

her spot in her absence” because you see, no one could ever come close! Please see this situation from our side, we are the parents, volunteers, supporters, and the voters in Beaufort County! Our voice needs to be heard and my support lies with Principle O’Nan! Her dedication, commitment, and accomplishments should supersede this personal attack and she needs to be present in our school NOW to do what she does best. We need her.

Kind Regards,

Jeanine Clark

Parent/Volunteer

Julia -HHIHS grade 11

Ryan-HHIHS grade 9

Alicia-HHIMS grade 7

From: Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>
Sent: Thursday, January 10, 2019 4:10 PM
To: Berg, Herbert M
Subject: Beaufort County School District finds no wrongdoing on part of Hilton Head High School principal Amanda O'Nan | Island Packet

Herb,

Here's yet another news article below claiming HR "handled the matter". I can certainly understand why folks are convinced a proper investigation already took place two and half years ago.

Additionally, if you look closely at the Police Report I forwarded to you earlier today, it shows that someone at the BCSD picked up a copy of the Police Report on May 16, 2016. From what Dave Grissom has told the Board in the past, he is the person responsible for picking up police reports for the district.

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island
C. (843) 338-1737

<https://www.islandpacket.com/news/local/education/article95847647.html>

School district: No evidence of wrongdoing by Hilton Head High School principal

The Beaufort County School District said Monday it could find no evidence of wrongdoing by Hilton Head High School principal Amanda O'Nan.

District spokesman Jim Foster said the district's investigation was done "long before" Sunday's reporting of the claims in a sheriff's office investigative report, but he would not answer questions about the complaints it had received, when it received them or any specifics about the investigation or how it was conducted.

"I can tell you we investigated the allegations and found no evidence of any inappropriate activity," Foster said when asked what the district had done — or planned to do — about claims made by O'Nan's husband that his wife used the high school to facilitate an adulterous relationship <<http://www.islandpacket.com/news/local/community/beaufort-news/article95579187.html>> .

The school district's human resources division handled the investigation, but Foster said he would release no other details because the district feared disclosure could impede future investigations. The district protects the privacy of its employees, he said, and doesn't involve itself in their private lives unless there is an issue that interferes with job performance.

The district's refusal to say more leaves open several questions, including whether it would have the ability to tell when and if a principal were in a building after hours, how much leeway it gives a principal to decide who uses a building and when, and how thoroughly it attempted to investigate the claims, such as interviewing witnesses or the complainant.

In May, Foster told a reporter that the schools have video cameras that record activity. But the recordings are automatically purged once the cameras' memories fill up.

The issue arose after an internal investigation into misconduct claims against a Beaufort County sheriff's deputy <<http://www.islandpacket.com/news/local/article94169227.html>> included allegations that the deputy was having an affair with Amanda O'Nan and would meet on multiple occasions late at night with her inside Hilton Head Island High School. The claims were made by O'Nan's husband, Chris. Kimberly Smith, attorney for Amanda O'Nan, has said the claims "remain unfounded and are based on slanderous and malicious acts and accusations of a scorned husband."

In one complaint, Chris O'Nan told sheriff's investigators that his wife would receive a text message in the middle of the night and get up and leave, claiming a problem at the school. Amanda O'Nan "was seen meeting (Beaufort County Sheriff's Deputy Staff Sgt. DeJuan Holmes) at the school and taking him into her office after midnight, where they would stay for over an hour at a time," according to allegations in the report.

The report quotes Chris O'Nan as saying he discussed his wife's relationship with Holmes as far back as October 2015 and that she told him he was a deputy assisting her with issues at the school. Holmes began working as an investigator for the Sheriff's Office in 2002. He most

recently had been handling drug, gang and other vice-type cases, but never served as a school resource officer, according to the Sheriff's Office.

A second complaint was filed against Holmes by Karen Anderson, described in the investigative documents as a long-time friend of Chris O'Nan's. Anderson claims Holmes ran a license plate check on her without cause. She told investigators Chris O'Nan once asked her to go to Holmes' house to look for Amanda O'Nan's car and as she neared the house, Holmes drove up and briefly followed her. Anderson says she was later told by teachers at the school that Amanda O'Nan told them she was in Holmes' work vehicle at the time and listened to him run a check on her license plate over the police radio.

On April 29, Holmes was confronted with the allegations and immediately resigned. Attempts to reach Holmes have been unsuccessful.

Today, on the first day of school, some school board members said they couldn't say much about the controversy surrounding the principal. One member said the issue would likely be a topic of discussion during a closed-door, executive-session-portion of Tuesday's board meeting. Meanwhile, another member wants to learn more about the district's investigation, and the evidence it reviewed.

The newspapers do not normally write about family court cases, but this case is unusual in that allegations are being made against two public employees in unique positions of community trust. The allegations include claims that both abused their positions of trust, and used public equipment and a public school building while doing so.

Because Holmes resigned, the Sheriff's Office did not investigate further. Sheriff P.J. Tanner says this is typical when complaints are of a policy nature and not of a criminal nature. The investigative documents became part of a legal fight when a then-anonymous third party tried to block release of the police report. At first, a judge ruled the document public but ordered O'Nan's name and the identity of the school redacted. The newspapers fought that ruling and the judge reversed his ruling, making the entire document public. The third party was revealed to be Amanda O'Nan.

School board member JoAnn Orischak, whose district includes Hilton Head High School, declined to comment on whether she was previously aware of the allegations against the principal and said the matter fell under the purview of Superintendent Jeff Moss.

"It is the superintendent's responsibility to ensure that codes of conduct are adhered to here, in regard to administrative regulations," Orischak said. "However the superintendent approaches this, I'm hoping he'd share that with the board members. And in this particular instance, one of our facilities was cited, so he'd need to speak to that as well."

Orischak said she wanted to make sure Moss had investigated the matter “fully” and was holding all employees to the same standard.

When asked if she had reason to believe the matter had not been investigated fully, she said she did not. “But given the high-profile nature of this story, I believe board members can ask a few more questions.”

Orischak said she plans to ask about “the specifics of the investigation,” the evidence that was reviewed and “administrative rules that might have been breached.”

Board member David Striebinger said the board would likely talk about the allegations during Tuesday’s meeting.

“I can tell you that the board probably doesn’t know anymore than you published,” Striebinger said Monday morning. “But we’ll probably discuss this in (executive session) in tomorrow’s meeting. We’ll know a heck of a lot more, I suspect, after tomorrow.”

Sent from my iPad

From: Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>
Sent: Friday, January 11, 2019 9:22 AM
To: Connie Pratt
Subject: Re: suspending O'Nan the right decision

Thanks for your email, Connie. I am acknowledging each of the emails I receive on this matter. My response time is slower than usual due to the sheer volume showing up in my inbox each day.

Background

Of the current Board members, only three of us were serving on the Board in 2016 when the O'Nan/Holmes story first appeared in the Island Packet: Earl Campbell, David Striebinger, and me. Ms. O'Nan asserted at that time that the allegations are FALSE; and to my knowledge, Ms. O'Nan has not changed her position on this. Additionally, Dr. Moss assured the Board at that time that an investigation took place and there was no evidence/findings to corroborate the Island Packet's story. As an aside, Officer Holmes neither denied nor confirmed the allegations at that time, but rather abruptly resigned his position with the BCSO without comment.

Case closed.

Fast forward to the present, with a new superintendent who hears Sgt. Holmes' interview with the BCSO about one of our principals. Dr. Berg looks for documentation at the district office on this matter and finds none. (There is no evidence the presumed original investigation took place.) Dr. Berg is now obligated to perform an investigation by the book, and also submits this to the State Department of Education for a third-party review. Ms. O'Nan is placed on paid, administrative leave temporarily so the investigators can proceed with their probe unhindered. I have had to explain to folks that paid, administrative leave is not a disciplinary action nor an acknowledgement of wrong doing.

The Board won't know anything about the investigation(s) until they are complete. I am hoping for a quick resolution.

Kindest Regards,

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island

C. (843) 338-1737

Sent from my iPad

On Jan 9, 2019, at 5:33 PM, Connie Pratt <pratt.connie@gmail.com
<mailto:pratt.connie@gmail.com> > wrote:

All:

I know you are getting a lot of flack from O'Nan's supporters, but suspending her is the right decision. If she is guilty of the allegations, she is no role model for our children. Let the investigation play out and if the allegations are unfounded, she will be exonerated. If the allegations are true and she lied about it she needs to be fired from the District. We need to teach our children that actions have consequences.

Thank you for all you do.

Sincerely,

Connie Pratt

From: Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>
Sent: Monday, January 14, 2019 12:45 PM
To: Dowling, John R
Subject: Fwd: Policy 5.1

Sent from my iPad

Begin forwarded message:

From: "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us
<mailto:Josephine.Orischak@beaufort.k12.sc.us> >
Date: January 14, 2019 at 12:29:43 PM EST
To: "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us
<mailto:Herbert.Berg@beaufort.k12.sc.us> >, "Cartledge, Wendy B"
<Wendy.Cartledge@beaufort.k12.sc.us <mailto:Wendy.Cartledge@beaufort.k12.sc.us> >
Subject: Fwd: Policy 5.1

Herb and Wendy,

FYI: Please find the attached Board Policy 5.1, adopted September 2016.

Background

On several occasions in the past, the previous superintendent asserted that "permission had been granted to him" by the Board in executive session regarding a few several high-profile decisions made. (I.e. the hiring of Mrs. Moss, Dr. Moss' simultaneous employment with the private ERDI, etc.). This indicated that polling had taken place in executive session, which of course, is not permitted. To further complicate issues, there are no minutes of what is specifically said in executive session, to confirm or deny such assertions. This ambiguity and inability to recall details from executive sessions prompted the Board to establish Board Policy 5.1.

Let me know if you have any questions.

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island
C. (843) 338-1737

Sent from my iPad

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From: "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us
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Date: January 14, 2019 at 12:00:35 PM EST
To: "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us
<mailto:Josephine.Orischak@beaufort.k12.sc.us> >
Subject: Policy Manual

<https://boardpolicyonline.com/?b=beaufort>

Policy 5.1 Board-Superintendent Relationship

The Board is responsible for hiring the Superintendent. The Superintendent is the Board's sole connection in giving directions to the operational organization.

A. The Superintendent is responsible for all matters related to the day-to-day operation of the BCSD within the parameters of Board Policies.

B. The Board will provide direction to the Superintendent through actions, direction, decisions, or guidance from a majority of the Board or a Board committee. The Superintendent is not expected to follow the directions of individual Board members, officers, or committees unless the Board has specifically delegated such exercise of authority.

C. The Board will make decisions by formal, recorded vote in order to avoid any confusion about whether direction has been given or not.

D. Requests from the Board for substantive information shall be made to the Superintendent and not to individual members of the BCSD staff. Should the Superintendent determine that an information request received from an individual Board member or Board committee requires a material amount of staff time or is unreasonable, the Superintendent is expected to see that the request is referred to the full Board for authorization.

E. The authority over, and accountability of, staff are the responsibility of the Superintendent.

F. Except as required by law, the Board will not participate in decisions or actions involving the selection, evaluation, discipline, or dismissal of any employee other than the Superintendent, and the Board's staff.

Adopted: September 6, 2016

Revised:

Beaufort County Schools

Sent from my iPad

From: Dowling, John R <John.Dowling@beaufort.k12.sc.us>
ent: Monday, January 14, 2019 12:57 PM
To: Orischak, Josephine A
Subject: Re: Policy 5.1

Perfect.....

John R. Dowling, Jr
District 6 Representative
Beaufort County BOE
843-290-8068

From: Orischak, Josephine A <josephine.orischak@beaufort.k12.sc.us>
Sent: Monday, January 14, 2019 12:45 PM
To: Dowling, John R
ubject: Fwd: Policy 5.1

Sent from my iPad

Begin forwarded message:

From: "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us
<mailto:Josephine.Orischak@beaufort.k12.sc.us> >
Date: January 14, 2019 at 12:29:43 PM EST
To: "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us
<mailto:Herbert.Berg@beaufort.k12.sc.us> >, "Cartledge, Wendy B"
<Wendy.Cartledge@beaufort.k12.sc.us <mailto:Wendy.Cartledge@beaufort.k12.sc.us> >
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Let me know if you have any questions.

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island
C. (843) 338-1737

Sent from my iPad

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<https://boardpolicyonline.com/?b=beaufort>

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Adopted: September 6, 2016

Revised:

Beaufort County Schools

Sent from my iPad

From: Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>
ent: Monday, January 14, 2019 1:17 PM
To: Berg, Herbert M
Subject: Re: Policy 5.1

Agree on all points.

Sent from my iPad

On Jan 14, 2019, at 1:09 PM, Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us
<mailto:Herbert.Berg@beaufort.k12.sc.us> > wrote:

Got it and read... I've tried to NOT to do this!! It is a bad/poor process. Herb

From: "Orischak, Josephine A" <Josephine.Orischak@beaufort.k12.sc.us
<mailto:Josephine.Orischak@beaufort.k12.sc.us> >
Date: Monday, January 14, 2019 at 12:29 PM
To: "Berg, Herbert M" <Herbert.Berg@beaufort.k12.sc.us
<mailto:Herbert.Berg@beaufort.k12.sc.us> >, "Cartledge, Wendy B"
<Wendy.Cartledge@beaufort.k12.sc.us <mailto:Wendy.Cartledge@beaufort.k12.sc.us> >
Subject: Fwd: Policy 5.1

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Let me know if you have any questions.

JoAnn Orischak

Beaufort County Board of Education

District 11

Hilton Head Island

C. (843) 338-1737

Sent from my iPad

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Date: January 14, 2019 at 12:00:35 PM EST
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Adopted: September 6, 2016

Revised:

Beaufort County Schools

Sent from my iPad

From: Dowling, John R <John.Dowling@beaufort.k12.sc.us>
ent: Monday, January 14, 2019 5:16 PM
To: Orischak, Josephine A
Subject: Fwd: Send As Feature

I find that hard to believe. The server archive details everything that occurs in or to in an account. Moss' maccount was disabled, not destroyed. They should be able to audit the log to see if there was any activity of that nature.

John R. Dowling, Jr
District 6 Representative
Beaufort County BOE
843-290-8068

From: Crosby, Tonya V <tonya.crosby@beaufort.k12.sc.us>
ent: Monday, January 14, 2019 4:59 PM
To: Orischak, Josephine A
Cc: Berg, Herbert M; Chauhan, Mark H; Confare, Robert P; BOEOnly
Subject: RE: Send As Feature

JoAnn,

In response to your follow up question on 1/7/19 and after discussing with Technology, we do not know whether Dr. Moss set up Heidi as a "send as" on his account or not. He was the owner of the account and as such had this access, but we are unable to view this function since the account has been disabled. District staff were not asked to set up a "send as" rule on his behalf.

Thank you,

Tonya V. Crosby, CPA

Chief Financial Officer

Beaufort County School District

P.O. Drawer 309

Beaufort, SC 29901

(843) 322-2397

From: Orischak, Josephine A

Sent: Monday, January 7, 2019 4:12 PM

To: Crosby, Tonya V <Tonya.Crosby@beaufort.k12.sc.us>

Cc: Berg, Herbert M <Herbert.Berg@beaufort.k12.sc.us>; Chauhan, Mark H

<mark.chauhan@beaufort.k12.sc.us>; Confare, Robert P

<Robert.Confare@beaufort.k12.sc.us>; Heidi.Herrin@beaufort.k12.sc.us

Subject: Re: Send As Feature

Thanks, Tonya. Do you know (or anyone in technology) if Heidi Herrin was given "send as" rights? I ask because no one has been able to explain how Dr. Moss was able to respond to a vendor (GAGGLE) using his BCSD email account on August 1, 2018.

JoAnn Orischak

Beaufort County Board of Education

District 11

Hilton Head Island

C. (843) 338-1737

Sent from my iPad

On Jan 7, 2019, at 3:46 PM, Crosby, Tonya V <Tonya.Crosby@beaufort.k12.sc.us
<mailto:Tonya.Crosby@beaufort.k12.sc.us> > wrote:

JoAnn,

In response to your December 20th question regarding the email "send as" feature, that is correct. As a general rule, District Technology staff do not put in place rules for "send as". The user is the "owner" of the mailbox and has the ability to "send as."

In order to streamline his workflow, Dr. Berg asked us to grant his secretary "send as" rights for his mailbox. In reality, he had access to create the rule himself, but he asked for us to take care of it for him. We believe this to be the only instance where a "send as" rule has been put into place on behalf of an employee.

Thank you,

Tonya Crosby

Tonya V. Crosby, CPA

Chief Financial Officer

Beaufort County School District

P.O. Drawer 309

Beaufort, SC 29901

(843) 322-2397

From: Orischak, Josephine A <josephine.orischak@beaufort.k12.sc.us
<mailto:josephine.orischak@beaufort.k12.sc.us> >
Sent: Thursday, December 20, 2018 1:14 PM
To: Confare, Robert P
Cc: Chauhan, Mark H; Staton, Jennifer A; Crosby, Tonya V; Berg, Herbert M; Cartledge,
Wendy B
Subject: Re: Send As Feature

Rob/All,

Please read bottom to top.

Is it still true that the BCSD DOES NOT use the Send As feature?

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island
C. (843) 338-1737

From: Orischak, Josephine A

Sent: Tuesday, September 26, 2017 4:30:27 PM

To: Confare, Robert P

Cc: Chauhan, Mark H; Davis, Drew H; Staton, Jennifer A; Moss, Jeffrey C; Crosby, Tonya V

Subject: Re: Send As

Thank you, Rob.

Sent from my iPad

On Sep 26, 2017, at 4:29 PM, Confare, Robert P <Robert.Confare@beaufort.k12.sc.us
<mailto:Robert.Confare@beaufort.k12.sc.us> > wrote:

Mrs. Orischak, The BCSD does not utilize the "send as" function. This function is typically used in a scenario where multiple people need to send out notifications from a central mailbox such as corporate communications. I have pulled your account for reference. The only one that has the ability to send as you, is you. "NT Authority\Self" is referencing the user account associated with the mailbox, which is your account.

Please let me know if you have any further questions.

Thanks,

Rob

<image003.jpg>

From: Orischak, Josephine A
Sent: Tuesday, September 26, 2017 8:43 AM
To: Chauhan, Mark H <mark.chauhan@beaufort.k12.sc.us
<mailto:mark.chauhan@beaufort.k12.sc.us> >; Confare, Robert P
<Robert.Confare@beaufort.k12.sc.us <mailto:Robert.Confare@beaufort.k12.sc.us> >
Cc: Davis, Drew H <Drew.Davis@beaufort.k12.sc.us
<mailto:Drew.Davis@beaufort.k12.sc.us> >; Staton, Jennifer A
<Jennifer.Staton@beaufort.k12.sc.us <mailto:Jennifer.Staton@beaufort.k12.sc.us> >; Moss,
Jeffrey C <Jeffrey.Moss@beaufort.k12.sc.us <mailto:Jeffrey.Moss@beaufort.k12.sc.us> >
Subject: Fwd: Send As

Gentlemen,

The attached link refers to the Send As feature. Please be advised that as a board member, I have never, nor will I, grant permission to use the Send As capability.

Can you provide some additional background on this feature?

JoAnn Orischak

Beaufort County Board of Education

District 11

Hilton Head Island

C. (843) 338-1737

[https://technet.microsoft.com/en-us/enus/library/bb676368\(v=exchg.141\).aspx](https://technet.microsoft.com/en-us/enus/library/bb676368(v=exchg.141).aspx) <[https://technet.microsoft.com/en-us/enus/library/bb676368\(v=exchg.141\).aspx](https://technet.microsoft.com/en-us/enus/library/bb676368(v=exchg.141).aspx)>

From: Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>
Sent: Tuesday, January 15, 2019 10:35 AM
To: Berg, Herbert M; Cartledge, Wendy B
Cc: Walton, Alice W
Subject: Fwd: Duff and Childs (For the record)

Herb and Wendy,

Dr. Moss has much to protect in this current probe regarding his (mis)handling of the alleged 2016 investigation. In using Duff and Childs for matters that directly or indirectly reference Dr. Moss' past actions, please consider that Duff and Childs posed as the Board's counsel when crafting Dr. Moss' separation agreement but clearly prioritized Dr. Moss welfare and his requests in that process.

Relevant links:

<https://www.islandpacket.com/news/local/education/article211256919.html>

<http://media.islandpacket.com/news/yourlink/MossExitAgreement.pdf>

Employing Duff and Childs in any matter that references Dr. Moss' past actions represents a CONFLICT. You don't have to look further than this clause in Dr. Moss' exit agreement to understand why he left so little documentation/information behind:

"Dr. Moss further agrees to continue to provide any such information and assistance that relates to matters that arose during his tenure as Superintendent if so requested by the Board. In such case, the district will reimburse Dr. Moss for any reasonable expenses and fees related to Dr. Moss providing such assistance."

Mr. Duff recently and incorrectly advised the BOARD to vote on Dr. Moss' request for legal counsel, when employee legal coverage has historically been decided by administration and not the BoE. This represents yet another misstep by attorneys Duff and Childs and their continued misdirection of the BoE.

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island
C. (843) 338-1737