



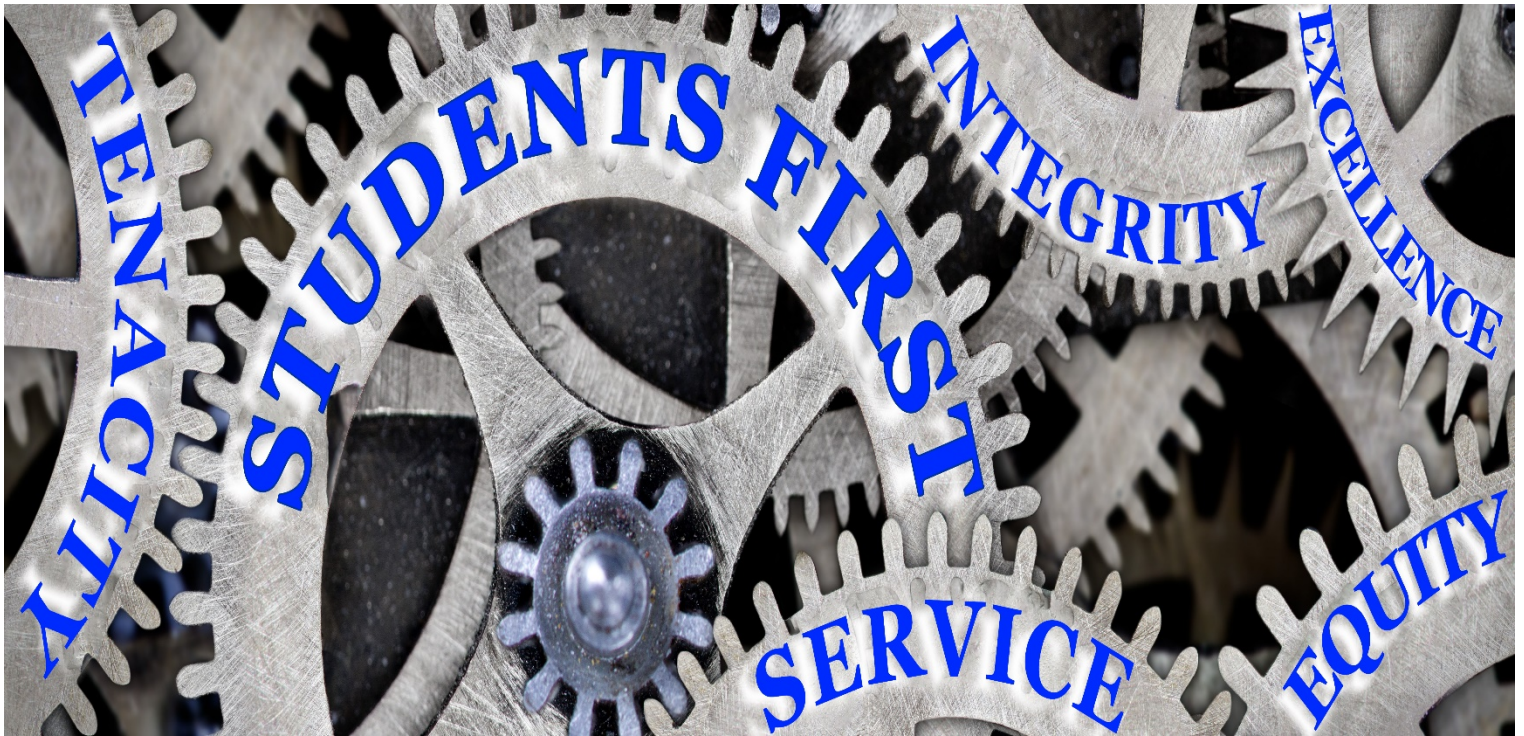
Annual Report for

Fiscal Year 2020

OFFICE OF INSPECTOR GENERAL



DPSCD Core Values





Office of Inspector General

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Members of the Detroit Board of Education

On behalf of the staff of the Office of Inspector General, I am pleased to present the **Annual Report for Fiscal Year 2020**. In FY2020, the OIG continued to meet its mission to address integrity, economy, and effectiveness within the District, and to increase the professionalism and effectiveness of its investigative personnel, and through this report, we share some of the OIG's accomplishments in FY2020, reflecting our efforts in doing what is in the best interests of the Detroit Public Schools Community District students.

The FY2020 reporting year certainly presented its challenges. The Covid-19 pandemic not only caused great disruption to the education of Detroit children, but to the entire nation, and globally, as many families either lost a loved one, or were negatively impacted in some other way. We have all had to adapt to new ways of living and working, and I am, however, very proud of the District's efforts to overcome these challenges and grateful for my dedicated team members who continued to work together, even when remotely, during this unprecedented time to bring value to our District.

Most especially, we express our sincere thanks to the Chair and all members of the Detroit School Board, the District's Superintendent, district employees and other stakeholders who make up the Detroit community, as well as our partners in law enforcement and other professional organizations, who share the OIG's commitment to improve the effectiveness and efficiency in District programs and to identify fraud, waste, abuse, and financial mismanagement. We appreciate the continuing support and interest of all in our work.

We hope that everyone continues to stay healthy and safe.

Regards,

Bernadette Kakooza
Inspector General

OFFICE OF INSPECTOR GENERAL

The Office of Inspector General for the Detroit Public Schools Community District promotes integrity, economy, efficiency, and effectiveness in the District by conducting meaningful and accurate investigations, forensic audits, and program reviews; to prevent, detect, and deter fraud, waste, and abuse

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Background

OIG History

The Office of Inspector General (OIG) was created in 2009 as an independent unit for promoting economy, efficiency, and effectiveness while preventing, detecting and deterring fraud, waste, and abuse within the Detroit Schools. School Board Policy (po.1270) provides investigative authority to the OIG and established a dual reporting responsibility, whereby the IG functionally reports directly to the School Board members, as well as to the District Superintendent for administrative matters. This arrangement ensures the IG's independence, objectivity, and effective oversight.

Throughout the past eleven years of its existence, the OIG has made great impact by assisting District leadership to address serious and widespread internal control weaknesses. Many District policies and procedures have been adopted due to the OIG's work. These include but are not limited to: Conflicts of Interest (po.1130), Whistleblower Protection (po.1411), and Fraud, Waste, and Abuse (po.8900). Additionally, the OIG has provided investigation recommendations that have contributed to the implementation or strengthening of existing District policies, such as: Code of Ethics (po.3210.01), Use or Storage of Personal Property (po.3281), Family and Medical Leave (FMLA) (po.3430.01), Staff Use of District-Owned Vehicles (po.3440.03), Nepotism (po.4115), Community Use of School Facilities (po.7510), District-Owned Personal Communication Devices (po.7530.01), Staff Technology Acceptable Use and Safety (po.7540.04), and Staff Use of Social Media (po.7544). Most importantly, due to its investigation findings, the OIG has identified several internal control gaps and areas of vulnerability within District programs and operations that has prompted corrective actions to be taken, to prevent and or mitigate further monetary loss, harm or damage to District resources.

At the start of FY2020, the OIG operated with a staffing of five FTEs. The approval of an increase in its budget for the year enabled an additional forensic auditor to join the investigative team. Currently, the office operates with a staff of six; a Special Investigator, two Forensic Auditors, one Compliance Officer, an Administrative Assistant, and the Inspector General. The diverse backgrounds and core qualifications of its personnel contribute towards strengthening the efficacy of investigative operations as well as fostering collaboration and cohesion among the team.

The OIG conducts investigations and forensic audits in accordance with the Quality Standards for Investigations and Forensic Audits established by the [Association of Inspectors General](#) (AIG). The IG is an active member of this national association (AIG), which sets model principles for OIGs. Investigations are initiated upon the receipt of credible information alleging an act of fraud, waste, abuse, financial mismanagement or ethical misconduct within the OIG's investigative jurisdiction.

The evidentiary standard used by the OIG in determining whether the facts and claims asserted in a complaint were proven or disproven is the preponderance of the evidence. Upon completion of an investigation, the OIG issues an investigative report, with findings, and offers recommendations to District leadership and senior administration, who ultimately are charged with the responsibility for corrective actions. Generally, once the matter has been reported to the District's leadership and the OIG's recommendations accepted, the OIG's investigative activity is complete. However, the OIG still classifies the case as open, although inactive, and continues to track results in the case management system until all corrective actions are completed. Substantiated wrongdoing involving District employees often results in referrals for administrative discipline when warranted, while criminal matters are referred to federal, state, or local law enforcement agencies for appropriate action.

Statistical Accomplishments

Overview

As of June 30, 2019, the OIG had conducted **843** total investigations, resulting from **1,302** complaints. During FY2020, the OIG addressed **135** investigations, including **19** matters that were pending completion from the prior fiscal year, and an additional **116** that were initiated during FY2020. In total, **16** cases were closed as of June 30, 2020, while **93** cases remained pending (ongoing) and **7** were inactive (i.e. completed OIG investigations awaiting District corrective actions to close.)

Overall, the OIG's investigative work has effected the following actions to date:

- **148** employees referred for administrative discipline;
- **71** employees suspended or placed on administrative leave;
- **69** "For Cause" terminations;
- **59** other personnel actions (demotions, verbal or written reprimand);
- **3** barred from District property;
- **113** indictments, arrests and convictions;
- **84** referrals to prosecution; and
- **15** vendor suspensions or debarments.

Of the 16 investigations closed at conclusion of FY2020, approximately 40 recommendations were made, contributing towards potential monetary benefits for the District totaling nearly \$36 million.* With the OIG's FY2020 budget of \$835,057, and an average of \$673,028 over the last five years, these monetary benefits far surpass the dollars invested in the OIG, as illustrated in Table 1 below.

Monetary Benefits

Table 1: Summary of Monetary Benefits to the District

Category	Amount
Monetary Recovery	\$ 130,192
Court-ordered Restitution	\$ 12,452,711
Restitution Payments	\$ 3,269,548
Cost Recovery	\$ 2,579,286
Cost Avoidance	\$ 6,784,830
Monetary Loss	\$ 10,732,496
Total	\$ 35,949,062

Source: OIG Case Management System

FY2020 monetary statistics highlights:

\$87,075.21 was collected in Restitution payments; and

\$510,740 in other cost savings from investigative receivables and recoveries.

Compliance Training and Outreach Program

In addition, the OIG also delivers training programs, as well as publishes quarterly newsletters, aligned with the OIG's mission and that support District programs. Through these courses, District officials, employees and contractors receive instructor-led and online training on the following topics: Fraud Awareness, Ethical Leadership (Ethics), Conflicts of Interest, and Whistleblower Protection. In FY2020, a total of 734 participants attended both in person, and the online compliance courses. These courses are approved by the Michigan Department of Education as professional learning opportunities and provide opportunity for participants to earn State Continuing Education Clock Hours (SCECHs). Evaluations received during the year indicate that this training was well received by participants.

* Table 1 reflects the total monetary benefits as result of OIG recommendations since 2009; and is not indicative of only FY2020 investigative results since receivables and recoveries are not always received or collected within the same fiscal year that an investigative matter is concluded.

Noteworthy Completed Investigations

OIG investigative reports generally provide District leadership and senior management with recommendations on ways to improve District programs and operations. Management either agrees or disagrees, in whole or in part, with the recommendation. Many of our recommendations are qualitative and therefore, it is impossible to put a dollar amount to the savings to the District. However, other recommendations are quantitative, and associated dollar amounts can be captured from year to year as reported.

Alleged Unethical Behavior Involving a District Administrator

In December 2018, the OIG received information that a District administrator had a conflict of interest by directing athletic events to a non-District recreational facility that was controlled by the administrator and was not timely depositing gate receipts. The OIG's investigation determined that twelve District basketball games were held at the recreational facility, for which gate receipts were collected and retained by the recreational facility. The OIG verified that there were no corresponding game proceeds deposited into the District's bank account. OIG ascertained that some of the funds were used as undocumented cash payments to the custodial staff, while District funds totaling \$905 were used to pay volunteers in support of these basketball games. The OIG determined that the District administrator failed to prepare and retain a receipt and/or Athletic Ticket Sales Report for collection of District funds, properly safeguard the gate receipts, and timely deposit these funds into the proper District bank account as appropriate. Additionally, evidence obtained supported that the administrator had diverted the District gate proceeds for non-District undocumented expenses. The administrator retired from the District prior to a recommended administrative hearing. However, as result of the OIG's recommendations, the Office of Athletics developed specific written K-8 Athletic cash management procedures, along with making a demand payment to the separated administrator for reimbursement of the cost of the paid volunteers.

Allegation of Conflict of Interest, Abuse of Authority and other financial improprieties by a Principal

In April 2019, the OIG received information that a School Principal collected funds for "Free Dress Day" to provide to a teacher as a "get well gift". It was also alleged that said teacher was managing contractual services provided to the school by a relative. In the course of the investigation, the OIG identified that a clerical employee had improperly paid him/herself 8 hours per day instead of 7.50 hours as required per contract from 2017 through 2019; thus, resulting in an overpayment of more than \$6,000 in earnings. The allegation of the teacher receiving funds collected from students was unsubstantiated due to poor record keeping and lack of completing proper paperwork for fundraisers. The teacher was asked to formally disclose his/her relationship with the relative's company and made to relinquish all responsibilities related to the supervisory position. The OIG subsequently recommended that the clerical staff receive appropriate discipline for knowingly and fraudulently obtaining unentitled payroll wages, and in addition, the employee received a five-day suspension. The Principal was also referred for counsel related to the neglect of duty in adhering to District policies and lack of financial integrity.

Allegation of Grade Inflation and Non-Compliance with Student Code of Conduct by a Principal

In April the OIG received information from the Office of Employee Relations alleging that a School Principal had forced teachers to inflate the grades of low performing students by requiring teaching staff to assign a 40% rather than a zero grade for any assignment not attempted by a student and to assign a 50% grade for any assignment that was attempted but failed by a student. It was also alleged that the Principal instructed students with significant behavioral issues to disenroll from the school; and did not follow the District's Student Code of Conduct process for discipline. Additionally, there were concerns reported regarding falsification of attendance, particularly around the period of Count day. The investigation determined that several instructional staff that were interviewed followed the principal's directives and changed grades for more than 50% of their students during the 2017-18 school year, thus allowing students to falsely benefit from the inflated grades. The investigation also determined that staff were not required to input disciplinary matters into the discipline tracking system as appropriate, which led to some students being removed from school without due process. The OIG referred the matter to the Wayne County Prosecutors Office (WCPO), who declined to prosecute due to insufficient criminal evidence. Subsequently, following a District's disciplinary hearing, the Principal was reprimanded and reassigned.

Fraudulent District Payroll Checks Presented for Cash

In May 2019, the OIG received information that an employee deposited a District payroll check to an online bank and shortly after, presented the same check for value at a local check cashing service. Based on the evidence obtained, the execution of a search warrant, and interviews, the OIG's investigation determined that the employee transmitted false images of the District payroll check by writing "VOID" with a Sharpie Marker on transparent plastic placed over the check, to make it appear as if the check was properly voided, as required by the online bank. The OIG determined that the employee was able to remove the plastic after the online transaction and present the same check in person, for cash, without any indications that it was previously negotiated. The OIG investigation further determined that in January 2020, while on administrative leave pending a hearing with the Office of Employee Relations, the employee presented and cashed several counterfeit checks, including one purported to be a District payroll check. Based on OIG recommendations, the District was able to recover all lost District funds and the employee was terminated based on violations of employee work rules, standards of ethical conduct, and code of ethics. In addition, the OIG made a referral to the Wayne County Prosecutor's Office for possible criminal charges.

Alleged Conflict of Interest Involving a Principal

In May 2019, a District Principal self-reported a conflicting reporting relationship with three family members. The OIG investigation found that two of the family members were hired by the Principal and the third family member transferred into the school with the Principal's approval. The OIG found that the Principal had not disclosed the familial relationships to the District at the time of hire, and although two of the family members had an indirect reporting relationship with the Principal, there was the appearance of a conflict, which presented a high risk to District operations. As result of the OIG investigation, the family members were reassigned, and Human Resources updated the new-hire onboarding process to include nepotism and conflict of interest disclosures, among other disclosures. Additionally, as part of instilling transparency and integrity, the District implemented mandatory employee disclosures to be completed by all District employees, on an annual basis.

Alleged Payroll Fraud involving Outside Employment

In May 2019, the OIG received information that a District employee was improperly using sick days following an "ineffective" performance evaluation rating but was medically able to report to their outside employment. The OIG determined that the employee filed and received authorization from the District for Family and Medical Leave of Absence (FMLA), utilizing 18 workdays under this status, and admitted working at least 10 hours at the outside employment during the period of District FMLA. The OIG determined that this was in violation of District policy involving Outside Employment (po.3231.01), which prohibits outside supplemental employment while on any type of leave. Additionally, District policy on FMLA (po.3430.01) prohibits performing off duty activities which are the same or similar tasks that a medical professional has determined as unfit for the individual to perform and/or carry out, and that are inconsistent with the limitations that the serious health condition imposes. As result of the investigation, a disciplinary hearing was held for the employee, who received a written reprimand for violating the District Policy on Outside Employment. In addition, in effort to deter similar misconduct, the District updated its letters of approval for FMLA to include a requirement to abide by all District policies, including Outside Employment and FMLA while on approved medical leave from the District.

Falsification of Official Medical Records and/or Other Unethical Conduct by a District employee

In June 2019, the OIG received information that a District employee falsified a disability claim by uploading the required Employer's Statement with District information and adding what appeared to be a Leave Manager's signature. The OIG determined that the employee applied for and was denied Family Medical Leave Act (FMLA). While on unauthorized leave, the employee submitted a self-service password-protected disability claim with his/her insurance company, which contained a completed Employer's statement, along with a forged authorization signature. The OIG interviewed the employee who denied any knowledge of how the insurance company received the application document containing the forged signature, even though the document containing the Employer's statement was uploaded minutes after the employee had submitted the online claim. The OIG determined that there was no financial loss to the District. Although the employee was terminated for job abandonment prior to the completion of the investigation, as the result of OIG's recommendation, the District flagged his/her personnel file as "Do Not Rehire", and that this matter be considered should the employee ever apply for future employment with the District.

Alleged Unauthorized Field Trip and Misappropriation of Parent Teacher Association Funds

In June 2019, the OIG received information that some Parent Teacher Association (PTA) committee were mismanaging fundraiser proceeds collected at a District school and had organized an unauthorized field trip to a local skating rink. The investigation found that the PTA committee collected funds involving bake sales, and other proceeds from the students, and transported over 200 students to the skating rink. Additionally, the OIG found that this PTA group did not maintain general ledgers and receipts, along with lacking documentation to confirm most fundraiser proceeds; therefore, the investigation was unable to determine the amount of funds that were reportedly missing. The investigation also determined that the School Principal was complicit to the extent of having approved the PTA bake sales, which included the sale of “junk food” items during school hours, which did not conform with the USDA Smart Snacks in School nutrition standards and violated District policy. The Principal resigned from the District prior to disciplinary action. As result of the OIG recommendations, the District implemented mandatory cash management training for District PTA officers and fundraising organizers. The District also amended the Memorandum of Understanding with the PTAs to include a requirement for submission of a profit and loss statement on completion of each school-based fundraiser event.

Alleged Abuse of FMLA and/or other Medical Leave of Absence by a District Principal

In August of 2019, the OIG was made aware of a School Principal who had recently requested to take a Family Medical Leave (FMLA) due to personal medical issues. Although the request was approved, with pay, District officials suspected FMLA Abuse because the individual had a pattern of requesting FMLA at least once annually, and around the same time frame. The OIG’s review established that the employee had submitted a medical certification, claiming that s/he was placed on a “no-work restriction” by a physician. Through surveillance, and other investigative techniques, the OIG was able to determine that the employee had active secondary employment with a local health organization, and was actively working midnight shifts, while on approved District FMLA. The OIG obtained the employee’s Payroll and Attendance Records from his/her identified secondary employer. Based on an analysis of those records, the investigation established that the employee’s FMLA request was fraudulent and in addition, that the District had suffered a monetary loss due to salary payments made to the employee totaling \$16,919, to which s/he was not entitled. The OIG referred the matter for administrative disciplinary hearing; however, the employee resigned prior to the hearing; although the District was able to recover the earnings that were improperly received by the employee. Based on OIG’s recommendation, the HR department revised the District’s ‘Family Medical Leave Act/Illness Leave of Absence Request Form to include a declaration signed by District employees under penalty of perjury. The OIG also referred the matter to the Wayne County Prosecutor’s Office and is awaiting disposition of the criminal charges entered.

False Payroll Time Reporting

In September 2019, in an unrelated investigation, the OIG identified recording discrepancies between payroll reporting and FMLA record keeping involving a District employee. The employee had properly requested and obtained approval for FMLA for a collective period of January – April 2019. The OIG investigation failed to identify any intentional violations of District policy and revealed that although the employee’s attendance may not have been reported correctly, all payroll codes were appropriate, and there were no improper payouts made. To guard against this error from reoccurring, the OIG recommended periodic audit verifications of payroll reported for those on approved medical leave, to ensure compliance and data accuracy.

Alleged Outside Employment/Activities by a Teacher during District FMLA

In October 2019, the OIG received information that a District teacher was working and participating in activities during district approved FMLA. The OIG investigation confirmed that the teacher owned a business and was actively working and promoting sale activities during the approved and paid District sick leave. The OIG reviewed social media posts in which the teacher was videotaping customers during live sale events. The investigation further exposed that the teacher had recorded a high rate of absences within a five-year time frame including an 88% absence rate for the current school year. The OIG recommended a disciplinary hearing be convened for the teacher due to violation of the FMLA policy. The teacher resigned from the District prior to the disciplinary hearing. The OIG further recommended policy amendment to include numeric values to determine and define excessive absences for District employees. The District’s Human Resources division accepted the OIG’s recommendations and is in the process of drafting a new policy for Board approval, to address sick leave abuse, as well as requiring secondary medical evaluations for those returning to work from sick leave or seeking extension of their sick leave.

Alleged FMLA Abuse involving Outside Employment/Activities by a Teacher

In October 2019, the OIG received information that a District teacher was actively participating in outside activities during approved FMLA. The OIG's investigation confirmed that the teacher had travelled out of state for non-medical purposes, which was in violation of the District's FMLA policy, which forbids out-of-state travel during FMLA unless in relation to a medical service and when approved in advance by the District's Office of Employee Health Services. The OIG recommended a disciplinary hearing for the teacher, who, subsequently, received a written reprimand. Also, based on the OIG's recommendations, the District began requiring employees to certify to the accuracy of statements provided on sick leave requests, and furthermore, to abide by District policies which forbid supplemental employment and outside activities during approved sick leave.

Alleged Abuse of FMLA and/or other medical leave of absence by a District employee

In October of 2019, the District's Human Resources office notified the OIG that a Teacher Aide had recently requested and was approved a Family Medical Leave (FMLA) in order to facilitate "urgent" international travel to care for an ailing family member. HR later learned that, just prior to the employee's FMLA request, the individual had been involuntarily transferred between schools, and had expressed a strong objection to the transfer. Based on the new information, HR suspected FMLA Abuse. Through surveillance, other investigative techniques and consult with government sources, the OIG was able to develop evidence that the member had not travelled out of the country, as indicated to the District, but was in fact at home and receiving District pay. During a subsequent interview with the OIG, the employee admitted to changing travel plans and failing to notify the District. The investigation determined the District suffered a monetary loss of approximately \$1,400 in salary payments received by the employee to which s/he was not entitled. The OIG recommended a disciplinary hearing be convened for the employee, who resigned prior to the hearing. The District implemented a training update for payroll preparers, and successfully recovered the nearly \$1,400 improperly received in earnings by the separated employee.

Improper Salary Payments received by a Terminated District Employee

In October of 2019, an audit of open disciplinary cases conducted by the Office of Employee Relations (OER) led to a discovery that a former District teacher had collected nearly \$68,000 in salary to which he/she was not entitled. The matter was referred to the OIG for investigation. A review of the former employee's personnel file revealed that on June 12, 2018, the Detroit Public Schools Community District (Board) approved a "For Cause" termination of employment. On June 21, 2018, the employee filed an appeal with the Michigan Administrative Hearing System (MAHS), which, on September 24, 2018, upheld the District's decision to terminate the individual's employment. The OIG's investigation established that, although made aware of the MAHS's decision, District officials failed to take the necessary actions to properly separate the employee and cease making salary payouts, and as result, the individual had continued to receive salary to which s/he was not entitled, for over a year. Attempts to recover the improper salary payments have been unsuccessful and based on the circumstances, the OIG determined that the District suffered a monetary loss totaling at least \$68,000 in improper salary and \$28,968 in employer-paid benefits. As a result of recommendations from OIG, the District developed official administrative procedures for "For Cause" terminations (including tenured instructional staff following unsuccessful or denied appeal of termination decisions), which includes timely notification to appropriate District front-line Managers, Supervisors, and Worksite Administrative Personnel of conclusionary actions taken by the District.

Alleged Conflict of Interest and/or Nepotism involving a Supervisor and Subordinate

In December 2019, the OIG received an anonymous complaint alleging that a familial relationship existed between a School Principal and a subordinate, which contributed to favoritism and special privileges for said subordinate. The complainant further alleged that the Principal permitted his/her spouse and children to be involved in District business and affairs subsequently affecting the school climate for staff, students, and parents. The investigation did not find any evidence of a familial relationship between the Principal and any employee at the school location. However, it was established that the Principal had a close personal relationship with the subordinate, which created an environment of distrust from the other school staff. The investigation also found that the Principal's spouse had engaged in a few verbal altercations with some school staff members. The investigation further determined that the Principal exposed his/her family members to confidential District information by allowing them to be present during staff meetings and parental conferences. The OIG recommended written counsel for the Principal, for exposing family members to confidential information and enabling his/her spouse to create an intimidating work environment. Further, the OIG recommended a revision to the Employee Disclosures questions; to address subjective conflict of interest standards based upon "close personal relationships" between supervisors and staff.

Allegations of Unethical Conduct, District Policy Violations, and Financial Mismanagement by a Principal

Between January and April 2020, the OIG received information from school staff alleging various unethical and/or wrongful practices and financial mismanagement by a School Principal. The allegations included having unauthorized individuals on school grounds, misuse of grant funding, theft, as well as questionable actions pertaining to financial record keeping and accountability of school funds. The OIG investigation found that the Principal violated several cash management guidelines, donation receipt guidelines, visitor policies, and failed to ensure proper oversight and responsibility for District property. The OIG issued five recommendations, including a referral to the Office of Employee Relations for a disciplinary hearing. The Principal was placed on Administrative Leave, and the matter is pending final disposition by the Office of Employee Relations.

Additional Issues:

In addition to its primary responsibilities, the Inspector General's office undertakes additional responsibilities. During FY2020, OIG staff worked with the Office of Employee Relations staff in the development and delivery of a districtwide Mandatory Employee Disclosures process. This annual process requires District employees to voluntarily disclose any outside employment, outside activities, vendor relations, gifts from students or vendors, familial relationships within the District, as well as misconduct that may impact their employment status with the District. Specifically, the OIG performs direct monitoring and investigative activities related to any actual, potential or perceived conflicting interests identified through the employees' disclosures. By investigating such issues, the OIG makes recommendations to District administrators to assist in their management of the conflicting situations, as well as in implementing organizational procedures for staff to meet compliance standards and expectations.

For the most part, the OIG has worked cooperatively with other District departments on matters involving District employees and contractors. A key component of our investigative strategy is to leverage our limited resources and to ensure that other District units are not pursuing the same matters which is wastefully duplicative. With respect to information sharing, the OIG has a responsibility under the Association of Inspectors General (AIG) Principles and Standards to safeguard any information and documents provided during the course of an investigation, as well as to protect the identity of witnesses who request to remain anonymous; a responsibility the OIG meets to the fullest extent that the law allows. We recognize the importance of strong cooperative relationships with District leadership and administration, and work diligently to maintain and enhance these relationships, while at the same time ensuring our independence of operation in a way that inspires the public's trust in the outcome of our investigations.

Staff Professional Development

In addition to its accomplishments, the OIG continues to efficiently administer its resources towards increasing the professionalism and effectiveness of its personnel, by providing access to professional development webinars and in-house training sessions to aid in establishing a well-trained and highly competent OIG workforce, as well as meet the staff's continuing education requirements.

In FY2020, OIG staff participated in the following professional development activities:

Table 2: OIG Staff Professional Development

DATE	PROFESSIONAL DEVELOPMENT TOPIC	DELIVERY TYPE	# of OIG attendees
7/7/2019	Using Data to make your case: Advanced Formulas for Analysis	Webinar	3
7/7/2019	Social Engineering: How Fraudsters Manipulate and Exploit their Targets	Webinar	5
7/11/2019	Fighting Fraud from the Inside with Internal Audit	Webinar	5
7/11/2019	Analytics-Driven Financial Crime Investigations	Webinar	3
7/11/2019	Investigating Trade-based Money Laundering	Webinar	1
7/23/2019	Ineffective SARs Writing: A Practitioner's Guide	Webinar	1
7/28/2019	(Un)Ethical Decision Making: Is Your Training Changing Behaviors or Checking the Box?	Webinar	5
7/29/2019	Advanced Interview Techniques: Detecting Deception	Webinar	3
8/5 -8/8,2019	SCCE's Basic Compliance & Ethics Academy	4-day Workshop	1
9/5/2019	5 Benefits of Using Reciprocity in Investigation Interviews	Webinar	1
9/9/2019	Working an Investigation from Beginning to End	Webinar	5
9/16/2019	The Art of Expanding Internet Searches Beyond Social Media	Webinar	5
9/23/2019	Contract Fraud: Don't Overlook the Obvious	Webinar	5
9/26/2019	Following the Digital Investigative Trail	Webinar	2
9/30/2019	Bulletproofing Your Fraud Reports	Webinar	5
10/2/2019	Smarter Investigations with Enhanced Analytics	Webinar	1
10/3/2019	The Future of Audit and Compliance: Controls Automation	Webinar	1
10/9/2019	How a Trusted Employee Becomes a Business Risk	Webinar	1
10/10/2019	Investigating Cases from Perspective of a Forensic Accountant	Chapter Meeting	3
10/17/2019	Best Practices for Conducting Remote Interviews	Webinar	1
10/28/2019	Bodies of Knowledge to Combating Procurement Fraud	Webinar	5
11/4/2019	Ethical Baselines and Fraud Risk Assessments: A Holistic Approach	Webinar	4
11/11/2019	Data Analytics and the Anti-Fraud Toolkit	Webinar	1
11/20/2019	Ethics in the Workplace	Webinar	1
11/26/2019	16 th Annual NABA Professional Dev't Conference (Fraud Presenter)	Live Presentation	2
12/2/2019	Visualizing Fraud in Your Data	Webinar	1
12/2/2019	Using Root Cause Analysis to Enhance your Anti-Fraud & Ethics process	Webinar	5
12/3/2019	Ethics and Internal Audit	Webinar	1
12/5/2019	Tools Used to effectively review your bills and detect fraud	Chapter Meeting	2
12/11/2019	Workplace Investigation Interviews: Balancing Accessibility and Privacy	Webinar	2
12/11/2019	Employee Fraud: Understanding the Threat from Within	Webinar	1
12/13/2019	Auditing Culture and Ethical Values in an Organization	Webinar	1
12/18/2019	Conducting Grant Fund Investigations	Webinar	1
12/18/2019	Detecting and Deterring Conflicts of Interest	Webinar	1
12/18/2019	Looking Fraud in the Eye	Webinar	1
12/20/2019	Overcoming Bias in Investigations and Audits	Webinar	2

Cont. Table 2: Staff Professional Development

DATE	PROFESSIONAL DEVELOPMENT TOPIC	DELIVERY TYPE	# of OIG attendees
1/6/2020	Evidence Collection for CFEs and Auditors	Webinar	5
1/16/2020	Baby Boomers, Millennials and Insurance Fraud	Webinar	3
1/27/2020	Managing Emerging Fraud Risks in the Financial Services & other sectors	Webinar	3
2/9/2020	How to Avoid Scandals and Establish a Culture of Integrity with Whistleblowing and Compliance	Webinar	1
2/10/2020	Searching in the Dark Web: Finding Fraud Online	Webinar	3
3/2/2020	Mastering Emerging Fraud Detection Tools and Techniques	Webinar	3
3/5/2020	Using Analytic Hierarchy Process (AHP) to assist in prioritizing investigations	Chapter Meeting	5
3/8/2020	Writing Effective Fraud Findings	Webinar	5
3/23/2020	Preventing Point-of-Sale Fraud: Detecting the Needles in the Haystack	Webinar	4
3/25/2020	Approaches to Procurement Fraud, Waste, & Abuse in Global Business	Webinar	1
3/30/2020	Emerging Trends Affecting the Confession Interview	Webinar	3
4/7/2020	Why Honest People Steal, and How to Prevent Fraud	Webinar	2
4/16/2020	Ethical Investigation Interviews: 10 Things to Consider	Webinar	2
4/22/2020	Data Analytics: Actual Analytics anyone can do	Webinar	1
4/23-24,2020	Forensic Auditing: Finding the Needle in the Haystack	Virtual Workshop	1
4/30/2020	Inside the Mind of a Whistleblower	Webinar	1
5/4/2020	Global Online Due Diligence	Webinar	2
5/18/2020	Expense Report Fraud	Webinar	2
5/27/2020	Through the Lens – Tips for conducting an Effective Video Interview	Webinar	4
6/9/2020	SCCE Essentials of Compliance Investigations Conference	Virtual Conference	5
6/18/2020	Post-Interview Report Writing: How to Document Your Investigative Interview	Webinar	4
6/22 – 24,2020	31 st Annual ACFE Global Fraud Conference	Virtual Conference	1

As shown in Table 2 above, the OIG continued to focus much of its training efforts on improving staff's performance in accordance with the *Quality Standards for Investigations*, as promulgated by the Association of Inspectors General (AIG) and designed to enhance fraud examination and analytical skills aligning with the Association of Certified Fraud Examiners (ACFE) core qualifications. Per the AIG, "each staff person who performs investigations, inspections, evaluations, reviews, or audits should complete, every two years, at least 40 hours of Continuing Professional Education (CPE) that directly enhances the person's professional proficiency. At least 12 of the 40 hours of CPE should be in subjects directly related to the person's responsibility (investigation, inspection, evaluation, review, or audit), the government environment, or specific industry or unique environment in which the entity subject to examination operates."

In addition, for FY2020, two staff members were scheduled to attend the AIG Training Institute in New York during the summer, but this got canceled due to Covid-19. With the FY2021 suspension of all out-of-state travel for District employees, the OIG plans to seek more local professional development opportunities, including web-based developmental opportunities to satisfy the continuing professional education credits for its staff.

The OIG takes unethical behavior and misconduct extremely seriously and conducts its mission with integrity, professionalism, and without biases; to ensure that we uphold the public's trust. We will continue to pursue collaboration and cooperation with other District units and external law enforcement partners at the Federal, State, and local levels, to ensure that transparency, honesty, and accountability remain central to the Detroit Public Schools Community District.

Forensic audits are inherently time consuming and continue to be a significant part of OIG investigative efforts. Where a preponderance of evidence indicates that a District employee, contractor, or vendor is engaged in serious misconduct, the IG will continue to bring the matter to the immediate attention of District leadership, and provide leadership the opportunity to take appropriate actions to address the issue or mitigate the risk of further loss or harm to the District.

For FY2021, the OIG will make its compliance outreach program a priority, as we work to further educate and sensitize District employees regarding the OIG's mission. Due to the current pandemic, all our In-Person compliance training was suspended and is likely to remain on hold for the foreseeable future. As social distancing continues to affect the way we live, work, and interact with each other, the OIG plans to begin providing virtual trainings multiple times a week for the 2020-2021 fiscal year. This forward-leaning approach will allow the OIG to continue providing relevant fraud awareness education to District employees and make clear our core values and strategic approach to preventing, detecting, and deterring fraud, waste, and abuse within the Detroit schools.

Office Information



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OFFICE EMAIL:	inspectorgeneral@detroitk12.org
OIG ANNUAL REPORTS:	Please click here to view past Annual Reports (2010 -)
OIG CORE VALUES:	Professionalism Timeliness & Accuracy Relationships Dedication & Hard work Value Added
OFFICE SLOGAN:	<i>Speak Up.....Speak Out</i>