

**RICHMOND COUNTY**



**BOARD OF EDUCATION**

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**MR. CHARLES B. WALKER, JR.**  
President

**KENNETH BRADSHAW, Ed.D.**  
Superintendent of Schools

**MRS. SHAWNDA S. GRIFFIN**  
Vice-President

August 20, 2024

Sergeant Dorothy Holmon

***Re: Letter of Reprimand with 5-Day Suspension without Pay***

Dear Sergeant Holmon,

You are employed by the Richmond County School System as a Sergeant for the Richmond County School System Police Department.

On or about February 16, 2024, you completed two mandated classes, Introduction to Human Trafficking and De-escalation for Law Enforcement, on a virtual platform. After completing the assessments for the two courses, you took screenshots of the questions and answers of the exams and posted the screenshots to a text group of seven officers. These classes are required training for all Georgia POST-certified officers to maintain their certification. An investigation into the allegations of cheating revealed that you completed the course on De-Escalation for Law Enforcement virtually on February 16 at 2:54 p.m. with a passing grade of 90% and that you completed the course on Human Trafficking virtually on February 16 at 5:30 p.m. with a passing grade of 80%. You then took screenshots of the assessments and sent the answers via text message to seven employees/officers who had not yet taken the assessments.

Your actions in this matter violate Chapter 5, Subsection 16.0, Dishonesty or Untruthfulness, which states: "Members shall not lie, give misleading information or falsely written or verbal communications in official written reports or their actions with another person or organization when it is reasonable to expect that such information may be relied upon because of the member's position or affiliation with this department." Furthermore, your actions violate the Richmond County Board of Education Police Department's policy, procedures, and protocols, including the policy "Knowing, Observing, and Obeying all Directives, Rules, Policies, Procedures, Practices, and Traditions."

This matter was referred to the Richmond County School System Personnel Committee. The personnel committee met on August 19, 2024, and, after reviewing the facts of the incident, decided that due to the serious

nature of your actions and the unprofessional behavior outlined above, a reprimand and suspension without pay were warranted.

Accordingly, you are receiving this **formal Letter of Reprimand** which shall be placed in your permanent personnel file. To underscore the significance of your unprofessional behavior, you are being given a **five (5) day suspension without pay**. You are directed, from this day forward, to refrain from sharing test questions with your colleagues or others. Such actions constitute cheating, violate testing procedures and protocols, provide unfair testing advantages to other officers, and undermine the integrity of the assessment process. Repeated occurrences of such behavior may result in the School System considering further disciplinary action up to and including possible termination.

You are required to complete officer refresher training, which shall include training at the Georgia Public Safety Training Center in Forsythe, Georgia. When you have completed the officer refresher training at Forsythe, you are to request your supervisors to notify in writing the Office of the Deputy Superintendent.

Sincerely,



Dr. Kenneth Bradshaw  
Superintendent of Schools

cc: Dr. Melissa Shepard, Chief Human Resources Officer  
Mr. Horace Dunson, Deputy Superintendent of Operations & Administrative Services  
Chief Mantrell D. Wilson, Director, Richmond County BOE Police Department  
Fletcher, Harley & Fletcher, LLP, Legal Advisors  
Permanent Personnel File

Received by Employee this \_\_\_\_ day of \_\_\_\_\_, 2024: \_\_\_\_\_