

Richmond County School System
Safety and Security/Police Department Testing Irregularities
July 10, 2024
Executive Summary

Introduction

The Richmond County School System Superintendent, Dr. Ken Bradshaw and Deputy Superintendent, Mr. Horace Dunson requested assistance from Education Planners regarding an internal complaint filed within the RCSS police department. The potential seriousness of the allegations warranted an investigation from an external source familiar with RCSS processes and operations. The investigation was conducted by Mr. James Wilson and Dr. Randy Reece, both experienced school system investigators familiar with RCSS.

The investigation centered around testing irregularities within the RCSS police department as follows:

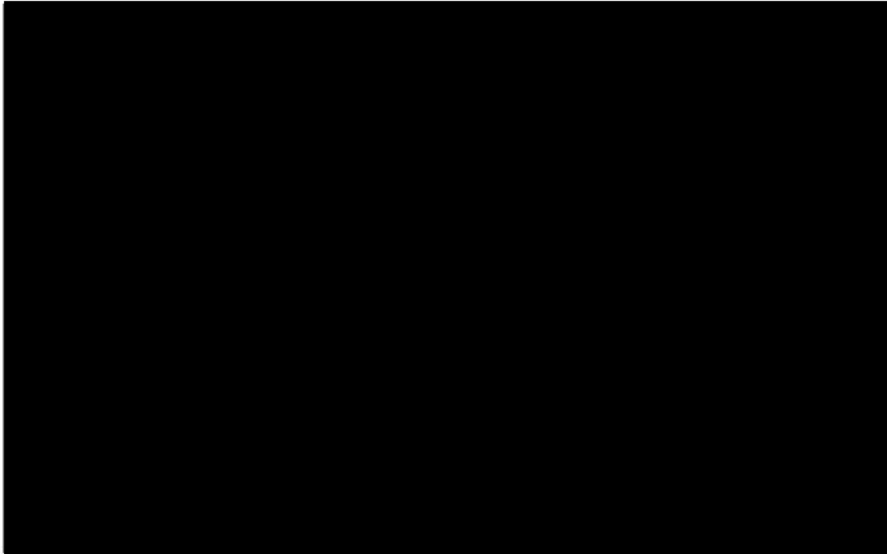
- Investigate and determine if appropriate and timely action was taken by Safety and Security/Police Department leadership.
- Assess the Safety and Security/Police Department testing protocol and determine if adequate measures are in place to protect testing integrity and to assess officer proficiency.

Methodology

Education Planners received:

- A briefing from Horace Dunson, Deputy Superintendent on the concerns related to the issues described.

- Documents from Horace Dunson submitted by a RCSS officer related to testing irregularities.



What We Found

On March 7, 2024, the annual use of force class was assigned to the department to be completed as a part of the mandated training hours that all GA POST certified officers must receive to maintain their certification.

On March, 11, 2024, records indicate Corporal Lundy completed the course virtually. Later, this same day, it is noted that Corporal Lundy took screenshots of the assessment and sent answers to a group of officers via text message.

On March 11, 2024, an RCSS officer, who wished to remain anonymous, states that he/she received a text from Corporal Lundy with questions and answers from a recent test.

On March 11, 2024, he/she met with Captain Young to make him aware that questions and answers were being passed to officers by supervisors.

On March 12, 2024, he/she received a text from Sergeant Holman acknowledging the text from Corporal Lundy and texting "thanks".

On March 12, he/she met with Chief Wilson to make him aware of the texts and the sharing of questions and answers.

In our interviews, the officer who reported the irregularities feels he/she is being retaliated against for reporting misconduct by Sergeant Holman. Additionally, he/she feels the reporting was not held confidential as was requested and had been assured.

In our interviews, Corporal Lundy confirmed that she had sent questions and answers to fellow officers. She also stated she knows it was wrong. She stated she feels the disciplinary action of suspension and a letter of reprimand was fair and justified but feels the removal from the ERT, (Emergency Response Team) was too severe.

In our interviews, Sergeant Holman was less definitive but acknowledged that she “probably” had shared test questions and answers with department officers a year ago and “might “have shared them in February 2024. She also states that “everyone had done this”. Additionally, she shared that when the officers took tests in the same room, they all called out answers if someone did not know the answer.

She stated she now understands what they cannot do. Sergeant Holman, to date, has not received any disciplinary action.

To confirm and validate facts, additional follow-up interviews were conducted with:

- Chief Mantrell Wilson
- Sergeant Holman
- RCSS officer who filed the initial complaint

The RCSS officer reconfirmed he/she had initially reported to Chief Wilson that Corporal Lundy and Sergeant Holman had texted test questions and answers to fellow officers. Shortly thereafter, he/she was documented by Sergeant Holman for insubordination and not turning on his/her body camera. He/she felt this was retaliation for reporting the

testing irregularities. Also stated by the officer, the feeling of isolation by other officers and has since been reassigned to a different Zone and a different Supervisor. The officer that he/she had not made a report to POST but has contacted the Police Benevolent Association (PBA provides representation in cases where an officer may feel unfairly treated).

Sergeant Holman was forthcoming and admitted that she shared test questions and answers with fellow officers via text. She confirmed that she had not been disciplined but felt that if Corporal Lundy was disciplined, she should be too.

Chief Wilson stated that he has told the officer that reported the concern that his/her name would be held confidential. Chief Wilson also stated that he took the following actions:

- On March 11, 2024, he made Mr. Dunson aware of the concerns.
- On March 11, 2024, he made Alex Meers of POST aware of the concerns and asked for further direction. Meers shared that if no one was terminated, the situation could be handled internally.
- On March 12, 2024, Chief Wilson suspended all virtual testing until further notice.
- On March 18, 2024, Chief Wilson drafted a policy on honesty and integrity requiring all officers to sign the draft policy.

Chief Wilson feels:

- The recent documentation of the officer who reported the concerns was justified based on violation of the body camera policy.
- The disciplinary action was appropriate for Corporal Lundy.

- The disciplinary action toward Sergeant Homan should be forthcoming and “is considering removing her stripes”.

Chief Wilson acknowledges that testing protocol and security is severely lacking and needs immediate attention.

POST Georgia Peace Officer Standards and Training Council

The Georgia POST Council administers the process and sets the standards for training and certification and provides essential technical assistance to the law enforcement community.

One of their major responsibilities include assurances that officers remain compliant with POST certifications and training requirements.

The test environment in question:

- The class is a Georgia POST credited online course, mandatory class for all certified law enforcement officers.
- The testing environment includes on-line testing.
- When contacted by the RCSS police leadership, Lt Taylor and Chief Wilson, POST stated unless termination is involved, suggested that the issue be handled at the local level.
- The question of concern what level of support or productive support is RCSS from POST.
- The testing protocol.

Recommendations:

- The officer who reported the irregularities should be protected from and free of any form of retaliation. A change in Zone and Supervisor has already occurred.
- Sergeant Holman should be disciplined for a breach of testing protocol at the same level of discipline received by Corporal Lundy.
- Written letter of reprimand, suspension of 3 days without pay and removal from the EMT (Emergency Management Team).
- Chief Wilson will need to establish and enforce testing protocol to ensure test integrity and to assess officer proficiency that would include:
 - Dedicated time and place for testing.
 - Independent proctor present during dedicated testing times.
 - Integrity is an important word in the police department, shared by almost all officers interviewed.
 - Signed acknowledgement that the test was taken by the officer with no outside assistance.

Submitted:

Education Planners

Mr. James Wilson, Chief Executive Officer

Dr. Randy Reece, Executive Vice President