



Seminole County
Public Schools

INVESTIGATIVE REPORT

Oviedo High School Football

Carianne Reggio

11/22/2019

Case: 2019-HS-02

INVESTIGATIVE REPORT
Oviedo High School Football

Background Information

During the 2019-2020 school year, a parent received an anonymous letter indicating that his child (who plays football at Oviedo High School) had been violated in the Freshman/JV locker room by a football player(s) performing a "Code Red". The parent in turn contacted School Administration and Oviedo High School (OHS) initiated an investigation. A report was also made to Child Protective Services (CPS).

The Oviedo Police Department (OPD) also initiated their own investigation (Case: 2019-4000-1270).

Investigator's Note: As of November 14, 2019, OPD's investigation is in the hands of the State Attorney's Office and a determination has not been reached.

Based on the nature of the allegations, SCPS Superintendent Walt Griffin directed that a District level investigation also take place. As a result, an investigation from this investigator commenced.

Allegations

Allegation 1: During the 2019-2020 School Year, While Unsupervised in the Freshman/JV Locker Room, Football Players Performing a "Code Red" on Unwilling Players; and

Allegation 2: OHS Has a History of Players Performing Code Reds on Unwilling Players While in the Freshman/JV Locker Room.

Allegation 1: Code Red Activity and Student Supervision

Definition of Code Red Activity: A football player screams, "Code Red!" and proceeds to take a player by surprise; while subduing him, a fingertip is shoved (though clothing) into the student's anus.

Investigator interviewed School Administration and requested disciplinary files and No Contact Contracts.

Two students informed Administration that a Code Red was performed on them. One student chose not to name the alleged perpetrator. One student named the perpetrator; the alleged perpetrator received disciplinary consequences.

Based on the School investigation, three students received disciplinary action and No Contact Contracts were put in place between the students involved.

Through this investigator, interviews were conducted with over seventy OHS football players. In part, questions pertained to knowledge of Code Red, student occurrences of Code Red activity, locker room supervision and locker room activities (including physical interactions) were asked.

Student interviews

The large majority of student interviewed indicated the following:

- There was little to no locker room supervision from Head Coach Matthew Dixon and/or his staff this school year in the Freshman/JV Locker Room.
- Students described what they often referred to as "horseplay" occurring very frequently in the locker room while adults were not present. Activities commonly allegedly occurring were described as wrestling, tackling, pushing, and shoving. The large majority described that the behaviors were welcomed and amicable interactions between friends and if anyone objected, the interaction ceased.

A few students described being uncomfortable or fearful based on the physicality of the activities. Due to this, these students chose to dress in the bathroom and avoid the locker room all together.

- Most students described having knowledge of what the aforementioned definition of Code Red was. To a lesser extent, some students interpreted Code Red to mean slapping each other on the rear end in a friendly manner or a friendly form of wrestling or tackling. Also to a lesser extent, some students learned the aforementioned definition of Code Red through discussions resulting from the School's investigation or from parental or student conversations based on local news reports.

Some students described witnessing the defined Code Red being done and with the exception of the students that reported having Code Reds performed on them, they indicated that the student(s) performing the act appeared to be performing it in jest to annoy another student. They described that the student's reactions varied for those that received the Code Red. Some students described a Code Red being performed on another student that initially performed it first. When asked, students indicated that the coaching staff was not told of Code Red activity.

Investigator's Note: None of the students interviewed intimated that the Code Red action appeared to have been done with sexual intent.

Based on the spontaneity and random nature of them being performed and the embarrassment involved, students described being watchful and apprehensive that a Code Red would be performed on them. As noted, several students indicated being fearful to go into the Freshman/JV locker room. When questioned about which students specifically performed them, outside of those that were already named or those that reported that it occurred with them, students were not willing to provide specific names or could not remember who specifically took the actions (when asked for specific names).

- After the OHS investigation began this year, students reported that there has been ample supervision in the locker rooms and no physical interaction between players in the locker room has occurred now.

Head Coach Matthew Dixon Interview

When questioned regarding the obligation to supervise the players, Mr. Dixon stated that last school year, OPD informed him that he should not stand in the locker rooms to supervise, as a student could attempt to charge him as a voyeur or allege that there was a sexual connotation to the observation. Based on this, he would supervise from the hallway outside of the Freshman/JV locker room by walking by and would not observe them by going inside the locker room. Coach Dixon indicated that he could not recall the name of the OPD officer that advised him in this manner.

Investigator's Note: Investigator observed this Freshman/JV locker room. Many students could not be fully seen from the hallway based on the layout of this locker room and obstructions that prevented full view of the students.

Allegation 2: OHS Has a History of Players Performing Code Reds on Unwilling Players While in the Freshman/JV Locker Room

OHS - History of Similar Reports

- 1.) Allegation from the Fall of 2017:** A football player physically abused another player in the Fall of 2017. The alleged abuse was described as a football player forcibly grabbing and squeezing another player's penis and testicles. Student/parent chose not to pursue further action.

Investigator's Note: SCPS Office of Professional Standards investigated this matter during the 2018-2019 school year and found the information to be credible.

- 2.) Allegations during the 2018-2019 school year:** Inappropriate "Code Red" student activity; OPD Report Number 2018-4000-1276.

Student disciplinary action occurred and Football Staff was allegedly instructed to maintain proper locker room supervisor.

Matt Dixon: Head Football Coach; Principal: Joseph Trybus.

- 3.) Aforementioned allegations during the 2019-2020 school year:** Allegations of a similar nature to the 2018-2019 allegations; OPD Report Number 2019-4000-1270.

Matt Dixon: Head Football Coach; Principal: Dr. Trent Daniel

Documents Reviewed

Student and Staff Investigative interviews	Relevant Florida Statutes & Board Policies
OHS Written Statements	Code of Ethical Conduct
Student Disciplinary Action	No Contact Contracts
Parental Interviews and Email Messages	

Findings

Based on interviews, documentation reviewed and evidence available at this time, the following summarizes the determinations:

Inadequate Supervision of Students While under Coach Dixon's Direction: Confirmed

A preponderance of the evidence from student statements revealed inadequate supervision. Also, being that Coach Dixon is also a SCPS PE teacher, he's aware of the full obligation to supervise students under his direction.

Football Staff: Violation of the Principals of Professional Conduct for the Education Profession in Florida - Rule 6A-10.081 Sections (1)(b)(c) and (2)(a)(1)(5): Confirmed

Occurrence of Code Red Activity (As Defined): Confirmed

A preponderance of the evidence from student statements revealed Code Red activity (as defined).

Continuance of Previously Addressed Related Behaviors: Confirmed

Interviews and a review of case files show continuing related activity, which was previously addressed with personnel.

Violation of School Board Policy 3210, Standards of Ethical Conduct: Confirmed

Violation of Florida Statutes, Title XLVII – Fl. K-20 Education Code, Ch. 1003.32 (1)(d)(e): Confirmed

Corrective Action

Findings have been presented to the Executive Director of Human Resources and Professional Standards for corrective and remedial action.

**SEMINOLE COUNTY PUBLIC SCHOOLS
OFFICE OF PROFESSIONAL STANDARDS
INVESTIGATIVE SUMMARY SUPPLEMENT
Case #2019-HS-02—Supplement**

Date Received for Investigation: November 06, 2019

Work Site: Oviedo High School Football Coaching Staff / Full Time SCPS Employees

Investigator: Patrick J. Weise

Date of Final Report: November 22, 2019

ALLEGATION / ISSUE:

On or about November 06, 2019, the Seminole County Public Schools—(SCPS) Office of Professional Standards was in receipt of information from Oviedo High School—(OHS) school administration and the Human Resources Coordinator, Carianne Reggio regarding concerns related to recent issues and/or concerns related to the OHS football coaching staff. These issues/concerns were related to football players conducting “code reds” upon other players while in the locker rooms. These “code reds” were described as inappropriate physical contact of a student by a student.

The SCPS Executive Director of Human Resources and Professional Standards, Boyd E. Karns, Jr., requested this investigator to assist Reggio in her overall investigation. This investigator was requested to conduct interviews of the OHS football coaching staff who were identified and considered full time SCPS employees /staff members.

It was noted that a police report related to the aforementioned issues/concerns was also completed by the Oviedo Police Department—OPD and documented with report number (201940001270). The OPD report is currently considered an open investigation as a CAPIAS was filed with the State Attorney’s Office and, at the time of this internal report, a final disposition by the SAO has not been rendered.

Due to the general allegation of the incident and other investigative agency actions related to the incident, the SCPS Office of Professional Standards completed this supplemental report to assist in making a final determination related to the events of this matter and/or determining if there was any SCPS District policy violation(s). This supplemental report considered the following policy and statutory application:

APPLICATION OF STATUTE/POLICY/RULE:

1. Seminole County School Board Policy Manual:
 - 3210—Standards of Ethical Conduct.
2. Principles of Professional Conduct for the Education Profession in Florida—6A-10.081.
3. Florida Statutes; Florida School Laws Title-XLVII, K-20 Education Code.
 - Chapter 1003.32—Responsibility for Control of Students

[\(Attached\)](#)

PERTINENT MISCONDUCT HISTORY:

There was no pertinent documented discipline history revealed for any of the listed individuals that would affect the results of this investigation.

SUMMARY OF INVESTIGATIVE DETAILS:

This supplemental investigative report included interview statements with the following identified SCPS employees:

- | | |
|----------------------|--|
| • Andrew Morgan | Assistant Principal OHS |
| • Matt Dixon | Head Varsity Football Coach/PE Teacher OHS |
| • John Rondone | Assistant Coach/Math Teacher OHS |
| • Tyler Lampe | Assistant Coach/Paraprofessional OHS |
| • Brett Simonelli | Freshman & Assistant JV Coach/Social Studies Teacher OHS |
| • Christian Peterson | Assistant Freshman Coach/ESE Teacher OHS & Seminole HS |
| • Matt Ackley | Assistant Principal OHS & Lake Howell High School |

Conducted interview with Oviedo High School Assistant Principal—Mr. Andrew Morgan

On November 06, 2019, I conducted a face-to-face interview with OHS Assistant Principal Andrew Morgan at the campus of OHS. The following is a synopsis of the statement provided by Mr. Morgan:

- We reviewed the 2018/2019 investigation that was conducted by the Oviedo Police Department and Oviedo High School related to the same alleged issues/concerns that were reported this school year regarding the OHS football team/students. It was alleged that students were still conducting “code reds” upon one another.
- OPD’s investigation was documented with incident report number 2018-40001276.
- Morgan conducted student interviews with identified students related to the 2018/2019 school year incident. Upon completion of Morgan’s review of the incident, he provided his findings to last year’s school principal, Joe Trybus.
- Last year’s OHS investigation resulted in a student identified as _____ being disciplined according to the school’s student code of conduct policies.
- Morgan verified that last year’s issues/concerns appeared to be associated with this year’s same issues/concerns.
- Morgan had no recollection and/or knowledge of any staff members (football coaching staff) receiving any written directives, written concerns or being disciplined as a result of the 2018/2019 incident.
- Morgan confirmed that Joe Trybus verbally addressed the varsity, junior varsity and freshman football team members in 2018/2019 about the inappropriate behaviors “code reds” by the students and stated that the actions needed to stop.
- Morgan recalled that Joe Trybus had a verbal conversation with Matt Dixon about providing proper supervision of students in the locker rooms to ensure that the inappropriate activities of the students ceased to continue.
- Morgan was uncertain if Joe Trybus addressed other members of the football coaching staff.

Conducted interview with Oviedo High School Assistant Principal—Mr. Matt Ackley

On November 08, 2019, I conducted a face-to-face interview with Lake Howell Assistant Principal Matt Ackley at the campus of LHHS. It should be noted that Ackley was assigned to OHS as an Assistant Principal and recently transferred (October 21, 2019) to LHHS. This transfer was unrelated to the reported incident of concerns at OHS. The following is a synopsis of the statement provided by Mr. Ackley:

- Ackley confirmed his tenure of about fifteen years with the SCPS District. He further confirmed that he had been assigned as an assistant principal at OHS for the last five-(5) years. He verified that he just recently transferred to Lake Howell High School as an assistant principal.

- He verified that he was never a member of the football coaching staff.
- Ackley had heard about the “code red” issues from the 2018/20019 school year. He had not really heard much about it this current school year as he was in the process of making his transfer to LHHS.
- He understood that a “code red” was when a student grabbed another student’s butt and possibly inserted a finger(s) in the students butt crack. He had never heard of any student “inserting” a finger into the rectum of any other student.
- He confirmed that he was aware that law enforcement had investigated the 2018/2019 incident.
- When asked about both the 2018/2019 and the 2019/2020 school year incidents, Ackley stated that no student ever told him directly that they had been a recipient of a “code red.” He further stated that no student had informed him of being assaulted/battered by another student in relationship to a “code red.”
- Ackley stated that no student ever told him they had witnessed a “code red” occur to another student.
- Ackley stated he understood that Drew Morgan had conducted a school review of the 2018/2019 incident and informed Joe Trybus of the disposition. However, Ackley had no direct involvement with the review and/or incident.
- Ackley had heard that Joe Trybus had engaged Matt Dixon in a verbal conversation related to appropriate supervision of students in the locker room. He believed he had heard this directly from Matt Dixon. Ackley was unaware of any formal written and/or verbal directive or communication from Joe Trybus to any of the football coaching staff.
- Ackley stated he had heard, via colleague conversations that during the 2018/2019 incident and investigation, that law enforcement commented to Matt Dixon (and possibly Joe Trybus) that it would be “weird” for a staff member(s) to supervise the students in the locker room by standing inside and have direct observation of the students while they changed clothes. He understood that law enforcement commented that it could open the staff member(s) and school up to liability if a student and/or parent complained. He heard that law enforcement suggested that the staff member(s) supervise by being close by, but not inside the locker rooms. Ackley also confirmed that he had heard this directly from Matt Dixon in conversation(s).
- Ackley believed that Joe Trybus addressed the issues/concerns with the football players, but Ackley was not present and/or involved.
- When asked to provide any additional information he felt was pertinent, Ackley stated that through colleague conversations at OHS, Ackley had heard that the “code red” issues/concerns possibly originated with the students when they were playing Pop Warner football and/or during their middle school years prior to becoming first-year freshman students at OHS. However, he had no direct knowledge of that information.
- Ackley confirmed that he had no firsthand knowledge of any reported issues /concerns related to the 2019/2020 school year.

Conducted interview with Oviedo High School Teacher—Mr. Christian Peterson

On November 11, 2019, I conducted a face-to-face interview with Teacher Christian Peterson at the campus of OHS. The following is a synopsis of the statement provided by Mr. Peterson:

- Peterson confirmed his tenure with the District at about three years. He has been assigned to both Seminole High School and Oviedo High School. He is currently assigned at OHS as an ESE teacher.
- He confirmed his status as an assistant football coach at OHS for a period of three years.

- He stated his only knowledge of a “code red” incident is what he has heard and read from the news media.
- When asked about the 2018/2019 and 2019/2020 school year issues/concerns about OHS football players, he denied that any student has ever told him that they had received a “code red.”
- He denied that any student has ever told him that they had been assaulted/battered by another football player.
- He denied that any student had ever told him they had witnessed a student assaulted/battered by another student in the locker room.
- Peterson had no knowledge of the prior school administration (Joe Trybus) providing any written communication and/or directive to the coaches related to the football students.
- Peterson stated that he had received verbal directions from Matt Dixon during the 2018/2019 school year to ensure students were supervised in the locker room.
- Peterson had heard that Joe Trybus addressed the 2018/2019 football teams, but he was not present.
- Peterson confirmed that he had recently received additional verbal directions to ensure student supervision in the locker rooms.
- He advised he was never interviewed by law enforcement during either the 2018/2019 or the 2019/2020 school year incidents.
- Peterson denied he had ever been instructed by a school staff member that he was not allowed to be in the locker room when students were changing clothes. He denied that law enforcement or Matt Dixon ever made that comment to him.
- When asked to provide any additional information he felt was pertinent, Peterson stated this football season he was assigned to Seminole High School as a Paraprofessional and his contact with the football players was limited to practices and games as he was not directly on the OHS campus. During the 2018/2019 school year, he was a Paraprofessional at OHS and had more direct contact with OHS students and football players.

Conducted interview with Oviedo High School Teacher—Mr. Brett Simonelli

On November 11, 2019, I conducted a face-to-face interview with Teacher Brett Simonelli at the campus of OHS. The following is a synopsis of the statement provided by Mr. Simonelli:

- Simonelli confirmed his tenure with the District at about two years. He is currently assigned at OHS as a social studies teacher.
- He had five-(5) year’s prior teaching and coaching experience for Volusia County Public Schools.
- He confirmed his status as a football coach at OHS for the past two years, as well as the wrestling coach for OHS.
- He stated his knowledge of a “code red” incident is when the “...kids would grab one another and try to stick a finger in the butt...” He first heard of this activity during the last school year (2018/2019).
- When asked about the 2018/2019 and 2019/2020 school year issues/concerns about OHS football players, he denied that any student has ever told him that they had received a “code red.”
- He denied that any student has ever told him that they had been assaulted/battered by another football player.
- He denied that any student had ever told him they had witnessed a student assaulted/battered by another student in the locker room.
- Simonelli did not recall receiving any written communication and/or directive from Joe Trybus related to the supervision of football students.

- He did recall that Matt Dixon told the coaches to make sure the kids stopped the horse playing in the locker room.
- Simonelli did not recall Joe Trybus addressing the football teams about their inappropriate actions. However, he had heard and understood the Joe Trybus did in fact address the teams during the sixth and seventh periods. Simonelli was not present at those addresses, as he had his own social studies classes to teach.
- Simonelli did not recall any recent directions regarding student supervision in the locker room. [It was noted that his name is on the newly distributed (Locker Room Supervision Schedule). He is listed as the supervisor of the Varsity Locker Room on Game Days for (Defensive and Offensive W/T)].
- Simonelli denied a law enforcement member had ever instructed him that he was not allowed to be in the locker room when students were changing clothes. Additionally, he denied that Matt Dixon ever made that comment to him.
- When asked to provide any additional information he felt was pertinent, Simonelli stated that there is a small group of parents that are being vindictive toward the football coaches for uncertain reasons. Simonelli said he had filed a police complaint in March 2019 with OPD against a parent who was harassing him and “posting” false and fake information about him on social media. That case is apparently still on going with law enforcement.

Conducted interview with Oviedo High School Teacher—Mr. John Rondone

On November 11, 2019, I conducted a face-to-face interview with Teacher John Rondone at the campus of OHS. The following is a synopsis of the statement provided by Mr. Rondone:

- Rondone confirmed his tenure with the District at about thirteen years. He has been assigned to Oviedo High School during this tenure. He is currently assigned at OHS as a math teacher.
- He stated he has been part of the OHS football coaching staff since about 2006.
- He stated his knowledge of a “code red” incident was that kids were “goosing” each other and grabbing each other’s “butts.” He had heard that the term “code red” was in reference to a movie (A Few Good Men). [Wherein, a part of the movie plot/scene used the terminology when two other military members had assaulted another military member.]
- When asked about the 2018/2019 and 2019/2020 school year issues/concerns about OHS football players, he denied that any student has ever told him that they had received a “code red.”
- He denied that any student has ever told him that they had been assaulted/battered by another football player.
- He denied that any student had ever told directly that they had witnessed a student assaulted/battered by another student in the locker room. He had heard rumors of the incident(s) through colleague conversations.
- Rondone had no knowledge of the prior school administration (Joe Trybus) providing any written communication and/or directive to the coaches related to the football students.
- He had heard and understood that Joe Trybus did address the football teams during sixth and seventh periods. He advised that he was present when both Joe Trybus and Matt Dixon addressed the student/players and instructed them to stop their inappropriate actions by being positive leaders for the school.
- Rondone confirmed the he had recently received both written and verbal communications related to ensuring that coaches were present in all three-(3) locker rooms at all times when students are present in order to provide proper student supervision.
- He advised he was never interviewed by law enforcement during either the 2018/2019 or the 2019/2020 school year incidents.

- Rondone had heard that law enforcement suggested that the staff member(s) supervise by being close by, but not inside the locker rooms. He participated in colleague conversations with the other coaches, and the issue of potential concerns were discussed among the coaches as to how it could be perceived as “*weird*.” It was discussed that law enforcement had made the comment that it could be “...*worse for us to be in the locker room*...” as it could give the wrong impression and perception of intrusiveness while the students changed clothes. Rondone confirmed that he had heard this directly from Matt Dixon in conversation(s) related to resolving the supervision of students in the locker rooms.
- When asked to provide any additional information he felt was pertinent, Rondone stated that he believed that the catalyst of the controversy and continued complaints are due to a few angry parents. They are upset over their child’s playing time, more recognition needed for their child, and more involvement with the team and games. He clarified that these reasons do not take away from the obvious inappropriate activities of the students, and that those students should be dealt with via discipline according to the student code of conduct.

Conducted interview with Oviedo High School Teacher—Mr. Matt Dixon

On November 11, 2019, I conducted a face-to-face interview with Teacher Matt Dixon at the campus of OHS. The following is a synopsis of the statement provided by Mr. Dixon:

- Dixon confirmed his tenure with the District at about three years. He has been assigned to Oviedo High School during this tenure. He is currently assigned at OHS as a PE teacher.
- He stated he is the head football coach for the OHS football team/staff.
- He stated his knowledge of a “code red” incident was that kids were “...*poking, prodding and giving ‘wet-willies’ to each other....*”
- When asked about the 2018/2019 and 2019/2020 school year issues/concerns about OHS football players, he denied that any student has ever told him that they had received a “code red.”
- He denied that any student has ever told him that they had been assaulted/battered by another football player.
- He denied that any student had ever told him directly that they had witnessed a student assaulted/battered by another student in the locker room.
- Dixon had no knowledge of the prior school administration (Joe Trybus) providing any written communication and/or directive to the coaches related to the football students.
- Dixon did state that he and Joe Trybus had verbal conversations about general supervision of the students in the locker room. However, Trybus provided him (Dixon) no specific direction as to what or how to better supervise the student/players. Dixon stated he asked Trybus for some mirrors in the locker room and some door stops. Dixon provided his own doorstops and the mirrors were never provided.
- Dixon confirmed that Joe Trybus did address the football teams during sixth and seventh periods. He advised that he was present when Joe Trybus addressed the student/players and instructed them to stop their inappropriate actions along with the “*do’s and don’ts*” of proper behavior in the locker rooms.
- Dixon confirmed the he had recently received both written and verbal communications related to ensuring that coaches were present in all three-(3) locker rooms at all times when students are present in order to provide proper supervision. Dixon provided Principal Trent Daniel a written (Locker Room Supervision Schedule) as part of his supervisory plan of action.

*(Attachment)

- During the 2018/2019 incident, Dixon stated that law enforcement suggested that the staff member(s) supervise by being in the hallways rather than inside the locker rooms. This was described as “...*reasonable supervision*...” Dixon stated that law enforcement commented

that it could be considered a violation of privacy and potentially considered voyeurism if a staff member was in the locker room when student changed their clothes. He was uncertain if Joe Trybus was there when law enforcement made the statement(s), but he believed that Joe Trybus was aware that law enforcement made the statement(s).

- Dixon explained that after the 2018/2019 incident, the locker room doors were propped open with doorstops and coaches would provide “*reasonable supervision*” by standing and walking out in the hallway in front of the locker rooms.
- Dixon stated that he was not interviewed by law enforcement this 2019/2020 school year.

Conducted interview with Oviedo High School Teacher—Mr. Tyler Lampe

On November 11, 2019, I conducted a face-to-face interview with Teacher Tyler Lampe at the campus of OHS. The following is a synopsis of the statement provided by Mr. Lampe:

- Lampe confirmed his tenure with the District at about eleven years. He has been assigned to both Lake Howell High School and Oviedo High School during this tenure. He is currently assigned at OHS as a paraprofessional.
- He stated he has been a football coach for the OHS football team/staff since the 2017/2018 school year.
- He stated he had no knowledge of a “code red” incident except for what Matt Dixon had shared with him in conversations.
- Lampe had not been interviewed by law enforcement for either of the OPD investigations.
- When asked about the 2018/2019 and 2019/2020 school year issues/concerns about OHS football players, he denied that any student has ever told him that they had received a “code red.”
- He denied that any student had ever told him that they had been assaulted/battered by another football player.
- He denied that any student had ever told him that they had witnessed a student assaulted/battered by another student in the locker room.
- Lampe had no knowledge of the prior school administration (Joe Trybus) providing any written communication and/or directive to the coaches related to the football students.
- Lampe stated that he did receive verbal directions from Matt Dixon this year related to proper supervision of the students in the locker rooms, along with a written schedule of supervisory assignments.
- Lampe stated he had heard, via colleague conversations, that Joe Trybus did address the football teams during sixth and seventh periods. He advised that he was not present when Joe Trybus addressed the student/players.
- He confirmed that he recently received additional guidelines from Matt Dixon related to proper supervision of students in the locker rooms.
- Lampe denied that law enforcement had ever instructed him that he was not allowed to be in the locker room when students were changing clothes. Additionally, he denied that any school staff member ever made that comment to him. However, he did have coach conversations about how to supervise the student/players in the locker rooms without it seeming perverted.

*This investigator researched the terminology “code red” as referred to in the interview statement(s) based upon the movie reference comment(s). It is highly probable that the reference is to the movie (A Few Good Men). It appears the definition of “code red” is a military slang reference to “extrajudicial punishment.”

SUMMARY AND ANALYSIS:

On or about November 06, 2019, the Seminole County Public Schools—(SCPS) Office of Professional Standards was in receipt of information from Oviedo High School—(OHS) school administration and the Human Resources Coordinator, Carianne Reggio regarding concerns related to recent issues and/or concerns related to the OHS football coaching staff. These issues/concerns were related to football players conducting “code reds” upon other players while in the locker rooms. These “code reds” were described as inappropriate physical contact of a student by a student.

The SCPS Executive Director of Human Resources and Professional Standards, Boyd E. Karns, Jr., requested this investigator to assist Reggio in her overall investigation. This investigator was requested to conduct interviews of the OHS football coaching staff who were identified and considered full time SCPS employees /staff members.

It was noted that a police report related to the aforementioned issues/concerns was also completed by the Oviedo Police Department—OPD and documented with report number (201940001270). The OPD report is currently considered an open investigation as a CAPIAS was filed with the State Attorney’s Office and, at the time of this internal report, a final disposition by the SAO has not been rendered.

Due to the general allegation of the incident and other investigative agency actions related to the incident, the SCPS Office of Professional Standards completed this supplemental report to assist in making a final determination related to the events of this matter and/or determining if there was any SCPS District policy violation(s).

An application of the following school district policies/rules were ruminated for the purpose of these investigative findings:

School Board of Seminole County Policy

3210—Standards of Ethical Conduct (In-Part)

The School Board hereby establishes the ethical and disciplinary principles set forth in the Florida Administrative Code as the *Principles of Professional Conduct of the Education Profession in Florida* as the District’s standards of ethical conduct and requires all instructional staff members to adhere to them.

6A-10.081 Principles of Professional Conduct for the Education Profession in Florida. (In-Part)

(1) Florida educators shall be guided by the following ethical principles:

(a) The educator values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.

(b) The educator’s primary professional concern will always be for the student and for the development of the student’s potential. The educator will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.

(c) Aware of the importance of maintaining the respect and confidence of one’s colleagues, of students, of parents, and of other members of the community, the educator strives to achieve and sustain the highest degree of ethical conduct.

(2) Florida educators shall comply with the following disciplinary principles. Violation of any of these principles shall subject the individual to revocation or suspension of the individual educator’s certificate, or the other penalties as provided by law.

(a) Obligation to the student requires that the individual:

1. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
5. Shall not intentionally expose a student to unnecessary embarrassment or disparagement

Florida Statutes; Chapter 1003.32—Responsibility for Control of Students (In Part)

1003.32 Authority of teacher; responsibility for control of students; district school board and principal duties:

Subject to law and to the rules of the district school board, each teacher or other member of the staff of any school shall have such authority for the control and discipline of students as may be assigned to him or her by the principal or the principal's designated representative and shall keep good order in the classroom and in other places in which he or she is assigned to be in charge of students.

(2) Teachers and other instructional personnel shall:

(a) Set and enforce reasonable classroom rules that treat all students equitably.

(c) Maintain an orderly and disciplined classroom with a positive and effective learning environment that maximizes learning and minimizes disruption.

The main objective to this investigative supplement was to determine if an appropriate and proper level of supervision has historically been provided to the student/players of the OHS football teams by the OHS football coaching staff. The alleged incidents as described herein have been documented back to the 2017/2108 school year. Hence, the level of supervision appears to be uncertain and is called into question.

Moreover, it appears that the "code red" student culture and/or inappropriate activities have continued unchecked, which resulted in continued parental and student complaints being filed with the school and school district, as well as law enforcement investigations. This investigative supplement has established that the football coaching staff has had prior knowledge of the inappropriate activities. It further appears that the coaching staff, specifically head football coach Matt Dixon, failed to ensure proper measures and steps were taken to ensure student/player safety and welfare.

It is incumbent that every educator be aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, so that the educator strives to achieve and sustain the highest degree of ethical conduct. Furthermore, every educator shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.

After a thorough review of the trier of fact related to the allegation herein, it is evident and without doubt, that Matt Dixon (et al) failed to provide appropriate supervision to the student/players as described herein. These inactions by Dixon indicate a lack of professional judgement as there appears to be a failure to keep good order in the classroom and in other places in which he or she is assigned to be in charge of students. It does not appear that a substantive level of reasonable effort toward proper student supervision was afforded the OHS locker rooms, as the inappropriate student activities were not curtailed over the years. Even after the activities became common knowledge. Additionally, these inactions by Dixon could reflect a considerable level of concern for the Seminole County Public School District in regards to adherence to School Board policy.

It is evident, as supported by the testimony of Matt Dixon himself, that his level of knowledge regarding the student inappropriate locker room activities had apparently not been properly addressed. The student activities continued in part due to a lack of appropriate and proper student supervision by the coaching staff. It appears that Dixon failed to exercise the best professional judgment, and in turn

adversely affected the employee's job performance. Dixon's actions were not within the expected level and degree of high ideals and human understanding as set forth by district policy. Furthermore, he failed to make reasonable efforts to protect students from conditions harmful to their physical/mental health and/or safety. Additionally, these inactions exposed the student/players to unnecessary embarrassment and disparagement. This action in turn failed to sustain the respect and confidence of one's colleagues, students, parents and community members.

Based on the facts and evidence of this investigation, there was a preponderance of evidence to establish the actions by Mr. Matt Dixon, or lack thereof, support a lack of student management and supervision pertaining to student safety being maintained at all times for the safety, health and welfare of the school and students. Moreover, the actions by Dixon appear in violation of school board policy and statutory conduct standards for professional employees of the Seminole County Public School District. Therefore, it is recommended that Mr. Matt Dixon be **SUSTAINED** for a violation of the Seminole County Public School District applied Statute/Policy/Rule(s).

It was determined that the SCPS Office of Professional Standards could close this investigative supplement report at this time based on the facts and evidence of this investigation. Should additional information or actions be warranted, the SCPS Office of Professional Standards should consider re-opening this investigation.

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SUSTAINED	Allegation supported by sufficient preponderance of evidence
NOT SUSTAINED	Insufficient evidence to prove or disprove the allegation
EXONERATED	The incident/action was legal and proper
UNFOUNDED	The incident/action did not occur, or was not based on valid facts



Book	Policy Manual
Section	3000 Instructional Staff
Title	STANDARDS OF ETHICAL CONDUCT
Code	po3210
Status	Active
Adopted	October 30, 2018

3210 - STANDARDS OF ETHICAL CONDUCT

The School Board hereby establishes the ethical and disciplinary principles set forth in the Florida Administrative Code as the *Principles of Professional Conduct of the Education Profession in Florida* as the District's standards of ethical conduct and requires all instructional staff members to adhere to them.

No instructional staff member shall have any interest, financial or otherwise, direct or indirect; engage in any business transaction or professional activity; or incur any obligation of any nature that is in substantial conflict with the proper discharge of his/her duties in the public interest. (see also Policy 3129 Conflict of Interest)

No instructional staff member shall solicit or accept anything of value including a gift (See F.S. 112.312), loan, reward, promise of future employment, favor, or service, based upon an understanding that the vote, official action, or judgment of the administrator would be influenced thereby.

All instructional staff members shall be required to complete training on the standards established herein upon employment and annually thereafter.

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Legal	F.S. 112.312
	F.S. 112.313
	F.S. 1001.42(6)
	F.S. 1001.421
	F.S. 1006.32
	F.S. 1012.23
	F.A.C. 6A-10.081

6A-10.081 Principles of Professional Conduct for the Education Profession in Florida.

(1) Florida educators shall be guided by the following ethical principles:

(a) The educator values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.

(b) The educator's primary professional concern will always be for the student and for the development of the student's potential. The educator will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.

(c) Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, the educator strives to achieve and sustain the highest degree of ethical conduct.

(2) Florida educators shall comply with the following disciplinary principles. Violation of any of these principles shall subject the individual to revocation or suspension of the individual educator's certificate, or the other penalties as provided by law.

(a) Obligation to the student requires that the individual:

1. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.

2. Shall not unreasonably restrain a student from independent action in pursuit of learning.

3. Shall not unreasonably deny a student access to diverse points of view.

4. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.

5. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.

6. Shall not intentionally violate or deny a student's legal rights.

7. Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.

8. Shall not exploit a relationship with a student for personal gain or advantage.

9. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.

(b) Obligation to the public requires that the individual:

1. Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated.

2. Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.

3. Shall not use institutional privileges for personal gain or advantage.

4. Shall accept no gratuity, gift, or favor that might influence professional judgment.

5. Shall offer no gratuity, gift, or favor to obtain special advantages.

(c) Obligation to the profession of education requires that the individual:

1. Shall maintain honesty in all professional dealings.

2. Shall not on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.

3. Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.

4. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.

5. Shall not make malicious or intentionally false statements about a colleague.

6. Shall not use coercive means or promise special treatment to influence professional judgments of colleagues.

7. Shall not misrepresent one's own professional qualifications.

8. Shall not submit fraudulent information on any document in connection with professional activities.

9. Shall not make any fraudulent statement or fail to disclose a material fact in one's own or another's application for a professional position.

10. Shall not withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.

11. Shall provide upon the request of the certificated individual a written statement of specific reason for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.

12. Shall not assist entry into or continuance in the profession of any person known to be unqualified in accordance with these Principles of Professional Conduct for the Education Profession in Florida and other applicable Florida Statutes and State Board of Education Rules.

13. Shall self-report within forty-eight (48) hours to appropriate authorities (as determined by district) any arrests/charges involving the abuse of a child or the sale and/or possession of a controlled substance. Such notice shall not be considered an admission of guilt nor shall such notice be admissible for any purpose in any proceeding, civil or criminal, administrative or judicial, investigatory or adjudicatory. In addition, shall self-report any conviction, finding of guilt, withholding of adjudication, commitment to a pretrial diversion program, or entering of a plea of guilty or Nolo Contendere for any criminal offense other than a minor traffic violation within forty-eight (48) hours after the final judgment. When handling sealed and expunged records disclosed under this rule, school districts shall comply with the confidentiality provisions of Sections 943.0585(4)(c) and 943.059(4)(c), F.S.

14. Shall report to appropriate authorities any known allegation of a violation of the Florida School Code or State Board of Education Rules as defined in Section 1012.795(1), F.S.

15. Shall seek no reprisal against any individual who has reported any allegation of a violation of the Florida School Code or State Board of Education Rules as defined in Section 1012.795(1), F.S.

16. Shall comply with the conditions of an order of the Education Practices Commission imposing probation, imposing a fine, or restricting the authorized scope of practice.

17. Shall, as the supervising administrator, cooperate with the Education Practices Commission in monitoring the probation of a subordinate.

Rulemaking Authority 1001.02, 1012.795(1)(j) FS. Law Implemented 1012.795 FS. History: New 7-6-82, Amended 12-20-83, Formerly 6B-1.06, Amended 8-10-92, 12-29-98, Formerly 6B-1.006, Amended 3-23-16.

2015 Florida Statutes

Title XLVIII
K-20 EDUCATION CODE

Chapter 1003
PUBLIC K-12 EDUCATION

Article Chapter

SECTION 32

Authority of teacher; responsibility for control of students; district school board and principal duties

1003.32 Authority of teacher; responsibility for control of students; district school board and principal duties
– Subject to law and to the rules of the district school board, each teacher or other member of the staff of any school shall have such authority for the control and discipline of students as may be assigned to him or her by the principal or the principal's designated representative and shall keep good order in the classroom and in other places in which he or she is assigned to be in charge of students.

(1) In accordance with this section and within the framework of the district school board's code of student conduct, teachers and other instructional personnel shall have the authority to undertake any of the following actions in managing student behavior and ensuring the safety of all students in their classes and school and their opportunity to learn in an orderly and disciplined classroom:

- (a) Establish classroom rules of conduct.
- (b) Establish and implement consequences, designed to change behavior, for infractions of classroom rules.
- (c) Have disobedient, disrespectful, violent, abusive, uncontrollable, or disruptive students removed from the classroom for behavior management intervention.
- (d) Have violent, abusive, uncontrollable, or disruptive students directed for information or assistance from appropriate school or district school board personnel.
- (e) Assist in enforcing school rules on school property, during school-sponsored transportation, and during school-sponsored activities.
- (f) Request and receive information as to the disposition of any referrals to the administration for violation of classroom or school rules.
- (g) Request and receive immediate assistance in classroom management if a student becomes uncontrollable or in case of emergency.
- (h) Request and receive training and other assistance to improve skills in classroom management, violence prevention, conflict resolution, and related areas.
- (i) Press charges if there is a reason to believe that a crime has been committed on school property, during school-sponsored transportation, or during school-sponsored activities.
- (j) Use reasonable force, according to standards adopted by the State Board of Education, to protect himself or herself or others from injury.
- (k) Use corporal punishment according to school board policy and at least the following procedures, if a teacher feels that corporal punishment is necessary:

1. The use of corporal punishment shall be approved in principle by the principal before it is used, but approval not necessary for each specific instance in which it is used. The principal shall prepare guidelines for administering such punishment which identify the types of punishable offenses, the conditions under which the punishment shall be administered, and the specific personnel on the school staff authorized to administer the punishment.

2. A teacher or principal may administer corporal punishment only in the presence of another adult who is informed beforehand, and in the student's presence, of the reason for the punishment.

3. A teacher or principal who has administered punishment shall, upon request, provide the student's parent with a written explanation of the reason for the punishment and the name of the other adult who was present.

(2) Teachers and other instructional personnel shall:

- (a) Set and enforce reasonable classroom rules that treat all students equitably.
- (b) Seek professional development to improve classroom management skills when data show that they are not effective in handling minor classroom disruptions.
- (c) Maintain an orderly and disciplined classroom with a positive and effective learning environment that maximizes learning and minimizes disruption.

effective in managing minor classroom disruptions.

(c) Maintain an orderly and disciplined classroom with a positive and effective learning environment that maximizes learning and minimizes disruption.

(d) Work with parents and other school personnel to solve discipline problems in their classrooms.

(3) A teacher may send a student to the principal's office to maintain effective discipline in the classroom and recommend an appropriate consequence consistent with the student code of conduct under s. 1003.32. The principal shall respond by employing the teacher's recommended consequence or a more serious disciplinary action if the student's history of disruptive behavior warrants it. If the principal determines that a lesser disciplinary action is appropriate, the principal should consult with the teacher prior to taking disciplinary action.

(4) A teacher may remove from class a student whose behavior the teacher determines interferes with the teacher's ability to communicate effectively with the students in the class or with the ability of the student's class to learn. Each district school board, each district school superintendent, and each school principal shall support the authority of teachers to remove disobedient, violent, abusive, uncontrollable, or disruptive students from the classroom.

(5) If a teacher removes a student from class under subsection (4), the principal may place the student in another appropriate classroom, in in-school suspension, or in a dropout prevention and academic intervention program as provided by s. 1003.32; or the principal may recommend the student for out-of-school suspension or expulsion, as appropriate. The student may be prohibited from attending or participating in school-sponsored or school-related activities. The principal may not return the student to that teacher's class without the teacher's consent unless the committee established under subsection (6) determines that such placement is the best or only available alternative. The teacher and the placement review committee must render decisions within 5 days of the removal of the student from the classroom.

(6)(a) Each school shall establish a placement review committee to determine placement of a student when a teacher withholds consent to the return of a student to the teacher's class. A school principal must notify each teacher in that school about the availability, the procedures, and the criteria for the placement review committee as outlined in this section.

(b) The principal must report on a quarterly basis to the district school superintendent and district school board each incidence of a teacher's withholding consent for a removed student to return to the teacher's class and the disposition of the incident, and the superintendent must annually report these data to the department.

(c) The Commissioner of Education shall annually review each school district's compliance with this section, a teacher's success in achieving orderly classrooms, and shall use all appropriate enforcement actions up to and including the withholding of disbursements from the Educational Enhancement Trust Fund until full compliance is verified.

(d) Placement review committee membership must include at least the following:

1. Two teachers, one selected by the school's faculty and one selected by the teacher who has removed the student.
2. One member from the school's staff who is selected by the principal.

The teacher who withheld consent to readmitting the student may not serve on the committee. The teacher and placement review committee must render decisions within 5 days after the removal of the student from the classroom. If the placement review committee's decision is contrary to the decision of the teacher to withhold consent to the return of the removed student to the teacher's class, the teacher may appeal the committee's decision to the district school superintendent.

(7) Any teacher who removes 25 percent of his or her total class enrollment shall be required to complete professional development to improve classroom management skills.

(8) Each teacher or other member of the staff of any school who knows or has reason to suspect that any person has committed, or has made a credible threat to commit, a crime of violence on school property shall report such knowledge or suspicion in accordance with the provisions of s. 1003.32. Each district school superintendent and each school principal shall fully support good faith reporting in accordance with the provisions of this subsection and s. 1003.32. Any person who makes a report required by this subsection in good faith shall be immune from civil or criminal liability for making the report.

1003.32. Any person who makes a report required by this subsection in good faith shall be immune from civil or criminal liability for making the report.

(9) When knowledgeable of the likely risk of physical violence in the schools, the district school board shall take reasonable steps to ensure that teachers, other school staff, and students are not at undue risk of violence or harm.

History.—s. 127, ch. 2002-387; s. 36, ch. 2003-391.

OHS FOOTBALL LOCKER ROOM SUPERVISION SCHEDULE

CLASSES

	VAR LR	JV/FR LR	PE LR/HALL	EQUIP ROOM	TRAINING ROOM
5th PERIOD	DIXON	DIXON	PE TEACHERS	-	ZIMOLZAK-COE
7th PERIOD	DIXON	RONDONE	PE TEACHERS	-	ZIMOLZAK-COE

PRE-PRACTICE (3:00-3:15)

	VAR LR	JV/FR LR	PE LR/HALL	EQUIP ROOM	TRAINING ROOM
MONDAY	RONDONE	DIXON	LAMPE	DENIS	KRAMER
TUESDAY	RONDONE	DIXON	LAMPE	DENIS	-
WEDNESDAY	RONDONE	DIXON	LAMPE	DENIS	-
THURSDAY	RONDONE	DIXON	LAMPE	DENIS	MATTHEWS

POST-PRACTICE

	VAR LR	JV/FR LR	PE LR/HALL	EQUIP ROOM	TRAINING ROOM
MONDAY	BARBARA	EDISON	PETERSON	DENIS	KRAMER
TUESDAY	BARBARA	EDISON	PETERSON	DENIS	-
WEDNESDAY	BARBARA	EDISON	PETERSON	DENIS	-
THURSDAY	BARBARA	EDISON	PETERSON	CLEAR LR PRIOR TO JERSEY DISTRIBUTION	MATTHEWS

GAMEDAY

	VAR LR	JV/FR LR	PE LR/HALL	EQUIP ROOM	TRAINING ROOM
PRE TEAM MEAL	RONDONE	DIXON	N/A	CLOSED	CLOSED

LOCKER ROOMS CLOSED DURING EQUIPMENT DISTRIBUTION

POST TEAM MEAL	DENIS	PETERSON	EDISON	DIXON/RONDONE	ZIMOLZAK-COE
DEFENSIVE W/T	SIMONELLI	DIXON	LAMPE	CLOSED	ZIMOLZAK-COE
OFFENSIVE W/T	SIMONELLI	EDISON	RONDONE	CLOSED	ZIMOLZAK-COE
HALFTIME	DIXON	CLOSED	RONDONE	CLOSED	CLOSED
POSTGAME	DIXON	PETERSON	LAMPE	RONDONE	ZIMOLZAK-COE

NOTES

NO PLAYERS ALLOWED IN LOCKER ROOM UNTIL COACHES SHOW TO SUPERVISE.

LOCKER ROOM WILL OPEN AFTER SCHOOL AT 3:00PM ON PRACTICE DAYS

LOCKER ROOM WILL OPEN AFTER SCHOOL AT 3:15PM ON GAMEDAYS