

Email: November 5, 2016

Please consider this our written and official request to file a formal complaint regarding Head Football Coach/Dean of Students Robert L. Ripley at Matanzas High School. Over the course of the last several months Coach Ripley has bullied, intimidated, belittled, slandered, openly singled out, and isolated our son [REDACTED]. This has been ongoing, and it has progressed into his most recent and blatant act of bullying on 10/31/16. This most recent act took place in another teacher's classroom (Coach Oliveri) during and following film review. I want to address some specific but most certainly not all-inclusive concerns that have brought us to this point:

RECAP OF EVENTS

On or about 8/15/16, I called Matanzas High School to request an appointment with Dr. Johnson regarding Coach Ripley's treatment of our son. I was told he was busy and would have to call me, if it was important. Again, I stated I wanted to meet with him regarding this because it was not what I wanted to discuss over the phone. I did receive a call from Dr. Johnson later that morning in which I expressed that I wanted to have an appointment, but he persisted that I talk with him then I expressed our concerns about the verbal and physical intimidation that Coach Ripley was directing toward [REDACTED]. As a result of our conversation, [REDACTED] was called from class on either 8/17/16/ or 8/18/16 He met with both Dr. Johnson and Mr. Orndorff, and at that time, [REDACTED] was able to somewhat convey how he felt Coach Ripley was using football and his position as head coach to intimidate and oppress him. We remained optimistic as did [REDACTED] that there would be a change in how Coach Ripley was treating him.

At this point, I want to back up to address where we believe this started as follows:

When the spring game came and the training began, [REDACTED] practiced at fullback, running back, and linebacker. He was given the number he requested (#10), however this would change later. During the spring and as a result of an altercation Coach Ripley had with one of his other players, he asked the team to write down their goals and how he could help them to achieve said goals. [REDACTED] expressed his dream of going to Florida State University, specifically to play football for that program. [REDACTED] also expressed his goal and desire of rushing for 1,000 yards this football season, and asked Coach Ripley to help him get this done not only for him but also for the betterment of the team reaching a championship. The day after [REDACTED] turned in his paper, Coach Ripley did not give [REDACTED] any practice

reps or time. Instead, [REDACTED] watched the others practice, and he waited until the end to speak with his coach. When he asked Coach Ripley if he had read his letter, Coach Ripley started demeaning and belittling [REDACTED]. Saying things like, "You're too slow, you're just not running back material!" "How dare you question me, you'll play fullback or you won't play at all!" "You can stand on the sideline!" He began to make physical gestures that were hostile and aggressive toward [REDACTED], as was witnessed by both myself and my husband. Ripley stared [REDACTED] down until he lowered his head and walked away feeling worthless and oppressed. Later, on at least two occasions Coach Ripley mocked [REDACTED]'s goal of playing football at FSU. Once at a parent meeting to discuss fundraising and summer camp and at the Spring Pot Luck Dinner. At that dinner, Coach Ripley made the statement that some players didn't have what it would take to play football at "the next level," and made mention of those players that have the dream of playing at schools like FSU. He then said that in the 10 years of the program "FSU had never been to MHS, and the ONLY reason they would come is for a [REDACTED]"

Ripley did not specifically mention [REDACTED]'s name, but the implication, however private, was obvious to our family. This would mark the beginning of what turned into an active and conscious decision by Coach Ripley to pursue our son in an unrelenting pattern of intimidation, hostile aggression, mental barrage of insults, and other tactics meant to completely demoralize [REDACTED] and deprive him of an opportunity to participate in the program.

At the close of the spring events and beginning of summer training, [REDACTED] practiced at fullback and runningback. He didn't miss a single practice the entire summer. However, his dedication and hard work didn't pay off as he'd hoped. He thought that he could impress upon Coach Ripley his willingness to play anywhere needed, but still get the opportunity to play the runningback position. Unfortunately, he was afforded very little opportunity to practice at the runningback position during the summer. An entire week passed that he had zero reps in practice at runningback. There were times that Coach Ripley simply refused to give him reps for any position leaving [REDACTED] standing on the sideline the entire practice. When fall came and the official practices began, one of the players who had been in front of [REDACTED] at runningback moved schools. (This left only [REDACTED] and one other runningback) A week after fall practice started, Coach Ripley moved a receiver into the 1st string runningback position, without explanation moved [REDACTED] back to 3rd string. This new 1st string runningback didn't come to one single practice during the summer, yet Coach Ripley constantly let it be known that it "mandatory" for [REDACTED] if he wanted playing time. At this juncture, [REDACTED] was not given the jersey number he requested, as it was his desired number. Instead, it was given to his brother. The explanation being that they were

given in alphabetical order and he would have to wear the number 11. However, there are several players on the team who wear numbers that do not coincide with their last name nor do they correspond with alphabetical ordering. The explanation Ripley gave for this was not practical nor was it feasible. [REDACTED] understands this is not a reasonable system for assigning numbers to players who are specialized. When [REDACTED] asked again why he wasn't given the number he was accustomed to wearing during the spring and his previous years of playing, Coach Ripley just grimaced while staring at him, until [REDACTED] cowered away and accepted what he had been given. [REDACTED] felt as though this was a calculated move by Coach Ripley to once again wield his power and stick it to him. He would have to spend the entire season looking at his brother in a jersey that he had asked to wear and had been given back at the beginning of spring. Many times Coach Ripley would tell him that he was too slow and just not good enough and when [REDACTED] would ask how he could get faster or improve his skills Coach Ripley would refuse to provide him with any answer. He would only stare with squinted eyes and grimaced face until [REDACTED] would cower and look away. One day during practice, Coach Ripley yelled at [REDACTED] on the practice field, "As soon as you get it through your head that you're not this superstar runningback that you think you are, the better off we'll all be!" He also stated, "They are just better than you, face it." It was after this occasion that I sought an appointment with Dr. Johnson as I stated at the beginning of this recap. The afore mentioned statements and actions towards our son is what made it clear to us as parents that Ripley was actively seeking to publicly demoralize and humiliate [REDACTED] through the use his power as the head football coach and that he was using this power to also limit his playing time.

It is at this point that I will resume a timeline of some of most impactful events.

On 8/25/16, Coach Ripley told [REDACTED] that it would "seriously reduce your playing time" if he didn't give up and stop trying to play runningback. He glared at [REDACTED] and asked, "Do you want that? If you do, then you will only get 15 touches the whole season." This took place day before the most anticipated game of the season. As a result of that conversation, [REDACTED] stood on the sideline the entire game that Friday night. He never stepped foot on the field to play a single rep at any position. Coach Ripley used his authority to "show [REDACTED]" he had the power and control over his future as a football player not only at MHS but at the collegiate level, too. [REDACTED] was devastated and emotionally rocked. He began to question his worth not only as football player but as person. [REDACTED] wrote a letter after that night expressing his feelings. SEE ITEM A

On Monday 8/29/16, my husband and I went to the District Office to see someone regarding our son's experiences. We had an opportunity speak directly with the Superintendent, Mr. Oliva who

assured us the matter would be looked into and that we would receive a call from Mr. Orndorff. He made a copy of [REDACTED]'s letter for Mr. Orndorff's review (Item A). During practice that afternoon, [REDACTED] was approached by Coach Busby. He told [REDACTED] that he needed to give up and tell Coach Ripley he was done trying to play runningback. I went to the District Office the next morning to speak with Mr. Orndorff in hopes of being able to tell him what had taken place the afternoon before, however he was out. So, I wrote down and retained a copy of what I had written. SEE ITEM B

On 9/06/2016, we returned to the District Office to meet with Mr. Orndorff to once again express our feelings on Coach Ripley's progressive intimidation and harassment of our son and how all of this was impacting his state of being. As a result, we were told some of [REDACTED]'s complaints were founded, and were able to schedule a meeting with Coach Ripley, the Athletic Director, and Principal Johnson for the next day (9/7/16) at MHS. At that meeting, Coach Ripley described [REDACTED] as rude, defiant, and selfish, and in fact had no single positive comment about him. He stated that [REDACTED] was not a team player. He told us that [REDACTED] had offended him when he asked about his letter in the spring regarding his goals and how Coach Ripley could help him reach those goals. Coach Ripley accused [REDACTED] of claiming that he should've been getting the reps that the other two players were getting. Coach Ripley told us that [REDACTED] wasn't capable of playing runningback, and he refused to play fullback. When we were able to prove that [REDACTED] was not selfish and the fact that he had in fact played outside his regular position (at fullback and linebacker) almost the entire game in their season opener against Clay High School, Coach Ripley was not able to respond. During the meeting, we were able to disprove Ripley's accusations that [REDACTED] "refuses to play any other position" and he's not concerned with what's best for the team. During the remaining part of the meeting Coach Ripley became increasingly hostile, rude, even trying to intimidate my husband and me with contorted facial expressions, huffing, and other gestures. My husband expressed to Dr. Johnson, "if he acts like this with me and my wife, I can only imagine how he interacts with [REDACTED]." In spite of all that was happening, my husband reached out to Coach Ripley and expressed that we still believe in him as a coach and that we continued to believe our son was in the right place and on the right team. However, my husband's effort to show confidence in Ripley was met with hostile movements, huffing, and a very red and grimaced face. I displayed a trophy our son had won last year showing he was in fact not only a capable football player but that he was an intelligent player as well. Coach Ripley laughed and said, "That's an academic trophy, mam. Not for playing ability." He was mocking my son's award and demeaned its value with his response. The meeting quickly began to shift focus from [REDACTED]'s feelings of being intimidated, bullied, and isolated. Coach Ripley's hostility toward [REDACTED] is unbearable and without merit. He focused on what he

continually calls [REDACTED]'s inadequacies as a football player. Although Coach Ripley continually stated that [REDACTED] was incapable of playing runningback he could provide no answers on how the other players were "better" than our son. Ripley only said that our son just wasn't good enough. My husband brought an article to Coach Ripley's attention in which he was quoted as saying [REDACTED] was one of the leading candidates competing for the starting position as runningback. Coach Ripley quickly dismissed this as misquote, saying the papers misquote him all the time. We stated that we understood and believed that Coach Ripley knew how much he is an intricate a part of [REDACTED]'s success. When Dr. Johnson pressed Coach Ripley for answers on how [REDACTED] could improve or what exactly he needed to improve, Ripley still could not provide any insight. Dr. Johnson assured us that our son would get the reps in practice, but that he couldn't encroach on the Ripley's decision to put [REDACTED] in the games. It appeared the only thing Coach Ripley could tell us was that our son was disrespectful and selfish, which is the exact opposite of the truth. When we were talking about how Coach Ripley's behaviors were impacting [REDACTED] he sneered and I began to say, "We need you to fight for our son..." He cut me off with a burst of condescending laughter and shortly thereafter got up and walked out of the meeting.

The next morning (9/8/16), Coach Ripley called a meeting before school regarding a fight between some varsity and junior varsity players that had taken place the afternoon before. The Athletic Director and Dr. Johnson spoke to the teams about "protecting the team", and how the players were supposed to encourage one another and come along side those that needed help with learning the plays. Dr. Johnson and the Athletic Director were both admittedly stating that bullying and hazing would not be tolerated. After dismissing the JV players, Coach Ripley began to speak to the Varsity players. He turned the focus of the team meeting to what we had discussed with him in our meeting the day before. Ripley made specific inferences to players "concerned about you and what you're not getting you can go", "If your concerned about your stats YOU can go", "if you're a me guy, you can go too." (ITEM C #1, #3, #4) [REDACTED] believed this topic was totally irrelevant to what the meeting was supposed to be addressing. Coach Ripley bragged repeatedly about his winning record as a head coach and his philosophy of winning cures everything (#1, #2). [REDACTED] believed and understood that Coach Ripley was speaking directly to him. On another occasion, Coach Ripley made the team aware that a player would be receiving a trophy in the near future. He said, "...and it won't be for participation. Nor will it be a miniature one. It'll be huge!" He went on to say, "It's not one you'll get for just being on the team and standing on the sideline." Ripley successfully brow beat [REDACTED] during that meeting without ever calling his name. And, [REDACTED] felt Coach Ripley used this venue as a platform to once again jab and

poke at him under the cloak of coaching prerogative. The message [REDACTED] received was clear that he was not a part nor was he wanted on the team.

On 10/25/16, I went to the District Office for a meeting with Mr. Orndorff to discuss the findings of an investigation regarding the statements Coach Ripley made during the meeting on 9/8/16. As a result of the constant ridicule [REDACTED] was suffering at the behest of Coach Ripley coupled with stress of trying to balance these feelings of worthlessness and helplessness it was decided that Mr. Orndorff would make contact with the department that schedules sessions with a school psychologist.

He would request that [REDACTED] be seen as expeditiously as possible.

Mr. Orndorff also stated that he would initiate a plan for Coach Ripley to reintegrate [REDACTED] back into the team due to the ongoing attempts to make [REDACTED] feel isolated and like he didn't belong.

Coach Ripley very seldom if ever addresses the team as a whole about selfishness and/or being a team player, ect. However, he has continually posted things on twitter that [REDACTED] believes are pointed directly at him (example: SEE ITEM D) The first page of Item D is a quote by Nick Saban which focuses on playing time, opportunity, and earning what you're given. Coincidentally, this was posted on 10/31/2016 immediately following a "talk" Coach Ripley gave during the weightlifting class which supposedly focused on some players not "giving effort."

That afternoon while reviewing game film from 10/28/16, Coach Ripley repeatedly singled [REDACTED] out saying "What was the fullback doing here?" only when [REDACTED] was in at fullback. [REDACTED] felt every play that was not successful was his own fault because Coach Ripley never gives him any positive feedback. Even though Coach Ripley constantly reminds [REDACTED] that being interested in stats is selfish, he boasted aloud to the 1st string runningback that he should exceed the school record at the next game for Senior Night. (There have been numerous articles boasting that this player is a 1,000 yard rusher, 14 TD's, ect.) At the conclusion of the film review, Coach Ripley dismissed the team to practice but said, [REDACTED], you can stay." After the players had left the room and the two of them were alone, Ripley stared at [REDACTED] intently and asked, "What is it that you want?" [REDACTED] told him that he didn't understand what he was asking. Coach Ripley did not respond, rather he continued to glare at [REDACTED] with a condescending stare, leaving him to feel intimidated as he searched for an answer. Ripley told [REDACTED] that the fullback is the same thing as the runningback, except he doesn't have the ball. He then told [REDACTED] he wasn't even capable of playing fullback. He asked, "What do you call what you were doing on film?" He told [REDACTED], "You're only concerned with doing what you want to do and not what's

best for the team." Coach Ripley singled [REDACTED] out and isolated him from the rest of the team and coaches. He refused to give [REDACTED] any feedback on how he could've improved his performance. He again used his position to demean and intimidate [REDACTED] (We had expressly asked that [REDACTED] not be isolated with Coach Ripley) He eventually dismissed [REDACTED] to practice. Coach Ripley refused to give [REDACTED] any reps except on scout team as a snifferback (mock offense). I want to reiterate that Dr. Johnson assured us [REDACTED]'s practice time and reps would not be used as a tool by Coach Ripley to intimidate or punish our son moving forward from 9/7/16 and that he would get ample practice reps.

Coach Ripley has told [REDACTED] that he's a selfish player. He has spread rumors to other coaches and teachers that [REDACTED] is defiant and selfish, that he only wants to do what he wants, that he isn't a team player, that he's only happy when he's touching the ball, and that he's not interested in what best for the team. As a result, other coaches have accused [REDACTED] of whining and blaming others for his "failures", and other team members have begun to pick on [REDACTED] and dismiss his presence. In fact during a previous film session, [REDACTED] entered the room with rest of the offense and one of the other runningbacks [REDACTED] competes with for playing time told him "[REDACTED], aren't you going to defense with the linebackers?" [REDACTED] responded that he was not going to defense because he is a runningback. Coach Ripley immediately and demandingly chimed in and said, "I'm the head coach, and you'll go where I tell you to go! Now go to defense!" [REDACTED] was forced to leave the room, and he was embarrassed and again felt humiliated by Coach Ripley and now a teammate. On another occasion during practice, a team member snapped at [REDACTED] about a play and said "that's why you're a third string runningback!" Coach Ripley has repeatedly shown favoritism to other players, as most coaches will do from time to time, but he has made a point to exclude [REDACTED] during games and practices. Our son has endured being rebuked, poked at, intimidated, and rebuffed by other coaches and teammates. He has been made to feel left out like an outcast amidst his team. My son has demonstrated the opposite character to his teachers, teammates and Coaches. Yet, daily Coach Ripley says things that are meant to destroy [REDACTED]'s self-esteem, worth, and drive. Coach Ripley has used his authority as a means to hold our son hostage to a hope of obtaining playing time by trying intimidate him into playing other positions. Coach Ripley has progressed from simple verbal berating to secluded isolation accompanied with verbal and physical gestures aimed at degrading, belittling, and bullying our son. As a direct result of this constant bullying, [REDACTED] has lost interest in what he once dreamed of achieving. As an honor student his grades have declined-dropping his GPA below a 3.4 for the first time in his scholastic history. [REDACTED] has since started seeing a psychologist on staff with Flagler County Schools because he cannot cope with the impact of this constant and unceasing treatment at the hands of Coach Robert Ripley.

Thanks to Ripley's tactical onslaught of ridicule and intimidation, [REDACTED] no longer believes that he can do anything right. Every play, Coach Ripley says [REDACTED] does something wrong. He doesn't encourage [REDACTED] he doesn't offer suggestions for improvement, nor does he believe in [REDACTED]'s value. During the meeting we had on 9/7/16, I stated that we knew that a major part of the success of any player was knowing that his/her coach believed in them. Ripley's response was simply that he didn't believe in my son and that he was not a capable runningback. This purposeful and malicious bullying campaign has been targeted at destroying our son's self-esteem and worth. It has taken a tremendous toll on [REDACTED] and we are no longer willing to allow for Coach Ripley to take measures to correct his own actions. Ripley has proven that he is unwilling to change how he treats our son by his continued bullying and increased frequency of maltreatment.

Coach Ripley has used his position as Head Football Coach and Dean of Students to bully our son into submission, he continues to ostracize [REDACTED] and demoralize him both athletically and academically. Coach Ripley has taken advantage of his position and authority and as such has repeatedly abused our son verbally and emotionally coupled with repeated acts of bullying. He has done this without any regard for our son's psychological, social, and physical wellbeing as well as his academic endeavors.

Respectfully Submitted On Behalf Of [REDACTED],

[REDACTED]

[REDACTED]

ATTACHMENTS:

ITEM A

ITEM B

ITEM C

ITEM D



"Home of the Pirates"

MATANZAS HIGH SCHOOL

3535 Old Kings Road North
Palm Coast, FL 32137
386-447-1575
(fax) 386-447-1597

Make Good Choices
Hold Yourself Accountable
Strive for Excellence

Date: August 25, 2016

To: Mr. Robert Ripley – Head Football Coach, Matanzas High School
From: Dr. Earl Johnson – Principal, Matanzas High School
Re: Letter of Reprimand

This is a *Letter of Reprimand* for poor professional judgment in coaching, teaching and motivating student/athletes on the football team at Matanzas High School. The use of chastising, unfavorable, and intimidating comments is unnecessary and unacceptable behavior towards student/athletes in Flagler Schools.

On August 18, 2016, Ms. [REDACTED] began to discuss the concerns relating to the mistreatment of her son [REDACTED] by the Head Football Coach at Matanzas High School, Mr. Robert Ripley. On Saturday, August 13, 2016 while playing in Daytona, [REDACTED] played 3 plays and at the end of the game, Mr. Ripley confronted her son [REDACTED] alleges her son was addressed by Coach Ripley unprofessionally when he stated, "[REDACTED] you are done, I am done with you!" This upset [REDACTED] to the point he couldn't drive home from MHS. Ms. [REDACTED] also stated on Thursday, August 18, 2016, the following week [REDACTED] had a panic attack before an away football game and her son called to have her come and pick him up at MHS.

On August 21, 2016, Ms. [REDACTED], relating to the incidents above, submitted a formal complaint to the office of Superintendent Oliva.

On August 24, 2016, Mr. Vernon Orndorff, Mr. Mike Dale, FEA Union Representative, yourself and I met to discuss the notice to appear which you received on August 23, 2016. During our conference, you admitted having a conversation with the student on that day. You also stated it was not your intention to call a player a name to insult the student, but only to have a discussion about the decision making or the lack of execution on a play. You also admitted you didn't treat [REDACTED] any different than you did any other players. Your attempt was to get the best out of your players. You also admitted after speaking to Dr. Johnson this week, you believed it was necessary to address your players explaining your intentions and share how much you care about them. You stated you hold your players to a high standard and you will hold yourself to a high standard.


After conducting a thorough investigation, having heard and considered your response regarding the formal complaint and concerns mentioned above, I have determined that it is necessary to issue this *Letter of Reprimand* for the treatment of [REDACTED] as well as the consistency in statements we gathered through our investigation from football players concerning derogatory comments towards other players. You are also required to attend sensitivity training or player/coach relationship training. I would also recommend you review the Code of Ethics and the Principles of Professional Conduct for the Education Profession in Florida.

This type of behavior is unacceptable and will not be tolerated. You are formally being warned to bring to your attention the severity of this situation. Failure to correct this behavior and/or further violation of Flagler County School District policy will result in additional disciplinary action up to and including discharge. By signing below you acknowledge that you have received this Letter of Reprimand.

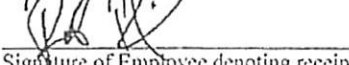
EMPLOYEE COMMENTS:



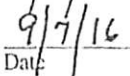
Signature of Administrator



Date



Signature of Employee denoting receipt
of a copy of this *Letter of Reprimand*



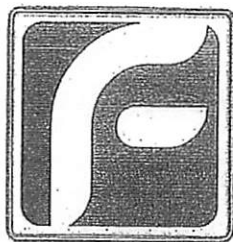
Date

Signature of Witness denoting that employee
received a copy of this *Letter of Reprimand* but
refused to sign it

Original: Human Resource Office
Faculty & Staff File at school/site
Copies: Teacher/Employee

Vision Statement

Matanzas will become a premier high school in the nation by
inspiring all students to be college, career and life ready.



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Summary of Findings

November 22, 2016

Mr. & Mrs. [REDACTED] ns

Coach Robert Ripley, Football Coach at Matanzas High School

Purpose: Formal Complaint filed November 5, 2016. Coach Ripley bullied, intimidated, belittled, slandered, openly singled out, and isolated our son [REDACTED].

Reported: Mr. & Mrs. [REDACTED], Parents of [REDACTED].

Administrators: Mr. Vernon Orndorff, Executive Director of Leadership, Mr. Tim King, Director of ESE & Student Services, Mr. Jim Woods, Director of Human Resources, Mr. Paul Peacock, Principal at Indian Trails Middle School.

On November 7, 2016 investigation was launched regarding the allegations noted above. I recommended Mr. Tim King assist in the investigation to leverage Mr. King's expertise in the area of bullying investigations. I also requested the assistance from Mr. Paul Peacock to interview one of the MHS football coaches who teaches at Indian Trails Middle School. Mr. Jim Woods was involved in the investigation to oversee the investigation process. Dr. Johnson, Principal at Matanzas High School, was involved in the investigation process.

Findings: During the incident where Mr. Ripley held back [REDACTED] after a film session on October 31, 2016, Mr. Ripley did in fact request [REDACTED] to stay after the film session. Mr. Ripley met with [REDACTED] one-on-one. Mr. Ripley asked [REDACTED] if he could trust him playing fullback. Although this was a face-to-face conversation, our investigation determined other coaches and players were in the room at the time. Mr. King's investigation into the bullying complaint resulted in the following findings.

After discussing the findings with Mr. King and Mr. Woods it was our determination, Mr. Robert Ripley did not maliciously intend to neither harm nor single out [REDACTED]. Mr. Robert Ripley believed in [REDACTED] as a player and his skill set, but it was in an area where Mr. Ripley believed would benefit the team which was at fullback and linebacker in lieu of playing tailback. Mr. Ripley continued to coach and make attempts to convince [REDACTED] to play those identified positions. Mr. King's investigation was based on three criteria to determine bullying; did a student or group of students receive a pattern of behavior repeated over time, did the individual or individuals in question demonstrate an imbalance in power, did the actions by the individual or individuals demonstrate a malicious intent.

After a thorough investigation it was determined and mutually agreed by the investigation team mentioned above, Mr. Ripley did not intentionally nor maliciously target [REDACTED] or any other specific player or players. Mr. Ripley was coaching, motivating and encouraging [REDACTED] to accept a different position in lieu of tailback which [REDACTED] had a passion and goal to play. Mr. Ripley's intent was to motivate and coach [REDACTED] to reach his full potential as a linebacker and fullback where Mr. Ripley believed [REDACTED] could effectively play and utilize [REDACTED]'s athletic skills on the field. It was determined, throughout the season; Mr. Ripley demonstrated an autocratic telling coaching philosophy and style with a variety of other players on the team. Unfortunately, Mr. Ripley did not recognize his coaching style and philosophy was having a negative affect on [REDACTED]. Also it is noted, Mr. Ripley did not take a proactive role in building a positive relationship with [REDACTED] when the parents informed Mr. Ripley of [REDACTED]'s perception of his feelings and treatment he was receiving from Coach Ripley. Again, this was a direct reflection of Coach Ripley's overall coaching style, lacking rapport with athletes on the football team.



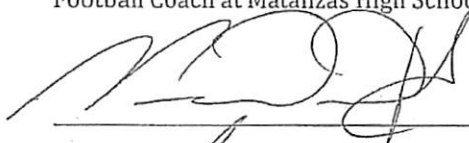
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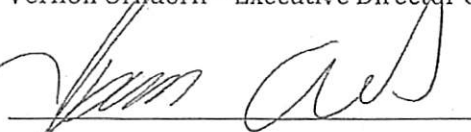
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Although the investigation team has determined there is no finding of [REDACTED] being bullied, intimidated, belittled, slandered, nor openly singled out, and isolated, due to the lack of a malicious intent demonstrated by Mr. Ripley, the team has determined a variety of football players received a repeated pattern of treatment repeated over time which is in question, noted, documented and will be formally addressed. The team has determined Mr. Ripley demonstrated a behavior of imbalance of power to players on the Matanzas High School Football Team. This behavior has been noted, documented and will be formally addressed. The investigation team has determined based on the findings of this investigation, Mr. Robert Ripley's coaching philosophy and coaching style is questionable and is unacceptable based on the philosophy of Flagler Schools and the administration of Matanzas High School.

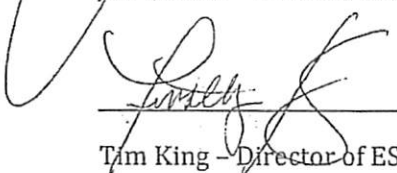
It is agreed upon by the members of this investigation team to reconvene and determine appropriate actions and training for Mr. Robert Ripley to improve on the areas of needed growth, as the Head Football Coach at Matanzas High School.

 11/22/16

Vernon Orndorff - Executive Director of Leadership

 11/22/2016

Jim Woods - Director of Human Resources

 11/22/16

Tim King - Director of ESE

11/17/2016

Re: Bullying Investigation at MHS involving a coach and an athlete

Summary:

The scope and depth of bullying as defined by the State of Florida read as follows:

"Bullying" means systematically and chronically inflicting physical hurt or psychological distress on one or more students and may involve:

- 1. Teasing;**
- 2. Social exclusion;**
- 3. Threat;**
- 4. Intimidation;**
- 5. Stalking;**
- 6. Physical violence;**
- 7. Theft;**
- 8. Sexual or racial harassment;**
- 9. Public humiliation; or**
- 10. Destruction of property.**

We investigate, measure, and substantiate bullying through three prongs:

- 1. A repeated event**
- 2. An imbalance of power**
- 3. Malicious in intent**

This investigation of an alleged bullying case against has met two of the three prongs towards substantiation in the areas of social exclusion and public humiliation. Through

the interviews with the alleged victim, parents, and witnesses it is very clear that Coach Ripley has repeatedly engaged in a pattern of behavior and that there is a clear imbalance of power". The third prong towards substantiation however is not clear. For "malicious intent" to be shown there must be evidence that the alleged bully acted with the intent to hurt or harm the alleged victim. Coach Ripley's demeanor and actions based on my investigation and professional experience are negligent but not malicious. While the difference is subtle, there isn't evidence to prove he has acted with the deliberate intent to cause harm. Through this investigation it is clear that Coach Ripley needs to develop a repertoire of differing strategies to reach all players under his care.

Regards,

A handwritten signature in black ink, appearing to read 'Timothy King', is written over the printed name.

Timothy King
Director of Exceptional Student Education



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Kimberly Weeks
Old Kings Elementary School

Employee of the Year
Deandre Harris
Indian Trails Middle School

Jacob Oliva
Superintendent

November 30, 2016

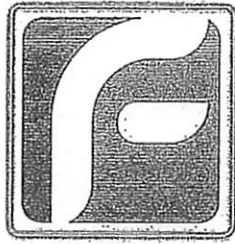
Mr. & Mrs. [REDACTED],

Per our conversation and your request, I have enclosed the summary of our findings regarding the formal complaint you filed with Flagler Schools. Thank you for your understanding and patience allowing us to follow the process and procedures in conducting a thorough investigation into this matter.

Please contact me at your convenience, if you have questions or concerns regarding this matter or any other items that might arise in the future.

Respectfully,

Vernon Orndorff
Executive Director of Leadership



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Indian Trails Middle School

Jacob Oliva
Superintendent

To: Mr. Robert Ripley
From: Vernon Orndorff – Executive Director of Leadership
Purpose: Letter of Counseling

November 28, 2016

Mr. Ripley,

This is a letter of counseling regarding the findings of the formal complaint filed to my office from Mr. & Mrs. [REDACTED] on behalf of their son [REDACTED]. (See Attachment.)

At a previous meeting on November 1, 2016, I shared with you a formal complaint had been filed against you by Mr. & Mrs. [REDACTED]. We reviewed the complaint and I explained the process and procedures, which would be followed in conducting an investigation of these allegations.

After a thorough investigation it was determined, you did not intentionally nor maliciously target [REDACTED] or any other specific player or players. You were coaching, motivating and encouraging [REDACTED] to accept a different position in lieu of tailback which [REDACTED] had a passion and goal to play. It was determined your intent was to motivate and coach [REDACTED] to reach his full potential as a linebacker and fullback where you believed [REDACTED] could effectively play and utilize [REDACTED] athletic skills on the field. It was determined, throughout the season; and the opinion of the investigation team you demonstrated an autocratic telling coaching philosophy and style with a variety of other players on the team. It was also determined by the investigation team you did not recognize your coaching style and philosophy was having a negative affect on [REDACTED]. Also it is noted, you did not take a proactive role in building a positive relationship with [REDACTED] when the parents informed you of [REDACTED]'s perception of his feelings and treatment he was receiving from you. Again, this was a direct reflection of your overall coaching style, lacking rapport with athletes on the football team.

Although there are no finding of [REDACTED] being bullied, intimidated, belittled, slandered, nor openly singled out, and isolated, due to the lack of a malicious intent, the findings of the investigation include:

- A repeated pattern of treatment repeated over time was experienced by a number of football players.
- A behavior of imbalance of power toward a number of players
- The coaching philosophy and coaching style you have exhibited throughout the football season is questionable and unacceptable based on the philosophy of Flagler Schools and the administration of Matanzas High School.

Based on the finds of this investigation, I am issuing you this letter of counseling. I am recommending you seek professional development in interacting with players, building positive rapport with players and developing healthy relationships with players and families.

Employee's Signature

Date: 12/9/16

Administrator's Signature

Date: 12/9/16



Bullying/Harassment Report Form

QUESTIONS TO ASK (Interview)

1. Is the victim safe right now?
2. What kind of bullying was it? (computer, text, physical, etc.)
3. How do you know about it?
4. What happened?
5. How often does this happen? Started briefly after I transferred to this school. Subtle at first then it increased but still indirect.
6. What was going on (what was the context) when the bullying occurred? All events centered around football, parent meetings in weight room.
7. Has this been on-going?
8. What is the relationship between the victim and accused bully? How do they know each other?
9. What are the grade/ages of Alleged Perpetrator's and Alleged Perpetrator?
10. How many people participated in the bullying? Few other coaches have known, coach olivera (came to [redacted]'s defense- has since moved to weight lighting), coach scott, I believe coach defeo and coach bugsby (approached him on the field and asked why didn't he just give up). Coach Matthews approached [redacted] after a game and suggested that he has messed up during the game. [redacted] explained that he wasn't in the wrong and coach Matthews started to yell that he needs to take responsibility. The other running back- [redacted] has made comments to me. He says things like I need to go watch the defense. Many players agree with coach and says you need to go to fullback. There are some players who are experiencing the same things as me. [redacted] moved schools because of coach Ripley. [redacted] - many teammates are witnesses. [redacted]
11. Where did it happen?
12. Did the bullying event have a lasting effect on the Alleged Perpetrator's? (injury/doesn't want to come to school/cries at bus line, etc.) Seeking counseling with Mr Wilson- district office.
13. Did the victim/witnesses perceive an "imbalance of power" between the Alleged Perpetrator's and Alleged Perpetrator?



14. Other: Dad has spoken with some of the coaches. Coach Ripley has had some direct conversations but those conversations have moved from concerns to great deal of worry and concern. He is being isolated and ridiculed in front of peers. A teammate asked if he was going to play defense [redacted] said no and coach ripley said you'll go where I tell you to go. He then said go to defense. Parents strongly believe that they have provide information hat shows coach Ripley has used his position as a coach to impress his will upon my son. Parents believe that other peer see his hard work and agree that he isn't getting his due playing time. Coach Ripley has had 1 to 1 conversations with my son where he asked what do you want? Coach has made comments to our son at school and hints through social media. The athletic director has made comments as well. Parents feel that the prior complaints have gone without resolution. They are disappointed that the district had not acted sooner. Dad feels that the issue of coach conduct has not been acted on or addressed but rather just brushed under the table. The last incident of Ripley pulling my son into a room alone was a tough position for a 16 yr old to be in and process. Mom states it may be advantageous to speak with the guidance counselor- Ripley has been reported and counselor told that his issues with athletes need to be addressed or they would be leaving the school.

****Unsafe School Choice Option (No Child Left Behind, Title IX, Part E, Subpart 2, Section 9532) that states "...a student who becomes a victim of violent criminal offense, as determined by State law, while in or on the grounds of a public elementary school or secondary school that the student attends, be allowed to attend a safe public elementary school within the local educational agency, including a public charter school."**

11/15/16
[REDACTED]

WHAT DO I NEED TO KNOW?

Coaches just be disrespectful. Ex: one of the kids, who used to play for the team. The coach kept yelling at him. He had to leave to go to FPC.

Some kids the coaches show favoritism. 2 coaches like to yell a lot. The pretty much like to yell and be disrespectful. They don't care about the kids. One is the head coach (Ripley) and the other is the Def Coordinator (Matthews). He yells at [REDACTED] more than other kids. He yells at everyone but definitely yells at [REDACTED] more than any other player. He has called players stupid. He yells so much we try to block it out.

If you do something wrong they don't coach you up, they just start yelling at you about what you did wrong.

I don't play offense, but I've heard them yelling at him and I heard the coach say I don't like him because he is too slow. They whisper about him. During the game, I came off the field. One coach was trying to get him in the game. The running backs coach didn't want to play. Coach Oliveria likes to help kids and coach. He asks the other coaches about kids who aren't playing.

The Def Coordinator doesn't seem to like me, but I want to play. They don't help you to work on getting better. They will just play the kids that they like. It's favoritism.

Sometimes they yell to get your attention. But other times it's in a mean way. All the yelling is unnecessary.

[REDACTED] and [REDACTED] are friends. Every now and then we talk about practice and the game but not often.

Coach Scott tries to help players too.

These notes were read back to [REDACTED] for clarification. He agreed that these notes were accurate and did not require any revisions or edits. [REDACTED]

Item A

①

I transferred to Matanzas High School in January, with the hope that I'd have opportunities to succeed academically, athletically, and socially. My respect for Coach Ripley first began when he said his runningback position was up for grabs and that he would give me a "fair chance." As I started to improve in the weight room and classroom Coach Ripley seemed to notice my progress and made comments to the team about how hard I worked.

One day at spring practice an incident occurred between Coach Ripley and Big [redacted], one of our team's experienced players. Because of this Big [redacted] walked off of the practice field. The next day during our football weight training class Coach Ripley asked us to write down our goals and what he could do to help us reach them. I did. In my letter I expressed my dream of attending Florida State University and raising for 1000 yards this season. The next day at practice

I didn't get any reps at running back which was not what I was used to getting. I approached Coach Ripley after practice to ask why I didn't get any reps. Coach Ripley responded to me by saying "you are too slow to be a running back." I asked Coach Ripley what I could do to get faster. Coach Ripley looked at me with a blank stare. I felt intimidated and helpless by his stare. As our conversation progressed he started to flail his arms and make bodily gestures that made me feel fearful to continue to talk with Coach Ripley. It was during this part of our conversation that I attempted to remind him of my goals that I had written in my letter. Coach Ripley's physical actions and verbal responses made me feel like I had no voice. Everything after this point got increasingly worse.

After this at a Pot-luck dinner with all Players, Parents, Coaches, and administrators.

(2)

Present, Coach Ripley announced the members of the "Elite 11". He called my name and I made my way to the front where the other members were standing because I had earned a place among them. He then named a select few whose GPA was above a 3.0. However he did not call my name even though my GPA was well above that standard.

I looked at him and said "Coach what about me?" He responded by telling me to step up with the rest of them. I was embarrassed and humiliated in front of all of those people because I had been left out. However, I had hoped he had just forgotten because I was new. Towards the end of this Potluck dinner

Coach Ripley said "Florida State has only been here once and the only reason they would come back is for a [REDACTED] I felt once again humiliated because of the letter I had given him that expressed my dream of going to Florida State.

Since this, Coach Piplex has continued to constantly ridicule me, call me names, and harass me in front of players. Coach Piplex again mentioned his idea that Florida State would not be coming to Matanzas at another parent meeting in the weightroom to discuss fundraisers and team camp during the summer.

On both occasions I have been left - feeling hopeless, singled out, and that my dream of going to Florida State will not happen.

Because this is ongoing and continuing to get worse, I have now experienced harassment by my teammates and some of the other coaches. I have been in constant fear to speak up for myself. This has also effected my ability to focus in the classroom causing my concentration to diminish and my desire to excel has declined. Over the years I have sacrificed and worked very hard to overcome obstacles.

③

and bring my dream to life. Coach Ripley's treatment, harassment, and bullying has made me feel that all of my work is for nothing because ^{according to him} I will never get to where I dream and desire to go. My Position to Play football has been overshadowed because Coach Ripley has belittled and berated me to the point that I feel like I want to give up. He makes me feel like I should just quit the team because he told me that I was selfish and that I didn't care about the team. Again I felt like I had no voice and I was without hope.

My most recent encounter of intimidation from Coach Ripley was Thursday (8/25/16) when he tried to coerce me into playing another position. He then threatened to seriously reduce my playing time if I did not submit to his abuse of authority as the head coach.

He then asked do I want this. I responded by saying I will take what I can get. He looked at me so intently and shook his head. I felt very intimidated.


The next day was usually the most exciting game of our season. Coach Ripley used his position as the head coach to force me to endure the humiliation of not allowing me one single rep at my position the whole game. I felt isolated and discouraged. I could not even enjoy the victory with my teammates because I felt embarrassed and worthless. Therefore I did not join my team for the celebration after the game. I just wanted to go home.

The emotional stress of all of this treatment by Coach Ripley has caused me to question my

(4)

value as a person and as
a Director Coach Ripley's statements
to me like "you're not fast enough",
"as soon as you set it in your head
that you're not the superstar running back
that you dream of we will all be off" and
"you just need to accept that they are
better than you" demeaned and degraded
me and are without merit. These
along with other statements made
by Coach Ripley have been said
in front of other players and at
times other coaches. I have been
left feeling insulted and, with this
most recent incident, I feel
retaliated against, embarrassed, and
shamed because I finally made
an attempt to stand up for
myself by trying to express how
Coach Ripley has used his authority
to antagonize, harass, and pick on
me. Coach Ripley never has
an encouraging word to say to
me no matter how positive my efforts.
The only time Coach Ripley had
a positive thing to say is when

Dr. Johnson was present at
practice after I scored a touchdown
at Thursday's Practice. (8/64/16)



Item B

On Monday (8/29/14) Coach
Busby approached my son,
[REDACTED] and told him
"to just give up and tell
Ripley you're done."
He told [REDACTED] "We all
want to see you on the
field, you just have to
Ripley you're finished."
[REDACTED] responded by
saying that he had
a starting position
at linebacker and fullback
where he transferred from.
He didn't about that Coach
Busby just shook his
head and walked off.
He began to talk to the
other coaches.

[REDACTED]

These following pages are an informal transcript of a “talk” Coach Ripley had with the Varsity team the day following our meeting with him, AD Weber, and Principal Johnson.

Item C

#1 26:54 ~~So~~ If you're here for
stats, you can go too
If you're worried about
and what you're suppose
to be getting and what
you think you're suppose
to be getting, you can go
too.

I promise you all this. I'm
here to win, win!

I don't care if we win

14-7 or 2-0. Win

#2 27:20 Winning means everything!!!!

#3 28:12 If you see a me guy, some guy
go be a me guy somewhere
else.

#4 28:58 ~~So~~ Instead of being leaders, you
wanna bitch and complain

A leader don't bitch and
complain

#5 32:54 The guys I lost 22 Fucking football
games within row to

#6 33:39 Think about all the idiots that are
in this school right now Think about
the wankers. lol all know who
they are.

The name be attale. The guy that
day trusts you because you're not here
playing football. And you're a bitch, and
you're a pussy, and you don't give
a fuck cause you don't want some
and do the shit that they're doing.

#73555 Shit like yesterday pushes us back
the whole year



[Redacted] @ [Redacted]

1d

"There is no fear in love. But perfect love drives out fear" (1 John 4:18).



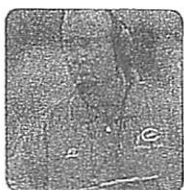
1



7



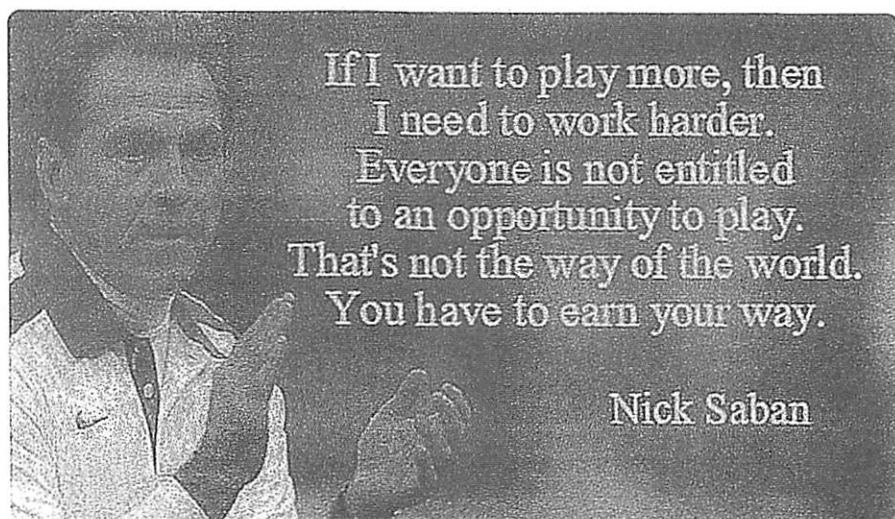
Coach Ripley Retweeted



Tim Place @CoachTPlace

1d

pic.twitter.com/uTE2v4aRem
#LifeLesson



22



18



Bucks 7-1 Retweeted



7d

BRAXTON MILLER @BraxtonMill... 1d



Coach Ripley

4,376 Tweets



TWEETS

MEDIA

LIKES



Show up to the auditorium. Thanks



Coach Ripley Retweeted

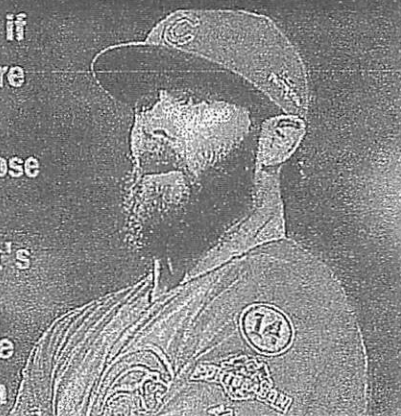


Matt Rhodes @mjrhodes2

20 Oct

Nobody cares! Get it done.

"Get off your ass. [N]obody cares if you're tired. Nobody cares if you're a little sore, there's work to be done. We are all going to have those times, regardless of sport, where things start to go sideways -- that's when your mental fortitude really comes into play. Can you minimize the damage? Can you get back on



57



49



Coach Ripley @COACHRIPLE... 20 Oct

Study Hall in the Cafeteria for 1st Period

Coach Ripley has used his position as Head Football Coach and Dean of Students to bully our son into submission, he continues to ostracize [REDACTED] and demoralize him both athletically and academically. Coach Ripley has taken advantage of his position and authority and as such has repeatedly abused our son verbally and emotionally coupled with repeated acts of bullying. He has done this without any regard for our son's psychological, social, and physical wellbeing as well as his academic endeavors.

Respectfully Submitted On Behalf Of [REDACTED]
[REDACTED]

ATTACHMENTS:

ITEM A
ITEM B
ITEM C
ITEM D

November 7, 2016

On Monday, November 7, 2016 at approximately 10:30 a.m. I met with Mr. Jim Woods and Mr. Tim King to discuss the formal complaint mentioned above. During our conversation we spoke about the investigation procedures and the bullying process. It was agreed for Mr. King to focus on the bullying complaint and to utilize Mr. King's expertise in the area of the bullying process and procedures. Mr. Woods and I met with Dr. Johnson to discuss the allegations noted above as well as a social media posting by Mr. Rich Weber A.D. at MHS.

During our meeting at approximately 1:00 p.m. on November 7, 2016, Mr. Woods, Dr. Johnson and I agreed to read the formal complaint above and develop questions to launch our investigation. I informed Dr. Johnson I began the investigation utilizing a school based administrator, Principal of Indian Trails Middle School, Mr. Paul Peacock. I requested Mr. Peacock to interview Mr. Thad Busby, P.E. teacher at ITMS and Football Coach at MHS. The interview took place on October 31, 2016. Please see written statement attached.

On November 1, 2016 I met with Coach Ripley and Dr. Johnson to inform Coach Ripley a formal complaint had been filed against him regarding the allegations of mistreatment towards [REDACTED]. I shared with Coach Ripley the allegations submitted above. I asked Coach Ripley if he held a film session on October 31, 2016 to breakdown the Deltona game. Coach Ripley reported there was a film session. I asked Coach Ripley who was in the room. Coach Ripley reported it was the offensive coaching staff and the offensive team. I asked Coach Ripley to explain the film session. Coach Ripley reported it was a typical film session, but it was a big win and it was positive. I asked Coach Ripley if he held any players back after the film session to speak to a player one on one. Coach Ripley stated he asked [REDACTED] to speak to him. I asked Coach Ripley what was said in that conversation. Coach Ripley reported, I asked [REDACTED] if I could trust him playing fullback in the play-offs? Coach Ripley reported, I asked him can he do his job and do

the right thing on his assignments. Coach Ripley reported after that they walked out and went to practice. I asked Coach Ripley if anyone else was in the room? Coach Ripley reported there were other players leaving, other coaches in and out of the room.

On November 3, 2016 Dr. Johnson met with Dr. DeFeo, Football Coach at MHS regarding another matter. During the meeting, Dr. Johnson inquired about the allegations of the film session, which took place on 10/28/16. See written statement attached.

On Wednesday November 8, 2016 Dr. Johnson met with Mr. Rich Weber, A.D. at Matanzas High School to discuss the positing mentioned in Ms. [REDACTED] email dated on November 7, 2016.

On November 9, 2016 at approximately 11:30 a.m., Dr. Johnson and I met at Matanzas High School to continue investigation on above allegations.

On November 9, 2016 at approximately 1:00 p.m. Dr. Johnson and I spoke to Coach Blake Hillman. I asked Coach Hillman if he was in attendance of the film session on October 31, 2016. The film session was a breakdown session of the Deltona game. Coach Hillman reported he was in attendance and remembered the session because it was a big win for them. I asked Coach Hillman who was in attendance. Coach Hillman reported Coach Ripley, Coach Busby, and Coach Pidgon. I asked what players were at the meeting, all the team or positions? Coach Hillman reported it was the offensive team. I asked Coach Hillman what did that session look like or how did it go with the players. Coach Hillman reported it was a typical session but this one was good because they just came off a big win. Coaches were coaching their players and correcting mistakes. At times their voices were raised but nothing unusual. It was very positive. I asked if there was ever a time where he felt uncomfortable because a coach was loud or aggressive towards a player? Coach Hillman reported, "No!" I asked if any positions were getting more attention than other positions or if any certain player or players received more corrective action than any others. Coach Hillman reported, "No!" I asked Coach Hillman, if a player was requested to stay after the film session to speak to Coach Ripley. Coach Hillman reported he didn't remember any player being held back or asked to stay back. I asked Coach Hillman how about the use of profanity? Coach Hillman reported, We try not to use it. I have coached for a long time and these coaches treat these players great. I asked Coach Hillman, What does a normal film session look like. Coach Hillman reported, Nothing out of the ordinary. I asked Coach Hillman, How many coaches are in the room?

Coach Hillman reported; me, Coach Ripley, Coach Pidgeon, Coach Bugsby, Coach DeFeo.

I asked Coach Hillman, Are you next to your players. Coach Hillman reported, Yes, the room is small so we are all close together. I asked Coach Hillman, Were there any players getting more attention than others? Coach Hillman reported Not that I can remember no more attention was given to one player or another. I asked Coach Hillman, There's a player [REDACTED] Do you feel he is being isolated?

Coach Hillman reported, No, I don't think any of the players are isolated. I asked Coach Hillman, Was a player held back after film? Coach Hillman reported, I don't recall any player being held. I do not remember. After film we left and were on the field about 15 minutes later. I asked Coach Hillman One player was ask to stay back....Coach Hillman reported I can't remember anyone being held back....usually they were being coached up.. I have asked for players to stay back.

On November 9, 2016 at approximately 1:30 p.m. Dr. Johnson and I spoke to Coach Rich Weber. I asked Coach Weber if he remembers posting the Retweet...I showed Coach Rich Weber the posting in question. Coach Weber reported he don't remember when he posted it but he usually retweets coaches quotes, especially from Coach Poppovich, Coach Kyrsewski, Coach Sabin. I read the quote in question and stated are you aware the posting was on November 4, 2016 at approximately 8:45 p.m.? Coach Weber stated he doesn't remember the exact time but it probably was during the game and he was checking his tweeter account saw the tweet from Gregg Poppovich and just hit retweet. If it were to do with any team it would have been for the boy's soccer team but he never post anything for any specific purpose. There is no intent towards anyone. Coach Weber reported He typically retweets throughout the year at different times. When I re-tweet I hope it resonates with some coach or player... I must have had a break in the action I just re-tweeted when it popped up. Coach Weber stated after this was brought to his attention he realizes it was questionable due to the nature of the situation, which was brought to the attention of Dr. Johnson and Mr. Orndorff.

Coach Busby:

I asked Coach Busby A situation came up that I have to ask you about. What do you coach? Coach Busby responds...QB's I asked Coach Busby Do you coach [REDACTED]? Coach Busby reported, I am not his position coach. I asked Coach Busby, There was a specific time when you told [REDACTED] just tell coach Ripley you are done.....Coach Busby responded, Coach offered him other opportunitiesyou can start at full back or Linebacker...I told him that he can help us out in other position...I read what the parents stated in their statements. Coach Busby reported: I was telling him I wanted to see him on the field...Everyone want to be a division I college...He did not want to do play another position.. His brother started at QB, Moved to safety, and now at receiver [REDACTED] wants to play tailback and is reluctant to anything else.

At approximately 2:00 on November 9, 2016

I interviewed [REDACTED] (student)

I asked [REDACTED] Did you play in the game Friday night. [REDACTED] reported I did not play the Deltona game. I asked What's a typical film session like .. [REDACTED] reported We grab our notebook and We watch film some of us are sleep.. We go out to practice after 3:20-5:00. I asked [REDACTED] coached also...do the coaches throw clip board players get into fights.... [REDACTED] reported sometimes coaches get annoyed no aggression.I asked [REDACTED], Is there aggression between players. [REDACTED] reported: No, sometimes! [REDACTED] had pancaked a player and we were like danggggg. I asked [REDACTED] Has there been a session that you felt uncomfortable [REDACTED]: no,...Coach would be like you have to hold on that ball, you have to catch that ball. I never feel like Damn coach you should not.

At approximately 2:30 on November 9, 2016 I interviewed

Coach Pidgon:

I began with Coach Pidgon, Your name was brought up as a witness during a film session on Oct 31. Can you tell me the coaches who were in the meeting? Pidgon responded, He named the 4 coaches, Coach Ripley, Coach Busby, Coach Hillman. I asked Coach Pidgon Were the offense together...Coach Pidgon responded, Yes....I asked Coach Pidgon, Were you with your players. Were there certain position getting more attention than another. Pidgeon responded No sir, we made several mistakes and we will get on everyone....I asked Coach Pidgon Were there certain players getting more attention than others... Pidgon responded We get on the offensive line a lot. No individual getting it.I asked Coach Pidgon ,Do players get on other players? Pidgon responded No sir, we don't allow that. We allow them to get after it on the field. I stated to Coach Pidgon I am going to speak specifically about a player. Please allow us to move through this process, I recommend this conversation does not continue beyond this meeting.

██████████ did he get singled out or did he get more attention than any player

Coach Pidgon responded, No, his Brother ██████████ I got on him a few times ██████████ missed a few blocks and it was brought to his attention... We do it in a positive way.

I asked Coach Pidgon Did a coach hold ██████████ back? Coach Pidgon responded: Coach Ripley held him back I asked Coach Pidgon where were you? Coach Pidgon responded, we were still in the room Coach Ripley asked ██████████ "Are you willing to play fullback?" He said he is willing to play fullback. So that's what happened.

On November 9, 2016 at approximately 1:20 p.m. Mr. Jim Woods and Mr. Tim King arrived at MHS. Mr. Woods and Mr. Tim King spoke to ██████████ and Coach Oliveri.
See Attachments.

flaglerschools

Orndorff, Vernon <orndorffv@flaglerschools.com>

Meeting

Ohlson, Matthew <matthew.ohlson@unf.edu>

Fri, Dec 16, 2016 at 11:55 AM

To: Vernon Orndorff <orndorffv@flaglerschools.com>, "johnsone@flaglerschools.com" <johnsone@flaglerschools.com>, "sauvelpahkickb@flaglerschools.com" <sauvelpahkickb@flaglerschools.com>

Great meeting with coach Ripley today. I ended up doing the activity with John at Wadsworth as well and it was very powerful to have them both go through the process of their brand, the relationships they build within their team/school and the support provided to all.

Matthew Ohlson, Ph.D.
Leadership, School Counseling & Sport Management
College of Education and Human Services
University of North Florida
matthew.ohlson@unf.edu
352-474-9602
Sent from my iPhone

Summary of Findings
Mr. and Ms. [REDACTED]
Students at Matanzas High School

Purpose: There was a formal complaint filed on April 12, 2017 to Mr. King by Mr. and Ms. [REDACTED] that 105 students at Matanzas High School had violated Flagler County School's Student Code of Conduct policies as they relate to bullying, harassment, and discrimination. Upon further request, [REDACTED] provided Mr. King an amended list of 85 students that he states had a negative impact on him in regards to social media posts that were made.

Reported: Mr. and Ms. [REDACTED]

Administrators: Tim King, Director of Exceptional Student Education, David Bossardet, Coordinator of Student Supports and Behavior.

Findings: While investigating claims in regards to bullying and harassment, Flagler Schools takes the following factors into account: was there malicious intent, was there an imbalance of power, and was the offense repeated over time. In carefully reviewing the list of students' names that were provided and investigating the social media accounts associated with those names as they relate to the claims made by the [REDACTED] family, we have determined the following:

- On March 29, 2017, an article was posted by the Palm Coast Observer that mentioned [REDACTED] and his football coach, Robert Ripley. As a result of this article, numerous posts appeared on social media between the dates of March 29, 2017 and April 2, 2017 referencing the aforementioned situation. These comments were posted by students, family members of students, Flagler Schools employees, and community members. While several of the posted comments were not in support of the article or [REDACTED]'s position, those comments did not show malicious intent directly related to [REDACTED].
- Upon further investigation, additional posts and conversations were found on social media either supporting [REDACTED] or Coach Ripley, which facilitated in the controversy on social media. As of April 2, 2017 there were no more reported or found posts by students at Matanzas High School in regards to the issue above.
- Considering Flagler School's policy in regards to bullying, and the names provided to us at this time, we have come to the conclusion that there is not a substantiated bullying claim in regards to [REDACTED].

**Robert Ripley
Dean of Discipline
Head Football Coach
Matanzas High School**

November 11th, 2016

Statement:

During an offensive team film session on October 31st 2016, Our offensive coaches and myself spoke to multiple players about effort, execution, and there intent during film. I spoke to [REDACTED] about going the wrong way on multiple plays and if he understood what the design of the play is and was. I also spoke with [REDACTED] about his play and execution as well as his direction on multiple plays.

Following film I asked [REDACTED] to stay after and speak with me. I asked him if I could trust him to play fullback. He did not respond. I asked again and asked him to please respond. He said, "no coach you should probably find some one else." I responded with so you are only interested in playing tailback? He responded with "That's why I came here." I retorted with so I guess you don't care about what's best for our team? "No coach I didn't say that." I then sent him to practice.

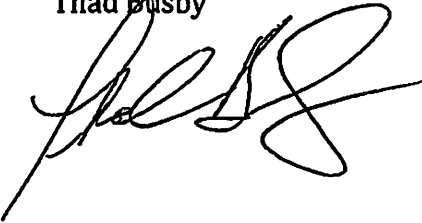
While this was going on Coach Busby and Coach Defeo walked in and out of the room.

This is my account of the situation in question.

The day prior [REDACTED] had been working at linebacker, which was an area of need and a position he had an opportunity to contribute to heavily.

The following day on the practice field at the start of a defensive period I noticed [REDACTED] working with the offensive scout team. I asked Coach Ripley why [REDACTED] was with the offense and not at linebacker and he said he wasn't sure. I that point I approached [REDACTED] and asked him why he wasn't working with the linebackers and he said he want to stay at running back. I tried to explain to him the lack of depth at linebacker would provide him with a better chance of earning a starting role than at the crowded running back position. It was at this time that he told me that he would rather quit than play linebacker. This took me by surprised so I asked him, "So you're telling me you would rather quit than play linebacker to help your team?" He responded with yes. At that point I told him that he needs to let Coach Ripley know and then I walked off.

Thad Busby

A handwritten signature in black ink, appearing to read 'Thad Busby', written over the printed name.



Johnson, Earl <johnsone@flaglerschools.com>

Re: Statement

1 message

Pidgeon, Joshua <pidgeonj@flaglerschools.com>
To: "Johnson, Earl" <johnsone@flaglerschools.com>

Wed, Nov 16, 2016 at 9:57 PM

Joshua Pidgeon's Statement:

Regarding a typical Monday after school football filming session. I was in attendance at the offensive meeting that consisted of the following people: Mr. Hillman, Mr. Ed DeFoe, Mr. Busby, Mr. Lambert, Mr. Ripley and along with a majority of our offensive players (Running backs, Quarterbacks, Offensive lineman, Wide Receivers). We typically watch film each and every Monday after school before practice. We discuss the opponent we are facing the week of. We also watch the previous Friday game that we played in and discuss ways we can get better as an offensive unit by speaking to each position group. The kids seem to respond well to being taught and/or coached up while watching film. Beside the point, I was asked if Coach Ripley, other coaches, and/or players talked poorly to one another during the filming session. I responded by saying something of the essence; that isn't the case by any stretch of the imagination. Our film sessions from the coaching perspective are fair, teachable moments, and constructive positively to improve everyone involved. More specifically, [REDACTED] wasn't talked to or treated any differently than any other player on the football team. Neither did Coach Ripley; he treated him as every other player on the football team. He has given him several opportunities to play for us, which he has/did. [REDACTED] contributed to a great season of football at MHS.

On Tue, Nov 15, 2016 at 1:48 PM, Johnson, Earl <johnsone@flaglerschools.com> wrote:
Will you please submit me your statement from last week?

Thank you!
Dr. Earl Johnson
Principal
Matanzas High School
386-447-1575

November 9, 2016

On October 31, 2016, I Blake Hillman, Offensive Line Coach at Matanzas High School attended our offensive film meeting. During the film review players were shown what they had done incorrectly and what needed to be improved upon, from the previous game. As the offensive line coach I pointed out and corrected any mistakes the players had made. Other position coaches also did the same corrections with their position players. I engage all my players in order to help them become better players at their position. This film session was a normal Monday occurrence and at no time were any players treated inappropriately by any coaches in the film room. When the film session ended we proceeded to the field to start our Monday practice.

No inappropriate language was used during film session and/or practice. All Matanzas coaches, coach their players in a positive and productive way. This program is being run the right way and helping these young men become successful in life after graduation.

**Blake Hillman
Matanzas ESE Instructor
Asst. Football Coach**

Matanzas High School



November 16th, 2016

To Whom It May Concern,

It was brought to my attention that some of my Twitter "Retweets" might have been misconstrued as being directed at an individual. I strongly believe in working towards motivating student athletes and coaches toward success and that there are outstanding role models that can provide inspiration to both athletes and coaches. Social media and specifically Twitter are a great avenue to provide this motivation.

When I post or "retweet" posts from coaches and athletes, I am simply hoping to inspire others and provide information that may resonate with them. However, these are never directed directly towards an individual and definitely never have any negative intent. I would hope if someone is somehow offended, they would bring it to my attention so we could clarify the situation. Coaches I frequently "retweet" include John Wooden, Mike Krzyzewski, Mike Popovich, Vince Lombardi & Pat Summit. I have not ever received negative feedback from these quotes.

I am available to discuss as needed.

Respectfully,

A handwritten signature in cursive script that reads "Rich Weber".

Rich Weber
Athletic Director
Matanzas High School

November 3, 2016

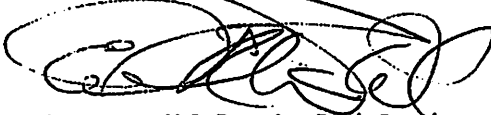
To whom it may concern,

On October 31, 2016 I Dr. Edward DeFeo, running back coach of Matanzas High School, took part in our offense film meeting. I observed Coach Ripley review film with the team. During film review players are shown what they did correctly and what they need to improve upon. In regards to [REDACTED], Coach Ripley identified three plays of which [REDACTED] was going the wrong way when blocking and one instance where he did not engage on a block. As his position coach I had also pointed out those errors in order to help [REDACTED] improve. During film on this day, I engaged all my players in order to help them become better players at their position.

Following the meeting Coach Ripley asked to speak to [REDACTED] privately. I was on the other side of the room and heard Coach Ripley ask [REDACTED] if he could count on him to play fullback, [REDACTED] hesitated and then said I think you need to ask someone else to play this position.

Sincerely,

Dr. Edward R. DeFeo

A handwritten signature in black ink, appearing to read 'Dr. Edward R. DeFeo', written over a horizontal line.

Matanzas H.S. Running Back Coach

Statement of Events

On Monday, October 31, 2016 the offensive side of the ball was reviewing game film in a classroom on Matanzas High School campus. Myself, Coach Ripley, Coach Defeo and Coach Hillman were present. We watched the upcoming opponents (Menedez) game film and then reviewed the film from the Deltona game. After each play positives and negatives regarding assignments, effort and processes were discussed as is the regular routine. Multiple plays and players were discussed during the process. When I was asked if anything made me uncomfortable or was one player singled out I responded that nothing unusual or alarming took place. Each play was discussed and the player involved in that particular play was focused on.

At the conclusion of the session Coach Ripley asked [REDACTED] to remain and I heard Coach Ripley ask to the effect of "can I count on you". The conversation that I heard only took a couple of minutes. At no time was I concerned. It was a regular practice routine. I walked into the hallway and left the area to go to the practice field. Coach Ripley and [REDACTED] came out to the field and we started practice.

Thad Busby

A handwritten signature in black ink, appearing to be 'Thad Busby', with a stylized, cursive script.

4/7/17

Mr. King,

I realize there is a process to your investigation as well as the Human Resource aspect. However, we strongly feel our son's (the victim's) as well as our children safety and mental well-being should take precedence over the professional freedoms and privileges that are still being afforded to the offenders. For example, Ripley's twitter account (@COACHRIPLEY1) is according to him, "Head Football Coach Matanzas High School #ALL_IN The Official twitter for Pirate Football #NEXT), which is the same account used to incite the attack against our son. The District has the ability to limit and/or restrict those professional liberties and allowances, which would afford our son, and children the "rights and privileges" they have to be free from such treatment, as permitted by law. As the days pass and no restrictions or penalties are levied to the offenders, they become more empowered than the day before. At this juncture, with all of the information and evidence that has been submitted we are requesting something more visible be done.

My wife and I have been made aware (via twitter) that there is a mandatory football meeting today at Matanzas for those of who are participating in 7 on 7 and Spring football. Our sons are still members of the football team, and therefore, should be privy to the purpose and/or contents of the meeting. Also, the fact that the meeting has been scheduled for 2:15 pm today does not afford our sons the opportunity to participate in this meeting because they will be leaving for a track meet at Bartram Trail High School at around 1:30 pm today. In light of the involvement of members of the team, coaching staff, and others within the program in the attack on our son, it would be next to impossible to believe someone would be willing to share the information of the meeting with either of them.

That being said, I have strong oppose about Ripley being able to address this team in light of the current investigation and our complaint. We do not feel it is appropriate for Mr. Ripley to continue to oversee this team, any gatherings of the team, let alone be permitted to interact at the school with the children and adults who've shared in the retaliatory actions towards our son because of the filing of our complaint, during the investigative process.

Respectfully Submitted,

[REDACTED]