



OFFICE OF INSPECTOR GENERAL

School District of Philadelphia

Report of Investigation

TO: Board of Education

FROM: Sha S. Brown, Inspector General *Sha Brown*

RELEASE DATE: February 2, 2026

RE: Employee Misconduct Involving Office of School Safety Personnel at South Philadelphia High School During Eagles Superbowl Parade

Purpose and Mission

The School District of Philadelphia's (District) Board of Education (Board) established the Office of Inspector General (OIG) as an operationally independent office within the District that reports directly to the Board. The OIG provides a secure and confidential channel for District employees and the public to report allegations of fraud and misconduct without fear of reprisal. Through its independent investigations, the OIG promotes integrity throughout the District by supporting transparency and accountability and implementing meaningful mechanisms for identifying, addressing, and resolving patterns of improper conduct.

Background

The OIG investigated a complaint alleging misconduct involving several Office of School Safety (School Safety) employees. Specifically, the complainant alleged that School Safety employees including, their family members in some instances, entered and used South Philadelphia High School (SPHS) without permission and consumed alcoholic beverages while on the premises.

On the date of the alleged incident, February 14, 2025, all District schools and offices were closed in observance of the Super Bowl Champion Philadelphia Eagles City-Wide Celebration. The city-wide celebration featured a parade that occurred near the SPHS campus.

Applicable District Policies

I. **School Board Policy 300 – Employee Code of Ethics**

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II. School Board Policy 707 – Use of School Facilities

III. School Board Policy 351 – Alcohol, Drug, and Substance Abuse

Investigation

Through this investigation, the OIG sought to determine if any School Safety employees were present on the day in question; and if present, did the employees have a legitimate District purpose for entering and remaining at SPHS or approval to use the premises consistent with Board policy. Additionally, the OIG sought to determine if any School Safety or other District employees possessed or consumed alcoholic beverages while on school property.

School Safety Employees Present at SPHS

During its investigation, the OIG reviewed several pictures provided by the complainant that resembled screenshots of images posted on a School Safety employee's personal Facebook¹ page. From these images, the OIG positively identified several School Safety employees through various means. The photographs appeared to be taken the day of the Eagles Parade and captured School Safety employees both inside and outside SPHS while attending the city-wide celebration.

Further, the OIG reviewed video surveillance that captured School Safety employees and other individuals present inside SPHS on the day of the parade. Using the photographs and video surveillance, corroborated by investigative interviews including interviews of the individuals believed to be captured in the photographs or on video, the OIG identified 12 School Safety employees inside SPHS while the District was closed in observance of the Super Bowl Champion Philadelphia Eagles City-Wide Celebration.

District Purpose for or Permission to Use the School Facility

Through investigative interviews with District officials and each of the pertinent School Safety employees, the OIG verified that none of the employees were "on-duty" during the time in question, or present at SPHS for a District-related purpose. **School Board Policy No. 300 – Employee Code of Ethics** and accompanying Administrative Procedures prohibits District employees from using District property for any unapproved or private purpose;² and **School Board Policy No. 707 – Use of Facilities** and accompanying Administrative Procedures codifies processes and approvals required to reserve facility space, delineates responsibilities of school-

¹ Facebook is a social media platform and networking service owned by the American technology conglomerate Meta [The Facebook Company Is Now Meta | Meta <https://share.google/BFZY34RaiAqxs5T3k>].

² See School Board Policy No. 300 – Employee Code of Ethics, Administrative Procedures, Attachment for Policy No. 300 – Employee Code of Ethics, Employee Behavior, Section 5 – Use District Resources and Positions Only for District Purposes, pages 4-5. To access Attachment for Policy No. 300, use the following link: [300_Employee-Code-of-Ethics_Procedures-6.25.20-1.pdf](#).

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based staff, lists associated fees and insurance requirements, and prohibits certain activities involving use of school facilities.³ For example, these administrative procedures provide that:

1. An employee must submit a request through the District's Facilitron system⁴ to obtain permission to use the facility at least 10 business days in advance of the proposed date of usage;
2. The School Principal reviews the request and within three business days either forwards the request to the District's Use of Facilities Department for further consideration or denies the request; and
3. Each Principal is responsible for enforcing compliance with facilities use procedures within their own school building.⁵

The OIG obtained and reviewed records for all Facilitron requests submitted for use of SPHS on the day in question. However, the OIG found no requests submitted by School Safety employees.

The OIG interviewed SPHS' Principal to verify if the Principal received or reviewed any request from School Safety employees through Facilitron or if the Principal gave verbal or unofficial permission to use the premises on the day in question. The Principal confirmed verbal permission (not entered and processed through Facilitron as required) was granted for one of the School Safety employees and family members to park at SPHS, enter the school to use the bathroom, and seek temporary shelter during the parade.

Notwithstanding this limited permission provided to this single School Safety employee, the Principal confirmed being unaware that any of the other School Safety employees would be present at SPHS. Accordingly, the OIG found that the Principal did not grant permission for any other School Safety or other District employee to use the premises on the day in question.

The OIG also conducted investigative interviews with all 12 pertinent School Safety employees, in part, to confirm whether any received permission by any other District staff to use the premises. With the exception of the employee who was provided verbal permission from SPHS's Principal, the remaining 11 subjects admitted that each had not obtained approval to use the premises, as required.

³ See School Board Policy No. 707 – Use of Facilities, Administrative Procedures, Attachment for Policy No. 707 – Use of Facilities. To access Attachment for Policy No. 707, use the following link: https://www.philasd.org/schoolboard/wp-content/uploads/sites/892/2020/09/707_Use-of-School-Facilities_Procedures-9.3.20-1.pdf.

⁴ Facilitron is an online system utilized by the District to manage and approve use of its facilities by external and internal customers including District employees who request permission to use District facilities for non-District purposes.

⁵ See School Board Policy No. 707 – Use of Facilities, Administrative Procedures, Attachment for Policy No. 707 – Use of Facilities, Procedures, Process for Reserving Space, pages 1-2.

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District Employees with Alcohol on School Premises

During its investigation, the OIG reviewed photographic and video surveillance images and conducted investigative interviews with witnesses and the subjects involved to determine if any District employees possessed or consumed alcoholic beverages on school premises. **School Board Policy No. 351 – Alcohol, Drug and Substance Abuse** prohibits the “possession, manufacture, sale, dispensing, and use” of alcohol on District property and prohibits District employees from being under the influence of alcohol on any school premises.⁶

Based on its review of the photographic and video surveillance evidence, the OIG identified numerous images capturing School Safety employees consuming beverages from containers consistent with bottles, cans, and other objects potentially used to disguise alcohol content. However, throughout its investigation and through interviews of the complainant and witnesses, the OIG did not receive any information confirming the beverages being consumed at the time contained alcohol.

During investigative interviews of the School Safety employees involved, only one acknowledged being in possession of alcohol on school premises, and another one admitted that there was alcohol in the school. However, all 12 denied consuming alcoholic beverages on school premises.

Conclusion

The OIG confirmed and **substantiated** that none of the School Safety employees utilized the proper systems and procedures in place (as required by School Board Policy No. 707 and its Administrative Procedures) to request official permission to enter SPHS on the day in question. Furthermore, the OIG **substantiated** that the School Safety employees used school property for an unapproved purpose contrary to School Board Policy No. 300 (Employee Code of Ethics).

Regarding the allegation that School Safety employees consumed alcoholic beverages while inside SPHS, the OIG’s investigation **substantiated** that one School Safety Officer, who appeared in video surveillance footage and admitted to possessing alcoholic beverages while on school premises, was in violation of School Board Policy No. 351. However, the OIG could not substantiate that this employee consumed alcohol while on SPHS premises.

Concerning the other School Safety employees, the OIG found **insufficient evidence to substantiate** the allegations that such employees possessed or consumed alcoholic beverages while on school premises. The OIG’s review of photographs and video surveillance footage showed what appeared to be suspicious or questionable beverages being held and consumed inside SPHS by several School Safety employees. However, witness and subject interviews did not provide sufficient evidence to substantiate these allegations.

⁶ See School Board Policy No. 351 – Alcohol, Drug and Substance Abuse, Delegation of Responsibility, page 2.

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Recommendation(s)

As a result of this investigation, the OIG makes the following recommendations:

- The District should consider taking appropriate disciplinary action, consistent with District policy, against the 12 School Safety employees for violation of School Board Policies Nos. 300 (Employee Code of Ethics) and 707 (Use of School Facilities); and
- The District should consider taking appropriate disciplinary action, consistent with District policy, against one School Safety employee for violation of School Board Policy No. 351 (Alcohol, Drug, and Substance Abuse).

CC: Dr. Tony B. Watlington, Sr., Superintendent
Lynn R. Rauch, General Counsel

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Jan 8, 2026

Dear Inspector General,

I am appreciative of the work performed by the Office of the Inspector General (OIG) in the production of this report regarding the School District of Philadelphia's Office of School Safety **Employee Misconduct at South Philadelphia High School** during the Eagles Super Bowl Parade. We have carefully reviewed the OIG report's significant observations, findings, and recommendations, and this response affirms the School District's commitment to the effective and efficient management of the **Office of School Safety Personnel**. All corrective actions will be reviewed and analyzed against current policies, and if required, recommendations for revisions to policies, and/or procedures may be necessary.

Please see below for the District's response to the policy and procedure recommendation(s) included in the report:

OIG Policy and Procedure Recommendation(s)	The District's Policy Response	Detailed Description: Corrective Action(s), Policy Implementation, and/or Alternative Resolution
The District should take appropriate disciplinary action, consistent with District policy, against the 12 (twelve) School Safety employees for their violation of School Board Policies 300 (Employee Code of Ethics) and 707 (Administrative Procedures for Use of School Facilities)	Accepted ▾	<p>The Office of School Safety (OSS) held disciplinary conferences for each of the named OSS personnel to address the investigative findings outlining violations of School Board Policies 300 (Code of Employee Ethics) and 707 (Administrative Procedures for Use of School Facilities).</p> <p>Additionally, School Safety leadership will distribute and require a review of Board Policy 300 and Board Policy 707, along with the Administrative Procedures, for all OSS employees.</p> <p>All related documentation will be included in the employee's official personnel file.</p>
The District should take appropriate disciplinary action. consistent with District policy, against the 1(one) School Safety Officer for a violation of School Board Policy 351 (Alcohol,	Accepted ▾	A disciplinary conference for the School Safety Officer was held and included the violation of Board Policy 351 (Alcohol, Drug, and Substance Abuse), in addition to Policies 300 and 707.

Drug, and Substance Abuse).		<p>School Safety leadership collaborated with Employee and Labor Relations, and a recommendation for suspension will be submitted.</p> <p>All related documentation will be included in the employee's official personnel file.</p>
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Thank you again for the opportunity to respond.

Sincerely,

Craig G. Johnson, Chief of School Safety

CC: Dr. Tony B. Watlington, Sr., Superintendent
Oz Hill, Deputy Superintendent of Operations
Sarah Galbally, Chief of Staff
Ameerah McBride, Deputy Chief of Labor Relations