



As you know, on July 16, 2024, you were placed on paid administrative leave due to concerns related to, but not limited to, breach of contract, unprofessional conduct and insubordination. We hired outside legal counsel, Haynsworth, Sinkler, and Boyd (HSB) to investigate the allegations. Our decision to pursue "discharge for cause" follows an investigation into your actions as superintendent. Although you were offered an opportunity to participate in this process, HSB were not able to interview you. Thus, the investigation was concluded without an interview from you.

1. The investigation concluded that you failed to devote the necessary time, skill, labor, and attention to your role as Superintendent in that you were often or regularly off site pursuing personal ventures during school operating hours.
2. The investigation determined that the lease produced through your attorney as proof of residency is likely fraudulent.
3. The investigation determined that you instilled a sense of fear and fear of retaliation in some of the District employees interviewed.
4. The investigation determined that you directed IT Department to monitor and alter the inboxes of at least one District employee.
5. The investigation determined that you were dishonest about your whereabouts during a lockdown of a school campus.
6. The investigation called into question issues with procurement practices.
7. The investigation called into question your involvement in school board campaigns.
8. The investigation called into question foreign trips for recruitment of International teachers.
9. The investigation found that you requested District employees to use District and school resources to assist with your personal business(es) and the requested activity may have occurred during the workday.
10. You thwarted the Board's attempt to investigate matters by not meeting as requested during the workday despite being on paid administrative leave.
11. You signed at least three multiyear contracts for noncertified employees with a severance provision offering six months of salary without advising the Board.

By providing you with a copy of the investigative report, you may be asked to respond to other findings in this document. In addition, the State Department of Education has requested that the Office of Inspector General conduct an investigation, and the Board reserves the right to amend this notice based on the ongoing nature into their investigation into your conduct as well as any other outside agency to include but not limited to South Carolina Law Enforcement Division and the South Carolina Ethics Commission.

Sincerely yours,



Priscilla Green
Board Chair

c: All Board Members
Halligan, Mahoney and Williams, P.A.