but was unsure if the parents clearly understood the concept. AP Mays said he received funds from some parents and students from the calendar fundraiser and deposited those funds into the school's internal fair share account.

According to AP Mays, it was called a calendar fundraiser; however, it was a donation because there was no exchange for goods, and the money received was donated on to

the student's fair share. AP Mays said he did not complete a fundraiser application because he did not initially think of the calendar fundraiser as a normal fundraiser. AP Mays added that he did not intentionally fail to complete the fundraiser application. In retrospect AP Mays admitted that he should have completed a fundraiser application form.

AP Mays increased the fair share from \$25.00 to \$390.00. In the previous years, the \$25.00 fair share did not cover, or offset expenses incurred by the program. AP Mays knew that the community might have differing views on the significant increase. He informed the parents (in advance) about participating in the calendar fundraiser activity to help offset the football expenses.

AP Mays was unaware of the amount raised through the calendar fundraiser. However, AP Mays maintained a log of how many parents/players participated in the calendar fundraiser. The records show who paid the accident insurance, participated in the calendar fundraiser, and the tryout fee (**Exhibit 4**). AP Mays said he did not complete the District fundraiser training course in 2021-22, but completed the course in 2022-23.

***Investigators Note:** PeopleSoft records indicate AP Mays completed Internal Accounts: Fundraising for Teachers/Sponsors 7 times between since 2016. The most recent dates of completion were July 21, 2021, and August 7, 2022.*

RECORDS ANALYSIS

Exhibit 1: Emails between AP Mays and Area Superintendent A. Moore

Exhibit 2: Email reply to OIG from GCCHS Treasurer S. O'Neal

Exhibit 3: Email reply to OIG from Manager Financial Application W. Martin

Exhibit 4: AP. Mays spreadsheet showing fair share payments

On October 12, 2022, OIG staff reviewed the above-listed documents provided by witnesses. The review disclosed the following:

- September 16, 2022, the email showed a discussion between Area Superintendent Angela Avery Moore and Assistant Principal Micah Mays discussing GCCHS football players returning from the summer break, football meetings, fair share, and accident insurance cost (**Exhibit 1**)
- October 11, 2022, email shows Treasurer S. O'Neal stating zero football fundraiser applications were submitted to the Principal in 2021-22 and August 2022 through October 2022 (**Exhibit 2**).
- October 12, 2022, email shows District Accounting Services Manager Financial Applications Wendy Martin stating one junior varsity football fundraiser was submitted (**Exhibit 3**).

- On November 8, 2022, Assistant Principal Micah Mays provided a spreadsheet that shows which parents/players paid their fair share and accident insurance (**Exhibit 4**).

CONCLUSION

It is alleged that AP Mays violated Florida School Board Policy 2.16 Fundraising when he conducted a fundraiser without completing the District's fundraising application form and submitting it to the Principal for approval.

Parents indicated that AP Mays discussed a \$390.00 fair share and a calendar fundraiser to raise the fair share that would assist the football program with transportation, pre/post-game meals, uniforms, equipment, and other related football activities.

AP Mays said he did not complete a fundraiser application and admitted that he should have completed a fundraiser application. Per Palm Beach County School District fundraising policy 2.16, sponsors must complete the fundraiser application and submit it to the Principal for approval before the start of the fundraising.

Based on the documentation reviewed and testimony obtained, OIG staff determined there was sufficient evidence to prove that the allegation that AP Mays conducted a fundraiser without completing the District's fundraising application form and submitting it to the Principal for approval. PeopleSoft records indicate AP Mays completed Internal Accounts: Fundraising for Teachers/Sponsors 7 times between since 2016. The most recent dates of completion were July 21, 2021, and August 7, 2022. Therefore Allegation 1 was **Substantiated**.

ALLEGATION 2

It is alleged that AP Micah Mays violated District Policy 5.60.5.c when he told parents that their child could not participate on the school's football team without paying their fair share.

Per School Board Policy, 5.60.5.c

No extracurricular activity shall be provided or conducted separately on the basis of any actual or perceived characteristics listed as a prohibited category of discrimination in state or federal law, nor shall any student's participation in an extracurricular activity be required or refused on those bases.

- c. Students shall not be denied participation in any activity because of inability to pay for expenses related to the activity. If students are required to pay for high school athletic insurance as a prerequisite to participation in extracurricular activities, schools are encouraged to seek donors such as booster clubs to*

assist with insurance expenses for students who have difficulty covering the cost of such athletic insurance.

COMPLAINT

On September 12, 2022, the Palm Beach County School District Board Members received an anonymous complaint alleging that AP Micah Mays told students they could not participate on the school's football team for not paying the fair share amount.

WITNESS INTERVIEW[S]

On October 17 and 18, 2022, the OIG contacted parents via telephone. The following represents actual and paraphrased statements made by "Parents" as it relates to Allegation 2:

On October 17 and 18, 2022, the OIG called 21 parents who attended at least one of the GCCHS parent football meetings.⁶ Of the 21 parents, the OIG spoke with ten that attended the meetings. The OIG left voice mail messages for the remaining parents.

Of the ten parents contacted, four parents believed AP Mays would put their child on the school obligations list for not paying the fair share amount. The four parents said they paid the \$75.00 accident insurance and did not contribute payments to their child's fair share. The parents stated they gave their child the tryout fee and accident insurance money to deliver to AP Mays.

Investigators Note *A review of the accident insurance internal account 6-1950-00 Monies Collected Report (MCR) shows that two (2) of the four (4) parents that believed AP Mays would put their child on the student obligation list paid \$20.00 and \$75.00.*

One parent said AP Mays did not indicate that players would not be allowed to play on the football team for not paying the fair share amount at the meeting. The parent believed AP Mays was trying to motivate parents to contribute financially to support the school's football program, not remove players from the team for not paying the fair share amount.

Investigators Note *A review of the fair share internal account 1-2020-00 MCRs show that fifteen 15 parents/students paid the fair share and accident insurance from \$5.00 to \$465.00.*

On November,1 2022, an interview of Principal Melanie Bolden-Morris was conducted at Glades Central Community High School (GCCHS) in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Bolden-Morris" as it relates to Allegation 2:

⁶ On June, July 11, and June 26 AP Mays held meetings for the parents of students interested in playing football.

Bolden-Morris did not receive any complaints from parents regarding students' inability to play on the football team because of not paying the fair share amount. She did not give AP Mays any directives to inform parents that their child would not be able to play on the football team for not paying the fair share amount. Bolden-Morris did not put football players or players from other sports on the school's student obligation list for not paying the fair share amount.

On November,1 2022, an interview of Treasurer Shawntar O'Neal was conducted at GCCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by "O'Neal" as it relates to Allegation 2:

O'Neal said she did not attend the football meetings or have any family or friends on the school's football team. O'Neal knows a few football players on the team, and none of those players ever reported to her about students paying a fair share. O'Neal said she did not hear parents' comment about students being unable to play on the football team for not paying the fair share amount. O'Neal provided the OIG with a copy of the school's student obligation list. The list comprises GCCHS students that owe funds to the school/District.

***Investigators Note:** GCCHS football team consists of 53 players. A review of the obligation list shows football players were not put on the student's obligation list from 2021-22 and from August 2022 through October 2022 for not paying the fair share amount.*

On November,1 2022, an interview of Head Football Coach/Math Teacher Travis Moore was conducted at GCCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Moore" as it relates to Allegation 2:

Moore said no parents reported to him that their child would not be allowed to participate on the football team for not paying the fair share amount. He did not put any players on the school's obligation list for not paying the fair share amount.

On November 3, 2022, the OIG contacted the District's Athletic Director Valerie Miyares via email. The following represents a statement made by "Miyares" as it relates to Allegation 2:

"Fair share is not mandatory. It is a way for teams to "kick start" their fundraising efforts. Students are not to be dismissed from teams, because they cannot pay the fair share outright. If a student is unable to pay for it, then the team/school is to offer the student an opportunity to fundraise the fair share amount, so it does not become a burden on the family. If the student refuses to fundraise, then that's a different story and could result in dismissal from the team. Fundraising is a core function of being a part of any athletic team or program and is an expectation when a student accepts a roster spot."

SUBJECT INTERVIEW

On November 8, 2022, an interview of Assistant Principal (AP) Micah Mays conducted at Palm Beach Lakes Community High School (PBLCHS) in West Palm Beach, FL. The following represents actual and paraphrased statements made by “Mays” as it relates to the Allegation:

AP Mays said he facilitated three football meetings in June and July 2022. He does not recall the dates the meetings occurred. He discussed workouts and a fair share for athletes at the meeting. From AP Mays’s understanding, fair share is a registration fee, not a pay-to-play fee; each player pays for the sport they play. At most schools, the fair share is to offset expenses incurred from the sport throughout the year. The fair share at GCCHS (football) is \$390.00 plus \$75.00 for the accident insurance totaling \$465.00.

AP Mays said he did not tell parents that their child would not be able to play football for not paying the fair share amount.

***Investigators Note:** The student’s obligation list shows AP Mays did not put football players on the student’s obligation list during the 2021-22 school year, and from August 2022 through October 2022 for not paying the fair share amount.*

CONCLUSION

It is alleged that AP Micah Mays violated Florida School Board Policy 5.60.5.3 Eligibility for Participation in K-12 Extracurricular Activities in that AP Micah Mays told parents that their child could not participate on the school’s football team without paying their fair share.

Eight Parents indicated AP Mays did not tell them their child would be put on the school’s obligation list for not paying the fair share amount.

On October 19, 2022, the OIG contacted GCCHS Treasurer Shawntar O’Neal requesting the school’s student obligation list for the 2021-22 school year and from August 2022 through October 2022. The obligation list O’Neal provided comprised students from the 2021-22 school year and the period from August 2022 through October 2022. A review of the obligation list showed that no football players were put on the obligation list for not paying the fair share amount.

The school obligation list verifies that AP Mays did not put football players on the school’s obligation list or otherwise deny players team participation for not paying the fair share amount. Principal Bolden-Morris corroborated that no football players were put on the student’s obligation list for football not paying the fair share amount.

Based on the documentation reviewed and testimony obtained, OIG staff determined there was insufficient evidence to prove the allegation that AP Mays told students they

could not play on the school's football team without paying their fair share. Although four parents alleged AP Mays made such a statement, the statement in and of itself, even if supported by the greater weight of the evidence, would not constitute a violation of Policy 5.60.5.3 because AP Mays neither denied students the opportunity to play football based on their inability to pay the fair share expense, nor did he take actions to limit their ability to participate by placing them on the obligation list. Therefore Allegation 2 was **Unsubstantiated**.

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


ATTESTATION

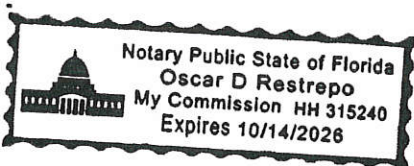
I, the undersigned, do hereby swear, under penalty of perjury, to the best of my personal knowledge, information, and belief, the contents of this report are true and accurate; and I have not knowingly or willfully deprived or allowed another to deprive, the subject of the investigation of any rights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


Robert Sheppard, Senior Investigator-II


**STATE OF FLORIDA
COUNTY OF PALM BEACH**

Sworn to (or affirmed) and subscribed before me this 02 day of February, 2023, by Robert Sheppard, Senior Investigator for the School District of Palm Beach County, Office of Inspector General, who is personally known by me.


Signature of Notary Public
 Notary Public or Law Enforcement Officer



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

Reviewed by:  Date: 2/2/23
Oscar Restrepo, Director of Investigations

Approved by:  Date: 2/2/23
Teresa Michael, Inspector General

EXHIBIT LIST

Emails between AP Mays and Area Superintendent A. Moore.....	Exhibit 1
Email reply to OIG from GCCHS Treasurer S. O’Neal.....	Exhibit 2
Email reply to OIG from Manager Financial Application W. Martin.....	Exhibit 3
AP. Mays’s spreadsheet showing fair share payments.....	Exhibit 4

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Robert Bliss, Officer Compliance & Quality Assurance
OIG File

Exhibit 1

September 16, 2022, email
between
Area Superintendent Angela Moore
and
Assistant Principal
Micah Mays



Angela Avery Moore <angela.averymoore@palmbeachschools.org>

(1)

Re: Football & Student Return Follow-Up

1 message

MICAH MAYS SR <micah.mays@palmbeachschools.org>

Fri, Sep 16, 2022 at 3:27 PM

To: Angela Avery Moore <angela.averymoore@palmbeachschools.org>

Over the summer we had 3 meetings. There is a sign in sheet for each meeting. There were also multiple callouts concerning the meetings and summer workouts. We also created a parent contact sheet. Sign in sheets are at home. Will scan to you.

We stated that students will have multiple opportunities to raise the funds via other fundraisers during the year.
calendar:465

\$75 insurance + \$390 fair share

Micah D. Mays
Assistant Principal
MS Education Leadership
MS Education Mathematics
The Glades Central Community High School



(561)574-5894
"GOD'S TIMING"



On Fri, Sep 16, 2022 at 2:03 PM Angela Avery Moore <angela.averymoore@palmbeachschools.org> wrote:

Good afternoon,

I received the information you shared and have more questions. Please provide me with the following:

1. Date/format this was communicated to parents (i.e. how did you inform them of this donation/fundraiser? was there a meeting? is there an agenda? etc. Please provide the actual agenda, meeting notes, parent sign-in sheets, etc.
2. Are there consequences if a child cannot afford to fundraise?
3. Is the amount of the donation/fair share \$390?

On Fri, Sep 16, 2022 at 12:34 PM Angela Avery Moore <angela.averymoore@palmbeachschools.org> wrote:

Good afternoon,

As a follow-up to our conversation, you will send the information below:

1. Names of the 6 Football Coaches (I need this before tonight's game)
2. All information shared with parents regarding the \$400 or more fair share for football players (i.e. dates of meetings w/parents, how was this communicated to parents/players, what does the money cover, is there a consequence for not paying, etc.)

Help Support Your Favorite Athlete & Organization

The proceeds raised will go toward **conditioning, equipment, supplies, pre-game meal, transportation,** and **essential supplies** for Glades Central Raiders

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			3			4
5				8		11
12				15		18
19				22		25
26					27	

Rules: Pick a day you'd like to sponsor, then just pay that amount.

(Example, If you pick the 21st, you will pay \$21 Dollars)

If you have any additional questions/concerns, please contact Coach Moore

Exhibit 2

October 11, 2022, email reply
from
Bookkeeper Shawntar O'Neal

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Tue, Oct 11, 2022 at 7:30 AM

Good Morning.... There are no Fundraiser Applications for Football.

[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Tue, Oct 11, 2022 at 10:17 AM

Pre our Conversation 2021/2022 and from this point August 2022 through October 2022 There were no Football Fundraisers Application Forms available. Also Diana Marker from my Fast Team helped me to gather this information..

Thanks

[Quoted text hidden]

Robert Sheppard <robert.sheppard@palmbeachschools.org>
To: Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>

Wed, Oct 12, 2022 at 1:40 PM

Hi Shawntar,

Respectfully, sorry to bother you, would you please scan **all** fundraisers forms for the 2021-22 school year and from August 2022 through October 2022....

Robert L. Sheppard, Jr.
Senior Investigator (SR-II)
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
Cell#: (561) 762-9577
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org

[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Thu, Oct 13, 2022 at 7:51 AM

Good Morning,
I'm gathering the items now and will send them soon.
Thanks

[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Thu, Oct 13, 2022 at 8:51 AM

Good Morning,
Per your request the Fundraiser forms for FY23

[Quoted text hidden]

 **scanner@palmbeachschools.org_20221013_071901.pdf**
625K

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Thu, Oct 13, 2022 at 8:57 AM

Hi,
Per your request FY22 Fundraising forms

[Quoted text hidden]

 **scanner@palmbeachschools.org_20221013_074930.pdf**
1340K

Robert Sheppard <robert.sheppard@palmbeachschools.org>
To: Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>

Thu, Oct 13, 2022 at 9:40 AM

Good Morning and Thank you Ms. O'Neal....

Robert L. Sheppard, Jr.
Senior Investigator (SR-II)
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
Cell#: (561) 762-9577
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org

[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Thu, Oct 13, 2022 at 9:53 AM

You're welcome!
[Quoted text hidden]

Robert Sheppard <robert.sheppard@palmbeachschools.org>
To: Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>

Wed, Oct 19, 2022 at 10:25 AM

Good morning Ms. O'Neal,

Regarding the football program.....If possible can you provide me with the last school year 2021-22 student obligation list and the obligation list for 2022-23 (August 2022 thru October 2022.....

Robert L. Sheppard, Jr.
Senior Investigator (SR-II)
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
Cell#: (561) 762-9577
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org

On Fri, Oct 7, 2022 at 1:59 PM Robert Sheppard <robert.sheppard@palmbeachschools.org> wrote:
[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Wed, Oct 19, 2022 at 1:50 PM

Good Morning,
Getting on it now.
[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Thu, Oct 20, 2022 at 11:36 AM

Good Afternoon,
Sorry, But I don't have any of this information.
[Quoted text hidden]

Robert Sheppard <robert.sheppard@palmbeachschools.org>
To: Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>

Tue, Oct 25, 2022 at 11:57 AM

Thank you Ms. O'Neal...





Robert L. Sheppard, Jr.
Senior Investigator (SR-II)
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
Cell#: (561) 762-9577
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org

[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Thu, Oct 27, 2022 at 9:39 AM

Good Morning,
Per our conversation yesterday here are the Obligation list for all students from last year until present.
Thanks

-  scanner@palmbeachschools.org_20221027_082718 (2...)
-  scanner@palmbeachschools.org_20221027_082618 (1...)
-  scanner@palmbeachschools.org_20221027_082517.pdf
-  scanner@palmbeachschools.org_20221027_082308.pdf

[Quoted text hidden]

 scanner@palmbeachschools.org_20221027_082825 (2).pdf
13142K

Robert Sheppard <robert.sheppard@palmbeachschools.org>
To: Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>

Thu, Oct 27, 2022 at 10:16 AM

Thank you!!

Robert L. Sheppard, Jr.
Senior Investigator (SR-II)
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
Cell#: (561) 762-9577
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org

[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Thu, Oct 27, 2022 at 10:26 AM

Your Welcome,
Let me know if there is anything that you need.
Thanks

[Quoted text hidden]

Robert Sheppard <robert.sheppard@palmbeachschools.org>
To: Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>

Mon, Oct 31, 2022 at 3:25 PM

Hi Ms. O'Neal,

After going over the "Customized Transaction Report" I do not see the MCR for fair share deposit **1601....September 9, 2022, \$255.00....**if possible can you please scan the MCR and email me...or I can pick it up tomorrow upon my visit...

Robert L. Sheppard, Jr.
Senior Investigator (SR-II)
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
Cell#: (561) 762-9577
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org

[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Tue, Nov 1, 2022 at 8:02 AM

Good Morning,
I'm on it and you will receive it shortly.
Thanks


[Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Tue, Nov 1, 2022 at 8:09 AM

Per your request...

[Quoted text hidden]

 **scanner@palmbeachschools.org_20221101_064729.pdf**
25K



Robert Sheppard <robert.sheppard@palmbeachschools.org>

Fundraising Applications/MCR's/Agenda's and other...

22 messages

Robert Sheppard <robert.sheppard@palmbeachschools.org>
 To: Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>

Fri, Oct 7, 2022 at 1:59 PM

Good Afternoon Ms. O'Neal,

Below is an email forwarded to Ms. Orsenigo yesterday requesting information. Ms. Orsenigo advised that she would forward the below email to your attention for review/action. Respectfully, please provide requested information on or before October 11, 2022.

If further information is needed please do not hesitate to contact me at (561) 649-6877..

I am Robert Sheppard with the District's Office of the Inspector General.....Respectfully, please provide my office the following:

- **Scan copies of football fundraiser application forms for the 2021-22 school year and August 2022 thru October 2022.**
- **Scan copies of all 2021-22 MCR's and August 2022 through October 2022 MCR's that indicate fair-share or other money paid by football players.**
- **If within grasp, please scan copies of all football agenda's (requesting payment, etc) for 2021-22 and August 2022 through October 2022.**

If further information is needed please do not hesitate to contact me at (561) 649-6877..

Robert L. Sheppard, Jr.
 Senior Investigator (SR-II)
 Office of Inspector General
 3138 Forest Hill Blvd., Suite C-306
 West Palm Bch, FL 33406
 Phone: (561) 649-6877
 Cell#: (561) 762-9577
 PX# 46877
 Email: Robert.Sheppard@palmbeachschools.org

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
 To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Fri, Oct 7, 2022 at 2:06 PM

Received, thank you.
 [Quoted text hidden]

Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>
 To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Mon, Oct 10, 2022 at 2:34 PM

Here is the Information you requested, Except copies of the football agenda which is not available.
 And If you need something else please let me know

On Fri, Oct 7, 2022 at 1:59 PM Robert Sheppard <robert.sheppard@palmbeachschools.org> wrote:
 [Quoted text hidden]

 **scanner@palmbeachschools.org_20221010_124815.pdf**
 413K

Robert Sheppard <robert.sheppard@palmbeachschools.org>
 To: Shawntar O'Neal <shawntar.oneal@palmbeachschools.org>

Mon, Oct 10, 2022 at 5:01 PM

Thank you Ms. O'Neal for the MCR's.....I did not receive the football fundraiser applications?

[Quoted text hidden]

--

[Quoted text hidden]

Exhibit 3

October 12, 2022, email reply

from

District Manager Financial Application

Wendy Martin



Robert Sheppard <robert.sheppard@palmbeachschools.org>

Glades Central High School

2 messages

Robert Sheppard <robert.sheppard@palmbeachschools.org>
To: Diana Marker <diana.marker@palmbeachschools.org>

Wed, Oct 12, 2022 at 2:03 PM

Hi Diana,

Respectfully, when you have a moment would you please contact me at (561) 649-6877, the matter is regarding football fundraisers at Glades Central High School.

Robert L. Sheppard, Jr.
Senior Investigator (SR-II)
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
Cell#: (561) 762-9577
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org

Wendy Martin <wendy.martin@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>
Cc: **Diana Marker** <diana.marker@palmbeachschools.org>

Wed, Oct 12, 2022 at 2:28 PM

Mr. Sheppard,

There was one decimalized fundraising account set up under football (1-2010.00 - JV, 1-2020.00 - varsity) last year at Glades Central High School.

The report for that account is attached.

Please let me know if you have any questions.

On Wed, Oct 12, 2022 at 2:11 PM Diana Marker <diana.marker@palmbeachschools.org> wrote:

[Quoted text hidden]

--

Diana Marker
Accounting Services
Phone 561-963-3861



Questions about Mid Florida armored car service? Check the Frequently Asked Questions (FAQ's) guide.

--

Wendy Martin
Manager - Financial Applications
School District of Palm Beach County
3300 Forest Hill Blvd, Suite A-334
West Palm Beach, FL 33406
(561) 434-8264



Questions about Mid Florida armored car service? Check the **Frequently Asked Questions (FAQ's)** guide.

 **Glades Central HS - JV Football Snack Sales FY22.pdf**
42K

Exhibit 4

(REDACTED)

Assistant Principal Micah Mays
Spreadsheet showing
Fair Share and Accident Insurance
Payments

Name	Completed	Tryout Fee	Insurance	Fair Share	GPA	Completed Packet
------	-----------	------------	-----------	------------	-----	------------------

X		10	75	300	2.3 X	
X		5	75	11	1.6	
X		10	75	365	2.5 X	
X		10	75	5	2.7 X	
X		10	75		2.1 X	
X		10	75		2.4 X	
X		10	75		2.2 X	
X		10	75		2.8 X	
X		10	75		2 X	
X		10	75		1.6	
X		10	75		2.6 X	
X		10	75		3.7	
X		10	75		2.5 X	
X		10	75		2.6 X	
X		10	75		2.2 X	
X		10	75		2.1	
X		10	75		2.2 X	
X		10	75		N/A	
X		10	75		2.2 X	
X		10	75		3.2 X	
X		10	75		2 X	
X		10	75		2 X	
X		10	75		2.1 X	
X		10	75		N/A	

Activity #: 23-0008-I
 OIG Staff: R. Sheppard
 Date Rec'd: 11-8-22 Pages: (2)
 Rec'd: AP. MICAH MAY
 Redacted: Yes No N/A Req'd TBD
 Exhibit/Reference #: (4)

X	75	300	3 X
X	75		2.2 X
X	75	390	2.9
	75		2.2 X
	75	110	2.3 X
X	75	390	2.4 X
X	75	390	2.9 X
X	75	255	3 X
X	75	390	2.8 X
	10		X
	75		2.4
X	75		2.3 X
X	75		3.5
X	75		2.7 X
X	75	NA	X
	75		3.4
	75		2 X
	75		2.1 X
	10		2.5 X
	75		2 X

75 390 N/A