

THE SCHOOL DISTRICT OF  
PALM BEACH COUNTY, FLORIDA

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TERESA MICHAEL, CIG, CIGI, CFE  
INSPECTOR GENERAL

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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:** November 29, 2023

**SUBJECT:** Transmittal of Final Investigative Report:  
24-0002-I/Retaliation

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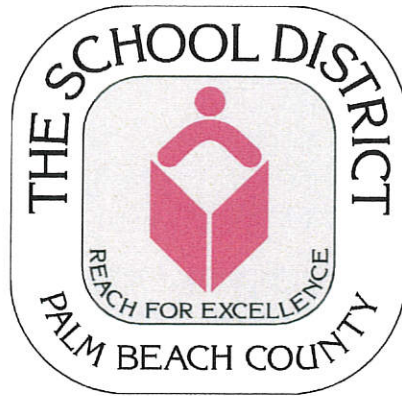
Attached please find a copy of the Palm Beach County School District Office of Inspector General (OIG) Final Report of OIG Case 24-0002-I related to retaliation. On June 6, 2023, the Office of Inspector General (OIG) received a complaint forwarded by the Florida Department of Education Office of Inspector General. The allegation was that Assistant Principal Terence Hart had been retaliated against by Chief of Equity and Wellness Director Keith Oswald.

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

In accordance with *School Board Policy 1.092.9.b.iv.*, on November 6, 2023, the draft of this investigation was provided to Chief of Equity and Wellness Director Keith Oswald for a response. A written response from Keith Oswald was received by the OIG and included in the final report.

This investigation was referred to the Chief of Human Resources for action deemed appropriate.

The report is finalized and will be posted on the Inspector General's website;  
[https://www.palmbeachschools.org/about\\_us/reports\\_and\\_publications/inspector\\_general\\_reports](https://www.palmbeachschools.org/about_us/reports_and_publications/inspector_general_reports).



**OIG CASE NUMBER 24-0002-1**

***Retaliation***

***Turning Points Academy***

***TYPE OF REPORT: FINAL***

***DATE OF REPORT: 11/29/2023***



*Teresa Michael*

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

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# Office of Inspector General

## Report of Investigation 24-0002-I

### EXECUTIVE SUMMARY

From June 6, 2023, until August 16, 2023, the Office of Inspector General (OIG) conducted an investigation involving an allegation of retaliation made by Assistant Principal Terence Hart. Hart alleged that he was reassigned by Chief of Equity and Wellness Keith Oswald from Turning Points Academy (TPA) to Highridge Family Center because he pressed charges against a TPA student.

The OIG conducted a preliminary review, interviewed witnesses and gathered relevant documents. As a result of the preliminary review, a full investigation was opened on August 16, 2023. From August 16, 2023 through August 31, 2023, the OIG gathered additional and relevant documentation and verified information via District departments such as the Budget department and Human Resources.

Because Mr. Hart never provided the OIG with a copy of a no-contact order arising out of the March 28, 2023 incident at Turning Points, the OIG sought to confirm when and how Mr. Hart “filed” the orders. On October 17, 2023, after speaking with clerks from the Palm Beach County Clerk of Courts Juvenile and Domestic Relations divisions, as well as the Office of the State Attorney, the OIG confirmed that there were two no-contact orders in place ordering the youth involved in the March 28, 2023, incident at Turning Points Academy to have no contact with Mr. Hart. However, the OIG could not confirm that such orders were, in fact, created by Mr. Hart. Nor could the OIG confirm the no-contact orders were created at Mr. Hart’s behest. Based on the greater weight of the evidence, it appeared as though the judicially issued orders were more a function of typical court processes arising out of Mr. Hart being identified as a victim of violence, rather than any overt act or request from Mr. Hart (i.e., “filing” for a no contact order).

The allegation that Oswald retaliated against Hart for filing a no-contact order by reassigning him to a different alternative education site in violation of School Board Policy 3.28.7 was **Unsubstantiated**.

On November 27, 2023, the OIG forwarded a copy of the draft report to Keith Oswald. On November 28, 2023, Oswald submitted a written response. The response is attached to the investigative report in its entirety (**Exhibit 5**).

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### RECOMMENDATIONS

It is recommended that the Chief of Human Resources define and outline: Extra Duty Days, and summer school stipends.

## **INVESTIGATIVE PREDICATE**

On June 6, 2023, the School District of Palm Beach County, Office of Inspector General (OIG) received a complaint forwarded by the Florida Department of Education Office of Inspector General (FDOE). Assistant Principal Terence Hart made the original. Hart alleged that he was retaliated against by Chief of Equity and Wellness Keith Oswald. After initially conducting a preliminary investigation, on August 16, 2023, Director of Investigations Oscar Restrepo assigned this complaint to Investigator Tanya Lawson for a full investigation.

The OIG investigation concluded that the Allegation was unsubstantiated. The investigative findings of the allegation will be discussed in detail later in this report.

## **BACKGROUND**

### **Alternative Education**

Alternative education programs are designed to nurture the development of socially appropriate, productive, self-sufficient students in a supportive educational environment committed to excellence in all endeavors. The goals are to improve students' academic and social skills, improve graduation rates, and transition students to the most appropriate school setting.<sup>1</sup>

#### **Turning Points Academy**

The mission of Turning Points Academy (TPA) is to provide educational opportunities to all students that lead to academic progress for at-risk students with behavioral challenges, while simultaneously helping students develop productive social skills that empower them to make better behavioral choices so that they may successfully transition back to a comprehensive school campus.<sup>2</sup>

### **Youth Services**

Youth Services (YS) programs are designed to serve students who are attending a rehabilitation program funded by a county commission or private corporation.<sup>3</sup>

#### **Highridge Family Center**

Highridge Family Center is a three-month, Monday through Friday, trauma-informed residential treatment program for Palm Beach County youth. Services are provided to families with youth ages 11 through 16 years, who are experiencing problems at home, school, with friends, and

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<sup>1</sup> Source: <https://www.palmbeachschools.org/Page/1701>

<sup>2</sup> Source: Palm Beach County School District Alternative Education website

<sup>3</sup> Source: <https://www.palmbeachschools.org/Page/1223>



in the community. Youth on medication(s) are eligible for the program when closely monitored by their prescribing physician.<sup>4</sup>

## ALLEGATION

It was alleged that Chief of Equity and Wellness Keith Oswald retaliated against Assistant Principal Terence Hart because Hart pressed charges<sup>5</sup> against a student at TPA. If true, the allegation may be in violation of the District's Code of Ethics and Whistle-blower Protection Policy which state the following:

*Each employee agrees and pledges, to, among other things, cooperate during any investigations or proceedings. See Policy 3.02.4.k*

Further, the Code of Ethics, regarding reports to "other appropriate agencies" states, "*It is not the intention of this policy to prevent the filing of reports or complaints to appropriate agencies pursuant to their standards.*" 3.02.4.c<sup>6</sup>

The Code also prohibits "[t]he School Board, its employees and agents, from taking retaliatory action or adverse personnel action against any employee who reports violations or **discloses information under this policy.**" Policy 3.02.5.a (emphasis added.)<sup>7</sup>

The Whistle-blower Protections Policy also states,

*"Adverse personnel action" means the discharge, suspension, transfer, demotion, reprimand, warning, withholding of bonuses, the reduction of salary or benefits, or any other adverse action taken against an employee within the terms and conditions of employment as provided herein. Quoting School District Policy 3.28.2.c;*

*Investigation of Employees' Complaints;*

*An employee whistle-blower who believes that she or he has been retaliated against or had adverse action taken against him or her based on the reporting of a protected disclosure shall file a written complaint with the Office of Inspector General within thirty (30) working days of the alleged retaliation or adverse personnel action.*

<sup>4</sup> Source: [https://discover.pbcgov.org/youthservices/Pages/Counseling\\_Highridge.aspx](https://discover.pbcgov.org/youthservices/Pages/Counseling_Highridge.aspx)

<sup>5</sup> The term 'no contact orders' was used during the interviews by OIG staff, but it must be noted that the term used by the complainant was "pressed charges".

<sup>6</sup> This portion of the Code as published on Board Docs is erroneously labeled 3.02.4.c. If the numbering remained sequential, the referenced section should be labeled 3.02.8.c

<sup>7</sup> This portion of the Code as published on Board Docs is erroneously labeled 3.02.5.a. If the numbering remained sequential, the referenced section should be labeled 3.02.9.a

## **COMPLAINANT INTERVIEW**

**On July 19, 2023, a sworn recorded interview of Assistant Principal Terence Hart was conducted via Google Meet. Also present during the Google Meet was Hart's attorney Isidro Garcia. The following represents actual and paraphrased statements made by "Hart" as it relates to the Allegation:**

Hart has been a District employee since 2009 and is currently an assistant principal at Highridge Family Center (Highridge) in West Palm Beach.

Hart stated that he worked with the District since 2002 and is currently working at Highridge in West Palm Beach. Hart stated that he worked at TPA from December 2016 until April 17, 2023. Hart stated that he was involuntarily reassigned to Highridge on April 17, 2023, due to his pressing charges against a student. Hart stated he pressed charges out of an abundance of caution for his safety.

Hart explained that after school on March 28, 2023, while on duty in the bus loop, a vehicle (one of which he stated he recognized as being a TPA student) with four males came onto the campus. According to Hart, the individuals jumped out of the vehicle and attacked a student who was waiting to go home. Hart stated that he intervened to protect the student and was injured during the process. Hart stated that he reported the matter to Director of Support Services Elaine Hubbard-Williams and informed her that he would be pressing charges against the individual(s) responsible for the attack and his injuries. Hart stated that on April 17, 2023, he was called to the principal's conference room and was handed a letter of transfer by Hubbard-Williams. Per Hart, Hubbard-Williams told him that she was only the messenger and could not provide him with any additional information. Per Hart, the transfer was effective April 18, 2023. Hart stated he believes the transfer was retaliation by Keith Oswald because he pressed charges against a TPA student and has done so in the past.

## **WITNESS INTERVIEW[S]**

**On August 7, 2023, a sworn recorded interview of the Director of Support Services Elaine Hubbard-Williams was conducted at the Office of Inspector General in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Hubbard-Williams" as it relates to the Allegation:**

Hubbard-Williams is the Director of Support Services and has been in this role since July 2018.

Hubbard-Williams acknowledged that Hart was transferred from TPA to Highridge in April 2023 (**Exhibit 1**). Hubbard-Williams stated sometime in March 2023, Principal Kevin Gatlin made her aware of an incident involving Hart where Hart was injured while attempting to break up a fight between a student and other youths that may not have been TPA students.



Hubbard-Williams stated she informed Oswald and asked her how this keeps happening with Hart because he appears to be involved in several incidents such as this. Per Hubbard-Williams, there was a shared concern, by herself and Oswald that Hart was being injured when coming into physical contact with the students. Because the incident also resulted in no-contact orders, she and Oswald felt it best to reassign Hart to another facility where the student population does not involve student contact to the degree that TPA does.

Hubbard-Williams stated Hart is the only individual who has filed no-contact orders against the students. Hubbard-Williams stated that Hart's reassignment was not out of retaliation, and the reassignment was a decision made in conjunction with herself, Human Resources, Keith Oswald, and the District's Legal Department. Hubbard-Williams was asked if she felt Oswald retaliated against Hart and Hubbard-Williams replied "No", she did not and did not know what the retaliation would be based upon. She disagreed with the assertion that Oswald retaliated against Hart. Hubbard-Williams stated Hart has filed no-contact orders against students approximately four times since she became the Director in 2018.

**On August 7, 2023, a sworn recorded interview of Director of Recruitment and Retention Elaine Gallagher was conducted at the Office of Inspector General in West Palm Beach, FL via Google Meet. The following represents actual and paraphrased statements made by "Gallagher" as it relates to the Allegation:**

Gallagher is the Director of Recruitment and Retention and has been with the District since 1993.

When questioned about Terence Hart, Gallagher stated that she does not recall him or anything significant regarding Hart and his letter of transfer to Highridge. Gallagher stated she only emailed the transfer letter and that was the extent of her contact with him.

**On October 26, 2023, a sworn recorded interview of the Principal of Turning Point Academy Dr. Kevin Gatlin was conducted at the Office of Inspector General in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Gatlin" as it relates to the Allegation:**

Dr. Gatlin has been the principal of Turning Points Academy since July 2017.

Gatlin stated he recalls an incident involving Hart being physically attacked by several students as he was trying to break up a fight. Gatlin stated he filed an incident report, but did not recall that Hart filed a no-contact order. Gatlin stated Hart had every right to file a no-contact order. Gatlin stated he normally receives no-contact orders via email. Gatlin stated he was told by Hubbard-Williams that per Oswald, Hart could not continue to file no-contact orders against students. Gatlin stated Hart's transfer, in his opinion, could be seen as retaliation by Oswald, but admitted that Hart may have been reassigned for his safety.



## **SUBJECT INTERVIEW[S]**

**On August 15, 2023, a sworn recorded interview of Chief of Equity and Wellness Keith Oswald was conducted at the Office of Inspector General, in West Palm Beach, FL. The following represents actual and paraphrased statements made by “Oswald” as it relates to the Allegation:**

Chief of Equity and Wellness Keith Oswald has been with the District since 1993.

Regarding Terence Hart, Oswald acknowledged that Hart is known to him. Oswald stated that he vaguely recalls a situation that occurred earlier this year involving Hart and a student at TPA. Oswald stated that he was made aware of the situation by Support Services Director Elaine Hubbard-Williams, and was told by Hubbard-Williams that Hart was hit by a TPA student. Oswald stated that he was aware that Hart has filed no-contact orders against students in the past and asserted that it is Hart’s right to do so. Oswald disagreed that Hart’s transfer from TPA to Highridge was in retaliation for Hart’s recent filing of a no-contact order against a TPA student and Oswald stated that it was decided by himself, Hubbard-Williams, Human Resources, and the District’s legal office that reassignment to a different facility was in the best interest of both students and since there have been several incidents involving physical contact between Hart and other students. Oswald stated unlike TPA, Highridge typically does not involve much physical interaction with the students.

## **ADDITIONAL INFORMATION**

In addition to the above allegation, Hart asserted that he had not been paid for his work during the summer while at Highridge. Hart alleged the non-payment was another example of retaliation against him. The OIG verified via payroll records that as of August 15, 2023, Hart had not received his pay for the Extra Duty Days<sup>8</sup>. However, emails revealed that Hart rejected receiving Extra Duty Days payment by not completing timesheets (**Exhibit 2**), and instead, insisted he be paid the same stipend he received while at TPA (**Exhibit 3**).

On August 14, the OIG contacted Chief Financial Officer (CFO) Heather Frederick and verified that initially, due to Hart’s attempt at receiving a stipend, there was confusion regarding the supplemental summer pay that Hart should receive. Because Hart was reassigned to Highridge, a facility that traditionally had not offered a summer school program (unlike TPA), the matter of supplemental pay had to be addressed.

However, in resolving the matter, the OIG noted that the previous assistant principal who was transferred to TPA to replace Hart, received Extra Duty Days pay while at Highridge (OIG verified this fact via PeopleSoft payroll records and Payroll Manager Teri Jensen). Per Frederick, the Highridge and TPA programs were different because they occurred at

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<sup>8</sup> Extra Duty Days are days outside of the contracted days.



different locations, and may or may not require the same budget items, e.g., sites that offer summer school may need to budget for teachers for the summer, food programming for the summer, etc., (**Exhibit 4**). Hart went from TPA, a year-long program (with a summer school program), to Highridge, which traditionally did not offer a summer program. Moreover, based on the information received, Extra Duty Days were determined by the principal and the principal's determination may change from year to year. Fredrick explained Extra Duty Days as well as any necessary expenditures for the program, must be included in the budget.

As of September 1, 2023, Hart has been paid Extra Duty Days as verified by Payroll Manager Teri Jensen.

## **CONCLUSION**

Hart's initial complaint was filed with the Florida Department of Education Office of Inspector General. Hart's complaint was subsequently referred to the School District of Palm Beach County OIG. The OIG conducted a thorough examination of the evidence and conducted a preliminary review that led to a full investigation.

During the investigative process, interviews with Oswald and Hubbard-Williams demonstrated that due to multiple concerns, not the least of which was Hart's personal safety, a collective decision was made between Oswald, Hubbard-Williams, Human Resources, and the Legal Department to reassign Hart to a facility that catered to a different student body (that did not require the level of physical contact that TPA had).

Because Mr. Hart never provided the OIG with a copy of a no-contact order arising out of the March 28, 2023 incident at Turning Points, the OIG sought to confirm when and how Mr. Hart "filed" the orders.

On October 17, 2023, after speaking with clerks from the Palm Beach County Clerk of Courts Juvenile and Domestic Relations divisions, as well as the Office of the State Attorney, the OIG confirmed that there were two no-contact orders in place ordering the youth involved in the March 28, 2023, incident at Turning Points Academy to have no contact with Mr. Hart.

However, the OIG could not confirm that such orders were, in fact, created by Mr. Hart. Nor could the OIG confirm the no-contact orders were created at Mr. Hart's behest. Based on the greater weight of the evidence, it appeared as though the judicially issued orders were more a function of typical court processes arising out of Mr. Hart being identified as a victim of violence, rather than any overt act or request from Mr. Hart (i.e., "filing" for a no contact order).

Based on the documentation received, and interviews conducted, the OIG has determined that the allegation that Oswald retaliated against Hart for filing no-contact orders by reassigning him to a different alternative education site in violation of the District's Code of Ethics and Whistle-blower Protection Policy was **Unsubstantiated**.



After being transferred to Highridge, Hart was only entitled to Extra Duty Days as his predecessor had received (at the same location), and not a stipend<sup>9</sup>. Hart's insistence on receiving a stipend, along with the obvious confusion on the part of District personnel, led only to a delay in Hart being paid for the Extra Duty Days that he worked (verified by Frederick that he worked 13 out of a total of 15 Extra Duty Days).

Although during Hart's interview, he alleged he was not paid due to retaliation, the OIG found this to be misleading in that Hart's email demonstrated his refusal to sign the timesheets and insisted that he be paid a stipend (see Exhibit 3). Additionally, Hart was placed in the same or similar position as he had in the past and his salary remained unchanged (outside of the stipend that is now paid via Extra Duty Days). The OIG also found that although programs such as summer programs, require a budget, and the budget constitutes the necessary items that will maintain the program such as teachers, administrators, and the number of days for a program, there is no clearly defined policy or procedure for Extra Duty Days for administrative personnel such as assistant principals; there was only a *history* of what has been done. District administrators relied on the historical practice of compensating Highridge administrators through Extra Duty Days when they paid Mr. Hart.

Based on the testimony of witnesses, supporting statements from District personnel, PeopleSoft records, and email documentation, Hart's claim of retaliation through denial of compensation holds no merit.

***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.***

<sup>9</sup> Assistant Principals that work at Alternative Education sites that offer summer school, receive a fixed rate (stipend).




**ATTESTATION**

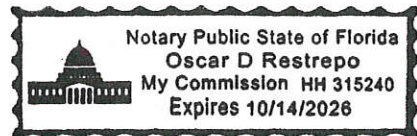
I, the undersigned, do hereby swear, under penalty of perjury, to the best of my personal knowledge, information, and belief, the contents of this report are true and accurate; and I have not knowingly or willfully deprived or allowed another to deprive, the subject of the investigation of any rights 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, Senior Investigator I

**STATE OF FLORIDA  
COUNTY OF PALM BEACH**

Sworn to (or affirmed) and subscribed before me this 29 day of November 2023, by Tanya Lawson, 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 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: 11/28/23  
Oscar Restrepo, Director of Investigations

Approved by:  Date: \_\_\_\_\_  
Teresa Michael, Inspector General

## **EXHIBIT LIST**

Reassignment/Transfer Letter for Hart.....	Exhibit 1
Unsigned Timesheets for Hart.....	Exhibit 2
Email response from Hart.....	Exhibit 3
Program description from Frederick .....	Exhibit 4
Response from Keith Oswald.....	Exhibit 5

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THE SCHOOL DISTRICT OF  
PALM BEACH COUNTY, FL

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ELAINE GALLAGHER  
DIRECTOR

ERICA RAGER  
CHIEF OF HUMAN RESOURCES

**REDACTED**

Case #: 24-00027 Date Rcv'd: 8/7/23  
Received From: Hubbard-Kims  
Description: Acceptance Letter

Exhibit #: 1  
Redactions: Yes  No

ACCEPTANCE LETTER/Promotion  
Administrative (Instructional) Employment

April 24, 2023

Dear Terence Hart,

This letter is notification that you have accepted the following job offer with the School District of Palm Beach County:

Position Offered:	Assistant Principal Special & Alt Ed
School/Department Name:	PB Regional Juvenile-Det Ctr
Effective Date:	Upon Board Approval
Bargaining Unit:	I
Duty Days:	226
Complexity:	5 (Keeps AP complexity 5 for duration of assignment to PB Regional Juvenile Det Ctr)
Base Salary:	.
Total Salary:	{ (includes complexity adjustment of )
Introductory Period:	97 working days from date of appointment
Sick Days Per Year:	One day per working calendar month
Health Insurance:	Choice of Health, Dental and Vision Plans
Pension Plan:	Florida Retirement System

Please be advised that the above salary does not include any supplements to which you may be entitled. Should you have any questions regarding your salary or supplement, please contact the Department of Compensation & Employee Information Services at 561/357-7620. A transfer in positions that results in a change of duty days, scheduled hours, or annual salary after the beginning of the contract year may result in an overpayment situation, as well as a potential change in benefits. A job aid /FAQ can be found on the Payroll Assistance section of the District Hub. Specific overpayment calculations cannot be determined until the end of the contract period. Questions relating to overpayment information can be directed to the Payroll Department by telephone at (561) 434-8944 or email at [epaygroup@palmbeachschools.org](mailto:epaygroup@palmbeachschools.org).

In addition, if you work twelve (12) months, you earn annual (vacation) days in accordance with School Board Policy 3.80. Also, please be advised that as an administrative instructional employee, you are required to hold a valid Florida's Educator's Certificate and you will forfeit your teacher contract status (Professional Service Contract/Continuing Contract) at time of hire.

All job offers are subject to School Board approval at a regularly scheduled School Board meeting. Your signature affixed below indicates your acceptance of the job offer as stated above. On behalf of the School District of Palm Beach County, I welcome you.

Sincerely,

Elaine Gallagher (Apr 25, 2023 08:38 EDT)

Elaine Gallagher  
Director, Recruitment and Retention

**Disclosure Statement:**

It is expressly understood and agreed by and between parties that neither the employee nor the School Board owes any further contractual obligation to the other after the last day of the contract term. The employee understands that pursuant to section 1012.33 and 1012.40, Florida Statutes, he/she shall have annual contract status including the initial probationary period; and no legal cause shall be required of the School Board in the event the employee is not re-employed by the School Board after the last day of the contract term. In addition, if the position accepted by the employee is grant funded, the District has no continued employment obligation should the funding from the grant expire.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

The School District of Palm Beach County, Florida  
A Top High-Performing A-Rated School District  
An Equal Opportunity Education Provider and Employer

**Department of Support Services**  
**Summer Extra Duty Day Payroll Sign-In Sheet**  
**FY 22/23**

Case #: 21-0001 Date Rcv'd: 8/15/23  
 Received From: Oswald  
 Description: Email from Hart  
with attached timesheet  
 Exhibit #: 2  
 Reductions: Yes    No   

EMPLOYEE NAME	I.D. #	Mon.	Tue.	Wed.	Thurs	Fri.	Total Hours
Terence Hart	(ID#)			6/14/23 8	6/15/23 8	6/16/23 off	16
Teacher Initial							
Approval							
(Site Administrator)							

EMPLOYEE NAME	I.D. #	Mon.	Tue.	Wed.	Thurs	Fri.	Total Hours
Terence Hart	(ID #)	6/19/23 8	6/20/23 8	6/21/23 8	6/22/23 8	6/23/23 0	32
Initial							
Approval							
(Site Administrator)							



**Department of Support Services**  
**Summer Extra Duty Day Payroll Sign-In Sheet**  
**FY 22/23**

EMPLOYEE NAME	I.D. #	Mon. 6/26/23	Tue. 6/27/23	Wed. 6/28/23	Thurs 6/29/23	Fri. 6/30/23	Total Hours
Terence Hart	(ID #)	8	8	8	8	0	32
<b>Initial</b>							
<b>Approval</b>							
(Site Administrator)							

EMPLOYEE NAME	I.D. #	Mon. 7/03/23	Tue. 7/04/23	Wed. 7/05/23	Thurs 7/06/23	Fri. 7/07/23	Total Hours
Terence Hart	(ID #)	8	Holiday	8	8	0	24
<b>Initial</b>							
<b>Approval</b>							



TANYA Lawson <tanya.lawson@palmbeachschools.org>

Fwd: Summer Extra Duty Time

5 messages

Keith Oswald <keith.oswald@palmbeachschools.org>  
To: TANYA Lawson <tanya.lawson@palmbeachschools.org>

Tue, Aug 15, 2023 at 3:57 PM

Ms. Lawson,

FYI, Mr. Hart sent this today.

**Keith Oswald**

Chief of Equity and Wellness  
School District of Palm Beach County

Phone: 561-434-8822

Fax: 561-649-6837 PX: 46837

[keith.oswald@palmbeachschools.org](mailto:keith.oswald@palmbeachschools.org)

Displaying image.png

Case # 24.0002-E Date Rcv'd: 8/15/23  
Received From: Oswald  
Description: Email from Hart  
Exhibit #: 3  
Redactions: Yes  No

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

From: **Terence Hart** <terence.hart@palmbeachschools.org>  
Date: Tue, Aug 15, 2023 at 11:38 AM  
Subject: Fwd: Summer Extra Duty Time  
To: Dr. Demetrius Permenter <demetrius.permenter@palmbeachschools.org>  
Cc: Elaine Hubbard-Williams <elaine.hubbard-williams@palmbeachschools.org>, Keith Oswald <keith.oswald@palmbeachschools.org>, Mike Burke <mike.burke@palmbeachschools.org>, Isidro Garcia <IsidroGarcia@garcialaborlaw.com>, Felicia Steinberg <Felicia.Steinberg@garcialaborlaw.com>, artjohnson357 <artjohnson357@yahoo.com>, Legal Assistant <Legal.Assistant@garcialaborlaw.com>

Good morning Dr. Permenter,

I have no idea why you are sending me this information. I did not work any extra duty days. I covered summer school at Highridge and Kelly Center. I am entitled to the stipend pay for summer school as my colleagues were. Why am I being forced to receive extra duty days as opposed to the summer school stipend? Did every administrator covering summer school receive extra duty days? I do believe my counterpart Dr. Freddie Israel received his stipend pay for covering summer school. We both have the same duty day contract of 226 days. Again, I feel that I am being targeted and retaliated against. I do not give you permission to submit time on my behalf.

Thanks

On Fri, Aug 11, 2023 at 8:37 AM Demetrius Permenter <demetrius.permenter@palmbeachschools.org> wrote:

Good morning Mr. Hart  
Please review the extra duty time sheet for the summer and share with me any corrections that need to be made. If the time sheet is accurate, simply initial under each day worked and sign under hours for the week. Please complete before End Of Business today.

I will then submit to Mrs. Hubbard-Williams for your time adjustment.

Thank you,

--  
Demetrius D. Permenter  
Principal DJJ Youth Services  
561-494-0022  
"This is Just a Location...  
not your Destination."

--  
Terence X. Hart  
Assistant Principal  
Highridge School



Department of Support Services  
 DJJ/Youth Services  
 Elaine Hubbard-Williams, Director  
 Demetrius Permeter, Principal

Case #: 14-0001 Date Rcv'd: 8/22/23  
 Received From: Frederick Heather  
 Description: Description of Sites  
Facilities  
 Exhibit #: 4  
 Redactions: Yes  No

Alt Ed sites include: Crossroads, South Intensive, Turning Points and Riviera Beach Prep. Alt Ed sites are considered extensions of the comprehensive sites. In FY24, the Alt Ed sites were moved back under the regional offices for day to day operations. The summer programming for Alt Ed is built into the district school wide district summer school programming since these sites are an extension to the comprehensive sites. Since Alternative are managed as a comprehensive program the summer programming falls under the summer school stipend.

Youth Service, DJJ and Jail sites differ from alternative ed (alt ed) sites in that the students live at the facility, which is managed by another provider. The district only provides teaching staff. Youth Services, the Jail and DJJ have either a MOU and/or statutory requirements on the education programming and are extended by request of the site based on the needs of the students, not a district sponsored summer program. The extended program at Highridge does not require the same preparations and additional work as a traditional summer program. For example: additional staff is not hired, additional curriculum is not required, additional coordination with outside departments or school sites is not necessary, there is no registration of students, and no coordination with food service since the students live at the facility. Since the summer program at Youth Services and DJJ is more of an extension of the school year, staff are paid extra duty days. Mr. Hart will be paid 13 extra duty days on the September 1 paycheck totalling: not including benefits.

Below is an overview of the Youth Services and DJJ sites:

**REDACTED**

Youth Services	Site Descriptions	# students per site as of 8/21	Summer
Highridge Family Center #3024 Terence Hart, Asst. Principal	<ul style="list-style-type: none"> <li>Voluntary Youth Services Program</li> <li>Ages 10 -16 – males and females</li> <li>3 month (Mon – Fri) "Free" residential program for at risk youth (there is a registration fee and activity fee)</li> </ul>	17	Extended Year Upon Request of Facility
Kelly Center #3039 Terence Hart, Asst. Principal	<ul style="list-style-type: none"> <li>Voluntary Youth Services Program through DATA –Drug Abuse Treatment Association</li> <li>Ages 13-17 - males and females</li> <li>Average length of stay 6 months</li> </ul>	15	Extended Year Upon Request of Facility
DJJ Sites	Site Descriptions		
PBRJ Detention Center #3006 Terence Hart, Asst. Principal	<ul style="list-style-type: none"> <li>Detention centers are juvenile facilities operated by DJJ that detain students while they are awaiting their court appearances or placement in a commitment facility.</li> <li>Males and females Ages Elementary - 17</li> </ul>	45	Year Round
PACE Center for Girls #3010 Mike Williams, Principal	<ul style="list-style-type: none"> <li>Contracted Site</li> <li>Voluntary Program</li> <li>DJJ Day Treatment Program (Prevention Program for at risk youth)</li> <li>Females only – Middle and High School up to age 18</li> </ul>	50	Extended Year Upon Request of Facility

**Department of Support Services  
DJJ/Youth Services  
Elaine Hubbard-Williams, Director  
Demetrius Permeter, Principal**

	<ul style="list-style-type: none"> <li>Average Length of stay 6 months</li> </ul>		(Contracted )
<b>Palm Beach Juvenile Correctional Facility #3354</b>  Demetrius Permeter Principal	<ul style="list-style-type: none"> <li>High Risk Residential Commitment Program –youth adjudicated by the court</li> <li>Students reside in these programs while committed to DJJ</li> <li>Males Only - Ages 15 to 21</li> <li>Average Length of stay 9 to 12 months</li> </ul>	27	Year Round
<b>Palm Beach County Jail #3002</b> Mary Ford Asst. Principal	<ul style="list-style-type: none"> <li>PBSO is not a DJJ program</li> <li>Youths with Felony Charges – Direct Filed with Adult Charges</li> <li>Males and Females</li> <li>Education Services provided similar to that a DJJ facilities</li> </ul>	27	Year Round
<b>ESP East PBSO #3081</b> Mary Ford Asst. Principal	<ul style="list-style-type: none"> <li>ESE services provided for females 18 – 22 while detained at Gun Club Jail Females</li> </ul>		Year Round
<b>ESP West PBSO #3091</b> Mary Ford Asst. Principal	<ul style="list-style-type: none"> <li>ESE services provided for males 18 – 22 while detained at Belle Glade Jail Males</li> </ul>		Year Round

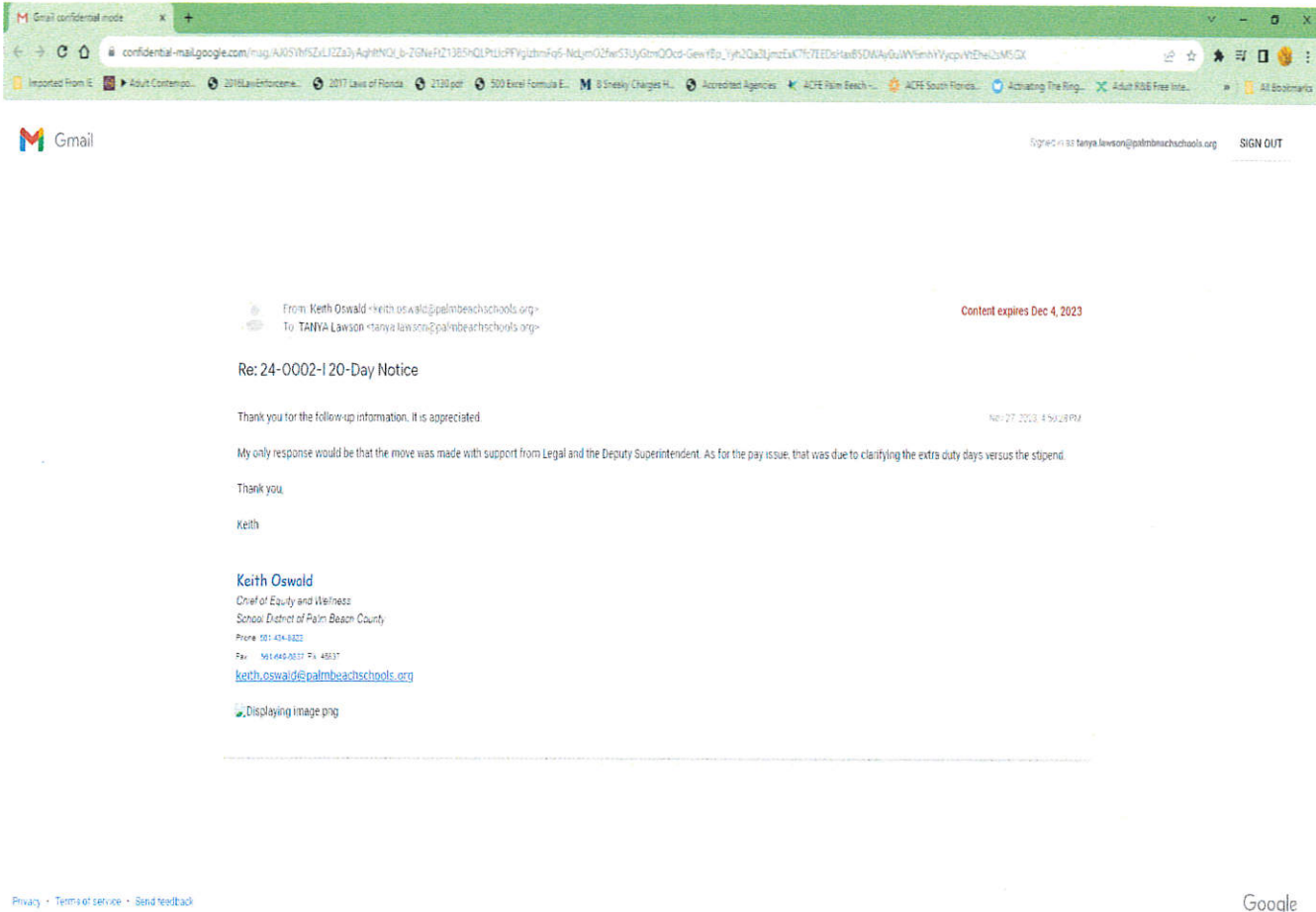


RE: OIG Case 24-0002-I

Response from Keith Oswald

11/28/2023

Case # 24-0002-I Date Rcv'd: 11/28/23  
 Received From: KEITH OSWALD  
 Description: Response to DRAFT  
FROM KEITH OSWALD  
 Exhibit #: 5  
 Redactions: Yes \_\_\_\_\_ No



**Verbatim from Kieth Oswald’s response which has been included in the above statement.**

“My only response would be that the move was made with support from Legal and the Deputy Superintendent. As for the pay issue, that was due to clarifying the extra duty days versus the stipend.”