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MEMORANDUM

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

FROM: Teresa Michael, Inspector General *TM*

DATE: 1/20/2022

SUBJECT: Transmittal of Final Investigative Report:
21-0013-I/Misuse of Technology

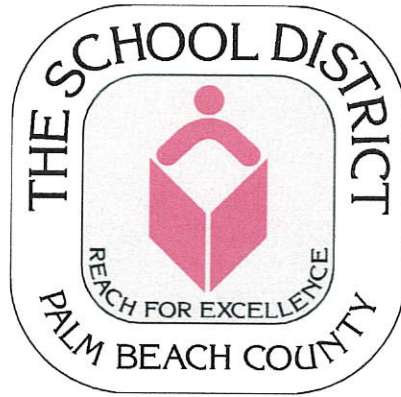
Attached please find a copy of the Palm Beach County School District Office of Inspector General (OIG) Final Report of OIG Case 21-0013-I related to L.C. Swain Middle School. On May 11, 2021, the Office of Inspector General (OIG) received a referral complaint from the Office of Professional Standards (OPS) regarding Principal James Thomas. Specifically, the allegation was that Principal Thomas modified the Wi-Fi direct network name of the HP OfficeJet Pro 8720 in his office. Due to the sensitive nature of this investigation, additional time was taken by OIG staff in an attempt to ensure that the responsible party was identified.

During the investigative process, OIG staff became aware that the issue with Principal Thomas' printer with a derogatory label predated the OIG investigation. As a result, Allegation 2 was added to the investigation.

The OIG investigation concluded that Allegation 1 was **unsubstantiated**.
The OIG investigation concluded that Allegation 2 was **substantiated**.

In accordance with *School Board Policy 1.092.9.b.iv.*, on December 20, 2021, the draft of this investigation was provided to James Thomas for a response. On January 11, 2022, the OIG received a written response from James Thomas and it is included in the final report.

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



OIG CASE NUMBER 21-0013-I

Misuse of Technology

TYPE OF REPORT: FINAL

DATE OF REPORT: 1/18/2022



Teresa Michael

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

Office of Inspector General

Report of Investigation 21-0013-I

EXECUTIVE SUMMARY

Content Warning/Trigger Warning: This investigative report contains words or phrases that may trigger certain emotions for the reader.

From May 11, 2021, to December 14, 2021, the OIG conducted interviews with relevant staff members and appropriate District employees. As a result of the investigation, OIG staff determined that Allegation 1 that Principal James Thomas modified the Wi-Fi direct network name of the HP OfficeJet Pro 8720 printer located in his office to “White Power (Nazi),” in violation of both School Board Policy 3.29.3.a-Acceptable use of Technology by Employees and I.T. User Standards and Guidelines Manual 3.3.4-Governing Unacceptable Uses of Technology is **Unsubstantiated**.

During the investigative process, OIG staff became aware that the issue with Principal Thomas’ HP printer with a derogatory label predates the OIG investigation by four years. As a result, OIG staff added Allegation 2. The Allegation that Thomas violated School District Policy 3.02.a.b.c. and the Florida Department of Education Principal Leadership Standards; Domain 3: Organizational Leadership; Standard 6: Decision Making, by not responding appropriately and making a timely decision to resolve the offensive label on the HP printer prior to the OIG investigation is **Substantiated**.

On December 20, 2021, the OIG forwarded a copy of the draft report to James Thomas. On January 11, 2022, Thomas submitted a response. The response is attached to this investigative report in its entirety (**Exhibit 11**).

The OIG has addressed the following appropriate parts of Thomas’ response:

- In Thomas’ response, under “chronology,” he does not address the actual time frame that dates back four years prior to the OIG investigation. His “chronology” only begins in 2021.
- The OIG reiterates that Jevon Baker’s time as an STST occurred after the actual onset of the issue with the printer.
- Moreover, the time frame of this report began in May 2021 and not in 2011 as Thomas has suggested in his response to the OIG report. Furthermore, FS §1012.31 is not the standard followed for the Office of Inspector General.

In conclusion, Thomas’ lack of response to the printer issue was the catalyst to Allegation 2. The OIG investigative report will remain unchanged.

RECOMMENDATIONS

The OIG recommends that:

- Whether it is a new device, or the current HP printer (after clearing the derogatory name, if possible), that the device is password protected to limit the chance of a situation like this occurring in the future.
- In keeping with the District's Strategic Plan Objective: "Ensure a safe and supportive school climate that promotes the social/emotional and academic development of all students," Principal Thomas handles any/all divisive matters such as this with more of a sense of urgency and follow-up to make sure that the incident has been handled timely and appropriately.
- Thomas follows the Florida Department of Education Principal Leadership Standards, and School District Policy 3.02-Code of Ethics.

INVESTIGATIVE PREDICATE

On May 11, 2021, the OIG received a referral from the Director of Office of Professional Standards (OPS) Vickie Evans-Pare' via Equal Employment Opportunity (EEO) Coordinator Germaine English. The referral was due in part, to information obtained by EEO Coordinator English. The matter involved a Wi-Fi direct name that appeared on L.C. Swain Middle School's network. The IP address read "White Power (Nazi)" and was being broadcasted from the HP printer in the office of Principal James Thomas. The purpose of the OIG investigation was to determine if Principal James Thomas changed the Wi-Fi direct name of the HP OfficeJet Pro 8720 printer in his office to "White Power (Nazi)."

On May 12, 2021, OIG Investigator Tanya Lawson was assigned this complaint for investigation.

The OIG investigation concluded that Allegation 1 was Unsubstantiated. Allegation 2 was Substantiated. The investigative findings will be discussed in detail later in this report.

BACKGROUND

L.C. Swain Middle School is located in Palm Beach County Florida at 5332 Lake Worth Road, Greenacres, FL 33463. L.C. Swain offers Choice Programs such as Pre-Medical Sciences, Pre-Information Technology, Pre-Law Studies, and Dual Language.

James Thomas began his career with the School District in 1998 as a teacher. Thomas has been the principal at L.C. Swain since 2012.

Edward (Ed) Tierney began his career with the School District in 2002 and is the Deputy Superintendent/Chief of Schools.

Marc Lane is a science teacher at L.C. Swain and has been with the District since 2016.

Confidential Secretary Wanda Freire has been with the School District since 2007. Freire was previously at Odyssey Middle in Boynton Beach, FL. Freire began working at L.C. Swain in 2017.

Data Processor Debra Callei began working at the School District in 2016. Callei began working at L.C. Swain in 2018.

Jevon Baker is a Secondary Technology Support Technician (STST). Baker began his career with the District in 2013. Baker was previously at Olympic Heights Community High School in Boca Raton, FL as an STST before being placed at L.C. Swain.

Germaine English began her career with the School District in 2018 and works in the OPS Department as an EEO Coordinator.

Yael (Cali) Davis has been a Human Resource Manager with OPS since March 2021. She was hired by the District in 2019.

Jessica L. Anderson is a Confidential Assistant in OPS and began her career with the District in 2015.

Sudesh Narine is a Secondary Technology Support Technician (STST) located at Boynton Beach Community High School in Boynton Beach, FL. Narine was located at L.C. Swain from 2013-2019.

ALLEGATION 1

It is alleged that Principal James Thomas modified the Wi-Fi direct network name of the HP OfficeJet Pro 8720 printer located in his office to "White Power (Nazi)", in violation of School Board Policy 3.29 (3)(a)-Acceptable use of Technology by Employees and I.T. User Standards and Guidelines Manual 3.3.4-Governing Unacceptable Uses of Technology. The specific policies state, in relevant parts:

Policy 3.29.3.a-Acceptable Use of Technology by Employees:

3. General Standards of Appropriateness

a. When using District technology including but not limited to software applications, databases, and websites, District employees shall adhere to the standards established by this Policy, all applicable laws, regulations, rules, School Board policies including Policy 2.501 Information Security - Access Control Policy and the District's Information Technology (IT) User Standards and Guidelines Manual ("Manual").

I.T. User Standards and Guidelines Manual (3)-Acceptable Use Standards:

3.4 Unacceptable Uses of Technology Include:

Posting or otherwise transmitting any content that is unlawful, threatening, harassing, defamatory, obscene, pornographic, libelous, invasive of another's privacy, harmful to minors, of malicious intent, or racially or ethnically objectionable.

COMPLAINANT INTERVIEW

On May 11, 2021, the OIG received a referral from EEO Coordinator Germaine English via OPS Director Vicki Evans-Parè. English verified that the allegation regarding the HP printer came out of an EEO investigation she was working on. Jevon Baker informed English during his interview, that an inappropriate printer name appeared on L.C. Swain's network. The printer was traced (by him) to the office of Principal James Thomas.

WITNESS INTERVIEW[S]

On May 14, 2021, a sworn recorded interview of L.C. Swain Middle School Science Teacher Marc Lane was conducted at L.C. Swain Middle School in Lake Worth, FL. The following represents actual and paraphrased statements made by "Lane" as it relates to Allegation 1:

Lane stated he was walking through the building where the main office is located when an odd reference appeared on his mobile device. Lane could not recall the exact name but recalls that it was inappropriate. Per Lane, he contacted STST Jevon Baker and made him aware and to resolve the matter. Lane was unable to recall the exact date, and could only recall that it was before the pandemic quarantine around January or February 2020.

When asked if the phrase "White Power (Nazi)" sounded familiar, and if that was what he saw, Lane replied, "Yes, that is it." Lane stated that from what he witnessed, it didn't appear on the school's network more than twice. Lane thought that it may have been a Wi-Fi router and the second time was a printer but acknowledged he could be incorrect about the devices. Lane didn't believe he reported the matter to Thomas but did recall reporting it to STST Baker. Lane thought after he reported it to Baker, he may have seen it one more time, but could not recall exactly.

On June 2, 2021, a sworn recorded interview of L.C. Swain Middle School STST Jevon Baker was conducted at the School District's Office of Inspector General (OIG) in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Baker" as it relates to Allegation 1:

Baker began working at L.C. Swain as an STST in November 2019. Baker stated on January 10, 2020, he received an email from Principal James Thomas regarding a derogatory IP address that appeared on the school's network (**Exhibit 1**). The IP address was listed for an HP printer. Per Baker, the IP address was being broadcasted on the

school's network as "White Power (Nazi)." According to Baker, it took him some time to narrow down the exact location of the HP printer because the printer network name would appear, but then disappear which caused a delay in locating the device. From what Baker could ascertain, the wireless signal was broadcasted from the main office area of the school, but because there are sections in the main office that he could not access, he initially could not pinpoint the exact location of the HP printer. According to Baker, he knew it was a printer because printers always have the word "direct" and then the brand name (for example direct HP). Baker stated on February 28, 2020, he located the printer where the derogatory printer name was coming from (**Exhibit 2**). Per Baker, the derogatory printer name was being broadcasted from the HP printer located in the office of Principal James Thomas. As per I.T. directives, Baker stated he changed the name of the printer after he took a picture of it with his cellular phone as documentation.

The process of locating a broadcasted signal

According to Baker, the network analyzer¹ analyzes the signal for each wireless network and it shows where the signal is the strongest. The stronger the signal, the closer you are to the device that is transmitting that signal (the strongest point). Baker stated the closer he got to Thomas' office, the stronger the signal. When Baker walked away from Thomas' office, the signal disappeared.

Baker stated the only way to change the defaulted printer's name was to manually go into the settings on the printer and change it. Baker contends that when Thomas needed to print from the device, he would have seen the printer name, as would any individual(s) in the vicinity. Baker was questioned as to whether or not he reported the incident to anyone, including Principal Thomas. Baker asserted that when the incident initially happened (in January 2020), he could not locate the device. Baker acknowledged that the matter was not discussed between himself and Thomas, and he did not know the proper channels to file a report. Baker was asked if anyone could go into the settings of the printer and change the name. Baker responded that not anyone would normally have the technical knowledge to know where to find the settings on the printer. When questioned as to whether or not he changed the Wi-Fi direct name, Baker stated "he did not change the name to White Power (Nazi)", and could not understand how Thomas could not have seen the derogatory name.

Baker acknowledged he was aware of School District Policy 3.29-Use of Technology.

¹ Most Wi-Fi network analyzers work in a similar way, in which you can choose a wireless spectrum to examine, such as 2.4GHz or 5GHz. The analyzer then examines that spectrum to view networks, their channels, and signal strength.

On June 17, 2021, a sworn recorded interview of L.C. Swain Middle School Confidential Secretary Wanda Freire was conducted at L.C. Swain Middle School in Lake Worth, FL. The following represents actual and paraphrased statements made by “Freire” as it relates to Allegation 1:

Freire stated that she has been the confidential secretary at L.C. Swain for at least three years. Freire's office is located next door to Thomas' office. Freire stated that when she needed to print anything, she used the printer in her office, but if she needed color, she uses the printer in the conference room next door to Thomas' office. The printer options that are visible to her are the one in her office, and the printer in the conference room (next door to Thomas' office). Per Freire, she is only able to print to the printer in the conference room as Thomas' printer is not available to her as a print option.

Freire stated Principal Thomas keeps the door to his office locked. According to Freire, School Police, herself, and Principal Thomas are the only individuals that have a key to Thomas' office. Freire asserted she does not go into Thomas' office when he is not there. Freire did not recall seeing a derogatory network name and believed she would recall seeing something like that. She also did not recall the matter being brought to her attention by STST Baker or Principal Thomas. Freire stated that to her knowledge if Thomas had an issue with his printer or computer, he would have either made a call to STST Baker directly or told her to contact Baker to take care of the matter.

On June 17, 2021, a sworn recorded interview of L.C. Swain Middle School Data Processor Debra Callei was conducted at L.C. Swain Middle School in Lake Worth, FL. The following represents actual and paraphrased statements made by “Callei” as it relates to Allegation 1:

Callei stated she has been at L.C. Swain for two or three years and with the District at least one year before coming to L.C. Swain. Callei's office is located two doors south of Thomas' office.

Callei stated the only printers that are visible to her when she needs to print, are the one in her office, and the printer in the conference room that is located next door to the principal's office. Per Callei, she has never seen a derogatory printer name showing up on the school's network and would have remembered that. Callei also advised that she never heard of anyone seeing this printer name appearing on the network at any time. Callei indicated that if she would have seen it, she would have reported it to the secretary. Callei added that she has not heard Thomas make any disparaging comments that would be in the realm of that derogatory phrase.

On August 2, 2021, a sworn recorded interview of School District employee I.T. Technical Operations Manager Singhtkesh Ramhit Singh was conducted at the School District's Office of Inspector General (OIG) in West Palm Beach, FL. The following represents actual and paraphrased statements made by “Singh” as it relates to Allegation 1:

I.T. works closely with the Asset Management Department. According to Singh, devices purchased for under \$1,000 are not labeled as an asset and are not tracked by the Asset Management Department. If the device was on the District's network, there would have been (some) tracking, but if the device is an individual locally connected printer (i.e., it is connected via USB cable from the computer to the printer), then there's no way to track the device. Singh was shown pictures taken by the OIG on June 17, 2021, of Thomas' printer. During the interview, Singh Googled the device to determine its wireless capabilities. The search revealed the device has three options for connection/operation: wirelessly, USB cable, or directly from the printer to the laptop. After reviewing photos of the printer, and conducting a Google search, Singh deduced that an individual could go to the printer and from the printer's home screen, go to the control panel, click settings, then, look for the printer's name and edit the name from there. In addition, the HP smart application (app)² can also be utilized to manage the device. The other method would be to log in to the computer (for example, from Thomas' computer), and find the identified printer and change the name.

Based on the HP printer (8720), if it is plugged into the wall, it will generate an IP address and it's as simple as going directly to the printer, printing out a configuration page to get the IP address to be able to see where the computer is and what it does (**Exhibit 3**). The user can then change the printer name on the printer itself or log in from a computer/laptop with the printer's details from the configuration page (which lists the current settings of a printer including the device's information such as product name, nickname, and model number) and change the printer's name. Per Singh, if someone wanted to change the name of the printer, one of these methods would be the means to achieve that outcome. Moreover, anyone in the vicinity would be able to see the name.

The range for how far the IP address would be visible would not be far. A person would have to be near the printer. In addition, walls, and overall building construction can also interfere with the strength of the signal. Per Singh, for the name change to be broadcasted, the device has to be powered on.

ADDITIONAL INFORMATION

During the investigative process, OIG staff was made aware that an unannounced visit by OPS occurred on August 6, 2021. The visit was directed by OPS' EEO Coordinator Germaine English. The following interviews were conducted with OPS staff.

On September 22, 2021, a sworn recorded interview of School District employee EEO Coordinator Germaine English was conducted at the School District's Office of Professional Standards (OPS) in West Palm Beach, FL. The following represents actual and paraphrased statements made by "English" as it relates to Allegation 1:

² Source: <https://support.hp.com>. Print, scan and copy by using the HP Smart app. You can also check printer status, troubleshoot issues, order supplies, and set printer preferences.

Per English, she and co-workers Cali Davis and Jessica Anderson, met Jevon Baker at Polo Park Middle in Wellington, FL to escort Baker to L.C. Swain to retrieve his personal belongings, and return property belonging to L.C. Swain. Baker rode with English in her vehicle. It was known that extra space would be needed for Baker's belongings, therefore, Human Resource Manager Cali Davis and Confidential Assistant Jessica Anderson followed in their vehicles. According to English, the group left Polo Park around 9:15 AM. Principal Thomas knew that EEO was coming to L.C. Swain, but he did not know (in advance) that Baker would also be there.

English stated that Baker was not allowed to bring his cell phone (or any electronic device) into L.C. Swain, and it was left in English's vehicle. Baker did not retrieve his cell phone until they arrived back at Polo Park. Baker had laptops that were the property of L.C. Swain, but they too were left in English's car, and later turned over to L.C. Swain by Anderson and Davis. Baker was not allowed to handle any of the items. Per English, Baker did not sign in to, or have access to, any device at L.C. Swain and was escorted to each office/location where he had to retrieve his personal items. Per English, the process took approximately one hour. Baker did not go to the restroom and was not out of their sight during the entire process.

On September 22, 2021, a sworn recorded interview of School District employee Cali Davis was conducted at the School District's Office of Professional Standards (OPS) in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Davis" as it relates to Allegation 1:

Regarding the visit to L.C. Swain with Jevon Baker, Davis stated that she met Germaine English and Jessica Anderson in the parking lot of Polo Park Middle to go to L.C. Swain to collect the belongings of Jevon Baker. Baker was late arriving at Polo Park so she thinks it was around 9:30/10:00 AM that they arrived at L.C. Swain. Davis stated the entire process of collecting Baker's belongings took approximately one hour. Davis stated while at L.C. Swain, at no time was Baker left alone. She also stated that he did not have any electronic devices. It is Davis' understanding that Germaine English had Baker leave any/all electronic devices in her car. At no time was Baker out of her (or the others) sight.

On September 22, 2021, a sworn recorded interview of School District employee Confidential Assistant Jessica Anderson was conducted at the School District's Office of Professional Standards (OPS) in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Anderson" as it relates to Allegation 1:

Regarding the visit to L.C. Swain with STST Jevon Baker, Anderson stated that on August 6, 2021, at approximately 9:00 AM, Germaine English, Cali Davis, and herself met at Polo Park to take Baker to L.C. Swain to collect his belongings. In total, they were at L.C. Swain for less than an hour. Per Anderson, Baker had laptops that were the property of L.C. Swain. The laptops were collected, and an inventory of the items was completed by EEO staff and given to L.C. Swain staff (**Exhibit 4**).

Anderson stated Baker did not have any electronic devices during the visit to L.C. Swain, and Germaine English was strict that Baker could not take any electronic devices into the school. Baker attempted to take his cell phone, but English would not allow him to take the cell phone into the school. Anderson stated Baker did not log in to any device while at L.C. Swain and the entire process was supervised by EEO staff. EEO staff escorted Baker the entire time and he was never alone at any time. Baker had personal belongings in different offices at L.C. Swain. The keys to accessing the different offices were held by English and Baker was not allowed to handle the keys at any time. Per Anderson, the entire process was very controlled.

On December 9, 2021, a sworn recorded interview of School District employee Secondary Technology Support Technician (STST) Sudesh Narine was conducted at Boynton Beach Community High School in Boynton Beach, FL. The following represents actual and paraphrased statements made by “Narine” as it relates to Allegation 1:

Narine clarified that he has been at Boynton Beach Community High School since August 2021. Before that, he was Olympic Heights Community High School where he remained for two years, and prior to that, he was at L.C. Swain Middle School in Lake Worth, FL. According to Narine, he requested to be moved from Olympic Heights due to the travel distance to his residence.

Narine could not recall the exact date of when Principal Thomas purchased the HP printer that is currently in his office but stated that he did install the printer. Narine advises he would have been the individual to correct any issues that Thomas may have had with the printer, but only recalled a time when Thomas was having trouble printing, and he took care of the situation. When questioned as to when resolving issues with Thomas’ printer, was he ever alone in Thomas’ office, Narine responded “no,” he was not. Narine also stated Principal Thomas’ door was always locked. While being shown a copy of the HP printer displaying the derogatory name, Narine was asked whether or not he recalled that label appearing on L.C. Swain’s network. Narine responded that he does not recall that ever being the case. Specifically, Narine was questioned if he changed the IP address on Thomas’ printer to read “White Power (Nazi).” Narine adamantly denied changing the IP address, and responded “no, never,” and added that he has been in the District since 2006 and respects everyone, and would “never do something like that.” Narine stated when he was at L.C. Swain, there was never an issue with Thomas’ printer having the derogatory label. Narine was concerned that this investigation could negatively impact him as he declared that he would never do anything like that, and had no issues with Thomas. Narine also stated he did not carry a laptop, iPad nor did he have the HP Smart App installed on his cell phone or any other mobile device. Narine stated his cell phone was connected to the District’s network; no printer application for Thomas’ printer.

Narine did acknowledge there was a misunderstanding between himself and Thomas’ secretary but believes that Thomas was only doing his job when he wrote him up for his behavior towards the secretary and was suspended for one week.

SUBJECT INTERVIEW

On June 2, 2021, a sworn recorded interview of L.C. Swain Middle School Principal James Thomas was conducted at the School District's Office of Inspector General (OIG) in West Palm Beach, FL. Also present was Thomas' Union Representative Dr. Arthur Johnson. The following represents actual and paraphrased statements made by "Thomas" as it relates to Allegation 1:

I.T. Security Awareness and District Policy 3.29

Thomas acknowledged that he is familiar with School District Policy 3.29-Acceptable Use of Technology by Employees and believes he has completed the Acceptable Use of Technology annual training for employees for this school year.

HP OfficeJet Pro Printer 8720

Thomas acknowledged that he does have an HP printer in his office. He could not say exactly when it was purchased but believed it was purchased three or four years ago. Thomas thought it was purchased through internal accounts, not a purchasing card (p-card). But without reviewing the records, Thomas could not state for sure.

Thomas indicated that as far as he knows, the printer is connected to his computer and does not believe that the printer is wireless. Thomas stated, "he is not tech-savvy." Thomas recalls that wires are coming from the wall, the computer, and to the printer, but does not believe the printer is wireless. Thomas stated when he needs help with his printer; he calls his STST Jevon Baker. Thomas was certain that the HP printer was configured by his previous STST. Thomas asserted he frequently printed to the (default) HP printer in his office or he used the printer in the conference room next door to his office. Thomas stated that the majority of the time, the HP printer is under his care and control, and when he walks away from his office, he usually leaves the door to his office unlocked and the computer is usually locked, but not every time. Thomas admitted he does leave his office unattended for extended periods during the day.

January 2020 Incident

When asked about the incident that occurred in January of 2020, Thomas did not recall the incident. When asked specifically if he recalled an incident that was brought to his attention regarding an electronic device that appeared on the school's network as "White Power (Nazi)", Thomas stated "no" he did not recall that happening. The OIG provided Thomas with a brief scenario to try to refresh his memory about the incident. Thomas was told that a teacher was in the hallway near his office when the derogatory name appeared on the school's network and was visible on the teacher's mobile device. The teacher reported the issue to STST Baker. Thomas stated he did not recall the situation. When asked if it *could* have happened, he stated "yes" it could have happened.

The OIG informed Thomas that Baker allegedly tracked the source of the derogatory name to the HP printer in his office. When asked if this matter was ever brought to his attention by Baker, Thomas stated if it was reported to him, nothing became of it, but he does not recall the incident. Thomas was asked if a situation like that happened, would he report the matter to his superiors. Thomas stated he would put the matter in the hands of his tech people for them to investigate. Thomas added that he would want to “get to the bottom of a racist statement like that”, but did not recall a situation like that occurring. When asked specifically, if he changed the name of his printer to “White Power (Nazi)”, Thomas replied “no.” When asked what does he feel should happen to a person who does that? Thomas replied “extraordinary discipline” and Thomas declared that he takes matters such as this very seriously. Thomas revealed that he is the only individual with access to print from the HP printer in his office.

RECORDS REVIEWED

- Exhibit 1: Email from Thomas to Baker regarding the derogatory name**
- Exhibit 2: Screenshot of the derogatory name as taken by Jevon Baker, etc.**
- Exhibit 3: How to Change Your Printer’s IP Address**
- Exhibit 4: List of inventory Items from OPS**
- Exhibit 5: General ledger for a printer purchased in 2013**
- Exhibit 6: Serial number of HP Printer 8720, warranty information**
- Exhibit 7: Email from Lane (with image) to Thomas on January 10, 2020**
- Exhibit 8: HP Officejet Pro 8720 specifications**
- Exhibit 9: HP Network Configuration Page**
- Exhibit 10: Technology Glossary**

CONCLUSION

In conclusion, the OIG attempted to locate the exact date of purchase for the HP OfficeJet Pro 8720 printer, but could not determine with certainty that the general ledger information obtained represents the HP printer that Thomas currently has in his office. However, the HP printer that could be found was purchased via the school’s internal account (**Exhibit 5**). OIG staff located the serial number of the printer via the HP website and determined that it appears to be the same one that is located in Thomas’ office (**Exhibit 6**). According to the warranty information, the HP printer was purchased in 2018.

For clarification, the statement made by Lane was that he contacted Baker regarding the matter, but not Thomas. According to the email records requested by OIG staff (which included the wireless network image), Lane emailed Thomas to make him aware of the situation, and not Baker (**Exhibit 7**).

Based on the testimony of I.T. Manager Singh, the HP printer had wireless capabilities and the printer’s name can be changed directly from the printer’s settings. Additional methods of changing the address would be to print out a configuration page, take the information to a computer, and change it from a web browser as instructed in Exhibit 3.

Based on Thomas' testimony, he did not understand that the printer does have wireless capabilities (**Exhibit 8**).

Regarding the date, February 28, 2020, that appeared on a copy of a screenshot taken by Baker on his cellular phone. Refer to Exhibit 2. It was a PDD/Duty day for teachers. The OIG contacted Thomas to see if he could recall events on that day. Thomas could not, but did reply via email that he would have been "all over the campus" on a PDD/Duty day. Thomas also stated it was likely his office would have been unlocked. This would have left open access to the printer. During Baker's interview, he stated, "an individual would have to manually go to the settings on the printer and physically change it (i.e., the IP address)." However, according to I.T. Manager Singh and information obtained by OIG staff, the printer's name could also be changed (or a new name added) from a location other than Thomas' office with the configuration page detailing the printer's network settings. Moreover, during Freire's interview, she stated that the door to Thomas' office is kept locked. Thomas stated that he usually leaves the door to his office unlocked. The OIG clarified with Freire that the door to Thomas' office is closed, but unlocked, but there could be times when it was closed, and also locked. Per Freire, on August 6, 2021 (for example), Thomas had a meeting and she wanted to put something on his desk, but could not because the door was locked. Thomas' statement would demonstrate that he does not consistently lock the door to this office.

Additionally, on September 7, 2021, I.T. Solutions Specialist II Dina Guzman with the Department of I.T. Security supplied the following information via email regarding Thomas' printer:

After reviewing the information you provided, and further discussing with the IT endpoint team, I was able to conclude the following:

HP OfficeJet Pro 8720 is connected to the endpoint* via USB port and is **not** connected to the District network.

Access to change the printer name may have happened via:

- Physical access to endpoint 0021CSS2QD2
- Physical access to the HP OfficeJet Pro 8720 printer and settings
- Wireless access via HP smart print application (app) using password while in close proximity of the printer (also possibility of no password set or default password easily guessed)
- We are unable to determine if the HP OfficeJet Pro 8720 was tampered with or provide details on who may have altered the printer name.

*The endpoint is the connection from the printer to the computer/laptop with the computer being the endpoint.

On November 3, 2021, OIG staff conducted a site visit at L.C. Swain Middle School. The purpose of the visit was to determine if the derogatory Wi-Fi name for the HP printer was

still visible while at the school. During the visit, while becoming in close proximity to Principal Thomas' office, the derogatory printer name appeared on the OIG staff's cellular phone device. Once inside Thomas' office, the name continued to be visible. Thomas acknowledged the printer name "White Power (Nazi)" was still on his printer. OIG staff physically examined the printer in question, and the printer did depict the derogatory IP address. A configuration page was printed by OIG staff, (**Exhibit 9**) which illustrated the Wi-Fi Direct name as the derogatory name. OIG staff instructed STST Oswaldo Yanez to do a factory reset, however, the factory reset did not remove the name.

On November 11, 2021, OIG staff received the requested email records between STST Baker, Teacher Marc Lane, and Principal Thomas from IT Enterprise Applications Manager Richard Saturnini. The emails demonstrated that on January 10, 2020, Marc Lane emailed a screenshot of the available wireless networks that appeared on his iPad (per the email record) to Thomas. After which, Thomas forwarded the screenshot of the derogatory network name to Baker. According to email records, Baker did not respond to Thomas' email. Again, according to Baker, he changed the derogatory name as per IT protocols when he was able to locate the device. However, on the date of the OIG visit (November 3, 2021), Yanez was unable to remove the derogatory name from the actual printer and initially thought that it was a form of malware that had been intentionally placed on the device.

On November 17, 2021, OIG staff confirmed with STST Yanez that the matter had been taken care of. Yanez stated he did not recall the exact date, but that it was the day after the OIG staff visit (November 3, 2021). Yanez emailed the following steps taken by him to remove the derogatory name.

1. From a Cell Phone or Mobile device go to network settings/Wi-Fi
2. Look for the target network printer name (Direct-##-HP or Message)
3. Join the target Printer's Name/Message (in this case it was a derogatory message)
4. Scroll down to locate the IP address (192.██████████)
5. Join your cell/Mobile device to your school Network (SDPBC Wireless Network)
6. Open a Chrome browser and enter the Printer's IP on the address bar (192.██████████) hit enter
7. Login to the Printer's Web server (Password 1-8)
8. Look for Direct Web Server settings and select any option (Web Server Settings)
9. Modify any Web Server option, in this case, they had changed the Direct Web Server Name to a derogatory message. I deleted the message and replaced it with "Direct-90-HP Mr. Thomas".

OIG staff received the following opinion from Yanez on whether or not modifying the name could have been mistakenly done? The following is the response from Yanez:

"In my opinion, this was an intentional, malicious action that was conducted purposely by a person with IT knowledge. The person who performed this

change had to follow the steps I described above with Network and IT experience and NO, there is no room for accidental changes or mistakes.”

The interview conducted by OIG staff on December 9, 2021, was the final attempt to try to determine what individual may have manipulated the name on the HP printer. OIG staff cannot conclude that Thomas is responsible for the derogatory printer label.

Based on the testimonies, technical information received, and documentation obtained, the allegation that Principal James Thomas modified the Wi-Fi direct network name of the HP OfficeJet Pro 8720 printer located in his office to “White Power (Nazi)”, in violation of School Board Policy 3.29 3.a-Acceptable use of Technology by Employees and I.T. User Standards and Guidelines Manual 3.3.4-Governing Unacceptable Uses of Technology is **Unsubstantiated**.

ALLEGATION 2

Thomas displayed an apparent lack of urgency in establishing a swift and meaningful solution to the offensive IP address that was brought to his attention in 2017. STST Yanez corrected the issue in November 2021 after it was brought to his attention at the OIG staff’s visit on November 3, 2021. Yanez did not appear to be aware of the issue prior to November 3, 2021, but handled it by removing the derogatory label. Therefore, Allegation 2 has been added.

It is alleged that Thomas violated School District Policy 3.02.a.b.c. and the Florida Department of Education Principal Leadership Standards; Domain 3: Organizational Leadership; Standard 6: Decision Making, by not responding appropriately and making a timely decision to resolve the offensive label on the HP printer prior to the OIG investigation is **Substantiated**.

As per the Florida Department of Education; The Florida Principal Leadership Standards:

The Florida Principal leadership Standards, Domain 3: Organizational Leadership; Standard 6: Decision Making-Effective school leaders employ and monitor a decision-making process that is based on vision, mission, and improvement priorities, and improvement priorities using facts and data.

Specifically, the leader:

- b. Uses critical thinking and problem-solving techniques to define problems and identify solutions;
- c. Evaluates decisions for effectiveness, equity, intended and actual outcome; implements follow-up actions; and revises as needed.

School Board Policy 3.02.3.a.b.c-Code of Ethics states the following;

While this Code of Ethics provides general guidance, it does not provide a complete listing or a definitive answer to every possible ethical situation. It is the intention of the Board in enacting this policy that the use of good judgment, based on high ethical principles and following such precedent as may be established by the Florida Commission on Ethics and Florida Education Practices Commission, will serve as a guide in determining appropriate conduct in any circumstance. When making decisions, the Superintendent and District employees should use good judgment to fulfill the spirit as well as the letter of this Code of Ethics, and should:

- a. Evaluate the situation and identify ethical issues
- b. Consult this Code of Ethics, state law and regulations, and the School Board's Policies and apply them to the situation
- c. Ask for guidance. In the event, an individual is unsure of the proper course of action to be taken in a particular circumstance, guidance may be requested from the Chief Counsel, Chief Academic Officer, or Chief of Schools as appropriate.

WITNESS INTERVIEW

On December 7, 2021, a sworn recorded interview of School District employee Deputy Superintendent, Chief of Schools Edward (Ed) Tierney was conducted at the School District's Fulton-Holland building in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Tierney" as it relates to Allegation 2:

Tierney stated in his previous position as an Instructional Superintendent, he supervised L.C. Swain Middle School. Tierney recalled the issue of the HP printer, but not the exact label that was associated with the printer. Although he could not recall the exact derogatory name on Principal Thomas' printer, he did recall that it had something to do with White Power. Tierney stated he did not recall how the matter was brought to his attention, but vaguely recalled Thomas having performance issues with L.C. Swain's ITSA (ITSA; now known as Secondary Technology Support Technician; STST). Tierney did not recall who, specifically found the derogatory IP address, but believes Thomas was the individual that told him, but is not one-hundred percent sure. Tierney did not recall the name of the ITSA that Thomas was having performance issues with, but Tierney's recollection of the time of this event was four years ago. Tierney was not certain, but believes there was an investigation completed by OPS, and that the OPS investigation led to the issue with the printer. Tierney also does not know who may have been tasked with correcting the printer issue. Tierney stated he was astounded to find out from Inspector General (IG) Teresa Michael that Thomas' HP printer was still an issue.

SUBJECT INTERVIEW

The following are excerpts from Thomas' sworn recorded interview as presented earlier in this investigative report. The following represents actual and paraphrased statements made by "Thomas." See pages 10-12.

HP OfficeJet Pro Printer 8720

Thomas acknowledged that he does have an HP printer in his office. He could not say exactly when it was purchased but believed it was purchased three or four years ago. Thomas thought it was purchased through internal accounts, not a purchasing card (p-card). But without reviewing the records, Thomas could not state for sure.

January 2020 Incident

When asked about the incident that occurred in January of 2020, Thomas did not recall the incident. When asked specifically if he recalled an incident that was brought to his attention regarding an electronic device that appeared on the school's network as "White Power (Nazi)", Thomas stated "no" he did not recall that happening. The OIG provided Thomas with a brief scenario to try to refresh his memory about the incident. Thomas was told that a teacher was in the hallway near his office when the derogatory name appeared on the school's network and was visible on the teacher's mobile device. The teacher reported the issue to STST Baker. Thomas stated he did not recall the situation. When asked if it *could* have happened, he stated "yes" it could have happened.

The OIG informed Thomas that Baker allegedly tracked the source of the derogatory name to the HP printer in his office. When asked if this matter was ever brought to his attention by Baker, Thomas stated if it was reported to him, nothing became of it, but he does not recall the incident. Thomas was asked if a situation like that happened, would he report the matter to his superiors. Thomas stated he would put the matter in the hands of his tech people for them to investigate. Thomas added that he would want to "get to the bottom of a racist statement like that", but did not recall a situation like that occurring.

When asked specifically, if he changed the name of his printer to "White Power (Nazi)", Thomas replied "no." When asked what does he feel should happen to a person who does that? Thomas replied "extraordinary discipline" and Thomas declared that he takes matters such as this very seriously. Thomas revealed that he is the only individual with access to print from the HP printer in his office.

CONCLUSION

Deputy Superintendent, Chief of Schools Ed Tierney provided background that Thomas' HP printer predates the OIG investigation. This information, in turn, was the catalyst to OIG staff adding Allegation 2.

HR Specialist Debra Tummino verified that the STST for L.C. Swain at that time was Narine Sudesh (2013-2019). Sudesh's testimony was that he did not recall an issue of this nature being brought to his attention by Thomas or the matter coming up at all during his time at L.C. Swain. It must also be noted that the HP printer would have been purchased during Sudesh's time at L.C. Swain and as Sudesh stated, he only recalled Thomas having had an issue with printing a document. Specifically, "*Narine advises he would have been the individual to correct any issues that Thomas may have had with the printer, but only recalled a time when Thomas was having trouble printing, and he took care of the situation.*"

OIG staff acknowledges that although email documentation illustrated that Thomas received an email from Marc Lane regarding the derogatory IP address and Thomas then forwarded the email (See Exhibit 7) to Baker for him to take care of it, this does not negate the fact that the printer's negative and derogatory phrase has been an issue for several years without a resolution and without an apparent sense of urgency. Again, the current STST did resolve the matter, but only after being told of the issue during the OIG's visit on November 3, 2021.

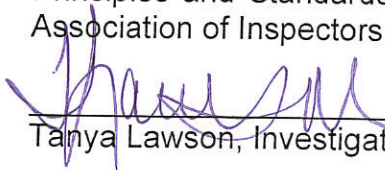
On December 14, 2021, OIG staff verified with OPS Public Records Coordinator Nancy Rodriguez that no record exists of Thomas previously (ever) reporting the matter of the HP printer to them for an investigation. Thomas' statement was that "*he would want to get to the bottom of a racist statement like that*", but did not recall a situation like that occurring." OPS also verified there have not been any recent/current complaints filed by Thomas involving the HP printer.

The allegation that Thomas violated School District Policy 3.02.a.b.c. and the Florida Department of Education Principal Leadership Standards; Domain 3: Organizational Leadership; Standard 6: Decision Making, by not responding appropriately and making a timely decision to resolve the offensive label on the HP printer prior to the OIG investigation is **Substantiated**.

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

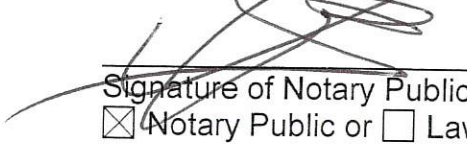
ATTESTATION

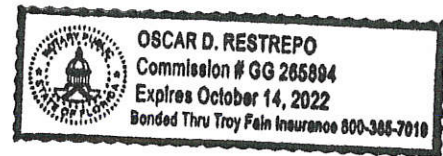
I, the undersigned, do hereby swear, under penalty of perjury, to the best of my personal knowledge, information, and belief, the contents of this report are true and accurate; and I have not knowingly or willfully deprived or allowed another to deprive, the subject of the investigation of any rights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


Tanya Lawson, Investigator II

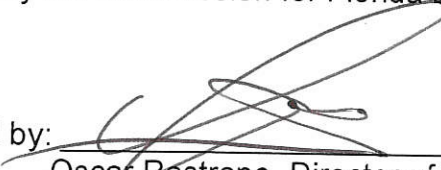
**STATE OF FLORIDA
COUNTY OF PALM BEACH**

Sworn to (or affirmed) and subscribed before me this 18 day of January 2022, by Tanya Lawson, Investigator II 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 Tanya Lawson, supervised and approved by Director of Investigations Oscar Restrepo. The investigation was conducted in accordance with guidance from the Association of Inspectors General handbook and within standards as prescribed by the Commission for Florida Law Enforcement Accreditation.

Supervised by:  Date: 1/18/22
Oscar Restrepo, Director of Investigations

Approved by:  Date: 1/19/22
Teresa Michael, Inspector General

EXHIBIT LIST

May 13, 2021-Email from Thomas to Baker on January 10, 2020 **Exhibit 1**
 May 13, 2021-Screenshot of the derogatory name as taken by Baker **Exhibit 2**
 August 4, 2021-How to Change Your Printer's IP Address..... **Exhibit 3**
 November 3, 2021-List of inventory items from OPS..... **Exhibit 4**
 May 26, 2021-General Ledger..... **Exhibit 5**
 June 17, 2021-Serial Number of HP Printer..... **Exhibit 6**
 November 11, 2021-Email from Lane with Image to Thomas..... **Exhibit 7**
 August 6, 2021-HP Officejet Pro 8720 Specs..... **Exhibit 8**
 November 3, 2021-HP Network Configuration Page **Exhibit 9**
 August 9, 2021-Technology Glossary..... **Exhibit 10**
 James Thomas' response..... **Exhibit 11**

DISTRIBUTION LIST

Action Official Distribution:

Vickie Evans- Parè, Director, Office of Professional Standards

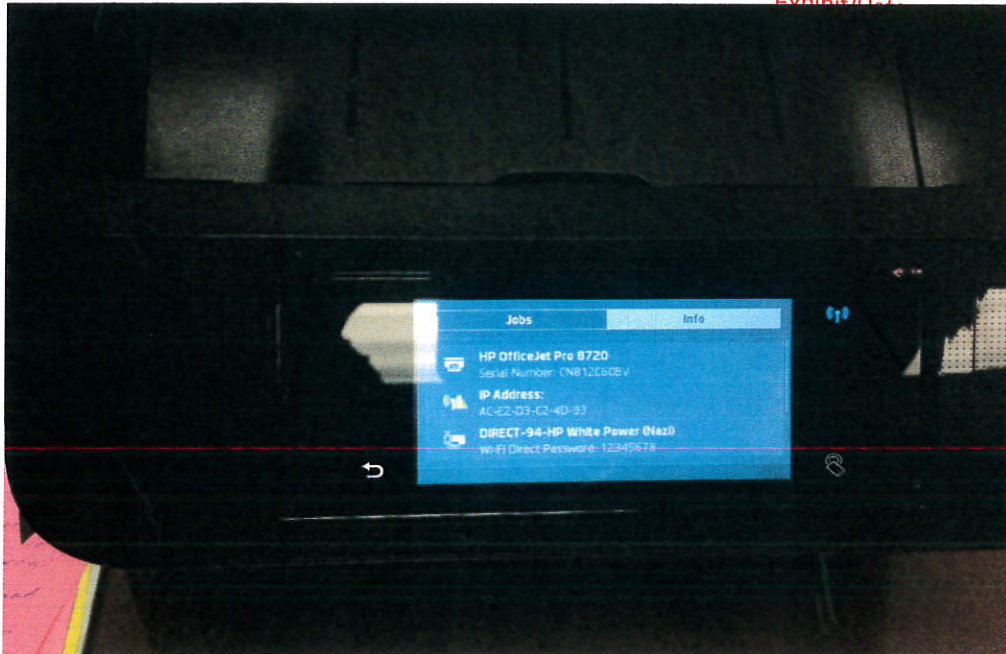
Information Distribution:

Palm Beach County School Board Members
 Michael Burke, Superintendent
 Audit Committee Members
 OIG File

----- Forwarded message -----

From: **Jevon Baker** <jevon.baker@palmbeachschools.org>
Date: Mon, May 10, 2021 at 12:20 PM
Subject: Confidential
To: Germaine English <germaine.english@palmbeachschools.org>

Activity #: 21-0013-I
OIG Staff: LAWSON
Date Rec'd: 5/13/21 Pages: 1
Rec'd: Baker
Redacted: Yes No N/A Req'd TBD
Exhibit/Ref: ↓



----- Forwarded message -----

From: **James Thomas** <james.thomas@palmbeachschools.org>
Date: Fri, Jan 10, 2020 at 3:12 PM
Subject: Re: Found this as a possible network choice in the main foyer
To: Marc Lane <marc.lane@palmbeachschools.org>, Jevon Baker <jevon.baker@palmbeachschools.org>

Activity #: _____
OIG Staff: _____
Date Rec'd: _____ Pages: _____
Rec'd: _____
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: _____

Jevon,

What can be done to ID and/or remove this?

Respectfully,

James K. Thomas
Principal
L. C. Swain Middle School
Home of the Stallions
james.thomas@palmbeachschools.org
(561) 649-6907 PX56907

On Fri, Jan 10, 2020 at 2:56 PM Marc Lane <marc.lane@palmbeachschools.org> wrote:

Sent from my iPad

T-Mobile LTE

1:17 PM

89%



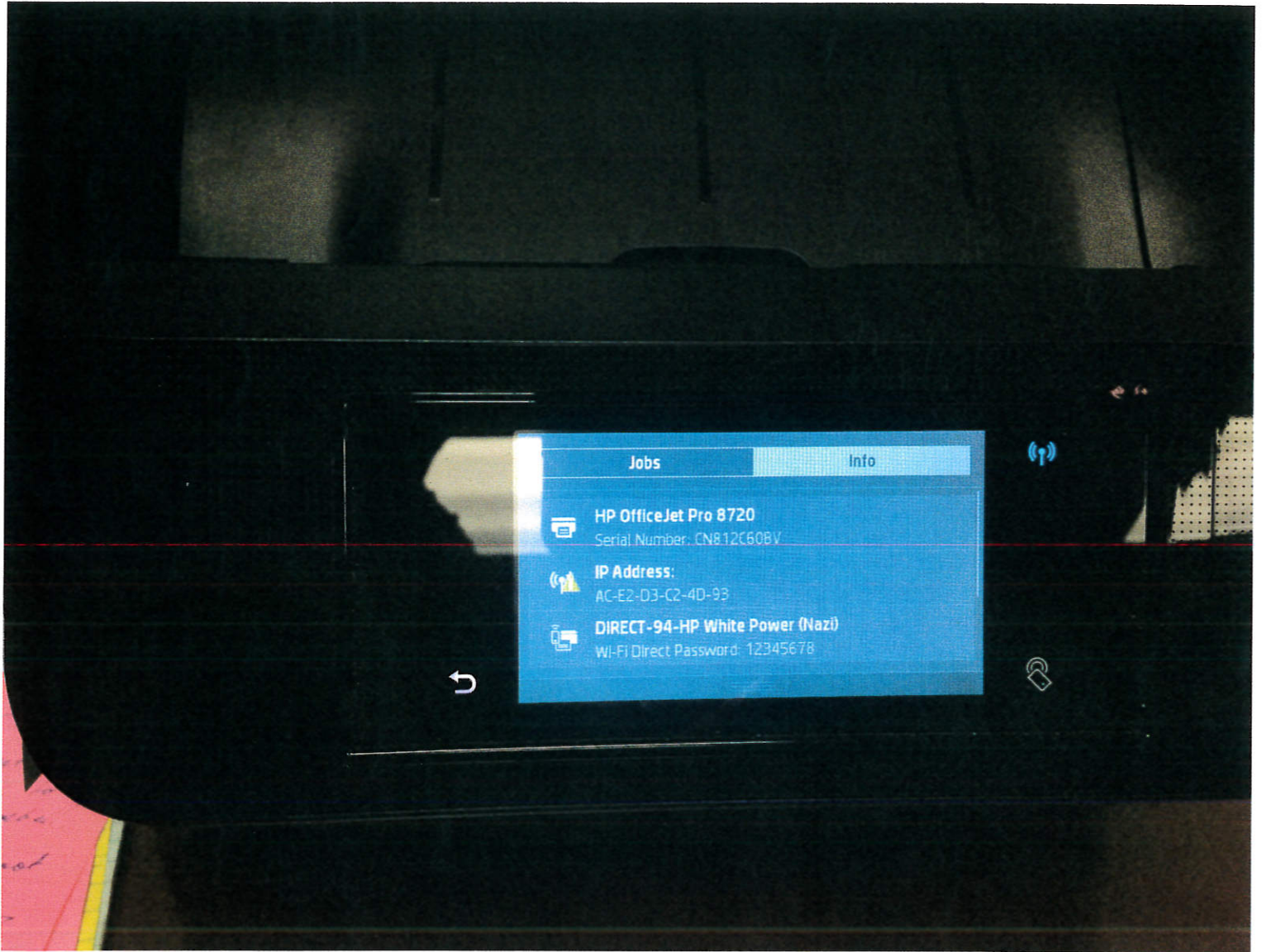
February 28, 2020

10:04 AM

Edit

Activity #: 21-0013-I
 OIG Staff: LAWSON
 Date Rec'd: 5/13/21 Pages:
 Rec'd: Baker
 Redacted: Yes No N/A Req'd TBD
 Exhibit/Reference #: 2







THE SCHOOL DISTRICT OF PALM BEACH COUNTY
SCHOOL CALENDAR 2019-2020

PBCSD PBCSD PBCSD PBCSD

DOWNLOAD OUR APP
 PBCSD

SCHOOL BOARD APPROVED

Revised 12/11/2019

STUDENTS AND ALL EMPLOYEES EXCEPT 12-MONTH EMPLOYEES
 12-MONTH EMPLOYEES
 (ALL OTHER EMPLOYEES SEE EMPLOYEE CALENDAR NOTES)

10 HOUR DAYS FOR 12-MONTH EMPLOYEES

DUTY/IPDD TEACHER WORK DAY/PROFESSIONAL DEVELOPMENT DAY

JULY 2019							AUGUST 2019							SEPTEMBER 2019						
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	
1	2	3	4 HOLIDAY	5 District Closed					1	2	3	4	5	6	7	8	9	10	11	
8	9	10	11	12 District Closed	5 Pre-School for Teachers	6 Pre-School for Teachers	7 Pre-School for Teachers	8 Pre-School for Teachers	9 Pre-School for Teachers						16	17	18	19	20	
15	16	17	18	19 District Closed	12 First Day of School for Students	13	14	15	16						23	24	25	26	27	
22	23	24	25	26 District Closed	19	20	21	22	23	26	27	28	29	30	30	31				
29	30	31																		
OCTOBER 2019							NOVEMBER 2019							DECEMBER 2019						
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	
	1	2	3	4					1	2	3	4	5	6	9	10	11	12	13	
7	8	9 HOLIDAY	10	11	4	5	6	7 End 1st Elementary Trimester	8						16	17	18	19	20	
14	15	16	17 End 1st Nine Weeks	18	11 Begin 2nd Elementary Trimester	12	13	14	15	23 HOLIDAY	24 HOLIDAY	25 HOLIDAY	26 HOLIDAY	27 HOLIDAY	23 HOLIDAY	24 HOLIDAY	25 HOLIDAY	26 HOLIDAY	27 HOLIDAY	
21	22	23	24	25 DUTY/IPDD	18	19	20	21	22	25 HOLIDAY	26 HOLIDAY	27 HOLIDAY	28 HOLIDAY	29 HOLIDAY	23 HOLIDAY	24 HOLIDAY	25 HOLIDAY	26 HOLIDAY	27 HOLIDAY	
28	29	30	31		25 HOLIDAY	26 HOLIDAY	27 HOLIDAY	28 HOLIDAY	29 HOLIDAY						30 HOLIDAY	31 HOLIDAY				
JANUARY 2020							FEBRUARY 2020							MARCH 2020						
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	
		1 HOLIDAY	2	3 HOLIDAY					6	7	8	9	10	11	16	17	18	19	20	
6	Begin 3rd Nine Weeks	7	8	9	10	11	12	13	14	17	18	19	20	21	24 DUTY/IPDD	25 DUTY/IPDD	26 DUTY/IPDD	27 DUTY/IPDD	28 DUTY/IPDD	
13	14	15	16	17	17	18	19	20	21	24	25	26	27	28	30	31				
20	21	22	23	24	24	25	26	27	28	28	29	30	31							
27	28	29	30	31																

Effective June 10, 2019 thru July 26, 2019, March 23, 2020 thru March 27, 2020, the District's work schedule for 12-month employees consists of four 10-hour work days Monday thru Thursday and the District is closed on Fridays. In recognition of Independence Day, the District is

3/4



TANYA Lawson <tanya.lawson@palmbeachschools.org>

For reference

3 messages

TANYA Lawson <tanya.lawson@palmbeachschools.org>
To: James Thomas <james.thomas@palmbeachschools.org>

Tue, Jul 27, 2021 at 11:46 AM

James Thomas,

For reference, February 28, 2020 was a DUTY/ODD Day.

Thx
Tanya M. Lawson, Investigator, CIGI, CFE
Office of Inspector General
561-434-8511, PX 48511

James Thomas <james.thomas@palmbeachschools.org>
To: TANYA Lawson <tanya.lawson@palmbeachschools.org>

Tue, Jul 27, 2021 at 12:13 PM

I would have been on campus but all over campus. And my office was likely unlocked.

James K. Thomas
Principal
L. C. Swain Middle School
Home of the Stallions
james.thomas@palmbeachschools.org
(561) 649-6907 PX56907

[Quoted text hidden]

TANYA Lawson <tanya.lawson@palmbeachschools.org>
To: James Thomas <james.thomas@palmbeachschools.org>

Tue, Jul 27, 2021 at 12:16 PM

Ok, thanks.
Tanya M. Lawson, Investigator, CIGI, CFE
Office of Inspector General
561-434-8511, PX 48511

[Quoted text hidden]



Home > Printers > **How to Change Your Printer's IP Address**

How to Change Your Printer's IP Address

Contents

[How to Change Your Printer's IP Address on a Windows 10 PC](#)

[How to Change Your Printer's IP Address on Mac](#)

Activity #: 21-0013-F
OIG Staff: LAWSON
Date Rec'd: 8/4/21 Pages: 2
Rec'd: OIG staff
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: 3

If you've ever had problems connecting to your printer, it might help to set it to a static IP address. By default, most printers use a dynamic IP address, which changes from time to time. This can make it hard to connect to your printer, especially when you make changes to your network. Plus, assigning a printer to a static IP address can help you organize your network, which is helpful if you have lots of devices connected to the same network. Here's how to change your printer's IP address on a Mac and a Windows 10 PC.

How to Change Your Printer's IP Address on a Windows 10 PC

To change your printer IP address, type its current IP address into the address bar of a web browser. Then go to the *Settings* or *Network* page and change your printer's network to a *static*/manual IP address. Finally, type in the new IP address.

Note: These steps might be different depending on the kind of printer you have.

- 1. Type your printer's IP address into the address bar of any web browser.** You can find your printer's current IP address on the printer's display. If your printer doesn't have a display screen, check out our guide on how to find your printer's IP address here.

16

Note: Make sure your printer is connected to the same network as your computer.

2. **Enter your printer's username and password if prompted.** If you didn't set a password for your printer, you can try using "admin" as the *Username* box and leave the *Password* box blank.
3. **Go to your printer's *Settings/Network* page.**
4. **Select *IP Address Configuration*.** You can also look for *TCP/IP* or *IP Configuration* within the page.
5. **Change your network from *Automatic/Dynamic* to *Static/Manual IP*.**
6. **Type in the IP address you want to use for your printer.** Now, when the printer is connected to your computer, it will automatically be assigned to this IP address.

Returned Items (from Jason Baker)

DESKTOP

CBG3MN2	26790762974	Dell Optiplex 3050
5YAF3P2	2019017183	Dell Latitude 3370
25L2TQ2	4691299322	Dell Latitude 3370
C2S2022	2020014863	Dell Chrome 3102
F482L13	32908096887	Dell Chrome 3102

(4) Laptop chargers
Keys

Anderson, Jessica Lynn *Jessica* 20210806

English, Garmann *Garmann* 8/4/21
Yael Cali Davis *Yael Cali Davis* 08/06/21

Activity #: 21-0013-E
OIG Staff: LAWSON
Date Rec'd: 11/17/21 Pages: 1
Rec'd: OIG STAFF
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: 4

2012-2013

<u>Date</u>	<u>Transaction</u>	<u>Category</u>	<u>Description</u>	<u>Debit</u>	<u>Credit</u>	<u>Total</u>	<u>Clear Date</u>
08/20/2012	Check 10010	Rental-Facilities 6-3800.00	School District of Palm Beach County GovConnection, Little Caesars and Office Depot Inv# WPB-077822	\$154.95	\$0.00	\$305.00	09/30/2012
08/20/2012	Check 10010	General Activities 7-0100.00	School District of Palm Beach County GovConnection, Little Caesars and Office Depot Inv# WPB-077822	\$133.20	\$0.00	\$305.00	09/30/2012
02/19/2013	Check 10233	Student Council 4-4810.00	GOVCONNECTION, INC. Purchase of printer for student recognition, social, awards	\$395.00	\$0.00	\$395.00	03/28/2013
03/12/2013	Check 10262	Student Council 4-4810.00	GOVCONNECTION, INC. Supplies for Color Printer Inv# 49993009	\$24.65	\$0.00	\$24.65	03/28/2013
04/29/2013	Check 10343	Rental-Facilities 6-3800.00	GOVCONNECTION, INC. Color Printer for the Principal Inv# 49889265	\$395.00	\$0.00	\$395.00	05/30/2013
Grand Total:				\$1,102.80	\$0.00	Balance: (\$1,102.80)	

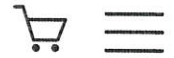
Activity #: 21-0013 - F
OIG Staff: Lawson
Date Rec'd: 5/24/21 Pages: 1
Rec'd: OIG Staff
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: 5



Activity #: 21-0013-I
OIG Staff: h. Ayers
Date Rec'd: 6/17/21 Pages: 3
Rec'd: OIG staff
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: 6

S/N CN812C60BV

Sign in / Register



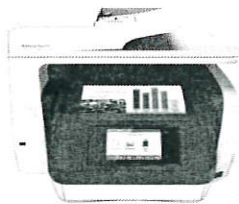
Explore Shop Support



Support Home Products Software and Drivers Diagnostic Tools Contact Support Business Support My Dashboard

Already have an HP account? Sign in to your personal dashboard to see the warranty information for all your devices. Sign in / Register

HP OfficeJet Pro 8720 All-in-One Printer



Warranty status details for your product: Expired

Check another product

Serial Number CN812C60BY

Product Number M9L74A



Start saving with Instant Ink! Save up to 50%* Sign Up >

× HP manufacturer/base warranty

Warranty type	Manufacturer Warranty
Service type	Wty: HP HW Replacement Support
Status ?	Expired
Start Date	March 27, 2018

End Date	April 25, 2019
Service Level	Standard Material Handling Global Coverage Std Office Hrs Std Office Days Standard Parts Logistics 2nd Cov Day Onsite Shipment NextAvail TechResource Remote HP Ships to Customer Site Pickup by HP
Deliverables	Advance Product Exchange Remote HW Diagnosis & Support

HP has checked your product information, including the product and serial numbers, to determine your warranty results.

The legal warranty expiration date is based on the date of purchase, as indicated on your receipt. If you feel these results are incorrect, you may submit a dispute for review. [Dispute this >](#)

Support options for your product



Visit the product homepage

Get more information for your product. [See more >](#)



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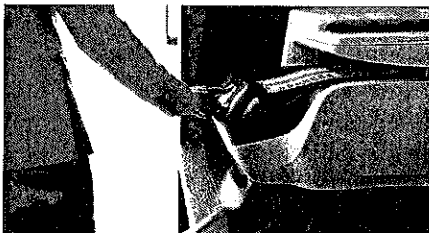
Download software and drivers

Find the software you need for your HP product. [View now >](#)



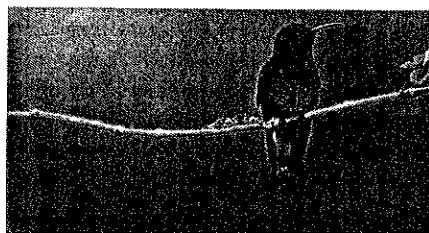
Contact a support agent

Do you need technical support or a repair for your product? Contact a support agent to get started. [Contact HP >](#)



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TANYA Lawson <tanya.lawson@palmbeachschools.org>

Fwd: Found this as a possible network choice in the main foyer

1 message

James Thomas <james.thomas@palmbeachschools.org>
To: TANYA Lawson <tanya.lawson@palmbeachschools.org>

Wed, Nov 3, 2021 at 10:26 AM

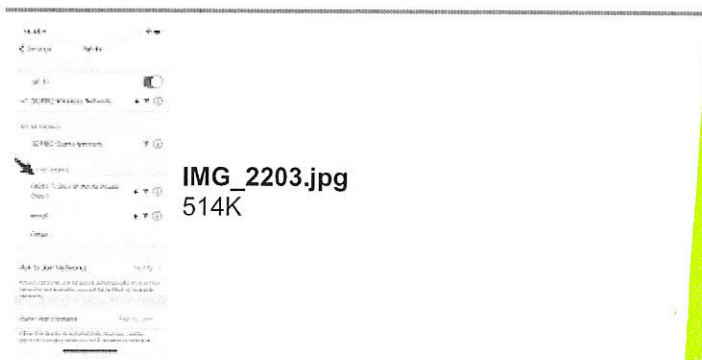
James K. Thomas
Principal
L. C. Swain Middle School
Home of the Stallions
james.thomas@palmbeachschools.org
(561) 649-6907 PX56907

Activity #: 21-0013-I
OIG Staff: LAWSON
Date Rec'd: 11/11/21 Pages: 2
Rec'd: OIG STAFF
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: 7

----- Forwarded message -----

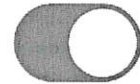
From: **Marc Lane** <marc.lane@palmbeachschools.org>
Date: Fri, Jan 10, 2020 at 2:56 PM
Subject: Found this as a possible network choice in the main foyer
To: **James Thomas** <James.Thomas@palmbeachschools.org>

Sent from my iPad



1/2

Wi-Fi



✓ SDPBC Wireless Network



MY NETWORKS

SDPBC Guest Network



OTHER NETWORKS

DIRECT-94-HP White Power
(Nazi)



enroll



Other...

Ask to Join Networks

Notify >

Known networks will be joined automatically. If no known networks are available, you will be notified of available networks.

Auto-Join Hotspot

Ask to Join >

Allow this device to automatically discover nearby personal hotspots when no Wi-Fi network is available.



Activity #: 21-0013-I
OIG Staff: Lawson
Date Rec'd: 8/6/21 Pages: 2
Rec'd: OIG Staff
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: 8

PRINTERS

HP Officejet Pro 8720 All-in-One - multifunction printer - color Specs

HP Officejet Pro 8720 All-in-One - multifunction printer - color | D9L19A#AKY

[Post a comment](#)

SPECS

GENERAL

Packaged Quantity	1
Printing Technology	Ink-jet - color
Monthly Duty Cycle (max)	30000 pages
Office Machine Features	Print from USB flash drive, scan to e-mail, fax to e-mail, HP Instant Ink
Display Features	Touch screen
Fax Type	Plain paper
Display Diagonal Size	4.3"
Recommended Monthly Volume	250 - 2000 pages
Manufacturer	HP

CONNECTIVITY

Wireless Ready

Yes

Mobile Printing Capability

Apple AirPrint, HP ePrint, Mopria Print Service

8/6/21

1/2

	First Print Out Time B/W	9 sec
MEMORY	Standard Memory	256 MB
	Max Supported Memory	256 MB
	Max Supported Size	256 MB
MISCELLANEOUS	Consumables Included	1 x cartridge (black) - up to 800 pages - HP 952 1 x cartridge (cyan) - up to 490 pages - HP 952 1 x cartridge (magenta) - up to 490 pages - HP 952 1 x cartridge (yellow) - up to 490 pages - HP 952
	Color Category	black, white
	Included Office Machine Accessories	phone cable
DISPLAY	Display Diagonal Size	4.3"
	Display Diagonal Size (metric)	10.9 cm
	Features	touch screen
COPYING	Max Copying Speed	Up to 22 ppm (mono) / up to 16 ppm (color)
	Max Copying Resolution	Up to 600 dpi (mono) / up to 600 dpi (color)
	Max Copying Speed B/W	37 ppm
	Max Copying Speed Color	37 ppm
	Max Copying Resolution B/W	600 dpi
	Max Copying Resolution Color	600 dpi
	Max Document Enlargement	400 %
	Max Document Reduction	25 %
	Automatic Duplexing	Yes
	Maximum Copies	99
	Copying Features	collation copy
POWER	Power Consumption Sleep	1.3 Watt
	Power Consumption Standby	6.7 Watt
	Power Consumption Operational	35 Watt
RAM	Max Supported Size	256 MB

HP Network Configuration Page

Model : HP OfficeJet Pro 8720

General Information

Network Status
Active Connection Type
URL(s) for Embedded Web Server
Firmware Revision
Hostname
Serial Number
Internet

Activity #: 21-0013-T
OIG Staff: Lawson
Date Rec'd: 11/3/21 Pages: 2 Offline
Rec'd: _____ None
Redacted: Yes No N/A Req'd TRG
Exhibit/Reference #: 9 WMP1CN1716AR
HPC24D93
CN812C60BV
Not applicable

802.3 Wired

Hardware Address (MAC)
Link Configuration

REDACTED None

802.11 Wireless

Hardware Address (MAC)
Status
Communication Mode
Network Name (SSID)

Disconnected
Infrastructure
Not Set

Wi-Fi Direct

Status
Security
Wi-Fi Direct Password
Wi-Fi Direct Name
Hardware Address (MAC)
URL for Embedded Web Server
Channel

DIRECT-94-HP White Power (Nazi)
http://192.
6

IPv4

IP Address
Subnet Mask
Default Gateway
Domain Name
Configuration Source
Primary DNS Server
Secondary DNS Server
Total Packets Transmitted
Total Packets Received

192.1
255
0.0.0.0
NOT SET
Manual
0.0.0.0
0.0.0.0
153
20

IPv6

Domain Name
Primary DNS Server
Secondary DNS Server
Address

Prefix Length
64

Configured By
Self

Port 9100

Status

Enabled

11/3/21 at R.C. Swain

1/2

LPD

Status Enabled

Bonjour

Status Enabled
Service Name HP OfficeJet Pro 8720 [C24D93]

SLP

Status Enabled

Microsoft Web Services**WS Discovery**

Status Enabled

WS Print

Status Enabled

WS Scan

Status Enabled

SNMP**SNMPv1/v2**

Status Read-write enabled

Set Community Name Not Specified

Get Community Name Not Specified

SNMPv3

Status Disabled

IPP

Status Enabled

IPPS

Status Enabled

Proxy Settings

Address Not Specified

Port Not Specified

Authentication Off

Google Cloud Print

Status Not Registered

Name HP OfficeJet Pro 8720 [C24D93]

TECHNOLOGY GLOSSARY

Activity #: 21-0013-I
OIG Staff: Lawson
Date Rec'd: 8/9/21 Pages: 1
Rec'd: OIG Staff
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: 10

Access point:

A device that allows wireless-equipped computers and other devices to communicate with a wired network.

Central Processing Unit (CPU):

The electronic circuitry within a computer that carries out the instructions of a computer program by performing the basic arithmetic, logical, control and input/output (I/O) operations specified by the instructions.

IP Address:

Internet Protocol address; every computer connected to the Internet has a unique identifying number. Example: 192.168.100.2.

ISP:

Internet Service Provider; an organization or company that provides Internet connectivity.

Network:

A group of interconnected computers capable of exchanging information. A network can be as few as several personal computers on a LAN or as large as the Internet, a worldwide network of computers.

Network Analyzer²:

Most Wi-Fi network analyzers work in a similar way, in which you can choose a wireless spectrum to examine, such as 2.4GHz or 5GHz. The analyzer then examines that spectrum to view networks, their channels, and signal strength.

Secure server:

A special type of file server that requires authentication (e.g., entry a valid username and password) before access is granted.

SSID:

Service Set Identifier; a name that identifies a wireless network. A wireless network can be either hidden or broadcast. If the SSID is broadcast, then anyone can find that network and hop on. However, if the SSID is hidden, a user must know the exact SSID to jump on that wireless network.

Wireless (networking):

The ability to access the Internet without a physical network connection. Devices such as cell phones and PDAs that allow you to send and receive e-mail use a wireless.

¹ Source: www.drstuff.com/wifi-analyzer-software

² Source: <https://www.dataprise.com/it-glossary>

REBUTTAL to Inspector General Draft Report 21-0013-I
Submitted by: James Thomas – Principal of L.C. Swain Middle School
December 28, 2021

Activity #: 21-0013-I
OIG Staff: Lawson
Date Rec'd: 1/11/22 Pages: 1
Rec'd: By Lawson
Redacted: Yes No N/A Req'd TBD
Exhibit/Reference #: 11

Main SDPBC employees involved

James Thomas – Principal of L.C. Swain Middle school
Jevon Baker – Secondary Technology Support Technician (STST) at LCSMS
Singhtkesh Rmhi Singh – SDPBC IT Manager

Issues:

Primary issue: The term “White Power (Nazi)” was found as the IP address on the principal’s printer.
Secondary issue: There is delay in the reporting of the inappropriate language by the principal
Tertiary issue: Jevon Baker is a STST who had been disruptive and under investigation for potential disciplinary action.

Chronology

- Around 2021.5.11 - The aforementioned racist term is noted on the computer system at LCSMS.
- 2021.6.2 - JT & Art Johnson (PBSAA) met with OIG (Tonja Lawson & Oscar Restrepo)
- 2021.12.20 DRAFT OIG REPORT findings:
 - The allegation that JT put an inappropriate a term as his office printer’s IP address is NOT SUBSTANTIATED.
 - Principal delayed in reporting it is SUBSTANTIATED.
- JT believes JB put the racist term on JT’s printer as way to get back at JT
- SRS (IT manager) testified that the IP address could ONLY have been done remotely by a technically knowledge person (e.g. JB)

Discussion:

The allegation that JT put an inappropriate a term as his office printer’s IP address is NOT SUBSTANTIATED.

Response: I agree. I am neither a racist or irresponsible to do something so vile or stupid!

Delay in reporting the inappropriate term SUBSTANTIATED.

I take exception to this finding on multiple levels

- The last administration (Dr. Fennoy) was very explicit that principals should “run their schools” (i.e. provide leadership and solve problems). That is what I did by involving the STST in the determination of the origin of the aforementioned term and requesting the term be removed.
- Given the immediacy with which I contacted the STST when I learned of the inappropriate IP term, I do NOT believe that I was late in reporting. Moreover, since it now appears that the STST is a prime suspect in creating the term, it would have been easy for the term to be removed and then reinserted.
- I also draw to our attention the assessment of Singhtkesh Rmhi Singh that only a sophisticated technologist was capable of placing the inappropriate term.
- And lastly, this investigation did not comply with the time limits in Florida Statute 1012.31.
 - SDPBC OIG became aware of this complaint on or before May 11, 2011 but did not complete the OIG investigation DRAFT report until December 20, 2021.
 - FS 1012.31 requires information to be reduced to writing within 45 days and
 - FS 1012.31 requires probable cause determination within 60-days.
 - Hence, the findings of this investigation are not to be placed in my file.

1/11/22