



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

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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*

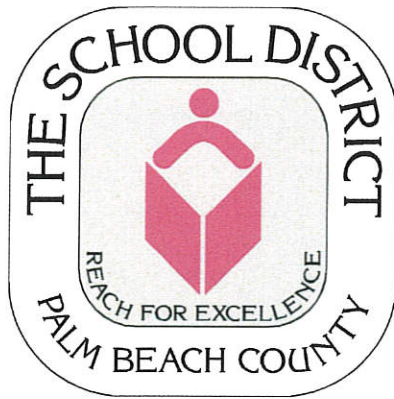
DATE: December 20, 2023

SUBJECT: Transmittal of Final Investigative Report:
24-0004-I Conflict of Interest, Misuse of Authority

Attached please find a copy of the Palm Beach County School District Office of Inspector General (OIG) Final Report of OIG Case 24-0004-I related to Conflict of Interest and Misuse of Authority. The complaint was received in the OIG office on September 13, 2023. In that, Park Vista Community High School (PVCHS) part-time assistant cheerleading coach Robert Robinson misused his authority and compelled PVCHS cheerleaders to join the Cheer Florida All Stars (CFA) for personal gain.

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

In accordance with *School Board Policy 1.092.9.b.iv.*, on December 5, 2023, the draft of this investigation was provided to Robinson for a response. Robinson said he reviewed the investigative report without further questions or concerns.



OIG CASE NUMBER 24-0004-I

Park Vista Community High School

REDACTED

TYPE OF REPORT: FINAL

DATE OF REPORT: December 19, 2023



Teresa Michael

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

THIS REPORT MAY CONTAIN INFORMATION THAT IS CONFIDENTIAL OR EXEMPT FROM DISCLOSURE UNDER APPLICABLE LAW. DO NOT RELEASE WITHOUT PRIOR COORDINATION WITH THE OFFICE OF INSPECTOR GENERAL.

Office of Inspector General

Report of Investigation #24-0004-I

EXECUTIVE SUMMARY

From September 13, 2023, to November 2, 2023, the Office of Inspector General (OIG) investigated a complaint from Flip City Gymnastic & Cheer (FLIP CITY) owner Lori Lazuka received via the Centralized Complaint Assessment & Referral Evaluation System (CARES). Ms. Lazuka's complaint alleged that Park Vista Community High School (PVCHS) part-time assistant cheerleading coach Robert Robinson violated School District Policy 3.02, Code of Ethics, when he misused his authority and compelled PVCHS cheerleaders to join the Cheer Florida All-Stars (CFA) for personal gain.

Lazuka provided the OIG a July 19, 2023, email exchange (**Exhibit 1**) between the Athletic Director (AD) Whitney Brydge and Lazuka showing the names of parents and students that were allegedly compelled to join the CFA.

During the course of the investigation, OIG interviews revealed that the varsity cheerleading team consists of 27 cheerleaders. Of the 27 cheerleaders five recently joined the CFA in Broward County. Robinson denied recruiting PVCHS cheerleaders to attend the CFA. Additionally, Robinson stated that he is a team/private coach and facilities manager at CFA and does not make any management, financial, marketing or other business-related decisions at CFA. According to Robinson, his responsibilities include securing the facilities, turning off the lights, removing trash from the premises, picking up facility supplies, making equipment/building repairs, and other essential needs relating to the facilities/buildings.

The cheerleader's parents Lazuka identified in the July 19, 2023, email with AD Brydge acknowledged in their statements to the OIG that they are current members at CFA and had been members of FLIP CITY in Boynton Beach for many years. During interviews with the OIG, parents denied Robinson compelled their children to join CFA. Further, the interviewed parents indicated they decided to remove their children from FLIP CITY because the environment at FLIP CITY was toxic, abusive, and not conducive to their child's developmental growth.

The following are summaries from interviewed parents:

A parent indicated that she filed an abuse case with the United States All-Star Federation (USASF), which subsequently led to a FLIP CITY contract termination; after the contract cancellation, the parent decided to withdraw the abuse allegation.

A parent indicated they were upset with FLIP CITY because of a baseless rumor between FLIP CITY's parents. Because of the rumor, the FLIP CITY president threatened to remove the parent/student from the gym and off the team; the parent also believes FLIP CITY overcharges membership dues.

The parent said that FLIP CITY is not a positive environment and is unsuitable for her daughters. The FLIP CITY staff uses abusive language towards the kids.

Another parent said the FLIP CITY staff are abusive, not drug tested, and drugs were prevalent at the gym. The CFA facilities are clean, and staff are drug tested. The parent opines that 30-40 parents/children left the FLIP CITY due to unprofessionalism, and all who left were not cheerleaders, kids as young as three.

Based on the testimonies obtained from witnesses interviewed and the cheerleader's parents, the OIG determined that PVCHS part-time assistant cheer coach Robert Robinson did not violate School District Policy 3.02, Code of Ethics by misusing authority to receive a personal gain by compelling cheerleaders to join the CFA thus the allegation was **Unsubstantiated**.

OIG staff forwarded Robinson a copy of the draft report to respond. The response has been attached as **(Exhibit 2)**. Robinson said he reviewed the investigative report without further questions or concerns.

INVESTIGATIVE PREDICATE

On September 13, 2023, the School District of Palm Beach County, Office of Inspector General (OIG) received a complaint alleging PVCHS part-time assistant cheerleader coach Robert Robinson misused authority when he compelled cheerleaders to join the CFA for personal gain. (Allegation).

On September 13, 2023, OIG Senior Investigator Robert Sheppard was assigned this complaint for investigation.

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

BACKGROUND

At PVCHS, cheerleading comprises two cheer teams: varsity competitive and junior varsity cheerleading.

The two cheer teams are comprised of a total of 43 cheerleaders. The varsity team consists of 27 cheerleaders, and the junior varsity consists of 16 cheerleaders. Of the 27 varsity cheerleaders, 22 are “competitive”, and five are non-competitive varsity sideline cheerleaders.

Cheerleading practices are on weekdays from 3:30 p.m. to 5:30 p.m. in October, and the official season begins in October through February. A fair share cost covers expenses, uniforms, travel, and event entry fees. Sponsorships and fundraiser opportunities are available to ensure all cheerleaders participate. Varsity sideline cheering occurs during halftime at home football/basketball games, and the season ends in December.

ALLEGATION

It is alleged that part-time assistant cheerleading coach Robert Robinson misused his authority by compelling cheerleaders to join CFA for personal gain.

Per School Board Policy 3.02.4.g

“Each employee agrees and pledges to avoid conflicts of interest or any appearance of impropriety.”

Further, unethical conduct includes but is not limited to:

Using one’s professional relationship or authority with students for one’s personal advantage. Board Policy 3.02.5.a.iv

The preamble to Policy 3.02.5.d states, in part, *“We will not solicit students, parents, vendors, lobbyists or others for anything that provides us a personal benefit different than the public.”*

“Unethical (Improper Remunerative) Conduct includes but is not limited to:

Soliciting students or parents to purchase equipment, supplies or services from the employee or to participate in activities that financially benefit the employee, contrary to School Board Policy Nos.2.21 (School Requests of Payment from Students) and 2.16 (Fund-Raising Activities Relating to Schools), as now or hereafter amended.” Quoting Board Policy 3.02.5.d.i

Further, improper remunerative conduct includes,

“Referring a parent or student to a service, service provider or product in return for anything of value. Officers or employees making referrals as part of their official duties shall make referrals to more than one provider of the service or product, if available. For example, school counselors shall refer parents or students to more than one provider of medical services, if available. Additionally, an employee shall not refer a parent or student to any service, service provider, or product in which that employee has financial interest, without first disclosing in writing the employee’s interest to the parent or student.” Quoting Board Policy 3.02.5.d.iv.

COMPLAINANT INTERVIEW

On September 27, 2023, a sworn recorded interview of President of the Flip City Gymnastic & Cheer, Inc. Lori Lazuka was conducted at the Flip City Gym and Cheer (FLIP CITY) in Boynton Beach, FL. The following represents actual and paraphrased statements made by “Lazuka” as it relates to the allegation:

Lazuka stated she is a non-District employee, president of FLIP CITY and coached several children who were members of FLIP CITY and are now attending PVCHS. According to Lazuka, part-time assistant cheer coach Robert Robinson has been PVCHS’s assistant cheer coach since 2021 and Robinson’s full-time employment is with the CFA in Broward County as a facilities manager.

Lazuka indicated she does not know Robinson personally, but has seen him at all-star cheer competition events. Lazuka said that parents and students have shared with her that Robinson misuses his authority by recruiting and compelling students to join CFA.

Lazuka stated that girls have broken their FLIP CITY All-Star contract for the past two years after making the PVCHS varsity cheerleading team. Lazuka indicated that all-star cheer at FLIP CITY and PVCHS competitive cheer are separate entities. All-Star cheering competes against other all-star cheering teams. Competitive cheering is a District winter Florida High School Athletic Association (FHSAA) sanctioned sport in which cheer teams

compete against other District school's competitive cheering teams. Varsity sideline cheering (VSL) is when cheerleaders cheer at home or away football and basketball games.

According to Lazuka, PVCHS offers competitive cheering, and recently, for the first time, varsity cheerleaders must agree to be part of the PVCHS competitive cheering team. The cheerleaders do not have the option to select to only participate in VSL. In addition, the cheerleaders agree to a cheer contract detailing expenses over \$4,700.00 and cheerleader bylaws. These expenses create a financial hardship for parents.

Lazuka alleged that Robinson recruits the PVCHS cheerleaders to join CFA for personal gain. Per Lazuka, the personal gain is that Robinson is a part-time District employee selecting students to join CFA. Roughly 80-85% of PVCHS varsity cheerleaders joined CFA, which Lazuka deemed as abnormal. Lazuka said that in a football game between Palm Beach Central Community High School and PVCHS, most varsity cheerleaders did not cheer at the game because they traveled to Broward to practice at the CFA facilities. Lazuka opined that the cheerleaders should not have been encouraged to miss the school game because Robinson is the PVCHS's assistant cheer coach, and those students cheer for the school. According to Lazuka, outside activities should not conflict with school-related activities.

Lazuka said that if PVCHS cheerleaders did not join the CFA, Robinson bullied them at practice. For example, Robinson would say to those cheerleaders, "You are not doing that right," "That is what Flip City Gym does," or "This is the way we want you to do it." Per Lazuka, Robinson is a District employee coaching cheerleading at PVCHS so he should not be degrading a cheerleader because the cheerleader cheered at another facility. Lazuka recalled a parent shared with her that a coach from CFA offered to sponsor her child to join the CFA gym. This child had been with FLIP CITY for ten years (from 3 to 13 years old), and last year, halfway through the season, the child broke her FLIP CITY contract once she made the PVCHS varsity cheering squad and subsequently joined CFA.

Lazuka recollected that a cheerleader who attended her gym at three years old and is now a freshman at PVCHS, that same cheerleader left FLIP CITY to join CFA. However, this past June, the cheerleader tried out for the PVCHS varsity cheer team, but she did not make the team; two weeks later, the child made the PVCHS cheer team because she joined CFA.

Lazuka provided a list of student and parent witnesses for the OIG to contact to support these allegations.

WITNESS INTERVIEWS

On October 4, 2023, a sworn recorded interview of PVCHS Principal Dr. Enrique Vela was conducted at PVCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by “Dr. Vela” as it relates to the allegation:

Dr. Vela was unaware of a cheering contract, policy, or in-house rule indicating that cheerleaders must be part of the competitive cheer team to participate in sideline cheering at football/basketball games. Cheerleaders who opt out of competitive cheering are not removed from the team or prohibited from participating in sideline cheering. Dr. Vela has not received any complaints from parents or students about assistant cheer coach Robert Robinson misusing his authority through coercion, bullying, and favoritism. Dr. Vela said he has not witnessed coach Robinson misuse his authority or heard rumors of coach Robinson recruiting cheerleaders to join the CFA Gym in Broward County.

PVCHS does not have a partnership/sponsorship program with any cheer gym and if students utilize those gyms, it is their decision. According to Dr. Vela, cheerleaders participating at an outside cheer gym is permitted, and the parents or cheerleaders provide transportation and cover the incurred expenses. Lastly, PVCHS does not remove cheerleaders from the team due to financial hardships.

From Dr. Vela’s understanding, cheerleaders should be present to cheer at home football/basketball games. He is further unaware if the cheerleading team has a policy that requires attendance at games.

On October 4, 2023, a sworn recorded interview of PVCHS Athletic Director (AD) Whitney Brydge was conducted at PVCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by “AD Brydge” as it relates to the allegation:

AD Brydge was unaware of an in-house rule, policy, or cheering contract that requires all cheerleaders to be part of the competitive cheer team in order to participate as a VSL cheerleader. AD Brydge explained that cheerleaders are not prohibited from joining an outside cheer gym to enhance their cheering skills, nor does the District sponsor cheerleaders attending those outside facilities. According to AD Brydge, it is a personal decision, and the cheerleader/parent incurs the cheer expense.

AD Brydge said she had not received any complaints from parents or students regarding assistant cheer coach Robinson misusing his authority through coercion, favoritism, and/or bullying. In addition, AD Brydge has not observed Robinson misuse his authority when interacting with the cheerleaders. The only complaint AD Brydge has received regarding the PVCHS cheerleading team was from Lori Lazuka, the president of the local gym Flip City Gym in Boynton Beach.

On October 9, 2023, a sworn recorded interview of PVCHS Assistant Principal (AP) Jaunice Brown was conducted at PVCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by “AP Brown” as it relates to the allegation:

AP Brown was unfamiliar with the PVCHS cheerleader tryout process, nor did she know how the cheerleading team selection occurred for the different teams (freshman, junior varsity, varsity). AP Brown has not attended parent/cheerleading meetings or received calls from parents complaining about the head and assistant cheer coaches. According to AP Brown, the head cheerleader coach is District employee Ashley Urso, and the assistant cheer coach is a part-time District employee, Robert Robinson.

On October 10 thru 17, 2023, the OIG contacted the following cheerleader parents via telephone and obtained statements that were not sworn or recorded. The following represents actual and paraphrased statements made by the parents as they relate to the allegation:

██████████ said her ██████████ is a sophomore at PVCHS and has been a member of the PVCHS varsity cheerleading team for two years. From age four to 11, her ██████████ was a member of the FLIP CITY. The parent said she removed her ██████████ from FLIP CITY and joined a gym in Miami, FL, because of the traveling distance to Miami. According to ██████████, the Director of the CFA contacted her to have her ██████████ join the CFA and her child has been a member of CFA for two years. ██████████ stated that the PVCHS part-time assistant cheer coach, Robert Robinson, had nothing to do with her child's membership at CFA.

██████████ said her ██████████ is a junior at PVCHS and a varsity cheerleader and they were members of FLIP CITY for ten years. She recently removed her ██████████ from FLIP CITY because the gym did not have positive role models, and she regretted not removing her ██████████ sooner. ██████████ stated the rumors about kids leaving her gym to join the CFA are false, at no time did the PVCHS part-time assistant cheer coach, Robert Robinson attempt to compel her ██████████ to join CFA. ██████████ reiterated that she joined CFA because the environment was better suited for her ██████████.

██████████ has two children who cheer at PVCHS on the varsity team. ██████████ said she left the FLIP CITY to join CFA because the equipment is updated. Additionally, she said the FLIP CITY staff were abusive, not drug tested, and drugs were prevalent at the gym. ██████████ stated the CFA facilities are clean, and staff are drug tested. PVCHS assistant cheer coach Robinson did not compel her two children to join CFA. Furthermore, said Robinson made it clear to her that he does not compel students to join CFA, nor has she witnessed Robinson misuse his authority. The parent also said 30-40 parents/children left the FLIP CITY due to a lack of professionalism. Additionally, of the parents/children who left, all were not cheerleaders and there were kids as young as three that also went elsewhere to train.

██████████ has a freshman ██████████ who cheers at PVCHS on the varsity team. Her ██████████ has level six cheering skills. According to ██████████, she left FLIP CITY to join CFA because FLIP CITY did not have positive role models when interacting with her impressionable ██████████. The PVCHS part-time assistant cheer coach Robinson had nothing to do with her decision to remove her ██████████ from FLIP CITY to join the CFA, nor has Robinson attempted to compel her ██████████ to join CFA or demonstrate unethical behaviors. ██████████ went on to state that Coach Robinson is a positive and strict coach.

██████████ has a freshman ██████████ who cheers at PVCHS on the varsity team. The parent said she decided to remove her ██████████ from the FLIP CITY after nine years and enroll her at the CFA. ██████████ explained that FLIP CITY was not conducive to her ██████████ growth. The parent said she “can do whatever she chooses concerning her ██████████,” and the complaint is “ridiculous and false.” Additionally, Robinson is good at what he does, and he did compel her ██████████ to join CFA. The parent said she chose CFA for her ██████████.

██████████ has a freshman ██████████ who cheers at PVCHS on the varsity team. ██████████ said the atmosphere at FLIP CITY did not enhance his ██████████ skills. According to ██████████, they were members at FLIP CITY for ten years and his ██████████ enrolled at CFA because the facility is better equipped to address his ██████████ skills, and his ██████████ is also happier at CFA. Lastly, Robinson, did not compel his ██████████ to join the CFA.

██████████ has two ██████████ who cheer at PVCHS on the junior varsity team. ██████████ said that FLIP CITY was not a positive environment and was unsuitable for her ██████████ to attend further. According to ██████████, the FLIP CITY staff used abusive language towards the kids. At this time, ██████████ has not enrolled her ██████████ in CFA, but is considering the option in the future. In addition, ██████████ said assistant cheer coach Robinson did not attempt to recruit her ██████████ to join CFA. ██████████ stated, “Robinson is good at what he does and is a positive role model for her ██████████.”

██████████ said he knows the assistant cheer coach, Robert Robinson, and may have spoken to him three times. According to ██████████, Robinson has never approached him to compel his ██████████ to join the CFA. ██████████ daughter is a sideline cheerleader who is not a member of the competitive cheer team. ██████████ said he had never heard of a requirement of being a competitive cheerleader to be a varsity sideline cheerleader.

██████████ said her ██████████ is a PVCHS sideline cheerleader, not part of the competitive cheer team and has never attended FLIP CITY. ██████████ said it was never mentioned to her that it is a mandatory requirement to be part of the competitive cheer team to be a sideline cheerleader. According to ██████████, Robinson has not been disrespectful or approached her or her ██████████ to join the CFA.

██████████ said his ██████████ is a sideline cheerleader and does not cheer on the competitive cheer team. His ██████████ stopped attending FLIP CITY. ██████████ said he was not approached by Robinson to join the CFA, nor has he heard of Robinson misusing his authority.

██████████ said her ██████████ is a sideline cheerleader and was a member at FLIP CITY for six years. ██████████ explained that she removed her daughter from FLIP CITY because the gym environment was toxic and non-conducive to learning, causing her ██████████ to suffer from anxiety. According to ██████████, FLIP CITY continually promised to place her ██████████ on a different performance team and failed to honor their promise. ██████████ said she has not heard that a cheerleader must be a competitive cheerleader to be a sideline cheerleader. Additionally, ██████████ said Robinson did not compel them to join the CFA and she never witnessed Robinson misuse his authority toward cheerleaders.

On October 18, 2023, sworn audio recorded interviews with PVCHS cheerleaders were conducted at PVCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by “Cheerleaders” as they relate to the allegation:

The head cheerleading coach indicated that five students are gym members at the CFA in Broward County. The OIG spoke with those cheerleaders who confirmed that they were members at CFA and former members at the FLIP CITY in Boynton Beach. All cheerleaders explicitly asserted that they were not compelled or pressured by the assistant cheer coach Robert Robinson to join the CFA, and the reasons why they left the Flip City Gym were because the environment was toxic; unproductive to enhancing their cheering skills; personal disagreements with the gym management; and overcharging of membership fees.

On October 18, 2023, a sworn recorded interview of PVCHS Head Cheerleader Coach Ashley Poulson-Urso was conducted at PVCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by “Poulson-Urso” as it relates to the allegation:

Poulson-Urso said she has been the head cheerleading coach at PVCHS for seven years.

Poulson-Urso explained that the varsity sideline team has tryouts in the spring, which consist of conditioning and attending summer camps. According to Poulson-Urso, those cheerleaders wanting to be varsity sideline cheerleaders are not required to be competitive cheerleaders.

Poulson-Urso stated the tryout process is a three-day evaluation using a scoring system to assess the students' tryout performance. In addition, five outside judges (District employees) without cheerleading affiliation conduct the evaluations.

Part-time assistant cheer coach Robert Robinson has been an assistant coach at PVCHS for two years and is employed full-time at CFA in Broward County. Poulson-Urso denied any knowledge of Robinson compelling cheerleaders to join CFA. She has not received complaints from parents about Robinson recruiting cheerleaders. Poulson-Urso attends all cheerleader practices and has never observed Robinson recruit or attempt to recruit a cheerleader to join the CFA. Poulson-Urso added that Robinson does not show favoritism with the cheerleaders. Poulson-Urso said she makes all cheerleading decisions.

Robinson's job is only to assist with supervising the cheerleaders and to count "5-6-7-8." If questions are addressed to Robinson, he refers them to Poulson-Urso for a response; if she cannot, she directs them to the AD or other leadership staff.

Poulson-Urso said she had heard of the rumor that if a cheerleader joined the CFA, they would automatically be placed on the varsity team. Poulson-Urso emphatically disagreed with the rumor and says she makes all the decisions regarding cheerleader placement.

SUBJECT INTERVIEW

On October 31, 2023, a sworn recorded interview of PVCHS part-time assistant cheer coach Robert Robinson was conducted at PVCHS in West Palm Beach, FL. The following represents actual and paraphrased statements made by "Robinson" as it relates to the allegation:

Robinson has been associated with CFA for ten years and has been employed at CFA for eight years. According to Robinson, he does not own CFA stock nor make any marketing or financial decisions regarding the CFA business nor does he. Robinson added that he does not receive any compensation (bonus, privileges, or anything) for the cheerleaders joining CFA. At CFA, Robinson is a team/private coach and facilities manager. His responsibilities include securing the facilities, turning off the lights, removing trash from the premises, picking up facility supplies, making equipment/building repairs, and other essential needs relating to the CFA facilities/buildings. Robinson stated he does not select or recruit the cheerleaders he coaches.

He estimated that five to 12 PVCHS cheerleaders have joined the CFA within the past two years and that their parents are responsible for their memberships. Robinson denied telling PVCHS cheerleaders who did not make the varsity team that "if they join CFA, he (Robinson) will ensure they make the varsity team."

Robinson said he has not received any complaints from parents about misusing his authority, nor has the head cheer coach, Poulson-Urso, advised him of complaints from parents about his coaching.

RECORDS ANALYSIS

On September 27, 2023, OIG staff reviewed the listed documents. The review disclosed the following:

- July 19, 2023, email exchange between the PVCHS AD Whitney Brydger and the Flip City Gym President Lori Lazuka (**Exhibit 1**).
- The subject, Robert Robinson, December 18, 2023, emailed a response to the 20-day letter and investigative draft report. Robinson responded, "I have read and received the attached draft investigative report 24-0004-I PVCHS, and I do not

have any further questions or concerns. Thank you for your assistance in this matter. Sincerely, Robert Robinson" [sic] (**Exhibit 2**).

CONCLUSION

It is alleged that PVCHS part-time cheerleader coach Robert Robinson violated School District Policies 3.02, Code of Ethics by misusing authority to receive a personal gain by compelling cheerleaders to join the CFA.

Based on the testimony obtained from PVCHS staff, parents, and cheerleaders, it was the cheerleaders and parents that decided on their own to cancel their membership at FLIP CITY and to join the CFA. The OIG determined there was no evidence to prove that the allegation that Robert Robinson misused authority to receive a personal gain by compelling cheerleaders to join the CFA, and as such, the allegation was **Unsubstantiated**.

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.

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 Inspector General as published by the Association of Inspectors General.



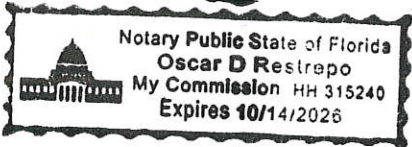
Robert Sheppard, Senior Investigator-II

**STATE OF FLORIDA
COUNTY OF PALM BEACH**

Sworn to (or affirmed) and subscribed before me this 19 day of December, 2023, by Robert Sheppard, Senior 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 Senior Investigator Robert Sheppard, supervised by Director of Investigations Oscar Restrepo and approved by Inspector General Teresa Michael. The investigation was conducted in accordance with guidance from the Association of Inspectors General handbook and within standards as prescribed by Commission for Florida Law Enforcement Accreditation.

Reviewed by:  Date: 12/19/23
Oscar Restrepo, Director of Investigations


Approved by:  Date: 12/19/23
Teresa Michael, Inspector General

Exhibit LIST

Email exchange between AD Brydger and Ms. Lazuka.....Exhibit 1
R.Robinson via email response to 20 day letter and draft investigative report....Exhibit 2

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Exhibit 1

REDACTED

July 19, 2023, email exchange between

Park Vista Community High School

Athletic Director

Whitney Brydge

And

The Flip City Gym President

Lori Lazuka



Robert Sheppard <robert.sheppard@palmbeachschools.org>

Fwd: Robert Robinson Coach Cheer PVHS

1 message

Whitney Brydge <whitney.brydge@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Thu, Oct 19, 2023 at 6:58 AM

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

From: Lori Lazuka <flipcityallstars@gmail.com>
Date: Wed, Jul 19, 2023 at 1:44 PM
Subject: Robert Robinson Coach Cheer PVHS
To: whitney.brydge@palmbeachschools.org <whitney.brydge@palmbeachschools.org>

Whitney,

As per our phone discussion, The following broke their contracts right in the middle of last season unheard of. Students that had been here for 7-8 years and promised they would be sponsored if they went to the facility where Robert works and left Flip City.

As soon as these made varsity Last year i have documentation if needed

New this season that have been here for years who made varsity as freshman this year who now are going to his facility.

See attached

Proof Robert is a manager at Cheer Florida his regular job

I really appreciate your help in this matter it's simply a matter of ethics and code of conduct as a coach. This is not right or ethical.

Lori Lazuka, Director
Flip City All-Stars
561-963-FLIP(3547)

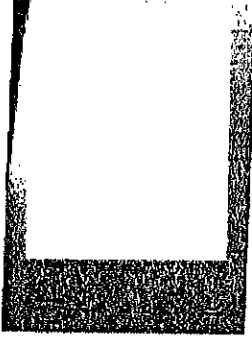


Whitney Brydge

Athletic Director
Park Vista High School
661.491.8482

ATHLETICS

"You miss 100% of the shots you never take" -Wayne Gretzky



robble.jpg
2652K

Compose

Inbox 4:54 PM

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Important

Sent

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Unwanted

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Robert Robinson Coach Cheer PVHS Inbox >



Lori Lazuka lorilazuka@gmail.com
to whitney.brydge@palmbeachschools.org

Whitney,

As per our phone discussion, The following broke their contracts right in the middle of last season unheard of. Students that had b.
Robert works and left Flip City.
As soon as these made varsity Last year I have documentation if needed

New this season that have been here for years who made varsity as freshman this year
who now are going to his facility.

See attached

Proof Robert is a manager at Cheer Florida his regular job

I really appreciate your help in this matter it's simply a matter of ethics and code of conduct as
a coach. This is not right or ethical.

Received 9-27-23
From L. Lazuka
Lazuka

Exhibit 2

Robert Robinson December 18, 2023

20-day Email Response

to

Draft Investigative Report



Robert Sheppard <robert.sheppard@palmbeachschools.org>

IG CASE # 24-0004-I PVCHS

2 messages

Robert Sheppard <robert.sheppard@palmbeachschools.org>
To: Robert Robinson <robert.robinson@palmbeachschools.org>

Tue, Dec 5, 2023 at 1:16 PM

Mr. Robinson,

Please look at the attached draft investigative report 24-0004-I PVCHS. So that you know, you have 20 work days to respond. The 20th work day ends on January 16, 2024.

Robert L. Sheppard, Jr.
Senior Investigator (SR-II)
Office of Inspector General
3138 Forest Hill Blvd., Suite C-306
West Palm Bch, FL 33406
Phone: (561) 649-6877
Cell#: (561) 762-9577
PX# 46877
Email: Robert.Sheppard@palmbeachschools.org

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24-0004-I PVCHS - R. Robinson, 20-day letter-ROI, 120523.pdf
6545K**Robert Robinson** <robert.robinson@palmbeachschools.org>
To: Robert Sheppard <robert.sheppard@palmbeachschools.org>

Mon, Dec 18, 2023 at 3:20 PM

Good afternoon Mr. Sheppard,
I have read and received the attached draft investigative report 24-0004-I PVCHS and I do not have any further questions or concerns.
Thank you for your assistance in this matter.

Sincerely,

Robert Robinson

[Quoted text hidden]