

THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA

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MEMORANDUM

TO:

Honorable Chair and Members of the School Board

Dr. Donald E. Fennoy, II, Superintendent Chair and Members of the Audit Committee

FROM:

Lung Chiu, Inspector General

DATE:

9/4/2018

SUBJECT:

Transmittal of Final Investigative Report

Case #18-738

Program Tampering

In accordance with School Board Policy 1.092 we hereby transmit the above-referenced final report.

The report addresses the allegation that Department of Transportation's Area Fleet Services Manager Angela Barbato tampered with AssetWorks software program, which caused the program to be shut down for two days. The program shut down allegedly risked the safety and welfare of students who rode the bus each day.

The allegation is unsubstantiated.

The report is finalized and will be posted on the Inspector General's website; <u>www.palmbeachschools.org/inspectorgeneral</u>.



SCHOOL DISTRICT OF PALM BEACH COUNTY

OFFICE OF INSPECTOR GENERAL



Donald E. Fennoy II Superintendent

INVESTIGATIVE REPORT

<u>Date of Complaint:</u> February 27, 2018

Complainant:

Case Number:

Peter DiDonato

Subject:

18-738

Angela Barbato, Area Fleet Services Manager

Witnesses:

Carl Boucard, General Manager Maintenance and Fleet, Transportation Peter DiDonato, Director, Transportation Dian Hernandez Enriquez (former employee), Senior Systems Technician

> Type of Report: FINAL

AUTHORITY

School Board Policy 1.092 provides for the Inspector General to receive and consider complaints, and conduct, supervise, or coordinate such inquiries, investigations, or reviews, as the Inspector General deems appropriate.

This investigation was conducted by Investigator Tanya Lawson, in compliance with the *Quality Standards for Investigations*, *Principles and Standards for Offices of Inspector General*, promulgated by the Association of Inspectors General.

INTRODUCTION

On February 27, 2018, the OIG received a complaint from Director of Transportation Peter (Pete) DiDonato. The complainant alleged that Area Fleet Services Manager Angela Barbato tampered with AssetWorks, the transportation department's software program for managing fleet assets. The alleged tampering caused the program to be shut down for two days, which risked the safety and welfare of students that ride the school bus each day.

BACKGROUND

AssetWorks¹ is a software program designed to help organizations manage and maintain their assets including fleets, facilities, consumables, equipment, property and infrastructure cost effectively. AssetWorks is a configurable, scalable solution that can be used to supplement an existing system or as a comprehensive, integrated solution for tracking fixed assets throughout their life cycle.

ALLEGATION²

Area Fleet Services Manager Angela Barbato tampered with AssetWorks, which caused the program to be shut down for two days risking the safety and welfare of students that ride the bus each day. *Unsubstantiated*.

GOVERNING DIRECTIVES

- School Board Policy 3.02-Code of Ethics
- PeopleSoft-Time Collection Device (TCD) report, Timesheets
- PBSD 0032-Leave of Absence (TDE) Application
- Microsoft Outlook-Email Records

ALLEGATION: EVIDENCE & TESTIMONY

Allegation: Area Fleet Services Manager Angela Barbato tampered with AssetWorks, which caused the program to be shut down for two days risking the safety and welfare of students that ride the bus each day.

Testimony of Director of Transportation Pete DiDonato

On March 27, 2018, the OIG conducted an interview with Director of Transportation Pete DiDonato. Mr. DiDonato stated sometime in January 2018, former Senior Systems Technician Dian Enriquez and General Manager of Transportation Carl Boucard reported that Area Fleet Services Manager Angela Barbato tampered with AssetWorks, the transportation department's fleet management software program. Mr. DiDonato stated AssetWorks was down for two days. It was the only system that was affected. Due to the system being down, senior coordinators at each facility could not pull the "down list." Mr. DiDonato stated there were only three individuals with access to AssetWorks; I.T. Solutions Manager Jerry Nyman, former Senior Systems Technician Dian Enriquez, and Ms. Barbato.

Mr. DiDonato stated Ms. Barbato's AssetWorks access was removed in January 2018, but could not recall the exact date. Mr. DiDonato stated the main reason the incident was an issue was

¹ AssetWorks.com

² The OIG findings were determined using the standards that appear on the signature page at the end of this report.

³ Down lists provide each facility with a listing of the buses that are not to be put on the road due to mechanical or maintenance issues.

because when the down lists cannot be retrieved, the facilities are not aware of what buses have been pulled off line due to mechanical issues or for scheduled maintenance, and should not be driven. Mr. DiDonato added that mechanics create the down lists by checking out the buses for mechanical problems and placing them on the down list so that the bus does not go on the road the next day.

Mr. DiDonato stated Ms. Barbato logged in on February 19, 2018, from outside of the district after her access to AssetWorks was removed. Ms. Barbato's AssetWorks screen identification number is 7143 (Exhibit 1). Mr. DiDonato acknowledged that he is not very familiar with how AssetWorks functions, and was unclear as to how Ms. Barbato was able to get back into AssetWorks after being removed.

Mr. DiDonato stated unsafe buses were not used during the two days in question.

Testimony of General Manager Maintenance and Fleet Transportation Carl Boucard

On March 27, 2018, the OIG conducted an audio recorded interview with General Manager of Transportation Carl Boucard. Mr. Boucard stated AssetWorks is a fleet management software program that manages every aspect of vehicle maintenance for the District.

Mr. Boucard stated the individuals that have access to AssetWorks are all shop forepersons and facility support technicians, Ms. Barbato and himself. Mr. Boucard stated AssetWorks has different permission levels, and Ms. Barbato had full access and could view, create, and make changes to queries in AssetWorks.

Mr. Boucard stated in or around January 2018, he had I.T. Technician Dian Enriquez remove Ms. Barbato's AssetWorks access because she was no longer in the transportation department.⁴ Mr. Boucard stated Mr. Enriquez informed him that the queries for transportation were no longer in AssetWorks. Mr. Enriquez called AssetWorks customer support and they advised Mr. Enriquez to retrieve the necessary information, AssetWorks would have to 'mimic' Ms. Barbatos' login information. Mr. Boucard stated Ms. Barbato deleted the queries, and he could not retrieve the down lists. Mr. Enriquez was able to retrieve the necessary queries created by Ms. Barbato.

Testimony of Area Fleet Services Manager Angela Barbato

On March 28, 2018, the OIG conducted an audio recorded interview with Area Fleet Services Manager Angela Barbato. Ms. Barbato stated as the systems administrator for AssetWorks, she can run reports and build reports for fleet management purposes. Ms. Barbato stated administrative access/rights are authorized by Mr. Boucard. Ms. Barbato stated one of her duties while under the supervision of Mr. Carl Boucard was to send out the down lists that went out to the facilities each day. Ms. Barbato stated she built the down lists from scratch after Jorge Gonzalez resigned approximately one year ago. Ms. Barbato stated all of the reports and queries that Mr. Gonzalez built were deleted by AssetWorks. Ms. Barbato stated AssetWorks is set up so that if a person has

⁴ Ms. Barbato is still in the transportation department, but has been moved to a different section that does not require access to AssetWorks.

Page 4

built codes, queries, reports, etc., and that individual leaves the organization, everything created by that individual goes along with the individual including the login credentials held by that individual. The only way to access the information created by the individual would be to use the credentials of that individual. Otherwise, new queries, reports, etc. would have to be re-created by the new individual with their own AssetWorks login credentials.

Ms. Barbato stated when she was on leave from January 23, 2018 through February 12, 2018, she logged into her AssetWorks account from home to run reports and update SharePoint as she does daily. AssetWorks can be accessed from any computer inside or outside of the District. Ms. Barbato stated it was not unusual for her to work from home. Ms. Barbato also stated while she was on leave, on January 29, 2018, Mr. Boucard emailed her and asked her if she uploaded the inspection schedules. Ms. Barbato stated she uploaded the inspection schedules, and received an email reply from Mr. Boucard saying "thank you." Ms. Barbato stated the next day, her AssetWorks login access was denied. Ms. Barbato acknowledged that her AssetWorks access was revoked, and denies ever purposely removing information from AssetWorks so that the down lists could not be generated for two days.

Documentation Reviewed

The OIG contacted AssetWorks, and received the following email response from Customer Service Manager Karlee Bretthauer:

OIG:

Once a person's access is removed, can AssetWorks undo the change, and re-grant access?

Karlee:

If a user's access is removed from within FA (fixed assets) by disabling their user, employee and/ or operator accounts, an administrative user should be able to reenable them. If their access was revoked by deleting their accounts from the screens, then records would need to be recreated in order for them to have access via those accounts again.

OIG:

If a person's access has been removed from AssetWorks, does the information that they created; tables, queries, etc., go with the individual?

Karlee:

If a user had created the queries and was not sharing them with everyone, then this user while logged in would be the only user with access. Once the user is deactivated or deleted, the ad hoc queries do still stay on the server, and we could recover these manually or by re-enabling the user's access.

ADDITIONAL INFORMATION

Mr. Boucard stated that Mr. Enriquez was able to have Ms. Barbato's account 'mimicked' thereby allowing the queries to be accessible to him. Ms. Bretthauer verified that an individual's account that has been removed may be recreated. This would have allowed Mr. Enriquez the ability to retrieve the necessary information for Mr. Boucard.

Page 5

Based on the testimony of Ms. Barbato regarding a user whose access was removed, the queries, reports, etc., go along with the individual whose access was removed. This would refer to Ms. Bretthauer's statement that if a person was not sharing their created queries, the reports would have to be recreated. However, the ad hoc queries would remain on the server and could be recovered manually or by re-enabling the user's access. Mr. Boucard stated that during the two-day system glitch, Mr. Enriquez contacted AssetWorks and they re-enabled Ms. Barbato's login credentials. Based on email correspondence from AssetWorks Customer Service Manager Karlee Bretthauer, AssetWorks customer support had the ability to re-enable credentials, which would have allowed Mr. Enriquez the ability to manually retrieve the queries needed for transportation.

On May 2, 2018, the OIG made contact with Dian Hernandez-Enriquez via his district email address. Mr. Enriquez was still employed with the District on a part-time basis at Palm Beach Gardens High School. Mr. Enriquez replied that the OIG should write any questions in the email and he would reply. Mr. Enriquez was only willing to cooperate via email. The OIG emailed the questions to Mr. Enriquez, and on May 25, 2018, the OIG received an email response from Mr. Enriquez (Exhibit 2).

Mr. Enriquez stated that he only knew of an issue with AssetWorks when Systems Technician Elias Eades notified him that queries were missing from AssetWorks. Mr. Enriquez stated that he did not suspect tampering. He reported the issue to Mr. DiDonato and Mr. Boucard.

The OIG subsequently emailed Mr. Enriquez to make him aware of School District Policy 1.092(e) (Accessibility to and Cooperation with Inspector General and Staff) which gives the OIG office the authority to be able to conduct face to face interviews with District employees. On June 6, 2018, the OIG was informed by Larry Clawson, Principal, Palm Beach Gardens High School that Mr. Enriquez resigned on the evening of June 5, 2018. Mr. Enriquez did not respond to the OIG's email.

On June 6, 2018, the OIG contacted Systems Technician Elias Eades to clarify Mr. Enriquez' statement that it was Mr. Eades who noticed the issue of the queries being removed from the system. Mr. Eades could not remember the date, but stated that he utilizes AssetWorks only to track the location of District vehicles, and noticed that the query for that specific task was no longer in AssetWorks. Mr. Eades stated Mr. Enriquez did not know why the query was not there, but would look into it. Mr. Eades also stated that was the only involvement he had with missing queries from AssetWorks.

CONCLUSION

Based on the evidence and testimony, the following timeline was created:

- January 28, 2018-Ms. Barbato requested leave from 1/29/18-2/9/18.
- January 29, 2018-Mr. Boucard requested work-related assistance from Ms. Barbato while she was on leave.
- On or around January 30, 2018-Ms. Barbato's AssetWorks access was removed.
- January 30, 2018-Ms. Barbato emailed Mr. Enriquez advising him that she cannot log into AssetWorks. No reply from Mr. Enriquez.

- January 31, 2018-Ms. Barbato emailed Mr. Boucard advising him that she cannot log into AssetWorks. No reply from Mr. Boucard.
- February 12, 2018-Ms. Barbato's District computer/laptop was taken away, and she was relocated to a different work location.
- February 13, 2018-Mr. Boucard put in a request to have Ms. Barbato's access removed from ImageQuest (in addition to AssetWorks).
- On or around February 19, 2018, Mr. Enriquez notified Mr. Boucard that the queries for the transportation department had been deleted from AssetWorks by Ms. Barbato.
- February 19, 2018-AssetWorks activity log demonstrated that Ms. Barbato logged into AssetWorks at 9:00 PM from outside of the District.
- On February 20 & 21, 2018, down lists were not sent out to the facilities as it had been done on a daily basis requiring it to be completed manually.

AssetWorks does not track specific report/queries as far as changes to the queries is concerned. The activity log for AssetWorks does not document what specific activity was performed by Ms. Barbato during that time frame, only that her login was used from outside of the District on February 19, 2018, at 9:00 PM. Information Technology could not determine the exact location.

The OIG could not substantiate the allegation that Ms. Barbato purposely tampered with AssetWorks. The OIG determined that Ms. Barbato's screen ID logged into AssetWorks after her login access was removed. Additionally, due to AssetWorks' inability to track any possible changes made to the queries, the OIG cannot determine if an intentional violation of District policies or procedures occurred. Based on communication with AssetWorks, an administrative user can retrieve queries that another individual user created depending on whether or not the administrative user is familiar with the process. Mr. Boucard is an administrative user and therefore, would have been able to retrieve the necessary queries. Moreover, AssetWorks customer support would have been able to assist in manually retrieving the queries. Mr. Boucard subsequently acknowledged that he was able to retrieve the necessary queries after the alleged incident.

The OIG requested that AssetWorks verify if Ms. Barbato contacted them to have her access reenabled. Customer Service Representative Heather Aguayo verified that no customer support tickets were created or worked on for Ms. Barbato in the month of February 2018. The last record of contact from Ms. Barbato was September 2017.

Based on the testimony obtained and documentation reviewed, the OIG determined the allegation that Area Fleet Services Manager Angela Barbato tampered with AssetWorks, which caused the program to be shut down for two days, risking the safety and welfare of students that ride the bus each day was *Unsubstantiated*.

AFFECTED PARTY NOTICE

In accordance with School Board Policy 1.092 (8)(b)(iv), on 7/11/2018, Angela Barbato was notified of the investigative findings and provided with an opportunity to submit a written response to these findings.

OIG RESPONSE

On August 15, 2018, the OIG received a written response via email from Angela Barbato (Attachment 1). The response also contained attachments which, are attached and included as a part of this report.

Pursuant to School District Policy 1.092; Office of Inspector General, the OIG retains the right to initiate, conduct, supervise, and coordinate investigations designed to detect, deter, prevent and eradicate fraud, waste, financial mismanagement, fiscal misconduct, and other abuses or wrongdoings in District government. The OIG reserves the right to conduct preliminary and/or full investigations as deemed appropriate.

In Ms. Barbato's written response, she wanted to clarify that she did access the AssetWorks via the District portal one evening. Ms. Barbato did not clarify in her response where she was located at the time she accessed AssetWorks. "So imagine my curiosity and surprise when one night when Ilogged onto my District portal and I see an AssetWorks tile." Ms. Barbato stated that she accessed the AssetWorks tile on the District portal, but did not tamper with AssetWorks. Ms. Barbato did access AssetWorks, although maintaining that the documents obtained by the OIG during the investigation proved that although she was able to log into AssetWorks via the District portal, she only had the option to "view" AssetWorks reports, but was not able to make any changes to the program.

The OIG determined during the course of the investigation, that upon Angela Barbato's profile being deleted from AssetWorks at the instruction of Mr. Boucard, the queries that she created did not appear on the system. This appears to be due to the fact that Ms. Barbato created the queries and therefore, the information was temporarily removed from view, but not from the program indefinitely. The lack of knowledge by Mr. Boucard regarding AssetWorks led to the description that AssetWorks was 'down' for two days. In fact, the system was not down, the queries were merely not accessible by certain staff until they were retrieved with the assistance of AssetWorks' customer service.

The OIG cannot state with certainty that Ms. Barbato purposely tampered with the program. Additionally, the OIG could not determine why Ms. Barbato was able to sign into AssetWorks via the District portal with limited access (view only) after having her access removed.

Ms. Barbato opined that the findings of this investigation should be changed to unfounded. After a review of Ms. Barbato's response and the information obtained during this investigation that showed Ms. Barbato's Screen ID was used to log in to AssetWorks, the OIG determined that the OIG's initial findings stand as *Unsubstantiated*.

DISTRIBUTION

Palm Beach County School Board Members Donald E. Fennoy II, Superintendent Audit Committee Members Office of Professional Standards OIG file

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Investigation Conducted by:

Tanya Lawson

Date

Investigation Supervised by:

Oscar Restrepo, CIGI, Director of Investigations

Date

Investigation Approved by:

K. Lung Chiu, CIG, Inspector General

The evidentiary standard used by the School District of Palm Beach County OIG in determining whether the facts and claims asserted in the complaint were proven or disproven is based upon the preponderance of the evidence. Preponderance of the evidence is contrasted with "beyond a reasonable doubt," which is the more severe test required to convict a criminal and "clear and convincing evidence," a standard describing proof of a matter established to be substantially more likely than not to be true. OIG investigative findings classified as "substantiated" means there was sufficient evidence to justify a reasonable conclusion that the actions occurred and there was a violation of law, policy, rule, or contract to support the allegation. Investigative findings classified as "unfounded" means sufficient evidence to justify a reasonable conclusion that the actions did not occur and there was no violation of law, policy, rule, or contract to substantiate the allegation. Investigative findings classified as "unsubstantiated" means there was insufficient evidence to justify a reasonable conclusion that the actions did or did not occur and a violation of law, policy, rule, or contract to support the allegation could not be proven or disproven.

	Screen ID	Screen Title	Hit count	
	2163	Internal Rebuilds		EXHIBIT
1	2184	Planning - Setup - Options		EXHIDIT
1	7218	Part_CrossRefs.aspx		1 8 1
	2078	Parts - Cross-references		isopio #
	2241	Work Assignment		1
	2242	Warranty Attributes		1
	7057	workordertasks_aspx		i
	7080	ShopCalendarMonth.aspx		1
	2328	Enterprise Purchasing - Setup - Options		1
	3021	License Keys		1
	2218	Linear Assets - Setup Options		1
	2302	PM Schedule Out of Service Extension		1
	2304	PM Checklist Signoff		1
	7174	ProjectEvents.aspx		1

Web	logins	and	activity	details	(last	14	days)

outside Defrict Web Browser IP Browser

Screen ID Screen Title

* 2018-02-19 21:01 61.01 Pr

165.161.7.151

69.94.203.97

IE 11.0

Request activity details (shows initial load of pages with screen IDs, in order requested. Does not show all requests.)

Response sent Response time (seconds)

Web Server IP

ReportViewer.aspx 2018-02-19 21:00:22

69.94.203.97

CHROME 58.0

Toggle details

Toggle details

2018-02-19 20:39 2018-02-19 15:20 2018-02-19 15:22 3 3 165.161.7.151

10.196.9.77

IE 7.0

>North

Request activity details (shows initial load of pages with screen IDs, in order requested. Does not show all requests.)

	Screen ID	Screen Title	Response sent	Response time (seconds)	
7	139	ChooseReport.ascx	2018-02-19 15:21:55	0.0	
7	099	ReportList.aspx	2018-02-19 15:21:55	0.1	
7	099	ReportList.aspx	2018-02-19 15:21:56	0.5	
7	146	ScheduleList.ascx	2018-02-19 15:21:58	0.0	

Toggle details

2018-02-19 12:34

2018-02-19 12:35

165.161.7.151

IE 7.0

Request activity details (shows initial load of pages with screen IDs, in order requested. Does not show all requests.)

Screen ID	Screen Title	Response sent	Response time (seconds)
7146	ScheduleList.ascx	2018-02-19 12:34:43	0.0
7146	ScheduleList.ascx	2018-02-19 12:34:54	0.1
7146	ScheduleList.ascx	2018-02-19 12:34:55	0.0
7146	ScheduleList.ascx	2018-02-19 12:34:56	0.0
7146	ScheduleList.ascx	2018-02-19 12:34:58	0.0
7146	ScheduleList.ascx	2018-02-19 12:34:59	0.0
7146	ScheduleList.ascx	2018-02-19 12:34:59	0.0
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Toggle details

2018-02-19 12:02

2018-02-19 12:29

165.161.7.151

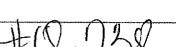
10.196.9.77

IE 7.0



Contact Request

3 messages



TANYA LAWSON <tanya.laws EXHIBIT

Tue, May 1, 2018 at 4:21 PM

Dian Enriquez Hernandez dian.enriquezhernandez@palmbeachschools.org To: tanya.lawson@palmbeachschools.org

At this time I am returning your contact request via email, please proceed with any questions you may have via email.

TANYA LAWSON <tanya.lawson@palmbeachschools.org>

Wed, May 2, 2018 at 7:23 AM

Dian Enriquez Hernandez,

The questions below pertain to an open investigation. Please provide your responses to each of the questions below as best as you can recall.

As a witness, please provide the following information:

- 1. Do you swear and/or affirm that the statement you are about to provide will be true to the best of your knowledge and ability?
- 2. What was your job function while with the Department of Transportation?
- What was/is your knowledge or skill set with regards to AssetWorks; where you proficient, an expert?
- 4. When (date) did you first notice there was a problem with the queries in AssetWorks?
- 5. If there was an issue w/AssetWorks, did you suspect tampering, and if so, by whom and why? B. Did you report the issue (if any) to anyone, if so, to whom?
- 6. How and when (date) was the issue corrected or was it ever corrected?

Thank you.

Tanya M. Lawson Office of Inspector General Investigator 561-434-8511 PX 48511

On Tue, May 1, 2018 at 4:21 PM, Dian Enriquez Hernandez < dian.enriquezhernandez@palmbeachschools.org > wrote: At this time I am returning your contact request via email, please proceed with any questions you may have via email.

Dian Enriquez Hernandez cl To: TANYA LAWSON <tanya.lawson@palmbeachschools.org>

Fri, May 25, 2018 at 11:29 AM

- I do
- 2. I was a Senior Systems Technician
- 3. During my first time working in the Transportation department I acquired knowledge of Assetworks from working and collaborating with the technician prior to me that allowed me to maintain and navigate the system for the needs of the department.
- 4. When the technician (Elias Eades) called me to notify me that some queries that were normally used were missing.
- 5. I did not suspect tampering, I reported the issue to Pete Didonato and Carl Boucard.
- 6. There are some E-support tickets that reflect a recovery of some files, as far as dates I cannot recall exact dates. [Quoted text hidden]

Page | 1



I have read the draft report. I am shocked, offended and appalled to learn of an allegation stating I engaged in conduct that would risk the safety and welfare of students. This allegation is libelous, malicious and categorically untrue.

Not only am I highly upset by the allegation, I am surprised to have learned of it in an investigative report. Correspondence from the case investigator documents that she did not foresee anything relevant to a full investigation. ¹

Now that I am finally made aware of the allegation I can offer information that will support an investigative finding of "unfounded" as well as possibility could have eliminated the need for this full investigation. The event, documented in Exhibit #1, that is alleged to have caused program tampering was an innocent and chance occurrence that could not affect the down lists or the AssetWorks system. I can state with confidence that at no time in my career have I made changes to systems or system data unless I had the authority to do so. I have never logged onto a system that I did not have access. I did not tamper with AssetWorks.

The OIG draft report documents that it took our Department of Transportation two days to solve an issue with the down lists. Any prolonged down list related issues are not AssetWorks system related issues. Down lists are created using an AssetWorks standard system report. This report cannot be deleted. It cannot be tampered with. It is just not possible. Using filters, facility specific down list reports can be generated, scheduled and shared by any authorized user in a matter of minutes. Their alleged unavailability was not caused by "program tampering" as the complaint alleges. Rather, any report unavailability can be attributed to negligent supervision and/or active negligence by my accuser(s).

If Mr. DiDonato and/or Mr. Boucard had simply involved me when the issue with AssetWorks was identified, I could have managed it expeditiously. Instead, they did not exercise due diligence and wrongly portrayed an innocent action, one that did not and that could not have caused what is alleged to the OIG, as potentially criminal. The OIG identified me as a knowledgeable person for AssetWorks and, as such, utilized me as a witness to provide information during this investigation about the AssetWorks program². In contrast, rather than utilize my expertise, I continue to experience isolation, maligning of my character and other adverse employment actions from those within our Department of Transportation.

Additionally, I offer that further investigation will prove that Mr. Boucard knowingly gave Mr. DiDonato false information about the availability of the AssetWorks program and the down lists, me sabotaging the departments work efforts and creating any risk to the safety and welfare of students who ride the bus each day.

This response will prove that on or about February 20, 2018, and prior to Mr. DiDonato making an allegation to the OIG on February 27, 2018, Mr. Boucard knew that during the alleged two-day AssetWorks program shut down:

- the AssetWorks program was not shut down for two days
- down list information was available during the alleged "two-day system glitch"
- down list reports were being used by a Facilities Management Support Technician to update the school bus availability report posted in SharePoint during the alleged "two-day system glitch"
- he had the ability to retrieve and disseminate down list information

I submit the complaint summarized in the draft report is yet another instance of Mr. Boucard demeaning my professional character and career. He has a documented history of making false claims about me during the course of an official investigation.³

Page | 2

As I stated during the audio recorded interview with the OIG on March 28, 2018, Mr. Boucard is currently under investigation for reports I made to the OIG ⁴, the Office of Professional Standards and others regarding him making false statements as well as exhibiting bullying and harassment in the workplace. The OPS can provide details of this ongoing investigation. I offer this complaint is retaliation to cause damage to my career that would shift focus away from the unethical and illegal actions from some members of our Transportation Services leadership.

RESPONSE TO THE ALLEGATION

This response submits proof that the allegation in the draft report is false and/or the alleged actions simply did not occur. I have separated the allegation into its three parts to respond. I will address each of the three parts in detail. I am confident my response will justify the allegation be reclassified as "unfounded". The three parts of the allegation are as follows:

- 1. AssetWorks program availability affects the safety and welfare of students who ride the bus each day
- 2. The alleged tampering caused AssetWorks to be shut down for two days
- 3. AssetWorks was allegedly tampered with by me

Risk to the safety and welfare of students that ride the bus each day

1. AssetWorks program availability affects the safety and welfare of students who ride the bus each day.

Software programs can go offline and experience downtime. Periods of downtime are most likely the result of the system failing to function due to an unplanned event or routine maintenance. Department leadership is responsible to ensure the communication of mission critical information in the event of any system unavailability.

The availability of the AssetWorks program, or any program used by the Department of Transportation, simply does not affect the safety and welfare of students who ride the bus each day. No software program with this ability should ever be developed yet alone utilized by a School District.

According to the draft report, "Mr. DiDonato also stated no unsafe buses were on the road for the two days in question." If indeed AssetWorks program downtime had occurred, the information needed to ensure safe ridership must have been effectively disseminated by some means other than AssetWorks. If Mr. DiDonato is to be taken at his word, there was no risk to student safety and welfare caused by an alleged AssetWorks System outage.

Also, Mr. Boucard knew or should have known how to retrieve key performance indicator (down list) information in the event of system downtime. The draft report states,

"Based on communication with AssetWorks, an administrative user can retrieve queries that another individual user created depending on whether or not the administrative user is familiar with the process. Mr. Boucard is an administrative user and therefore, would have been able to retrieve the necessary queries. Moreover, AssetWorks customer support would have been able to assist in manually retrieving the queries. Mr. Boucard subsequently acknowledged that he was able to retrieve the necessary queries after the alleged incident." Excerpt from draft report page 6

The AssetWorks system never lost the ability to generate queries or down lists reports. Any failure to retrieve or communicate the down lists over the alleged two-day system glitch is a failure by Mr. Boucard; not an AssetWorks system failure.

Therefore, it can be stated with confidence that AssetWorks system availability does not influence, otherwise affect and most certainly cannot risk the safety and welfare of students who ride the bus each day. This simply did not happen. Accordingly, the allegation should be reclassified as "unfounded".

The AssetWorks system was not shut down

- 2. The alleged tampering caused AssetWorks to be shut down for two days
 - It is not true that the AssetWorks program was "...shut down for two days...".
 - Throughout the alleged system shut down:
 - AssetWorks was available to perform all its primary functions
 - Authorized users never lost the ability to retrieve the down lists

The draft report, page 3, under the section titled "Testimony of General Manager Card Boucard" reads, "Mr. Boucard stated Ms. Barbato deleted the queries, and he could not retrieve the down lists."

• It is not true that deleting and/or removing user permissions to ad-hoc queries affects the ability for AssetWorks users to retrieve the "down lists".

The report to get the "down list" titled "Current Work Orders Delays" is a standard report from within the AssetWorks program and not an ad-hoc query (query). It is available via the "Reports" tab to all authorized AssetWorks users. The "Current Work Orders Delays" cannot be deleted. Using filters, variations can be generated, saved, scheduled and shared only.

- It is categorically not true that the down list could not be retrieved.
 - As an administrative user Mr. Boucard, as well as others with access, always maintained the ability to retrieve bus down listing reports
 - o Email exchange between Mr. Boucard, Mr. Enriquez-Hernandez (aka Mr. Enriquez) and Ms. Breeden dated January 31, 2018, documents Mr. Boucard's knowledge of the down list report prior to its alleged unavailability

"Judy, I can do tomorrow and Friday until Dian (Mr. Enriquez) give you access to the other facilities. By copy to Dian, please provide "Down Bus Listing" access to Judy (Ms. Breeden). See me if you need more details. Thank you! Carl" Excerpt from email thread dated Wednesday, January 31, 2018. [Attachment]

 On or about February 20, 2018, Mr. Boucard knew Ms. Breeden was accessing down list reports to update the Bus Availability spreadsheet in SharePoint.

On July 12, 2018, I met with Ms. Judith Breeden to verify my recollection of a conversation we had on or about May 17, 2018. Ms. Breeden, Facility Management Support Technician, directly reported to Mr. Boucard at the time of the alleged "two-day system glitch".

On or about May 17, 2018, Ms. Breeden shared with me the following information:

- On Wednesday, January 31, 2018, Carl Boucard sent her an email instructing her to update the bus availability spreadsheet every morning. ⁶
- Each morning, Ms. Breeden would access the "Current Work Orders Delays" report from AssetWorks to count the number of buses down for each facility.
- Once counted, Ms. Breeden would access SharePoint to update the bus availability spreadsheet.
- On or about February 20, 2018, Ms. Breeden was contacted by Mr. Boucard who asked her how she was able to update the bus availability spreadsheet.
- She told me that she told him she used the "Current Work Orders Delays" report from AssetWorks to get the down bus counts for each facility.

I submit that Ms. Breeden's information supports that on or about February 20, 2018, Mr. Boucard knew:

- The AssetWorks program was not "shut down" for two days
- The "Current Work Orders Delays" report, and not ad hoc queries, are the source of the down list reports,
 - o "Current Work Orders Delays" report is a standard AssetWorks system "canned" report
- The "Current Work Orders Delays" (aka the down lists) were always accessible to authorized users on demand

The fact is, Mr. Boucard, like Ms. Breeden, always had, and never lost, the ability to retrieve the down lists from AssetWorks. As the General Manager responsible for AssetWorks system administration he either knew, or should have known, how retrieve mission critical information.

Mr. Boucard knew, on or about February 20, 2018, that prior to the complaint made by Mr. DiDonato to the OIG on February 27, 2018, any claim of system unavailability was unfounded.

Therefore, it can be stated with confidence that the AssetWorks system was not shut down for two days. This simply did not happen. Ad hoc queries, reports and all other AssetWorks system capabilities were available to authorized users at the time of the alleged incident and the two days of alleged system shut down. Accordingly, the allegation should be reclassified as "unfounded".

There was no tampering with AssetWorks.

3. AssetWorks was allegedly tampered with by me

The draft report testimony documents contradictions about the alleged tampering. These contradictions likely contribute to why the OIG did not substantiate the allegation.

The draft report reads, on page 2, under "Testimony of Director of Transportation Pete DiDonato"

"On March 27, 2018, the OIG conducted an interview with Director of Transportation Pete DiDonato. Mr. DiDonato stated sometime in January 2018, former Senior Systems Technician Dian Enriquez and General Manager of Transportation Carl Boucard reported that Area Transportation Operations Manager Angela Barbato tampered with AssetWorks, the transportation department's fleet management software program."

In direct contrast the draft report reads, on page 5, regarding Dian Enriquez,

"Mr. Enriquez stated that he only knew of an issue with AssetWorks when Systems Technician Elias Eades notified him that queries were missing from AssetWorks. Mr. Enriquez stated that he did not suspect tampering. He reported the issue to Mr. DiDonato and Mr. Boucard."

Page | 5

The statement in quotes above is likely derived from the email response from Dian Enriquez, Exhibit #2 excerpt below:

Question: Tanya Lawson - "5. If there was an issue w/AssetWorks, did you suspect tampering, and if so by whom and why? B. Did you report the issue (if any) to anyone, if so, to whom?"

Answer: Dian Enriquez Hernandez - "5. I did not suspect tampering, I reported the issue to Pete DiDonato and Carl Boucard" Excerpt from Exhibit 2.

During the alleged system shut down, there was no harm to the AssetWorks system or system data that prevented the retrieval of down list reports by any authorized user. The draft report documents the ability of authorized users to retrieve the necessary queries. At no time during the alleged "two-day system glitch" was AssetWorks incapable of producing a down list or performing any of its primary functions. Tampering, a deliberate act that caused damage or interference, with the AssetWorks program simply did not occur. Accordingly, the allegation should be reclassified as "unfounded".

RESPONSE TO EVIDENCE & TESTIMONY

Response to Summary of the Testimony of Area Transportation Operations Manager Angela Barbato

When reading the summary of the "Testimony of Area Transportation Operations Manager Angela Barbato" I identified errors that caused me to request a copy of the audio recorded interview. On July 12, 2018, I picked up a flash drive with a copy of the audio interview conducted by Tanya Lawson. ⁷

On July 14, 2018, I uploaded the recording to Rev.com for transcription⁸. Using the transcription as a guide I carefully reviewed the summary of my testimony in the draft report. Accordingly, I offer the following changes must be made to the summary of my testimony in the final report. The text to be deleted is struck out. Summary additions/corrections are in blue text.

"Testimony of Area Transportation Operations Manager Angela Barbato

On March 28, 2018, the OIG conducted an audio recorded interview with Area Transportation Operations Manager Angela Barbato. Ms. Barbato stated as the a systems administrator for AssetWorks, she can could run reports and build reports for fleet management purposes. Ms. Barbato stated administrative access/rights are granted by Mr. DiDonato-or authorized by Mr. Boucard [transcript Page 4 of 5]. Ms. Barbato stated one of her duties while under the supervision of Mr. Carl Boucard was to-send out the down lists that went out to the facilities each day. use the daily down list report to make updates to files SharePoint. [transcript Page 2 of 25]

Ms. Barbato stated she built the down lists from scratch after George Jorge Gonzalez resigned approximately one year ago. Ms. Barbato stated all of the down list reports and queries that Mr. Gonzalez built were deleted by AssetWorks-Jorge. [transcript Page 3 of 25]

Ms. Barbato stated AssetWorks is set up so that if a person has built codes, queries, reports, etc., and that individual leaves the organization, everything created by that individual goes along with the individual including the login credentials held by that individual. The only way to access some of the information created

by the individual would be to use the credentials of that individual. Otherwise, new queries, reports, etc. would have to be re-created by the new individual with their own AssetWorks login credentials.

Ms. Barbato stated when she was on leave from January 23, 2018 through February 12, 2018, she logged into her AssetWorks account from home to run reports and update SharePoint as she does did daily. AssetWorks can be accessed from any computer inside or outside of the District. Ms. Barbato stated it was not unusual for her to work from home. Ms. Barbato also stated while she was on leave, on January 29, 2018, Mr. Boucard emailed her and asked her if she uploaded the inspection schedules. Ms. Barbato stated she uploaded the inspection schedules, and received an email reply from Mr. Boucard saying, "thank you." Ms. Barbato stated the next day, her AssetWorks login access was denied. For this to happen, Ms. Barbato acknowledged that her AssetWorks access must have been was revoked. but denies ever purposely removing information from AssetWorks so that the down lists could not be generated for two days.

Additionally, Ms. Barbato stated after her job duties changed, Mr. Boucard he emailed her requesting she give access to her Google Drive. Having instructions from Mr. DiDonato not to respond to Mr. Boucard's email, she did nothing further. [transcript Page 20 of 25]

Including the last sentence on the previous page, a summary of the transcript excerpt that demonstrates I followed Mr. DiDonato's instructions, is important as it supports removing/revisiting a statement made in the conclusion of the draft report [see Response to Conclusion bullet number 3 on page 11]

Follow-up questions were submitted to Ms. Barbato via email on April 16, 2018. Ms. Barbato denies ever purposely deleted any queries that the department needs to get the down lists."9

Response to Summary of the Testimony of General Manager Transportation Carl Boucard

In the summary of Mr. Boucard's testimony are two examples of violations of School Board Policy No. 3.02 Code of Ethics. The following statements attributed to him, on page 3, in the draft report are categorically untrue:

- "...because she (Ms. Barbato) was no longer in the transportation department."
- "...Ms. Barbato deleted the queries, and he could not retrieve the down lists."

Mr. Boucard has a documented history of representing me in libelous ways. I find his behaviors to be pervasive, demeaning and damaging to my professional stature and career.

I submit, if the summary his testimony in the draft report is accurate, that Mr. Boucard gave misrepresenting information during this investigation. He knew, or should have known, the information he gave to the OIG is false and incorrect. It is likely that further investigation will prove Mr. Boucard not only falsely represented my professional status to the OIG but further demeaned my professional reputation and stature to others both in and out of District employ. At the very least he knew, or should have known, on February 27, 2018, the day Mr. DiDonato made a complaint to the OIG, that there was no misconduct, there was no "two-day system glitch", and he always had the ability to retrieve the down lists.

Response to Summary of the Testimony of Director of Transportation Pete DiDonato

There is information provided in the draft report that contradicts the summarized testimony of Mr. DiDonato.

The summary of the interview with Mr. DiDonato states that:

• "...sometime in January 2018, former Senior Systems Technician Dian Enriquez and General Manager of Transportation Carl Boucard reported that Area Transportation Operations Manager Angela Barbato tampered with AssetWorks, the transportation department's fleet management software program."

In contrast, the email from Dian Enriquez states, "I did not suspect tampering, I reported the issue to Pete DiDonato and Carl Boucard."

the alleged tampering occurred. "sometime in January"

In contrast, his testimony summary references an exhibit that shows my screen ID having activity from outside the District on February 19, 2018.

"Mr. DiDonato stated there were only three individuals with access to AssetWorks; I.T. Solutions
Manager Jerry Nyman, former Senior Systems Technician Dian Enriquez, and Area Fleet Services
Manager Angela Barbato".

In contrast, District personnel from Facilities Services, Information Technology (IT), Finance in addition to Transportation Services have access to AssetWorks. If the summary statement is intended to name individuals who had administrative rights in AssetWorks the list of names should include General Manager Carl Boucard. There may also be employee(s) from IT with administrative access.

I submit, if the summary of his testimony in the draft report is accurate, that Mr. DiDonato gave misrepresenting information during this investigation and reported alleged misconduct that is untrue and incorrect.

<u>Documentation Reviewed - Exchange between OIG and AssetWorks Customer Service</u>

I find a plausible explanation as to why the queries were no longer in AssetWorks in the draft report's documentation of the email exchange between the OIG investigator and AssetWorks Customer Service. This explanation places accountability for the missing queries on any of the active administrative users at the time of the alleged system shut down.

The draft report email response from AssetWorks states:

"If a user's access is removed from within FA (fixed assets) by disabling their user, employee and/ or operator accounts, an administrative user should be able to reenable them. If their access was revoked by deleting their accounts from the screens, then records would need to be recreated in order for them to have access via those accounts again." Page 4

The statement above, from AssetWorks Customer Service Manager Karle Bretthauer, supports a theory to debunk that any activity associated with my screen ID on February 19, 2018, caused an issue with AssetWorks queries. I offer that any user with active administrative rights must have re-enabled my user credentials sometime after they were disabled back in January. Then on or around February 19, 2018, an active user with administrative rights must have deleted my account. Deleting my account would have removed the queries from the system.

RESPONSE TO ADDITIONAL INFORMATION

As the draft report states on page four in the section excerpt below:

"Ms. Bretthauer (AssetWorks Customer Service Manager) verified that an individual 's account that has been removed may be recreated. This would have allowed Mr. Enriquez the ability to retrieve the necessary information for Mr. Boucard." Page 4

This statement supports the theory that my user credentials were re-enabled and then deleted by an active authorized user. If my account was activated and then deleted the reports on my account would no longer be available and would have to be recreated. For the record, I state unequivocally that I did not delete my own account.

RESPONSE TO CONCLUSION

Response to timeline bullet points

I offer information that contradicts and/or questions the statements in the 6th, 8th and 9th timeline bullet point of the draft report.

Bullet #6 – "February 12, 2018-Ms. Barbato's District computer/laptop was taken away, and she was relocated to a different work location."

Rather,

- While I was out on sick leave, from the afternoon of Tuesday, January 23, 2018, returning to work on Monday, February 12, 2018, I received a letter of temporary transfer from Mr. Pete DiDonato.
 - o The letter is dated January 24, 2018
 - o The temporary transfer effective date is January 29, 2018
 - The envelope is postmarked January 30, 2018
- Tuesday, January 30, 2018, I receive a call from the Senior IT Technician Dian Enriquez (561-319-5681) at 6:57 PM He told me that he just got home, things happened today at work that he did not agree with but had to do, wanted me to know he had to because Carl Boucard sent him an email telling him to do it. He told me he removed my access to AssetWorks. He told me that the school police took my district computer.
- Mr. DiDonato required a police escort to be at my former work location while I removed my personal belongings. Early on the morning of February 12, 2018, Mr. DiDonato drove me to my former work location. The District computer/laptop was not in the office. Mr. DiDonato told me the computer was in his office. My request for its return was denied.
- Mr. Elias Eades, Transportation Systems Technician, shared with me and others that
 - he was given my district computer in a black bag,

Page | 9

- o he was asked to "clone the hard drive", then
- o gave the files he got from my hard drive to Mr. Carl Boucard.

This is likely why some of the files uploaded to SharePoint by employees who report to Mr. Boucard document me as the author. I offer that violations of *School Board Policy 3.02 (5)(c)(ix)*Misrepresentation or Falsification are likely.

Mr Eades also shared he needed another computer so he removed the hard drive from mine and replaced it with another. He claims to still have the hard drive that was inside my computer.

Bullet #8 – "On or around February 19, 2018, Mr. Enriquez notified Mr. Boucard that the queries for the transportation department had been deleted from AssetWorks by Ms. Barbato.

This statement as written is untrue and libelous. The phrase "by Ms. Barbato" must be stricken from this bullet point. There is no evidence or testimony in the draft report to substantiate that Mr. Enriquez stated or implied queries "had been deleted from AssetWorks by Ms. Barbato". To remain as written in the draft report, supporting evidence must be included in the final report.

Bullet #9 – "February 19, 2018-AssetWorks activity log demonstrated that Ms. Barbato logged into AssetWorks at 9:00 PM from outside of the District."

This statement as written is misleading. Now that I have learned what is being alleged I can offer relevant information to explain this activity. First, as stated in during my audio recorded interview, it is not uncommon for me to log onto the district website from home. I often access applications through the District Portal from home. Activities include but are not limited to performing work, checking my email, paycheck, benefits and other information, viewing and completing eforms, and accessing PeopleSoft as well as other application functions I am authorized to access.

It is important to state that District employees can only access applications for which we are authorized. If an employee does not have permission/authorization to access AssetWorks, they cannot not see the AssetWorks tile when searching applications in the Portal. So, imagine my curiosity and surprise when one night when I logged onto my District Portal and I see an AssetWorks tile. While I do not recall the date or time, I recall selecting the tile. The fact only a "view" screen shows on the activity log in Exhibit #1 (ReportViewer.aspx) as being accessed supports my recollection that no changes to system information were ever attempted. This recollection accounts for the activity detail in Exhibit #1 on February 19, 2018, from outside the district. In direct response to the allegation, once again I state with absolute certainty, I did not tamper with AssetWorks.

Also, it should be acknowledged that selecting a tile in my portal is not the same as me attempting to log into AssetWorks directly. I did not gain access to the system surreptitiously. I did not intentionally seek to gain access to the system. I did not enter a user name and password in an AssetWorks login screen. Access occurred only by happenstance after the tile appeared in my portal. I have not seen the AssetWorks tile in my portal since. After getting this draft report, I have checked, the AssetWorks tile does not show as an option when I search portal applications. It cannot be overstated that the only way that the AssetWorks tile could have appeared on my district portal is if an active administrative user gave access to my user credentials. I did not, and more importantly could not, make the AssetWorks tile appear on my own.

Page | 10

The fact the tile appeared, and I was authorized to access to the system after being removed raises questions as to why my user ID was activated in after being revoked? By whom were my credentials activated and for what purpose? Did Mr. Boucard authorize and use my AssetWorks ID prior to me noticing the AssetWorks tile? Was this part of another manufactured attempt by Mr. Boucard to demean my professional status and career? Perhaps an attempt to have me terminated to shift focus away from the OPS investigation?

In my opinion Mr. Boucard knowingly reported alleged misconduct that he knew to be false. Perhaps he did so to hide the activity that caused the AssetWorks tile to appear briefly in my District Portal? If I had not by chance seen the tile and selected it, what excuse would he offer to Mr. DiDonato for the down lists not being sent to the facilities?

Next, since I did not log directly into AssetWorks but rather accessed it via a tile in my District Portal I offer the bullet #9 should be edited to read:

"February 19, 2018-AssetWorks activity log demonstrated that Ms. Barbato's logged into AssetWorks login credentials accessed AssetWorks at 9:00 PM from outside of the District."

Response to the draft report's conclusion narrative

Conclusion - first paragraph

In addition to the proposed revision to Bullet #9 the second sentence of the first paragraph of the draft report in page 6 (excerpt in the text box below), should be edited.

"The activity log for AssetWorks does not document what specific activity was performed by Ms. Barbato during that time frame, only that her login was used from outside of the District on February 19, 2018, at 9:00 PM."

OIG Case #18-738 Draft Report Page 6

An acceptable edit follows (addition in blue text):

"The activity log for AssetWorks does not document what specific activity was performed by Ms. Barbato during that time frame, only that the "ReportView.aspx" screen was accessed while her login was used from outside of the District on February 19, 2018, at 9:00 PM."

<u>Conclusion - second paragraph - second sentence</u>

The second sentence of the second paragraph on Page 6 of the draft report reads,

"The OIG determined that Ms. Barbato logged into AssetWorks after her login access was removed, and after being told by Mr. DiDonato that her job duties had changed, and she was no longer required to be involved with AssetWorks."

This statement as written is libelous and untrue. It is inflammatory, not supported with evidence and therefore cannot be stated with certainty. Accordingly, I submit the second sentence of the second paragraph on Page 6 should be stricken from the report in its entirety.

Page | 11

I have divided this sentence into its three parts to explain why this sentence should be stricken from the report. The three parts of the determination are as follows:

- 1. "...Ms. Barbato logged into AssetWorks after her login access was removed,
- 2. ...and after being told by Mr. DiDonato that her job duties had changed,
- 3. ...and she was no longer required to be involved with AssetWorks."
- 1. "...Ms. Barbato logged into AssetWorks after her login access was removed,

A user cannot log into the AssetWorks system if their access is removed. If this is possible to do so, it is outside my expertise, I am not a hacker. The statement, "...Ms. Barbato logged into AssetWorks after her login access was removed," cannot be true.

It has been my experience that an AssetWorks login credential, user and/or screen ID can only gain access to AssetWorks when activated. A user with administrative permissions must deliberately activate, authorize, and/or utilize another set of login credentials, user and/or screen ID to access AssetWorks. It is also possible for users with administrative access to change passwords and then access any user account using those log in credentials.

Accordingly, I submit that an individual with administrator permissions must have activated my AssetWorks login credentials, user and/or screen ID to allow for the entries documented in Exhibit #1. That would mean either Mr. DiDonato or Mr. Boucard had to have authorized activating my user ID or one of the active system administrators did so of their own accord.

The OIG's investigators determination in the draft report was made without the benefit of this response and therefore is not based on complete evidence. The second of the second paragraph on page six is untrue and should be stricken from the OIG draft report.

2. ...and after being told by Mr. DiDonato that her job duties had changed,

For my screen ID to access AssetWorks after my access was removed and job duties changed someone with proper authority decided that I should have access to AssetWorks and re-enabled my credentials.

The transcript of the audio interview with me documents that AssetWorks user permissions are screen specific. Authorizations must be given that allow users to Add – Delete – Update – or View a screen. [see transcript page 5 of 25] The audio transcript also documents my awareness of the AssetWorks system tracks user activity with an activity log [see transcript page 21 of 25].

Even though my screen ID briefly accessed the system after a job duty change, the activity log documents access to a "View" screen only (see Exhibit #1 Screen Title ReportViewer.aspx). I offer there is no issue with anyone accessing a screen that they have authorization and permission to view. Going further, because of the AssetWorks systems screen specific permissions restrictions, a user is restricted to access and perform authorized functions only.

Page | 12

As stated earlier in this response, for anyone to access the system, the AssetWorks tile must appear in their District Portal. It is a fact that only applications a user is authorized to access will appear. If indeed, I was not authorized to access AssetWorks, I would not have been able to see the AssetWorks tile. If a District employee uses the Application Search capability of the District Portal to search for "AssetWorks" and is not authorized to access to AssetWorks the tile will not display as an option. It is impossible for me to authorize system access to my user credentials after being removed from the system. It just can't be done.

Since my job duties have changed I often access the Transportation related systems and files. I do so by clicking on the tile in available in my District Portal (SharePoint, Trans Intranet, Bus Status) or directly using a web browser (Synovia-GPS). No harm, no foul. In my new role, having view access to the vehicle records in AssetWorks would be helpful. In July 2018 I ran a report where vehicle location could not be determined because the vehicle is no longer active and showing in Synovia-GPS. Access to AssetWorks reporting and query capabilities would have allowed me to improve the report's accuracy.

At any rate, there is no evidence or testimony that supports using my login credentials to access AssetWorks after my job duties changed was done without proper authority. I could not have accessed AssetWorks if I did not have system permission. I did not intentionally log into AssetWorks. Thus, the determination by the OIG should be stricken from the draft report.

3. ...and she was no longer required to be involved with AssetWorks."

Know with certainty that at no time following my access being revoked back in January 2018 and my job duties changing in February 2018 did Mr. DiDonato and I have a conversation wherein AssetWorks was discussed. It is not true that he ever said anything to me about AssetWorks. I am confident there is nothing that could substantiate including it the final report. This statement wrongly suggests I did not follow a directive from Mr. DiDonato about AssetWorks. It is inflammatory, cannot be determined with certainty and should be stricken from the report.

Therefore, considering all the above, the second sentence of the second paragraph of the draft report should be stricken from the draft report. The OIG's investigators determination is made without the benefit of my response and is not based on complete evidence.

"The OIG determined that Ms. Barbato logged into AssetWorks after her login access was removed, and after being told by Mr. DiDonato that her job duties had changed, and she was no longer required to be involved with AssetWorks."

An acceptable alternative could read, "The OIG determined that Ms. Barbato's login credentials accessed AssetWorks after having been previously removed."

Conclusion - second paragraph - third sentence

The third sentence of the second paragraph on Page 6 of the draft report reads,

"Additionally, due to AssetWorks' inability to track any possible changes made to the queries, the OIG cannot determine if an intentional violation of District policies or procedures occurred."

The fact that ad hoc queries (queries) are not how the down lists are generated supports eliminating and/or revising this sentence. Making changes to or deleting queries does not affect the down lists or down list data. This reply provides evidence that down list reports were always available to authorized users. While I briefly accessed the system on February 19, 2018, no violation of District policies or procedures occurred. There was no unauthorized activity by me. Perhaps this cannot be said of the individual that enabled the AssetWorks tile to appear in my District portal? Even so, all system data and capabilities remained intact during the alleged "two-day system glitch". Rather I offer this sentence could read,

"Additionally, due to the fact the availability of queries does not affect authorized users' ability to retrieve the down lists due to AssetWorks' inability to track any possible changes made to the queries, the OIG determined cannot determine if an no intentional violation of District policies or procedures occurred."

Conclusion – last paragraph

I submit the additional information submitted in this response justifies a conclusion that the actions in the allegation simply did not occur.

- There was no tampering with AssetWorks by me. AssetWorks program functions, including the ability to retrieve down lists, was not disturbed during the alleged "two-day system glitch"
- > The AssetWorks program was not shut down for two days
- > There was no risk to the safety and welfare of students who ride the bus each day

Accordingly, reclassifying the investigative finding to "unfounded" is warranted.

Please consider investigating my accuser(s). This is clearly a case of false accusations. My accuser(s) either Andrew knew, or should have known, what was alleged to the OIG is simply not true.

In addition, this is the second instance, that I am aware of, where Mr. Boucard provided inaccurate, unreliable, misleading and/or false information during an official investigation. In the attachments you will find a copy of the statement of Carl Boucard the General Investigation of Palm Beach County School District's Roll Out of the New Bus Routing System given under oath on September 23, 2015³.

A copy of Mr. Boucard's testimony is one of the documents I submitted to the Office of Professional Standards and others for review and action, several times, since being made aware of its contents in November 2015. The falsehoods and racially charged statements therein clearly demonstrate Mr. Boucard's animosity towards me. Over the years I have reported hostile working conditions to persons of authority. I have experienced minimal relief. I am confident a thorough investigation will prove Mr. Boucard's actions towards me are pervasive, severe, and interfere with the accomplishments of legitimate business interests. Consequences for his unethical and illegal actions are long overdue.

Response Attachments

- ¹ Emails from Tanya Lawson, Investigator OIG, to Angela Barbato April 19, 2018, and April 20, 2018
- ² Email from Tanya Lawson, Investigator OIG, to Angela Barbato April 19, 2018
- ³ Statement of Carl Boucard in RE; General Investigation of Palm Beach County School District's Roll Out of the New Bus Routing System
- ⁴ Copy of reports made via EthicalAdvocate.com (*Incident ID 26969 submitted on October 23, 2017, and Incident ID 27573 submitted on April 1, 2018*) both reports as of August 14, 2018, show in system status "Preliminary Assessment") on EthicalAdvocate.com)
- ⁵ Email thread July 15, 2018, Judith Breeden and Angela Barbato
- ⁶ Email thread January 31, 2018, Carl Boucard, Judith Breeden and Dian Enriquez
- ⁷ Email thread requesting review of audio recorded interview
- ⁸ Transcript of audio recorded interview with Angela Barbato from Rev.com
- ⁹ Email from Tanya Lawson, Investigator OIG, to Angela Barbato April 16, 2018



Angela Barbato <angela.barbato@palmbeachschools.org>

FYI

4 messages

TANYA LAWSON <tanya,lawson@palmbeachschools.org>

Thu, Apr 19, 2018 at 1:34)

To: Angela Barbato <angela.barbato@palmbeachschools.org>

Per our earlier conversation and for clarification:

As a part of an open investigation, there are times when a witness can become a subject and vice versa depending on the evidence that is found. An individual may also be both the subject and a witness in order to give pertinent information for the investigation. You are the subject of this investigation, while also being a witness as you have pertinent information to the program, AssetWorks.

If, based on information obtained during the course of an investigation, it is determined by the Director of Investigations that a preliminary investigation is to be turned into a full investigation, all affected parties are notified and given 20 working days to respond in writing to the allegations. At this point, a full investigation has not been determined as being necessary.

Thank you,

Tanya M. Lawson Office of Inspector General Investigator 561-434-8511 PX 48511

Angela J. Barbato <angela.barbato@palmbeachschools.org> To: TANYA LAWSON <tanya.lawson@palmbeachschools.org> Fri, Apr 20, 2018 at 6:59 AM.

Good morning Tanya,

Your email raises some questions I hope you can answer.

Yesterday, during our conversation I asked you why you were asking me so many questions and about my role in the investigation. You told me I am providing you with information about AssetWorks as a witness. You also told me you were investigating an allegation.

At what point did I become a subject of this investigation? How long has this investigation been going on? As a subject, what are my rights? May I learn what has been alleged? If so, what is the allegation?

I look forward to learning the answers to these questions if possible.

Angela

[Quoted text hidden]

Angela J. Barbato

Area Manager, Transportation Services

Email: angela.barbato@palmbeachschools.org



"In matters of style, swim with the current; in matters of principle, stand like a rock." Thomas Jefferson

Thank you all for your ongoing dedication to school bus safety and to the health and well-being of our students and communities.



Please consider the environment before printing this e-mail.

Each year, the School District of Palm Beach County recycles enough paper and cardboard to save over 68,000 trees and 28 million gallons of water. You can help save even more by not printing this email.

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Angela J. Barbato <angela.barbato@palmbeachschools.org> To: tanya.lawson@palmbeachschools.org

Fri, Apr 20, 2018 at 7:00 AM

Your message

To: Angela J. Barbato Subject: FYI

Sent: 4/19/18, 1:34:01 PM EDT

was read on 4/20/18, 7:00:28 AM EDT

TANYA LAWSON <tanya.lawson@palmbeachschools.org>

To: "Angela J. Barbato" <angela.barbato@palmbeachschools.org>

Angela,

Fri, Apr 20, 2018 at 7:41)

You will learn what the exact allegations are once the report has been finalized. Again, investigations are confidential until they have been closed either by being substantiated/unsubstantiated or by having performed a preliminary review. As I have stated previously, if it is a preliminary review (only) then, nothing becomes of the report in terms of it being published on the Inspector General's website. However, if the evidence and testimony warrants a full investigation, you would then be given a "draft" report and given 20 business days in which to respond to the report (only in the case of a full investigation). If it is not going to be anything other than a preliminary review, the report gets filed in-house only and closed, no further investigation required.

Preliminary review-this is conducting research, interviews, collecting information and making a determination as to whether the information gathered at this point warrants a full investigation. No notice will be sent other than me telling you (and any other affected party) via email that the preliminary review has been closed, and letting you know what the exact allegation was at the time it was presented to the OIG's office.

Full investigation-The preliminary review determined that a full investigation is warranted, and all affected parties are sent out a "draft" report that they may respond to in writing in 20 business days and their responses become a part of the report that will then become "final" after the 20 days have passed and the responses (if any) have been received. The report then gets published on the OIG website.

Again, I do not make the final decision, my director does. However, at this juncture, I do not foresee anything relevant to a full investigation, but again, I do not make this decision alone, I only give my director my professional opinion based on the facts of the case as they have been presented to me at this time.)

Also, please note that a public records request cannot be fulfilled until the case has been officially closed. The time frame for a case closure can be a minimum of 30 days. You will be notified once a disposition has been made on the case.

I tried to explain it clearly, but please let me know if you have any further questions that I am able to answer at this time.

My apologies for previously not being clear.

Thx.

Tanya M. Lawson Office of Inspector General Investigator 561-434-8511 PX 48511

[Quoted text hidden]

IN RE: GENERAL INVESTIGATION OF PALM BEACH COUNTY

SCHOOL DISTRICT'S ROLL OUT OF NEW BUS ROUTING SYSTEM

3300 Forest Hill Boulevard Suite C316 West Palm Beach, Florida September 23, 2015 10:00 a.m.

STATEMENT

OF

CARL BOUCARD

Hi-Tech/United Reporting, Inc. 1218 S.E. 3rd Avenue Fort Lauderdale, FL 33316 Office: 954.523.0915

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	Page 2		Page 4
1 2	APPEARANCES: HALICZER, PETTIS & SCHWAMM, P.A.	1	Q So I am going to be asking you some
	By: Eugene K. Pettis,, ESQ.	2	questions from your perspective. If at any point
3	" I. wadana se combi mode	3	in time you don't understand my question, tell me
4	·	4	you don't understand my question. If you don't
5	Statement of CARL BOUCARD, a witness of	5	know the answer, I don't want you guessing.
6 7	lawful age, before ELLEN SIMPSON, Notary Public, in	6	A Sure.
8	and for the State of Florida at Large, at 3300 Forest Hill Boulevard, Sulte C316, West Palm Beach, Florida.	7	Q What you share with me is what I want you
9	The bodicyold, Suite CSTO, West Paint Death, Fiorida.	8	to know for certain -
	EXHIBITS	9	A Correct.
10		10	 Q — that you can testify under oath to.
11	For Identification Page	11	A Yes.
**	No. 1 15/16 Update 25	12	Q As the Area Manager, tell me what that
12	No. 2 Memo 12/20/13 47	13	entalls.
İ	No. 3 Colored Graph 47	14	A There are several area managers' positions
13	·	15	within the Transportation Department. I am
14 15		16	responsible for the training section, compliance in
16	•	17	the charter schools.
17		18	Q And the training, compliance, and charter
18		19	schools, the training part of it, who are you
19 20		20	training, sir?
21		21	A Okay. I am in charge of several senior
22		22	coordinators and coordinators that are responsible
23		23	to hire and train bus drivers and bus attendants,
24		24	Q How many coordinators do you have under
25	_	25	you?
1	Page 3 CARL BOUCARD,		Page 5
2	a witness, being first duly sworn in the		A I have two senior coordinators, one
3	above-entitled cause, testified under oath as follows:	2	specialist, and two trainers and several driver
4	EXAMINATION	3	trainees. The driver trainees is not really under
5	BY MR. PETTIS:	5	me, but they come to help with the training
6	Q State your full name for the record.	6	department.
7	A Carl Boucard, B-o-u-c-a-r-d.		Q So directly you have five individuals,
8	Q Mr. Boucard, where are you employed?	7	including two senior coordinators, one specialist,
	A I was employed by the District in 1986,	8	and two trainers.
9	O A MAN OTTIPINACA DA ALIC DISTRICT IN 1980.		
9 10	and I left in less than a year and I came back in	!	A Correct,
10	and I left in less than a year, and I came back in	10	Q And these individuals are focused
10 11	and I left in less than a year, and I came back in 1988. So October 1988 is and today,	10 11	Q - And these individuals are focused primarily on training — hiring and training bus
10	and I left in less than a year, and I came back in 1988. So October 1988 is — and today. Q You are still employed here?	10 11 12	Q - And these individuals are focused primarily on training — hiring and training bus drivers.
10 11 12 13	and I left in less than a year, and I came back in 1988. So October 1988 is — and today. Q You are still employed here? A Yes.	10 11 12 13	Q - And these individuals are focused primarily on training — hiring and training bus drivers. A Correct.
10 11 12	and I left in less than a year, and I came back in 1988. So October 1988 is — and today, Q You are still employed here? A Yes. Q And in what capacity are you currently	10 11 12 13 14	Q And these individuals are focused primarily on training — hiring and training bus drivers. A Correct. Q How many bus —
10 11 12 13 14	and I left in less than a year, and I came back in 1988. So October 1988 is — and today. Q You are still employed here? A Yes. Q And in what capacity are you currently employed?	10 11 12 13 14 15	Q And these individuals are focused primarily on training — hiring and training bus drivers. A Correct. Q How many bus — A And compliance.
10 11 12 13 14 15	and I left in less than a year, and I came back in 1988. So October 1988 is — and today, Q You are still employed here? A Yes. Q And in what capacity are you currently employed? A I am employed as an Area Manager.	10 11 12 13 14 15 16	Q And these individuals are focused primarily on training — hiring and training bus drivers. A Correct. Q How many bus — A And compliance. Q And compliance.
10 11 12 13 14 15 16	and I left in less than a year, and I came back in 1988. So October 1988 is — and today. Q You are still employed here? A Yes. Q And in what capacity are you currently employed? A I am employed as an Area Manager. Q We have met once before. My name is	10 11 12 13 14 15 16	Q And these individuals are focused primarily on training — hiring and training bus drivers. A Correct. Q How many bus — A And compliance. Q And compliance. How many bus drivers did the District have
10 11 12 13 14 15 16	and I left in less than a year, and I came back in 1988. So October 1988 is — and today. Q You are still employed here? A Yes. Q And in what capacity are you currently employed? A I am employed as an Area Manager. Q We have met once before. My name is Eugene Pettis. I am going to be asking you some	10 11 12 13 14 15 16 17 18	Q And these individuals are focused primarily on training — hiring and training bus drivers. A Correct. Q How many bus — A And compliance. Q And compliance. How many bus drivers did the District have starting August 2015?
10 11 12 13 14 15 16 17 18	and I left in less than a year, and I came back in 1988. So October 1988 is — and today. Q You are still employed here? A Yes. Q And in what capacity are you currently employed? A I am employed as an Area Manager. Q We have met once before. My name is Eugene Pettis. I am going to be asking you some questions regarding the investigation that I have	10 11 12 13 14 15 16 17 18 19	Q And these individuals are focused primarily on training — hiring and training bus drivers. A Correct. Q How many bus — A And compliance. Q And compliance. How many bus drivers did the District have starting August 2015? A August 2015, we were about 640 — about
10 11 12 13 14 15 16 17 18 19 20	and I left in less than a year, and I came back in 1988. So October 1988 is — and today. Q You are still employed here? A Yes. Q And in what capacity are you currently employed? A I am employed as an Area Manager. Q We have met once before. My name is Eugene Pettis. I am going to be asking you some questions regarding the investigation that I have been called upon to do, to look into —	10 11 12 13 14 15 16 17 18 19 20	Q And these individuals are focused primarily on training — hiring and training bus drivers. A Correct. Q How many bus — A And compliance. Q And compliance. How many bus drivers did the District have starting August 2015? A August 2015, we were about 640 — about 640 bus drivers.
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2 (Pages 2 to 5)

Page 8 of this August 2015, how many routes did the new 1 Q — and your position is one of Manager 2 system deliver on Day 1? 2 Area Transportation Operations, Safety In Training, 3 A I would say -- you don't want me to guess, 3 Charter Compliance. 4 but I can give you a ballpark figure? 4 Correct. 5 That's fine. 5 There's another gentleman who seems to be 0 б It would be about - close to 680, 6 on your line is a young lady, Darci --7 something to that effect. 7 Garbaez. 8 Q So if those numbers are roughly correct --8 0 Garbaez. Is it a "she"? 9 and I understand those are just rough estimates --9 A She. 10 did we have fewer drivers than routes? 10 She. Manager of Financial Applications, 11 That is correct. And then you have Angela Barbato, Manager 11 12 And is that typical that we have more 12 Area, Transportation Ops, Fleet Services, whom I 13 drivers than routes? 13 spoke to. 14 A It's typical in the beginning of the 14 The three of you would be on the same line 15 school year; however, those routes are covered by 15 or level of --other people within the facilities, which are 16 16 A Yes, And there was another gentleman coordinators in each facility. We have Driver 2's 17 17 should be here. I don't know when was that. And 18 in each facility because people will cover those 18 it should be Tony -routes. So therefore, if we have more routes than 19 19 Q Anthony Becker? 20 drivers, we have extra people - what we call. 20 A Yes. spare drivers and coordinators -- senior 21 21 O I see Mr. Becker has a line under 22 coordinators that are qualified to drive that can 22 Lauriann Basel. Seems to be over here. 23 cover those routes. And we have been doing that 23 Yes, correct. 24 primarily in the beginning of the school year. 24 Q So I was just talking about those that 25 Because they are drivers that are under 25 seem to be under Mr. Searchwell. Page 7 Page 9 investigations, and we do have drivers that are 1 Α Yes. 2 traveled outside the country, and they haven't 2 Q Under you, looking at this organizational 3 returned during the time of the school beginning. 3 chart, there is an HR Safety and Training 4 Q Okay. So over the last year, I understand 4 Analyst ---5 that there has been an effort to design, develop, 5 A Yes. 6 and roll out the new Compass Routing System. 6 -- there are two coordinator 7 A Uh-huh. 7 transportation senior individuals. 8 Are you generally familiar with that? Q 8 A Correct Not pretty much, very low. 9 9 Q And there is a C.D.L. Trainer Tester, 10 Okay. My next question was going to be: 10 three of them. Did you play any role with the GIS Team or others 11 11 Two of them, that were working on the development side of the 12 12 0 Two of them, Okay. 13 routing program? 13 Yes, three of them. 14 A Zero part. Three of them. Okay. So those are the 14 15 Q Okay. Your position, as I understand 15 people that are under you. it -- and we have some exhibits, and I wanted to 16 16 A Yes. continue to use the same exhibits -- but your 17 What role, if any -- what involvement, if 17 18 position is under Shane Searchwell? 18 any, did you have with regard to the rollout of the 19 A Correct. 19 routing system that was problematic in August of 20 Q He is your direct supervisor? 20 this year? 21 21 A We didn't have any -- any of us on the 22 And Mr. Searchwell is General Manager, 22 section of training have no rollout, no contact 23 Finance Safety and Training and Charter Compliance, 23 with the routing system at all. 24 which are the job responsibilities you identify --24 Q Now, from your perspective -- before you 25 A Yes, sir. became Area Manager ---

3 (Pages 6 to 9)

4 (Pages 10 to 13)

challenges with rolling out the new routing system, what is it specifically you did in trying to help resolve that problem?

A I didn't do -- that wasn't part of my responsibility.

Q My earlier question was, once they had the problem, did you get involved in trying to fix it? And you said, yes. And you started telling me about the Intranet System.

A No, no, no. When I was Area Manager - I thought that was the question.

When I was an Area Manager, I was responsible for facilities -- did we have problems? Yes, we did. But I was able -- we were able to help fix those problems.

Q Okay. I misspoke, then. Let me be very

In August of 2015, when those that were involved, implemented and rolled out the new routing system that was the focus of so much concern ---

Yes.

- did you get involved at all --

No, no.

- in trying to help resolve that?

of our employees here that worked here, but who is no longer here.

Q Who is that?

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A That was Jerry Nyman, N-y-m-a-n. And he was the IT personnel, if we have anything within the system, he will fix. Okay? He was the designer of that small program,

Q And that routing system that was built in-house using the Intranet System was in place prior to the Compass System that we were rolling

A Correct. For years when I came to the system - I came to Transportation in 2007. And that system was already in place when I came.

A And that's what all the community we use as a find-my-bus-stop. Okay? The parents were able to go to that website and then look at the bus system in the area, and look at the stop where the bus stopped. And then they unroll into the school. and they would tell what bus that would go to the area. And they will take those buses.

O In August of 2015 when the District had

No.

Do you have any knowledge at all with regard to the problems which caused or contributed to the failures of the routing system that we faced In August of 2015?

A No.

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Q Do you have any information or knowledge that you can share that you think is relevant to why the District faced the problems of rolling out the new routing system that it did in August of

A Okay. I am an engineer by trade. Okay? Not -- not fully. I have a couple of degrees in --Associate's Degrees in Electronic Engineering. And I have my Bachelor's in other areas. And I am making this statement to let you know, as an engineer or as a tech, you have to test before you deliver. Okay? And the reason why I don't have any knowledge, I heard people talk and say it, but it is hearsay she saying. But I was never had an opportunity to put my hands on any of this product and to even look at it with someone.

Q Okav.

Α Never. But the knowledge that I have as of July this year, we had several meetings within

5 (Pages 14 to 17)

Page 17

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Page 20 R-h-a-m-e-n, I believe. So we all were in those meetings. And we provide input to the Director based on our areas. And your Director would be David Davis? Q The General Managers would be Lauriann Basel and Shane Searchwell? A Yes, correct. Q And the Managers would be all the people across the line, Anthony Becker, yourself, Darci, Angela, Patricia Pitre. Was Donna Goldstein a part of that meeting? A Yes. What is it you understood Q Donna Goldstein's role to be, if you have any understanding? A She was the -- one of the persons who spearheaded that routing system. She was, I would say, the architect of it. Q Did you have any direct involvement with her? A No, no, no. Who were you speaking with when you asked, Q what is Plan B? 25 A At the meeting, I asked the question in

Page 19 think should have happened is to make sure --1 2 okay -- that system was compatible to what we had. 3 But I couldn't get that answer. 4 Let me stop you for a second. 5 The meeting in July of 2015, who were 6 participants in that meeting? 7 A Everyone. 8 Q What department? 9 Α The Director, the General Managers, Shane 10 and Lauriann. 11 Q Looking at this organizational chart -12 A I can tell you everything. I can tell you who was in that meeting. 13 14 Q Okay, Just ---15 All the managers. Α 16 0 Yes. 17 All the managers and the General Manager, 18 the Director and the secretary. 19 Okav. 20 Α We have a couple of specialist who were in 21 there as well. Rawad ---O I couldn't understand what you said. 22 23 His name is Rawad. He was in there --Α 24 Spell that.

R-a-w-a-d. And his last name, Rhamen, is

the meeting. We had also a gentleman who was in charge of the routing at that time that were under Donna. And his name is Morgan -- something-Morgan. Q Okay. Glendon? A Glendon, Glendon. And this kid, he just came in, and he was in charge of the routing system. And repeatedly, he mentioned in the meeting, "I am having a hard time and I need more time, I need more time." Q He was -- dld he say in the meeting what he was having a hard time with?

A With -- I believe with the tiering of the routing system. And the tier, I didn't know what the "tier" means.

Okav.

With the tiering with the routing system. We may not have time for the school -- for the start of the school year. And that was in July, we had what you would call leadership meetings between July and August, every twice a week to input, to roll out, to see how the opening of the school would look.

And that's when I noticed — and I was able to hear a few information about the routing system, which is the Compass. And before the

6 (Pages 18 to 21)

Page 21

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school, maybe a week before, the school -- the Okay. Is this writing of notes that you Transportation facility was compound. All these 2 2 made while at the meeting? Or what do I make of 3 people, they have no clue in what the Compass was 3 this writing? Is this --4 about, what is the routing system was about. 4 A Let me see. 5 Q Slow down: And I will get into that. 5 Q And it's on several of the pages. That's something I want to ask you about. 6 6 A Yes. Most likely, I will make those Glendon Morgan was telling who at the 7 writings at the meetings. 8 leadership meetings that he was having problems 8 Q On several of the pages --9 with doing what he was supposed to be doing? 9 Yes. 10 A He was making a statement, when he comes 10 Q -- you would ---11 to his time to talk. 11 A Yes. 12 Q And what was the Director Davis saying in 12 It keeps moving on. 13 response to Glendon Morgan's concerns? 13 A Yes. These are my writing, and it's at 14 A Well, I don't recall what his response the time of the meeting. When the statement is 14 15 were. But he said, he need more time and we need 15 made, and I am want to be aware of what was made. to work diligently to make sure we can meet the 16 16 and I make those notes. 17 deadline. 'Cause it doesn't look very promising at 17 Q According to this document -- and I will 18 all. And Donna said, we're going work on it to 18 have It marked as Exhibit 1 to your deposition --19 make sure we get this going. Very positive. 19 this is a portion of the "Preparedness Update Q When you mentioned what's Plan B, you were 20 Report" for that '15/'16 school year, dealing with 20 21 just speaking to the general leadership team? 21 the routing system. On the right side, Exhibit 1, 22 General leadership team. Composite 1, reflects Donna Goldstein, 22 23 Q What response did you get from the Lauriann Basel as individuals responsible for this 23 24 leadership team, starting with Mr. Davis, as to 24 submission. 25 what Plan B was? 25 (Exhibit No. 1, was marked Page 25 1 They didn't give me a specific answer. 1 for Identification.) 2 But Glendon and Donna, I looked at them directly 2 THE WITNESS: Correct. 3 because they were the one in charge. And I said, 3 BY MR. PETTIS: we have to get a Plan B. If this doesn't work, we 4 4 Q Am I reading this correct? 5 have to make sure we have another plan. 5 You are correct. б They say, well, we are going to make sure Q Okay. This information in here, you have 6 7 it is working. We are confident it is going to 7 nothing to do with preparing it or --8 work. 8 A No. 9 Q You had given me some materials. I think 9 Q -- complying with it --10 this is a copy -- this is not the one you gave me, 10 A No. 11 but it's a copy of the part of the section on 11 Q — this is all their input. 12 routing, from the 2015, the 2016 "Preparedness 12 A Correct. If I had, my name would have Update." Is this something that is handed out at 13 13 been next to it, whomever name would be next to it 14 the leadership meetings? 14 as far as the custodian of that particular --15 Yes. 15 Q Now, one of issues -- one of the issues 16 And there are many different disciplines that I have heard is that the bus drivers and the 16 that contribute to this report, from marketing to 17 supervisors of the bus drivers didn't have any 17 18 routing people to so on and so forth. Everybody 18 input on the development, the rollout, of this submits their updates to a common source, and they 19 19 Compass System. You were the Area Manager involved 20 make this whole printout. 20 with training. 21 A Yes. 21 A Uh-huh. Okay. On the version that you gave me, do 22 22 Q Were you able to train your bus drivers 23 you have a copy of it there? Is this one here. 23 with this new Compass System before school started 24 There is some writing on it. Is that your writing? 24 in August?

7 (Pages 22 to 25).

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A Bus drivers - when a bus driver is

A Yes. That's my writing, yes.

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Page 29

-trained, that person is trained, that person is 2 trained to drive a school bus. After we're done 3 with our training, which I would say over 4 two-and-a-half weeks -- close to three weeks -- we 5 send that driver to a facility. Because we have б six facilities, we geographically send them to 7 almost where they live. If you live in Wellington, 8 we have a facility Royal Palm, and then we try to keep people near their homes so that will reduce 9 10 the turnover.

So that's when the bus driver pick up a route on the facility. We don't know what routes the driver will be in. Once we send that driver to their facility, that's when the senior coordinator or the Area Manager say, this driver going such and such route. And then our part is over as far as training.

Q You are the supervisor over the area coordinators, right?

A In the training department.

Okay. Oh training.

A Yes.

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Who is the office or what is the office that would see to the bus drivers having some understanding of how to use the Compass System and expectation from the facility. Now it is out of training hands. It is on the facility.

However, to answer your question, the facility, as I am told, was not aware of routing system, Compass, at all. Coordinators complain -call me, complain to me, say almost a day before school start, we didn't even open the software yet.

Q Are those coordinators under your supervision?

A No. no.

Okay. These are just people -Q

The people calling me, and say, what is going on? School's happening, we don't have the route yet. It is like a week prior to school. Normally, two, three weeks prior to school, all the routes are ready. And then we give them to the driver before they even go on the break.

Because summer school, we close summer school -- we have a week, almost two weeks between school start. And normally the driver will post the routes for the next year. And through the facility drivers will have the opportunity to look at those routes to see which one they would like because they have to be on those routes. But prior to school, maybe a week before school start, the

Page 27

to have some input on considerations -- real, live street level considerations -- of time inputs and all of that?

A Each facility has an area manager -- oh, no, not an area manager, a team leader. Each facility has a team leader and a senior coordinator -- two senior coordinators and several coordinators.

These are the folks that when the driver come from training, brand-new driver comes to go through training - comes from training, goes to the facility, and they sit with that particular driver, said, you are going to do Route ROO3. "R" means Royal Palm 003. And then this is your route. This is the start time. This is the route you are going to be doing.

Not only they give you the paperwork, they send somebody with you the first day, a senior driver to do the mark, to the route, with students. And then after that, you are on your own.

To answer your question, the senior coordinators, the coordinators and the team leader will have an input in telling the new driver, you are starting today. This route that you are going to be doing. This is the time, and this is the

routes weren't ready.

So the drivers had no idea, the facility didn't have any idea, what the routes going to look like. And that's one of the reasons on bid day, the drivers were very upset. And they didn't bld.

Q They didn't, what?

They didn't bid. You know, we have all their bid process. They walk out. They say, I can't bid on this because the routes not look good. And it was surprising to some of the coordinators because some of them had not had a chance to look at these routes.

Q Who are the head coordinators? I mean, when you are saying, coordinators dealing with the routing, who are those individuals?

A In each facility, we have a team leader. They are not in here.

O So each facility -- you have got six facilities:

Α Slx facilities.

You've got a team leader.

Uh-huh. We have two senior coordinators. Α And we have at least three coordinators per facility.

At least three.

8 (Pages 26 to 29)

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9 (Pages 30 to 33)

Steve Bonino. When this - the routing system, we

had a routing system in place. Mr. Melton was in

charge of the routing system.

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A I would say, six months ago? No more than

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when?

seven months.

10 (Pages 34 to 37)

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Q Who was the "they"?

I believe it was Lauriann and

Donna Goldstein. If I am not mistaken, maybe there

was a police officer there as well. I'm not sure,

to this system. It didn't work.

transportation -- the system is not a good system.

I believe they have used it in the past comparable

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Page 38 Page 40 Q Mr. Meiton --Transportation at one point was the Acting 2 A Meiton. 2 Director, Shane. Shane had no power. Because 3 -- is here. Glendon Morgan is no longer Q 3 everybody who works under Steve, that would --4 here. 4 below Shane would tell Shane what to do. 5 No. 5 So even the same with David Davis, too. 6 This form that you showed me that I want 6 They had no power because the Chlef scrutinize and 7 to get a copy of. 7 send his people to tell them what to do, including 8 A I can give it to you. 8 Angela Barbato -- she was one who was running 9 0 Okay. This form is from where? Transportation. She was the one who made sure all 9 10 The Call Center. A 10 the area managers were not going to lose their 11 Q Call Center. 11 jobs. Lost their jobs and they had to reapply for 12 A٠ Yes. 12 lower position, very low position. Some people had 13 Q. And the "TCs," are those telephone calls? 13 to leave. We have several people who left because 14 A No. TC stands for TRIRIGA Communications. 14 of that. 15 Q TRIRIGA? 15 Q And Angela Barbato was running That's a software. TRIRIGA. 16 Α 16 Transportation, what do you mean by that? TRIRIGA Communications compared for three 17 Q 17 A Everything Angela said and do, it's okay. 18 years, '15, '14, and '13? 18 And Angela's position --19 A Yes, sir. And I issued this from 19 She is Manager for Fleet. But there is a 20 Patricia. And before I take it, I say, Patricia, 20 long history behind all this things. I don't know 21 that's going to be -- I am going to be sharing this 21 if you want to go through this, with other people. And I showed Shane, and I am 22 22 But when I was the General Manager, I was 23 sharing with you. It's not anything under - it's 23 in charge of Fleet and in operation at the same 24 public record. 24 time. When Steve became the Chief here, I don't 25 Q Right. It just looks -- looking at this 25 know what happened to him and her. She is telling Page 41 1 comparative for 2014/'15, it looks like -- almost him that Carl is not this, Carl is not that, Carl 1 2 looks like the trend started in '13, it doubled in 2 Is not this, Carl is not that. And simply because 3 2014, and almost doubled again in '15. That trend' 3 prior to Steve came in, when Mr. Fambrough was the 4 just seems to be trending the wrong way. 4 Director, Angela was a Team Leader for Fleet. 5 A Uh-huh. 5 Angela and Mr. Fambrough didn't see eye to eye. And as to what is causing that, you 6 Q 6 Mr. Fambrough had to remove Angela from the 7 know ---7 department. Okay? Because she was very -- to him 8 A The department. And I hate to say it, and 8 she would not answer directly to him. She was very 9 it is what it is. When the Chief came in --9 bitter to him. Q When you say, "the Chief," you are talking 10 10 So because of that, I was on the 11 about Steve Bonino? leadership of them. I was the GM, and there was a 11 12 A Mr. Bonino. The department has divided Director. And I have never disrespected this lady. 12 13 into two; the people who can go to hang with Steve. 13 Never. And because Darrell and I, we work together 14 and people who would not. very closely, and she didn't have a good time with 15 Q When you say --Darrell, she had to be removed. What make her 15 16 You lose all of that morale is going 16 bitter against me is because the office that she downhill. And some of us were involved in some 17 17 had - Darrell say, Carl, use this office. You 18 activities that we should not have been -- we 18 know, and of course I use the office because she is 19 should have been involved in, but the new people 19 no longer with the department anymore. And she that came in had no concept of what was going on in 20 filed Complaint to file a grievance on Darrell.

11 (Pages 38 to 41)

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She filed a Complaint to the State to Darrell

'cause Darrell is not following procedure ---

Q And Darrell, which one is Darrell?

It was the Director, Darrell Fambrough.

When they left, Shane became -- and I was the

Transportation.

So a bunch of new people came in, and they

would not talk to us. It looked like we were two

different countries. Because the Chief, Chief,

Chief, the person who was in charge of

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General Manager, but Shane was the Area Manager -he was the general manager as well.

Q He was Acting Director?

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A But he was Acting Director now. And Shane would not put her directly into Transportation because this lady because we were afraid that she would sabotage us, stuff like that,

When Steve came, she was still, you know, the Acting Director, and I was the General Manager. She went straight to Steve and tell Steve, this people, this, this because the relationship between her and Darrell, under our leadership, wasn't good -- but Carl took my office, and Carl this and that and that. No -- no proof of anything I have done to that lady. Never.

And when -- that's why I am disappointed in the leadership because when people say things to you, you should follow-up yourself to see if this man or that woman cannot do the job, or they did exactly what they said they did. But they created a gap.

When Steve came, I was removed from every meeting. I was supposed to leave to go to conference, my conference were canceled. In the -meeting, I was talking - in the meeting, I'm

Page 44 And they pause and look -- look at all of us, and said, I don't plan on wearing boots to work,

Since then, I know this department was going the wrong way. This -- Angela and Steve, they -- in order to get my job, my General Manager job, they run a fake investigation on me, and I have all the information here if you want to see it. The investigation was to drivers taking the bus without any inspections. And I told Steve in the meeting on the 14th in 2014, I said, when the driver takes a bus out of service, I can't control that. But when I know I fix it, there was only one or two times -- then I found out myself, and I told them, and they used that against me.

I went to a meeting in the south with all my coordinators and said, we cannot take a bus if the bus is not inspected. Somehow they were pressured in the south, they took a bus out when the bus was supposed to be in the shop. And then I fixed that immediately. I sent an e-mail out with all mechanic. I said, gentlemen, we cannot -- it is a state law, we cannot take a bus without the school Inspection. And I want this to be stopped immediately.

Page 43

talking. And then like hush, hush. I don't want to hear. And very arrogant to some of us. And statement that are made in meetings is very, very disturbing to me. And I made notes of several statements that was made. One of them, and I take off this story. It is when this man look at all of us in meeting -

Q Which man?

A Mr. Bonino. And he said, do you guys remember Bill Malone? Bill Malone was the Chief here. And he mentioned, he said, Bill Malone told me there are two type of people you work with. There was one type, quote to quote, you can grab by the neck and put them on the wall and shake them, but those are not the type of people. You have to put your boot on and stick your boot under, you know, what -- where the sun doesn't shine.

And he look at us. He sald, I don't plan on wearing boots to work,

That day, if I didn't have a family, I probably would walk away by telling him a few choice words. But I kept my composure, and I say, this is not professional coming from a Chief. You would stick your foot in somebody's -- where there is no sun - where the sun doesn't shine.

Page 45

We had a transparent system where you can go on the computer and see every bus that is inspected, but they remove that now. You can't see it. So if she is doing it by hand, which is wrong, which is a different story.

Q Who is handling that?

Angela. She is the one who is in charge now. But she wanted to remove me to give Angela that job. Okay? And then, I went through all the investigation with professional standards, and they find out, I didn't do anything wrong.

And then he called me in his office and told me, I want to administratively move you from a General Manager to an Area Manager. But before that, he send a letter to Professional Standards, which is very, very wrong. You can correct me if I'm wrong. He wrote a letter and said, Shane wrote the letter. And Shane said, I never wrote that letter. And Shane didn't even sign that letter. I have the letter here.

It was a forced letter saying that Carl -this is Shane speaking to him -- where Carl, you didn't do your job, and this and this. Carl you failed to act as a General Manager.

I said, well, Shane, why did you write a

12 (Pages 42 to 45)

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Page 46 Page 48 · letter? I never had any problem. I always get here. I asked how come Shane wrote the letter 1 2 notes from you. 2 about the GM not performings his responsibilities? 3 And he said, Carl, I didn't write any 3 Why we have never discussed my job performance? letter to Professional Standards. And I said, why 4 4 Shane is always happy about me performing my duties 5 is this written -- written by Shane, and Shane 5 with my performance. didn't sign it. And the guy says, well, I don't 6 6 Steve answered. Responded. Shane did not 7 know. 7 write the letter. He said, I wrote the letter and 8 See, that's the letter right here. 8 in front of James Davis and Shane, and when you 9 In order to get me out and bring somebody 9 talk to Shane, he will tell you, he never wrote the 10 else to the job. 10 letter. 11 Q And Shane said he did not. 11 Q Okay, A Shane said, he never wrote the letter. 12 12 A I always have good conduct, everything. I And I have a statement - not from Shane, but I 13 13 never been written into my whole life within this 14 have a statement on a meeting I had with Steve and 14 organization. Never. 15 Shane and the Compliance Manager. 15 O Let me focus this. And this has been 16 And Bonino told me, yes, I wrote the 16 helpful. 17 letter. I said, well, that's not legal because you 17 So if I can paraphrase what one of the 18 sald Shane write the letter, 18 problems is, you think there is a serious cultural 19 O Mr. Bonino admitted that he wrote the problem and a division under Steve Bonino that has 19 20 December 20, 2013, letter to himself? 20 several individuals that are on his team that has 21 A Yes -- no, he said, from -- it is from 21 really separated from the other members of the 22 Shane to him. But Shane never wrote that letter. 22 department ---23 That's wrong. 23 Yes. 24 -. Q Who wrote It? 24 - which creates communication problems, 25 He did. He said he did. Told me he did. Α 25 functional problems, all sorts of problems because Page 47 Page 49 1 He told me he did. you-all are not communicating. 1 2 Did you say that I could have this? 0 2 A Correct. To answer your question, not 3 Yes, sir. 3 only with a "yes," this is the first time within 4 I am going to give you back the sleeve. 4 the District we have been under such scrutiny. 5 This being the TC compared — TRIGA — 5 Such as yours, too. Because if we were all doing 6 Α TRIRIGA. 6 okay, you wouldn't be here. 7 Q TRIRIGA ---And June, I believe, Mr. Burke had to hire 7 8 Α Yes. 8 a private entity for culture diversity sensitive q - System compared for three years. I am 9 information that was shared with him. This guy had 10 marking that as "3." The letter from Mr. Bonino to come from New York to come to a seminar for the 10 11 purported to Mr. Banino - purportedly to be from administrators in Transportation. And everybody --11 12 Shane, December 20, 2013, I am marking as "2." 12 the whole day from 7:00 o'clock to 5:00 o'clock --13 (Exhibits 2 and 3, were marked for 13 and then he was due to return. 14 identification.) 14 But based on all this routing Issues, the 15 THE WITNESS: And there is no signature 15 guy never came. The company, I think, is 16 that Shane signed the letter whatsoever. something-Benning in New York. I could show you 16 17 BY MR. PETTIS: the e-mail is the company name. His name is 17 18 Okay. 18 Richard -- his first name is Richard. I don't 19 A Now, on March 17th, that's when I met --19 remember the last name, but is the company that 20 on Friday, March 14th I met with Steve, Shane, 20 they hire to come here to do culture --21 James Davis was the Compliance Manager. But I

13 (Pages 46 to 49)

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Training.

Training.

Yes.

And diversity training?

And that was in what month?

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think he -- James helped him because he is the

wrote the letter to try to get me out.

compliance guy. They get together and then they

So -- and I asked Mr. Bonino -- okay,

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Page 50

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A That was in June.

Q Approximately June 2015?

A 2015. He was supposed to come back in August for follow-up. And because the routing system had problems, so everybody focus on this. So he never come back.

Q And that was just for Transportation.

A Just for Transportation. Because people were, like, we don't know who to answer to. We have people coming in, they are hiring people, the hiring Chief. He moved people in position here and there. They wanted me to move. He wanted Shane to be something else. It's chaotic. It was like no leadership at all.

Q Okay. Let me see if Shane is here, and I just want to check my schedule. Your information has been very, very helpful.

There are some aspects that fall outside of what I am going to be focusing on, but it is all good because it gives me a flavor of what is going on.

Is there anything else that you want to give me that you think is pertinent to my scope?

A The letter that I received from him for me to be demoted, and this is what happened.

Q In that you believe that a lot of people of color were moved out of leadership positions.

A Oh, yes, Oh, yes, Oh, yes, If it walk

A Oh, yes. Oh, yes. Oh, yes. If it walk like a duck, you quack like a duck, it is a duck. I could have stayed backwards because I am making my own money. But you know, why I want to fight this? I am not fighting it through you. I am fighting it with other agencies.

I want this to be fair for my child. My son is a school teacher. I don't want my son, in 15 years, to encounter the same thing I encounter, and I didn't do anything about it. I have to fight for my children — for other peoples' children that people would not respect because of the color of the skin — because of the last name is — the last name is not common, you look like you a foreigner.

But every step that I make within this District — I started as a bus driver. I went to school as an adult with a family. And I did all of this. And then somebody to come and think you can swipe the position out. I told them, take that for a year, two years, but I am going to get my position back. I am going to fight. I have one year to retire, but because of that, I am going to stay longer. So I have to make sure I do it for my

Page 51

When he sent the letter to Professional Standards, when he send that letter that Carl is not doing his job, he asked me to be moved -- Carl, you have the right to move to a lower position. Because -- and I said, no, I would not. And I send my rebuttal letter. If I can show you what I did.

Q And I don't want to put that on this record just because I think -- In all honesty, I think it gives me flavor, but I don't want to put your whole case --

A Okay. That's fine.

Q -- in here because that's not really the target.

A I understand.

Q But I think what I took here gives me a flavor of what is going on. But I don't want attached to this record to be all your stuff.

A I understand. I understand, But that was — everything was personal within that department. When you come with an agenda, your personal agenda, you cannot run Transportation.

Q Yeah.

A Because when you come — your first statement to me at the table, I am here to change the face of Transportation. It did change.

kids.

Q Right.

A Because if I don't do It, I feel like I am a coward. And for people that work under me — and that's why they all love me in the field.

When Angela Barbato came to my — one of my facility, and tell my people, you are not supposed to be here, you are making overtime. Every first two weeks of school, we say, all hands on deck. People come at 4:00 o'clock in the morning making this, working until maybe 5:00, 6:00 o'clock. They are not salary people, they make overtime.

She told a man, I want you out of here.
When the man came and tell me this, I was in charge of that facility, I said, I need to meet with Ms. Barbato, David Davis, and Shane. Not come to my facility and be in a fight because Steve sent her to do that. And then I said, no, I don't care who send you. You don't go to my facility and spy,

And then I explained to her, I don't want to see you there anymore. If you don't come to my facility to add values to my facility, I don't want to see you there.

Oh, the Chief told me -- I said, I don't

14 (Pages 50 to 53)

United Reporting, Inc. (954) 525-2221 Page 53

Page 52

Page 54 Page 56 · care who send you again. Let me tell you this. I STATE OF FLORIDA 2 am not happy with you. I said, please, if you come 2 **BROWARD COUNTY** 3 to the facility, make sure you come to do the right 3 SUBSCRIBED AND SWORN to before me signed this 4 thing, not chastise or bullying the people that are 4 cary Public, State on y Commission #FF133s.

Ay Commission expires:

October 17, 2018. there. And then she went ahead, and told I am an 5 5 23rd day of September, 2015 at Broward County, 6 6 angry black man. 7 7 And my answer to all of them, I said, I am 8 an angry black man. I will always be an angry black man because I stand up for the people that 10 can't talk. I will always be angry because I am going to stand up for what I believe that's right. 11 12 This department right now wasn't running 11 13 right. The middle of the decision. I think the 12 14 superintendent send somebody else, and we can see 13 15 it would be a difference -- okay -- because Steve 14 16 is not in charge of Transportation anymore. I 15 17 don't know if you know, but he is not in charge of 16 17 18 Transportation anymore. We respond to somebody 18 19 19 20 Who are you responding to now? Q 20 21 Pete Didonato. I mean, I think it's gone 21 to Shane, but Pete was an Assistant Principal. He 22 22 23 also was the General Manager when I was a General 23 24 Manager in Transportation, 24 25 Q What's Pete's last name? 25 Page 55 1 Α Didonato, D-i-d-o-n-a-t-o. 2 That's since -- over the last few weeks? Q STATE OF FLORIDA) 3 Last two weeks, yes. COUNTY OF BROWARD) 4 O Two weeks, Okay. 5 5 So he is -- we respond to him now. I, ELLEN SIMPSON, Notary Public in and for the Α State of Florida at Large, do hereby certify that the 6 O Okay. He is -foregoing testimony was taken before me; that the 7 He is in Transportation. witness was duly sworn by me; and that the foregoing 8 Transportation. Okay, 9 pages constitute a true record of the testimony given 9 He worked before -- he worked with us 10 by said witness. 10 before. He was a GM here, but - and you can see I further certify that I am not a relative or 11 11 people is thinking differently now because they employee or attorney or counsel of any of the parties, 12 12 have to worry about the bullying or the stress and 13 or a relative or employee of such attorney or counsel, nor financially interested in the action. 14 13 the arrogance of this department anymore. 15 Under penalties of perjury, I declare that I 14 Q Okay. That's very helpful. Who made the 16 have read the foregoing certificate and that the facts 15 comment, "I am going to change the face of 17 stated herein are true, 16 Transportation"? 18 Signed this 5th day of October, 2015. 17 A Steve Bonino. 19 18 MR. PETTIS: That's what I thought. Thank 20 19 (Statement concluded at 11:10 a.m.) 20 21 **ELLEN SIMPSON** Notary Public, State of Florida at Large 21 22 22 Commission No.: #FF133894 My commission expires: October 17, 2018 23 23 24 24 25 25

15 (Pages 54 to 57)

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	Searchwell			Donna Goldstein Laurbrin Bassel		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
2015/2016 SY Preparedness Updates		6730 The training staff has documented 5 of the applicants indicating that they responded to the signs posted at our schoots as part of our school bus driver hing campaign. This process was implemented last week and we will be able to provide more updates acti week.	77 - Hiring Bus driver calls from the Call Center - Total of three to date since we started tracking. Last call was "Other" 721 Warkeling campaign confinues to bring additional candidates who in time will be trained and added to our driver pool.	6/11 The routing development is progressing. We have hit a few obstacles but have found work a rounds and are progressing as planned. We are engaging the vendor to assist with the development of turns to assure meeting our scheduled deadine. 6/25 Routing Project — Phase I	Roule data conversion - initial data scrub and conversion from Google to Compass Addition of load times – 100% Bell time changes – 100% Creation of approximately 3000 runs – 70–75% Tierig – 0% (requires the completion of runs –liering will take 2 weeks) Creation of routes – 0% (requires the completion of runs – illaring will take 2 weeks) And thering) Bell streets – 0% (requires completion of routes) Mobile Application Supplied vendor (United GPS) with route/bus data – 1009% Developed comprehensive SOW for vendor (SEON), waithng for quote – 80%	Phase II Optimize runs/routes to increase efficiency Develop mobile access app Enhance Parent Transportation Registration application DOZOS Request for Charter School Butlieth to be forwarded to the custing froom 6/30 Additional support technicians will start 7/6.
	Have all the marketing signs been placed? Are we receiving answering calls? Do you believe this has been successful thus far? Are we using marquis for further messaging?			How is routing development going?		200062 g
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2015/2016 SY Preparedness Updates	7/1 Route data conversion - Initial data scrub and conversion from Google to Compass - Addition of load firmes - 100% - Bell time changes - 100% - Chaifon of approximately 3000 runs - 20% - Chaifon of approximately 3000 runs - 20% - Thering - 0% (requires the completion of runs -tering will take 2 weeks) - Creation of routes - 0% (requires the completion of runs and flexing) - Creation of routes - 0% (requires completion of routes)	7/1 Projected routed completion and bio-day documentation date 8/3.	7/1 Phase II ESE Wab Form F 1E Reporting Tool F 1eld 1 This Module Optimize runsfoules to increase efficiency Develop mobile access app Enhance Parent Transportation Registration application	6/30 Collectively completed 1350 runs, Based on the rate of completion we should have the remaining runs completed 7/12-16	7/15 Donna Goldstein completed 410 runs from July 2nd Ill July 5th. This information is perfinent because there are 1177 runs eff 1 to 46 fis are ESE). If 410 cam be done over long holiday weekend, the routing staff fend our verador Jessica) should certainty be able to complete a those that were created after July 10th (bell time change). The schools that were greated after July 10th (bell time change). The schools that were given extended days on June 23rd and updated those PM runs. As of right now there are 3383 runs, as mentioned there are 1177 left to do meaning there are 220s that have been completed. For those runs that are complete (done on or after 67t0) the following is breakdown by staff member).	7/18 Creation of approximately 3,000 runs - 85%. Anticipated completion by 7/16	7/13 Target date milestone for Run creation has been met - approximately 3700 runs 100%	Tlering — 0% completed. Tiers will require tweaking, conflicts arose because the bell times were changed this year and the routes converting from the old system are based on last year's bell times. Initial tiering on 7/13 produced errors that need to be resolved vendor is working on this — should have	7/2:1 Tering completed for North Area. Tering is currently down for maintenance and is expected to be back up before lunch. If system back up, tering should be completed today. Joseph scheduled to meet with each area for final review.	
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2015/2016 SY Preparedness Updates

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		·	Dorma Goldstein Laufam Basel										Donna Goldstein Laurienn Basei
2015/2016 SY Preparedness Updates	7728 Tiering being reviewed with Areas. On-going with anticipated completion date for first pass on Friday, 7/30	6/3 The routing team confinues to reassemble routins in accordance to the direction received by leadership. North Area has just informed the routing team on this date that they choose has just informed the routing team on this date that they choose for the assess their previously submitted routes. These changes must be completed by midnight 8/3. Staff has been informed of this deadline and as of 6:00 PM have not arrived to provide desired changes. Deadline will have been exceeded and time may not allow for the desired changes to be incorporated. Theiring is scheduled to be completed by tomorrow moming, both ESE and regular, so that they may be rechecked and times adjusted accordingly. This is necessary for the preparation for parieties parieties.	6/11 The pre-registration is currently under development, we are articipating a test field available by the beginning of July.	6/17 Conference call was held with vendor to review progresss.	6/25 Parent Transportation Registration • Develop web form, and database – 60% • Include option for Kindergarten – 60%	6/30 Once continuation is received of the tentative "go" date for the module; the communications timeline will be provided. Communications will include parentitrik call out to parents.	(7) July 27th delivery date for the completion of the parent (19) sportation registration and the bus fracking profiles	(7) Develop web form, and database – 80% Include opilon for Kindergarten – 80%	17.3/2015 Vendor fass Identified July 27 as delivery date for portant portal and bus trackfing applications. Once it's live we will treed to lest functionally prior to release.	07/28/15 Go-to meeting scheduled 11:00 to review parent portal	07/28/15 Second review of discussed changes scheduled for 08/4/15	08/03/15 The URL will be provided by COB Wednesday, ps/05/05/15.	6/11 The parent web portal is about 80 percent complete. All itset currently remains under development is the parent link access to bus tracking and the Choice Magnet option for bus stop location.
			How is pre-registration development going?				Annua						How is the development of our parent web portal going?
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	6625 Address Locator Ensure all features of existing Find My School are incorporated —100% Add listing for the closest bus stop, include distance and route number —100% Add walk zone and hazard area —100% Add option for choice program to locate closest bus stop for that school to the address —70%	Bus tracking 2 profiles, 1 for staff 1 for the public 70% 2 profiles, 1 for staff 1 for the public 70% Reconclination process (staffing & process) 40% 7.1/1 July 27th delivery date for the completion of the parent	71 Bus Tracking the staff of the public – 80% Security feature for public access – 80% Reconditation process (staffing & process) – 50%	7/13 see above Parent Portal update 8/3 Once URL Is provided the necessary profiles will begin development.	771 Supplied vendor (United GPS) with routefus data — 100% Developed comprehensive SOM for vendor (SEON), waiting for quote = 80% Sec. 7713 update for Perent Portal	6/11 Yes. David and I have mel with the selected staff member to discuss transitioning into the position on an interim basis. At the time of the conversation on 6/1, David advised that it would be in a few weeks allowing for school to end and summer school to begin. This information has not been disclosed to other staff members at this time which is the reason for the reduction of the staff members at this time which is the reason for the reduction of the staff members arms. Howard Brown is on vecition the week of \$415 and upon return will be finaltizing the relocation of his office to the North Facility.	6/18 No updated status to report 6/25 Howard Brown has now relocated to the North Facility. Meeting scheduled on Monday, 06/29, to discuss office postioning, Clarinua Shabazz will be interin Area Team Leader until position is available for readvertisement.	6/11 Position is currently being advertised.	16/16 Position closed at midnight. Pam Caroll to pull applicants on 6/16 for initial review to assist in expediting the process. Duly noted the plan is to have person in place before 7/1 if not sooner.
				J) Dpen Positions/ Have we made a decision for the Library Area Team Leader position for Inc. Riting East?	W 6 G 3	When will we advertise for the Royal Palm/West Area Team Leader?	<u> </u>
					Mobile	Open Positions/ Hiring			

(C)



THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA

TRANSPORTATION SERVICES DEPARTMENT 2775 HOMEWOOD ROAD WEST PALM BEACH, PL 33406 561- 687-7190 Fax: 561- 242-8305 www.palmbeachschools:org SHANE SEARCHWELL ACTING DIRECTOR STEVEN G. BONINO CHIEF OF SUPPORT OPERATIONS

DRAFT

Date: December 20, 2013

To: Steve Bonino, Chief of Support Operations

From: Shane Searchwell, Acting Director - Transportation Services

Re: Carl Boucard - Involuntary Transfer to a Lower Level Position

I write to express my disappointment in the manner in which functional duties, responsibilities and general oversight have been performed by Mr. Carl Boucard, General Manager — Transportation Services, and recommend an involuntary transfer to a lower level position.

As you are aware, in October 2013, a Division of Support Operations investigation was conducted regarding Commercial Driver's License (CDL) compliance Issues in the Department of Transportation Services. The investigation disclosed that numerous department school bus drivers had suspended CDLs. Board Policy 3.21 (2)(d), <u>Safe Operations of District School Buses</u>, requires that driving records be obtained of each school bus operator "prior to employment, prior to the first day of each fall semester," and monitored throughout the school year (see attached).

Also, in late December 2013, it was discovered that many transportation facilities were behind on timely and state mandated bus inspections (see attached Schedule). As you know, according to Florida State Statute, "Inspection of buses shall be scheduled and performed at a maximum interval of thirty school days" (see attached FAC, Chapter 6A-3.0171(c)).

In addition, Charter Schools' school bus operators and school bus safety inspections were not monitored for compliance to state statutes as required (see attached School District Transportation Monitoring Requirements).

In all of the above mentioned situations, Mr. Boucard is presently tasked with up-line supervision and compliance oversight. He has demonstrated a lack of leadership with regard to implementing processes and procedures to ensure compliance with state statute and board policy requiring valid licensure of school bus operators, and school bus inspection scheduling to include Charter Schools.

Mr. Boucard's failure to provide vital compliance oversight in these key critical areas constitutes negligent supervision, and has placed transportation services and the School District of Palm. Beach County in an indefensible position that could have caused and still may result in liability to the District.

TO THE LEGISLATION OF THE LEGISL

ham, therefore, recommending the immediate involuntary transfer to a lower level position of Mr. Boucard from the job classification of General Manager to that of Area Manager. Accordingly, I am requesting that Mr. Boucard maintain his current salary through June 30, 2014. At which point, Mr. Boucard's salary would be accordingly adjusted in alignment with the salary scale for the Area Manager job classification.

Should you have questions or require additional information, please advise.

Cc: Sandra Gero, Chief of Human Resources
Carl Boucard, General Manager – Transportation Services
Mark Mitchell, Director of Compensation & Information Services
Vince Caraciollo, Director of Professional Standards



Your session will end in 29 minutes, 47 seconds.

File Report Review
Incident ID
26969
Where did this issue occur? (Is this a boundary issue where students are attending schools outside their district? If so, use the School District's Boundaries Anonymous Tip Line at 561-434-TIPS)
Administrative Departments Transportation Services
Report Category
Ethics & Policies
Report Type
Use of Position for Personal Benefit/Gain
Which of the following best describes your relationship to the School District?
Current Employee
Do you wish to remain anonymous?
No
Name
Angela J. Barbato
Phone
954-993-0113
Email 1. The second of the sec
jbc6hq@gmail.com
Best time and method for reaching you

Do you wish to disclose informa	ition about your organization?	
Yes		
Organization		
Division		·
Area		· · · · · · · · · · · · · · · · · · ·
Department		
Transportation		
Branch		e e e e e e e e e e e e e e e e e e e
Address 3376 Summit Blvd		
City		
West Palm Beach		
State FL		
33401		
Country		
USA		
Please describe in detail the issu how regarding the issue. The mo can evaluate your report for nec	ue you are reporting. Include who, whore detail you provide, the better the essary action	nat, when, where, why and Office of Inspector General

Per School Board Policy 3.02, I have an obligation to report.

On numerous occasions I have made it known to District staff that department of Transportation leadership made (and continues to make) decisions and conducts business practices that place the District in harm's way.

My report today specifically references the Department of Transportation's hiring practices and actions by Mr. Carl Boucard.

Today in a staff meeting Mr. Carl Boucard, General Manager Department of Transportation, among other things announced that Ms. Marguerite Jean-Charles is promoted as "...my new Records Analyst."

The job code number 78045 with job title "Analyst – Transportation Records", level M16, is new as of July 2017.

Promoting Ms. Jean-Charles into this position likely represents yet another instance of Mr. Carl Boucard using his position within the District and/or District resources to promote a private and/or personal agenda.

Prior to this promotion Ms. Jean-Charles held the position of Facilities Management Support Technician, Job Code 34630, for over one year. At the time of her initial hire in 2016, she was an outside candidate, who, according to witnesses, was seen at the Central Facility with Mr. Boucard prior to her hire. The employment decision to hire her, nevertheless, was made despite the fact there were internal candidates more qualified for the position. As a Facility Management Support Technical, Ms. Jean-Charles is given preferential treatment by Mr. Boucard; details of which can be detailed by witnesses. There is much speculation, that disrupts daily Department activities, of quid pro quo in their relationship.

Fast forward to July 25, 2017. This same person, now an employee, was alleged to have deleted parts of some 100 plus department records. This allegation was substantiated by the District's ImageQuest Administrator. This event was reported to Mr. Boucard and department leadership who apparently have ignored this fact to allow for her to be promoted by Mr. Boucard to a position that has among the performance responsibilities is management of these very same records.

Also, with the last few months Mr. Boucard re-hired another outside candidate for a Mechanic Helper Position over the objections of the interview committee members.

These kinds of decisions create hostility within the Department and paralyze both the Department and its employees from moving forward. These unfair hiring decisions provide opportunity for employees to file a complaint with an outside agency. These unfair hiring decisions also provide opportunity for employees to bring about a law suit on the basis of unfair hiring practices thus placing the District at risk.

Additionally, it is alleged that Mr. Boucard uses his office to promote a private agenda with the Haitian community. Most recently he held a meeting with the Haitian Mayor and others at the Central Facility during business hours. Here again, there is much speculation of quid pro quo disrupting daily Department activities.

Notification of improprieties have been reported to department leadership, the Office of Professional Standard and Division Leadership. I offer that these and other matters, involving the conduct of department leadership, need to be formally considered by the Inspector General's office before action is taken by an employee to make a formal complaint to an outside entity. The District does not need additional scrutiny of the Department of Transportation by the media, outside agencies or an official complaint that could cause a scandal. Many would agree it has had more than its share already.

What is the potential monetary impact of the issue?	1.1	
remark to the potential monday and an end to the		

Don't know

Is any member of management aware of the issue you are reporting?

Yes	
Have you personally reported this issue to your supervisor or to management	?
Yes	
Are you alleging any adverse personnel action or retaliation as a result of you	r report?
Don't Know	
To whom has the issue been reported and when?	
Department Leadership Division Leadership Department of Professional Standards various times	
When did this issue occur or first occur?	
ongoing	
Is the issue recurring?	
Yes	
How long has this issue been occurring?	
More than a year How frequently does this issue or event occur?	
Regularly	
How did you become aware of this issue?	
Other	
Please provide details of how you became aware of this issue:	
I am involved as a Department employee.	
Does this issue involve any outside organizations or persons (vendors, subco	ntractors, etc.)?
Yes	
What are the names of the persons and organizations?	

Has anyone attempted to hide this issue or alter information?

Don't Know

Mayor of Haiti and others?

General either through	-	external agency, or to the Off te, or by other means?	ice of Inspecto
Don't Know			
Have there been any ac	tions or corrective mea	sures implemented to prevent	t reoccurrence?
Don't Know			
Do you know if there ar	e plans for this issue to	happen again?	
Don't Know			
How do you think this s	ituation should be reso	lved?	
Will discuss with IG.			
Please provide us with	any additional commen	ts:	
Will discuss with IG.			
	VIIII 1980 1997 1997 1997 1997 1997 1997 1997 199		**************************************
Name	<u>Title</u>	Role in Incident	
Elishua Wilson Dixon	Facility Management Support Technical	Has knowledge of incident	
pt/			Nostang
The state of the s	0.1 01		
Describe the contents of	ot the file.	File Name	ii ii iii iiii

Back To Report

powered by Ethical Advocate.



File Report Review Incident ID 27573 Where did this issue occur? (Is this a boundary issue where students are attending schools outside their district? If so, use the School District's Boundaries Anonymous Tip Line at 561-434-TIPS) Administrative Departments Transportation Services Report Category Financial Improper Handling or Reporting of Financial Transactions Which of the following best describes your relationship to the School District? Current Employee Do you wish to remain anonymous? No Name (1997) 1997 (Angela Barbato 954-993-0113 Email 100 years to the control of th angela.barbato@palmbeachschools.org Best time and method for reaching you

Do you wish to disclose information about your organization?

No

Please describe in detail the issue you are reporting. Include who, what, when, where, why and how regarding the issue. The more detail you provide, the better the Office of Inspector General can evaluate your report for necessary action

I am writing to report what I perceive as gross mismanagement by the Department of Transportation of its fiduciary responsibilities regarding the NAPA Auto Parts Supply Agreement.

Evidence of mismanagement includes:

- parts were found at facilities that were not in inventory
- in February of 2016 over eighteen thousand dollars of parts were returned to NAPA from the North shop (corrective action initiated by me)
- in January of 2018 over eight thousand dollars of invoiced parts were returned to NAPA from the Central shop (I reported to the GM)

I am highly concerned that checks/controls are not in place to ensure that the vehicle parts requested, issued, and invoiced are installed on the intended vehicles, returned to NAPA and/or appropriately charged in the workorder system.

All the above, is the responsibility of the Carl Boucard, General Manager Fleet. When emailed about the departments readiness for the upcoming NAPA contract compliance audit he did not reply accurately.

I was making progress documenting and closing compliance gaps when I went out on sick leave on January 23, 2018. I was reassigned upon my return. Since my reassignment no updates are made to the NAPA invoice reconciliation summary workbook in SharePoint. This causes me to believe that no daily reconciliation is currently occurring. As a result it is likely discrepancies, that could result in credits to district accounts, are not being addressed.

Prior to making this report, I brought this and other concerns to Director of Transportation. I also spoke with the Manager of Financial Applications regarding the steps I initiated to reconcile NAPA statements that are not maintained or resolved. Both the Director and Manager expressed concerns about the upcoming IG NAPA audit.

To compound the issue of NAPA compliance the Warehouse Inventory Analyst Position was eliminated (the classification charged with monitoring NAPA invoicing). Also, the Senior IT Technician who was charged with monitoring system integration between AssetWorks (the Districts fleet management system) and NAPA TAMS left this position.

My current assignment does not utilize my skills, expertise or experience. After my meetings with the Director of Transportation I am advised the adverse employment actions I am experiencing will likely be ongoing. Accordingly, the Office of Professional Standards is aware of this and other concerns I have regarding my treatment from transportation leadership.

What is the potential monetary impact of the issue?

\$5,000-\$24,999

Is any member of management aware of the issue you are reporting?

Von
Yes
Have you personally reported this issue to your supervisor or to management?
Yes
Are you alleging any adverse personnel action or retaliation as a result of your report?
Yes
To whom has the issue been reported and when?
Carl Boucard - March 2016 and January 2018 Pete Didonato - February 2018 Steven Barone - February 2018 Robert Pinkos - March 2018 School Police - March 2016
When did this issue occur or first occur?
February 2016
Is the issue recurring?
Yes
How long has this issue been occurring?
More than a year How frequently does this issue or event occur?
Occasionally
How did you become aware of this issue?
Other
Please provide details of how you became aware of this issue:
The incident in 2016 was reported to me by Keith Heaven. The incident in January 2018 I discovered.
Does this issue involve any outside organizations or persons (vendors, subcontractors, etc.)?
Yes
What are the names of the persons and organizations?

Has anyone attempted to hide this issue or alter information?

Don't Know

David Piroli - NAPA Store at Central Transportation

Has this issue previously been reported to any external agency, or to the Office of Inspector General either through the Hotline, this website, or by other means?

Don't Know

Have there been any actions or corrective measures implemented to prevent reoccurrence?

Don't Know

Do you know if there are plans for this issue to happen again?

Don't Know

How do you think this situation should be resolved?

At the very least...

- dally, weekly and monthly reconciliation of the charges from NAPA to the district must be verified at the vehicle and work order level
- follow-up must occur to reconcile discrepancies
- the return parts process must be improved at the Central facility
- implement checks to verify the parts ordered and received are installed on vehicles

The NAPA agreement commits millions of dollars. Perhaps a dedicated person to ensure compliance is appropriate.

Please provide us with any additional comments:

Finding parts in shop areas that were ordered for installation on school buses, that were not installed or returned, not only prompts questions of fiscal negligence, but those of student safety.

This is one of many areas where I find that Transportation leadership has been negligent.

I am excluded, marginalized and subject to adverse employment actions for raising valid concerns.

I am concerned for my health and career.

Name	•	Title	Role in Incident
1101110	<u> </u>	1111C	Kole in incident
Carl I	Boucard	General Manager - Fleet Services	Participant
David	l Peroli	NAPA IBS site manager Palm Beach County	Has knowledge of incident
Keith	Heaven	Coordinator - Fleet Services Warranty	Observer

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Query

5 messages

Judy <jbree62578@aol.com>
To: Angela Barbato <jbc6hq@gmail.com>

Thu, May 17, 2018 at 8:27 PM

Mr. Boucard called me on the phone and asked me how I could do the query. I advised him I always had access to the reporting for the quarry

Sent from my iPhone

AJ Barbato <jbc6hq@gmail.com> To: jbree62578@aol.com Sun, Jul 15, 2018 at 8:05 AM

Hello Judy,

I would appreciate you verifying that on the morning of July 12, 2018, at approximately 7:30 AM, I met with you, with Jose Pachenco as a witness,

- I stated I wanted to meet to confirm my recollection of something was accurate
- I handed you a paper to read
- You read the paper, and responded "that looks right",
- You demonstrated for me how you accessed the "Current Delay Summary" in AssetWorks
 - Reporting Tab > Shop Operations > Current Delay Summary
- You gave me a hard copy of email exchange dated Wednesday, January 31, 2018,

Please respond to this email confirming this summary of events.

With appreciation,

Angela

[Quoted text hidden]

Judy <jbree62578@aol.com>
To: AJ Barbato <jbc6hq@gmail.com>

Sun, Jul 15, 2018 at 1:34 PM

Yes this is correct as far as I can remember

Sent from my iPad

[Quoted text hidden]

AJ Barbato <jbc6hq@gmail.com>
To: Judy <jbree62578@aol.com>

Sun, Jul 15, 2018 at 1:43 PM

Thank you for your reply, enjoy the rest of your weekend!

Judy <jbree62578@aol.com> To: AJ Barbato <jbc6hq@gmail.com>

Sun, Jul 15, 2018 at 1:59 PM

You too

Sent from my iPad [Quoted text hidden]



label:angela-judy

Mail	Remove label More		
COMPOSE	From: *Judith Breeden* < <u>judith.breeden@palmbeachschools.org</u> > Date: Wednesday, January 31, 2018		
pat	Subject: Bus Availability To: Dian Enriquez Hernandez < dian.enriquezhernandez@palmbeachschools.org>		
pitre	Cc: Carl Boucard < carl.boucard@palmbeachschools.org>		
sharon Armstrong	Thank you!		
summer schools	On Wed, Jan 31, 2018 at 4:48 PM Dian Enriquez Hernandez <		
ac	dian.enriquezhernandez@palmbeachschools.org> wrote:		
aesop	> Judy, I went ahead and gave you access to the report that will have the > information you requested.		
angela	>		
darci	> I will come by tomorrow in the AM.		
judy	 On Wed, Jan 31, 2018 at 4:00 PM, Carl Boucard <carl.boucard@< li=""> palmbeachschools.org </carl.boucard@<>		
karen davies	>		
meeting	>> Judy, >>		
(S) Judith →	> I can do tomorrow and Friday until Dian give you access to the other >> facilities. >>		
	>> By copy Dian, please provide "Down Bus Listing" access to Judy. See me if >> you need more details.		
	>> Thank you!		
	>> mank you! >>		
	>> Carl.		
	>> >> On Wed, Jan 31, 2018 at 3:47 PM, Judith Breeden <judith.breeden@>> palmbeachschools.org> wrote:</judith.breeden@>		
	>>		
	>>> I don't have access to the other facility down list >>> How would you like me to do this?		
	>>> Please advise me >>> Thanks		
	>>>		
No recent chats	>>> On Wed, Jan 31, 2018 at 3:21 PM Carl Boucard <carl.boucard@< td=""></carl.boucard@<>		
Start a new one	>>> <u>palmbeachschools.org</u> > wrote: >>>		
	>>>> Judy,		
	>>>>		
	>>>> I need you to do the bus availability for the fleet every morning.		
	>>>> Thank you!		
	>>>>		
	>>>>		
	>>>> >>>> *Carl Boucard*		
	Guil bodedid		

OIG Case #18-738

Angela J. Barbato <angela.barbato@palmbeachschools.org>
To: TANYA LAWSON <tanya.lawson@palmbeachschools.org>

Wed, Jul 11, 2018 at 11:52 AM

On initial read, among other things, I noticed some issues with how my testimony is summarized. Is it possible for me to review the tape or transcript of our interview before I provide you a written response?

Please advise.

OIG Case #18-738

TANYA LAWSON tanya.lawson@palmbeachschools.org
To: "Angela J. Barbato" tanya.lawson@palmbeachschools.org

Wed, Jul 11, 2018 at 1:31 PM

Angela,

Yes, it is a summary and is not a full verbatim transcript of the testimony. It is intended to shorten testimony without missing the main point of the testimony. There is not a tape per se, but I may be able to put the recording on a flash drive.

Thank you.

OIG Case #18-738

Angela J. Barbato <angela.barbato@palmbeachschools.org>
To: TANYA LAWSON <tanya.lawson@palmbeachschools.org>

Wed, Jul 11, 2018 at 2:05 PM

That would be great. When can you make it available? Also, I have approved vacation scheduled for eight (8) of the next twenty work days (starting July 18th returning July 31st). I must go out of town to address family related health issues. Is is possible to exclude those days from the twenty (20) day work day count to reply?

[Quoted text hidden]

OIG Case #18-738

TANYA LAWSON <anya.lawson@palmbeachschools.org>
To: "Angela J. Barbato" <angela.barbato@palmbeachschools.org>

Thu, Jul 12, 2018 at 8:11 AM

Angela,

You may stop by on this morning.

OIG Case #18-738

Angela Barbato <angela.barbato@palmbeachschools.org>
To: TANYA LAWSON <tanya.lawson@palmbeachschools.org>

Thu, Jul 12, 2018 at 8:48 AM

I am delivering an envelope at East and have one to deliver to the legal department on the 3rd floor. I should be to you within the hour. I am also in possession of some new relevant information I will share when I see you.

Arduously typed on my iPhone; please excuse brevity and typos [Quoted text hidden]



THE OFFICE OF INSPECTOR GENERAL ACKNOWLEDGMENT OF RECEIPT

Date: 7/12/2018

I hereby acknowledge the receipt of the following related to OIG Case #18-738

 Lexar USB 1.0 Flash drive containing a copy of OIG interview conducted with Angela Barbato on March 28, 2018 at the Office of Inspector General located at 3300 Forest Hill Blvd, Suite C-306, West Palm Beach, FL 33406.

Signature	Anguis	culto-
Print Name_	•	J. Barbeto
	12-18	

Please note: The copy of the audio-recorded interview is not intended to serve as a replacement for a written response to the 20-day notice. It is only intended for your informational purposes only and in no way is to be misconstrued for anything other than it's intended purpose. Please also note that investigations are confidential until all affected parties have been notified that the case has been posted to the website of the Office of Inspector General. All information contained therein, should be considered confidential and not be discussed or distributed to anyone other than the person listed above.

Based on your request for additional days to respond to the original 20-day expiration date of August 8, 2018, the OIG will extend the deadline to August 15, 2018.

Angela Barbato: Where do you want to start cause this is

Tanya Lawson: Okay.

Angela Barbato: ... very, very detailed.

Tanya Lawson: Today's date is March the 28th, it is 8:40 AM, I'm here now with Angela Barbato.

Angela Barbato: Yes.

Tanya Lawson: Please state your name, spell your last name for the record.

Angela Barbato: Angela B-A-R-B-A-T as in Tom O.

Tanya Lawson: Okay, and do you solemnly swear and or affirm that the statement you give will

be the truth unto the best of your knowledge and ability.

Angela Barbato: Yes I do.

Tanya Lawson: Okay. And we are starting this, because we were, were initially writing it, just to [00:00:30] clear the record. Now, we're recording because it's a little too extensive to write

clear the record. Now, we're recording because it's a little too extensive to write. So, now we'll start with the question of explaining, you explaining AssetWorks

and exactly what it does-

Angela Barbato: Asset works-

Tanya Lawson: All together then break it down to what the direct uses are.

Angela Barbato: AssetWorks is a total management system. It can handle everything from cradle

to grave management for any asset that you have.

Tanya Lawson: Mm-hmm (affirmative).

Angela Barbato: It can also handle training records, it can handle personnel records, it can handle,

it could be the one stop solution. A lot of the things we do in People Soft can be

managed in AssetWorks.

Tanya Lawson: Okay.

[00:01:00]

Angela Barbato: It just makes me nervous when people record stuff. Um, it ... And I'm always

nervous when I'm talking without it, so that's, that's the difference here. I'm sure

you're ...

Tanya Lawson: Okay. Yeah.

Angela Barbato: So, w- what AssetWorks can do and what the district uses it for are, are two

basically different, different things. We only use part of, of what it can do.

Tanya Lawson: Okay.

Angela Barbato: We basically use it for our fleet management area where we manage our fleet

assets, I started doing some of the training in there, too. And, answer public

records requests, work orders, everything from cradle to the grave fleet

[00:01:30] management where I would add the records, I'd delete records, and run reports,

build reports.

Tanya Lawson: Okay. And you said, uh, previously, you had three reports that you were

responsible for.

Angela Barbato: Well, there's three things I would do, yes. Thank you. There were three things I

would do every day.

Tanya Lawson: Now this is while you were under whose leadership?

Angela Barbato: Carl Boucard.

Tanya Lawson: Okay. So go from there.

Angela Barbato: Carl Boucard. And actually, even ... Well, that's another story. What I would do, is

every day there was, there was three major things that I was responsible to do. I

[00:02:00] would go into, as part of the mandatory safety inspection, which is a, uh. Every

30 school days school buses are required under state statute to be inspected. And what I would do is, I built a report that would allow me to show the aggregate of how many inspections were due, how many inspections were

performed, and the reasons why they were not performed.

And that's all on SharePoint. And I would also take a look at, that was one, the

first daily, daily down list report was, I built out the reports that I, that had set up which buses were down based on delay codes. Like if a bus ... Since the system is

so robust, before, everything used to be done by hand. Before I got involved with this thing, two years ago. And it wasn't a web-based program, it was a (client based) but before it was web based it didn't have a lot of the transparency that I

was able to learn on my own to be able to build these things. And what we were able to do is, we were able to use one of the delay functions so that every day,

[00:03:00] instead of it having to be handwritten by the Forepersons and then handed to

the operation side for what buses were down for the day, it became an

electronic repot

Tanya Lawson: Okay.

[00:02:30]

Angela Barbato: It was an electronic report that we'd get on a daily basis. So, that a report that,

well Jorge used to do it, but then when he left he had to delete his report and add mine. So, then I did that. And then I would take those reports and I would aggregate it into something for SharePoint so that the boss could see how many inspections were done, how many inspections were due, and which ones were

[00:03:30] still outstanding.

Tanya Lawson: Now the SharePoint, who, who sees that? Who gets to see that?

Angela Barbato: Uh, at, that's ... Whoever the department allows to see it. And I think that is, I

think Eli manages that, [inaudible 00:03:43] under Carl, Shane, or Pete's direction

who gets to see what.

Tanya Lawson: Okay.

Angela Barbato: Now, that's separate. That's a separate ... People, the system administrators in

AssetWorks can say who can see what at AssetWorks, and then the system

[00:04:00] administrators for SharePoint can say who can see what at SharePoint.

Tanya Lawson: And who's the system administrator for AssetWorks and SharePoint?

Angela Barbato: Okay. I think, well Dian ... They went through some transitions.

Tanya Lawson: Okay.

Angela Barbato: Jorge Gonzalez was the system administrator for AssetWorks at first. And then I

became a system administrator, and Carl was a system administrator. I don't

know who else he gave access to.

Tanya Lawson: In SharePoint?

Angela Barbato: In AssetWorks first.

Tanya Lawson: AssetWorks.

Angela Barbato: In SharePoint, I believe that Dian became the system administrator after Jorge

[00:04:30] Gonzalez left, and then I think it got switched over to Eli. But I'm not sure.

Tanya Lawson: Okay. And now, that's for AssetWorks.

Angela Barbato: No. You just asked me about SharePoint.

Tanya Lawson: Oh, I mean. I'm sorry. SharePoint.

Angela Barbato: Yeah. That's for SharePoint.

Tanya Lawson: Okay. And so ...

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Angela Barbato:

And so SharePoint, that was a big with the the last COO (Chief Operations

Officer). His goal was really to have everything done in SharePoint.

Tanya Lawson:

Okay.

Angela Barbato:

And that's why I, I mean I posted ... I can show you some of the [inaudible

00:04:49]. Mechanics, all the MSI schedules, the maintenance schedules. I'd put

them up there so people could look at them.

Tanya Lawson:

Mm-hmm (affirmative)

Angela Barbato:

[00:05:00]

I, I mean the difference, because there's six different transportation sites. And when I made the schedules I'd post them in SharePoint so people could have

access.

Tanya Lawson:

Okay.

Angela Barbato:

Any of my training things that I did I'd post at SharePoint so everybody could see

it.

Tanya Lawson:

Okay. So who's the administrators then for AssetWorks? Uh, is it the same

people then?

Angela Barbato:

Not necessarily.

Tanya Lawson:

Oh, okay.

Angela Barbato:

Not necessarily. They're two ... Every system has it's own administrator's and

different level of administration.

Tanya Lawson:

Okay.

Angela Barbato:

And that was, the AssetWorks administrators were dictated by the General

Manager who was Carl.

Tanya Lawson:

Okay.

Angela Barbato:

So Carl made those decisions. Who got to be what because he's the guy in

charge.

Tanya Lawson:

Okay. And who had it as far as you know?

[00:05:30]

Angela Barbato:

As far as I know, when, when I left?

Tanya Lawson:

While you were there.

Angela Barbato (Completed 07/14/18) Transcript by Rev.com

Page 4 of 25

Angela Barbato: When I was there?

Tanya Lawson: Mm-hmm (affirmative), Mm-hmm (affirmative).

Angela Barbato: ... it was Carl, Dian, and me. And there was other people who had admin access,

but not necessarily system admin access. [inaudible 00:05:45].

Tanya Lawson: Okay. Now tell me the difference.

Angela Barbato: I'm not sure of the difference.

Tanya Lawson: Okay.

Angela Barbato: Yeah. Those are things, those are perimeters that um, would have been set up by

the IT guy.

Tanya Lawson: The IT guy here?

Angela Barbato: No. Transportation's IT guy.

Tanya Lawson: Right.

[00:06:00]

Angela Barbato: Which was Dian, or Jorge Gonzalez before that. But it is my global understanding

the system administrator would have access to do just about everything.

Tanya Lawson: And an administrator wouldn't?

Angela Barbato: It depends on what they-

Tanya Lawson: What rights are given to them?

Angela Barbato: [crosstalk 00:06:11] yeah, exactly. There's this whole table of rights, and there is,

depending on which role you were, you were assigned to, you could either add, update, delete, or view I think was the four categories. And depending on which

thing they wanted you have, you'd be able to do certain things.

Tanya Lawson: Okay.

[00:06:30]

Angela Barbato: Like, all of the Facilities Management Support Techs. They could add and delete

anything they wanted. All the Forepersons could add and delete, but a Mechanic

could add, but, and update but not necessarily delete.

Tanya Lawson: Yeah, okay. I gotcha. So, rights would just depend on the Manager, General

Manager assigning-

Angela Barbato (Completed 07/14/18) Transcript by <u>Rev.com</u>

Page 5 of 25

Angela Barbato:

Right. [crosstalk 00:06:52]-

Tanya Lawson:

And give the access to whomever is to have that access.

Angela Barbato:

Right. Whomever [crosstalk 00:06:55], right. And according to job classifications.

[00:07:00]

Tanya Lawson:

And that can only be changed by the General Manager?

Angela Barbato:

Oh, that's ...

Tanya Lawson:

Like if someone in, who's an administrator. If they wanted to change what they can do, they can't do that.

Angela Barbato:

No.

Tanya Lawson:

They'd have to go to the General Manager?

Angela Barbato:

You couldn't, you'd have ... Or get the system administrator. And again, that's not in my, in my thing. I, if I want, if Carl for example, wanted to add this ... There was one point in time when...um, what was it? When he wanted to add the Facilities Management Support Techs, and Keith to learn how to add vehicles in and delete vehicles.

Tanya Lawson:

Mm-hmm (affirmative).

[00:07:30]

Angela Barbato:

So he had me show them how, and then Dian gave them access to do all that.

Tanya Lawson:

Okay.

Angela Barbato:

Because Carl had dictated that's what he wanted. He wanted his other people to have those kind of extra rights.

Tanya Lawson:

Okay.

Angela Barbato:

So it's, like you for example, I could give your ID specific things even though you're in the same classification as this person, you could have different rights than they do. It could, it's literally ID specific.

Tanya Lawson:

Okay.

Angela Barbato:

And any, anybody-

[00:08:00]

Tanya Lawson:

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So Dian would be the, would have been, or is the person who would be able to ... He still can. [crosstalk 00:08:01].

Angela Barbato:

No, I don't know. Well Carl could do it, Pete could do it, I, at one point I was doing it.

Tanya Lawson:

Yeah. Mm-hmm (affirmative).

Angela Barbato:

Uh, and I don't know who else they gave those rights to, because you know frankly, I didn't look.

Tanya Lawson:

Okay.

Angela Barbato:

It wasn't any of my, wasn't, doesn't, as long as I had rights to do what I needed to do, you know what everybody else, anybody else needed to do wasn't really my concern.

Tanya Lawson:

Okay. So from the down list then you're, you're-

Angela Barbato:

Oh right. That was really the things I did every day. I, those reports. Um, for the record I'm looking through to see a picture of something that I have.

[00:08:30]

Tanya Lawson:

Mm-hmm (affirmative). That's fine

Angela Barbato:

And when you told me this morning you wanted to talk about AssetWorks, I had done something in the system, and I made myself a copy, because I wanted to make sure I still had it after they took all my access away. There it is. Yes. The first thing I did was a daily delay count.

Tanya Lawson:

Mm-hmm (affirmative).

Angela Barbato:

And then I checked the inspection buses by location, and then after that I looked at, well there's a couple different ways I did it. And then I looked at the daily parts issues. Because NAPA, NAPA was one of the other responsibilities they gave me back in October. This is super important. Is to monitor they, um ...

[00:09:00]

The Napa contract and what was happening with NAPA.

Angela Barbato:

Tanya Lawson:

Um, prior to that there wasn't a lot.

Tanya Lawson:

When you say monitor the contract, you mean just the parts that come in and go out?

Angela Barbato:

Well, what I was, this ... There was an audit. And I con, this is what I don't want recorded. Because I want to [inaudible 00:09:23] these people off. They didn't do what they were supposed to do. Bottom line. They didn't monitor the NAPA

[00:09:30] contract the way it should be monitored, they weren't looking at the daily ins

and outs, there was back ... Two years ago there was \$18,000 worth of parts that got found at North. And within the last month of January before they changed my assignments I found another \$8,000 of parts that wasn't properly taken care

of.

Tanya Lawson: So you monitored the parts then.

Angela Barbato: So what happened was back in October they heard there was going to be

another audit. So, they brought me in to help out with a procedure about that. So I looked at what they had, looked at the procedure, looked at the old audit, said, "Okay. What needs to be happen, so when the auditor general comes around and say, "Hey look. We might not have this perfect, but at least we're doing something to show we're monitoring you know, what's happening in

AssetWorks." Part of what we did with, when we, when we changed it from the, I wanna say DOS base, but it wasn't DOSS. It's something else. And from a non-web based system to the web based system we were able to, all this ... Change it so that the parts now were getting charged directly through ... When NAPA first

came onboard.

Tanya Lawson: You're keepin' track of the cost.

Angela Barbato: Yes. Just keep track of the cost. Right. Exactly.

Tanya Lawson: Mm-hmm (affirmative)-

[00:10:30]

[00:10:00]

Angela Barbato: Yes. It wasn't done through the system.

Tanya Lawson: Right.

Angela Barbato: It was done manually.

Tanya Lawson: Manually. Okay.

Angela Barbato: It was a total mess, and it wasn't tracked, and it was a disaster.

Tanya Lawson: Okay.

Angela Barbato: And one of the things that I, when they started to give me that responsibility, it

looked at how it was being done, and what happened was Keith was having the stacks, and stacks, and stacks of invoices that he was having this woman at the front go through. And on a daily basis go through, and she was like months and

months behind. She like, "Okay. Let's look this invoice up individually in

AssetWorks. And let's just see if it matches." And I'm looking at that and going,

[00:11:00] "That's crazy. We can write a report to do that." So I built a report for Pat to do

that, right.

Tanya Lawson: Mm-hmm (affirmative)-, Mm-hmm (affirmative)-. So you did that. Okay.

And then they saw the progress of that and Keith's like, "Oh my God. You saved Angela Barbato:

me all this work." Then I started looking at, once they gave me the responsibility to look at putting it together to monitor, I built a comprehensive report. And I can show you in AssetWorks where I started, and it literally went down to, "Okay. This is the amount of money that was charged, and that NAPA says was charged. This is the amount of money we were billed in AssetWorks, and where do the two meet? Where's the discrepancy?" But not at a global, "Oh my God, I'll

[00:11:30] catch up to it months later." But at a, "Okay, realtime. Every day I would go in

> and say, "Okay ..." What would happens is that NAPA sends a, daily, weekly, and monthly reconciliation report with all the root data in it. And so I take that data, so how much does AssetWorks say they billed us for? Then I'd take a look at in AssetWorks and say, "How much did we say we wanted?" Because now, since we went to the web based program all the requests are electronic, so there's a

record of those requests.

[00:12:00]

Tanya Lawson: And when did it go from ... I guess about two years ago.

Angela Barbato: Um, in, two years ago. About two, within the last two years. Um, Jorge had a lot

> to do with it, I had a lot to do with it, um, and that's when they made me one of the system administrators. They got me involved with going from the whatever

based program to the web based program.

Tanya Lawson: To the web based program.

Angela Barbato: Which gave us a lot more opportunity. But Jorge was managing all that with Carl

individually. They blocked me out of so much stuff it wasn't even funny. Carl

basically-

[00:12:30]

Tanya Lawson: Okay. So, now let's get back to the down list.

Angela Barbato: Okay.

Tanya Lawson: Did? The down list says what?

Angela Barbato: The down list, what the down list does-

Tanya Lawson: Okay.

Okay. So the way we built, Jorge and I built the reports was that, "Okay. What it Angela Barbato:

> would be is if you have a work order. An open work order. And you put it in a delay code. Meaning ... Okay. Can't be done because it's down for inspection, or there was a road call, or it's waiting for parts, or it's waiting for ... Like there's a

like 30 or 40 different reasons. Because it literally had to build those reasons.

[00:13:00] And I had to build all the task codes. It took a lot to put, make them towards.

And I had to build all the task codes. It took a lot to put, make them towards, make them fit to the VMRS. Which is a vehicle, Vehicle Maintenance Standards

Codes.

Tanya Lawson: Mm-hmm (affirmative)-

Angela Barbato: And to make all that match to make AssetWorks even start to function. Like we

were starting to use it to start to track things. So what I, what we built the report was that, okay on a daily basis you'd, it would say, "Okay. These met buses have work, open work orders. And they're in delay for these particular reasons.

Tanya Lawson: Okay.

Angela Barbato:

[00:13:30]

And we set it up so if it was in delay for something like pending auction, where it wouldn't, where they wouldn't want to see it, we deleted that delay code. And it

was really simple to do.

Tanya Lawson: Okay.

Angela Barbato: There's a generic report, every ... Everybody who has access to AssetWorks,

Tanya Lawson: Mm-hmm (affirmative)-

Angela Barbato: Who that I know I ever gave [crosstalk 00:13:44], we always gave them access to

the reporting functions.

Tanya Lawson: Okay.

Angela Barbato: So everybody could do reports. And if you had that access to that report you

could see, build, do whatever reports that you made for you, and you could

[00:14:00] either share with people or not share them with people, but they were always

under your account,

Tanya Lawson: Okay. So when you did your reporting on, I guess what you call it delay?

[crosstalk 00:14:04]?

Angela Barbato: When I did my, see, but I didn't do it at first. So, first Jorge built it. And it was on

Jorge's ID.

Tanya Lawson: Right.

Angela Barbato: All right. And then when Jorge left, he's like, "Oh well, Jorge. Can't you just

change that over to me?" He's like, "No, no, no I can't. You gotta delete it, and you have to build them yourself, because it's on your account." I'm like, "Okay." So, and that's, that happened like on July 26th, so Jorge, because that's what I wanted to look up. Jorge deleted his reports, and I added them under my name.

Angela Barbato (Completed 07/14/18) Transcript by <u>Rev.com</u>

Page 10 of 25

Okay.

[00:14:30]

Angela Barbato:

Okay?

Tanya Lawson:

So the system doesn't allow you to, I get, like you said, have your ID use the same reports, but now it's under your ID in case you had to delete his profile and do yours.

Angela Barbato:

Yeah. Exactly right. I can only use, unless, unless. Right. Unless someone gives, unless you're in somebody else's profile, or unless someone gave you access to the things that they created, you can't muck with them unless they gave you the rights to. Kind of like a Google Drive kind of thing.

Tanya Lawson:

Mm-hmm (affirmative)-

[00:15:00]

Angela Barbato:

Where if I give you the rights to share, I don't know if you use Google Drive at

all?

Tanya Lawson:

Uh, not really.

Angela Barbato:

Well it's, it's the same thing with SharePoint. It's sharing um, hierarchy's for lack of a better word.

Tanya Lawson:

Okay.

Angela Barbato:

So, when Jorge left I had to make the reports. I had to make those daily reports. And they would come from my ID. And then what I would do, is I would make, I made this report that said, that'd give me the daily delay count. And then I would throw it into, and I, I had ... I had all of this I could show you on my work

[00:15:30]

computer, but when I went out sick with the shingles they took my work

computer from my office. And I am told that they... and they won't give it back to

me.

Tanya Lawson:

When was that?

Angela Barbato:

That was on, I left on January 23rd.

Tanya Lawson:

Okay. Of this year.

Angela Barbato:

Of this year. I was sick. I um, was very upset about a bunch of things Carl was doing. He'd, the stress from that man and the way he ... [inaudible 00:15:53].

Tanya Lawson:

And then you came back.

[00:16:00]

Angela Barbato:

And I came back. When, while I was out I was still doing my daily stuff. I was

going in every day doing my daily stuff. And-

Tanya Lawson:

From home.

Angela Barbato:

From home.

Tanya Lawson:

Okay.

Angela Barbato:

I was doing it every day.

Tanya Lawson:

So you can access it from-

Angela Barbato:

Oh, from anywhere.

Tanya Lawson:

... From anywhere?

Angela Barbato:

Yeah. That's the cool thing about it. You can get to it from anywhere.

Tanya Lawson:

Okay.

Angela Barbato:

because it's web based.

Tanya Lawson:

Okay. So you did log in your district ID.

Angela Barbato:

I [inaudible 00:16:14] my district ID.

Tanya Lawson:

Okay.

Angela Barbato:

It has a little tile, you go into the tile, or you go in through the other stuff. You go in directly and it gives you access based on what your allowed to have access for.

Tanya Lawson:

Okay.

Angela Barbato:

To do whatever you're going to do on your account.

Tanya Lawson:

Okay.

Angela Barbato:

[00:16:30]

So, I went into my account and every day I was doing this. And then, I'm out sick and I'm still doing it every day, I get this. I try to go in the one day, and I don't have access anymore.

Tanya Lawson:

Mm-hmm (affirmative)-

Angela Barbato:

So, I emailed Dian's email. And I have that email.

Mm-hmm (affirmative)-

Angela Barbato:

There's no access. You know, call. Just get nothing. Now answer. Then I get this letter, while I'm home, from Pete DiDonato saying I'm being reassigned, and all

this. And I no longer have access.

Tanya Lawson:

Where were you prior to that then? When you signed where were you?

Angela Barbato:

I was working-

Tanya Lawson:

Locate, physically located.

[00:17:00]

Angela Barbato:

I was physically located in the office across from Carl Boucard doing my regular

work.

Tanya Lawson:

Which is located-

Angela Barbato:

At Central.

Tanya Lawson:

Okay.

Angela Barbato:

Then when I was gone I get notification from people, because people called me

and told me.

Tanya Lawson:

Mm-hmm (affirmative)-

Angela Barbato:

That they took my computer out of my office. And then when I asked Pete for it back it wouldn't give it to me. Then I was told they took it and cloned it, and gave all that information away. And they took it, and I didn't ... And here I am just out

sick.

Tanya Lawson:

Cloned it?

[00:17:30]

Angela Barbato:

That's, Dian. How can I say this? Could we go off the record for a minute?

because I'm going to tell you things that I'm not sure are fact.

Tanya Lawson:

No. I, everything won't be ... I'm not gonna write everything. Some of this stuff is

gonna get left behind.

Angela Barbato:

because I'm not sure if this is fact or not. I only know this because people told me

which makes it rumor.

Tanya Lawson:

Okay.

Angela Barbato:

So it's not fact. So I'm not really-

Angela Barbato (Completed 07/14/18)

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Tanya Lawson: You might wanna stick with fact anyway.

Angela Barbato: ... best of my, best of my knowledge, but I promised I would do it informal. I'm

now going off of that a little because I'm giving you hearsay.

Tanya Lawson: Okay.

[00:18:00]

Angela Barbato: Okay. I was told that Dian told somebody that Carl asked him to take my

computer out of my office and give it to him. And asked him to clone it. That he refused to do it because it was against district policy. Then I was told that Dian quit because of all the conversations he had back and forth with Carl. That Carl wanted him to do things that weren't up to snuff. Again, I don't know this

firsthand.

Tanya Lawson: Okay. This was happening while you were out.

Angela Barbato: This was happening while I'm out.

Tanya Lawson: Okay.

Angela Barbato: Okay. Well some of it might've been when I'm back, but I might've been

reassigned, but, so I wasn't involved in it.

Tanya Lawson: Okay.

Angela Barbato: I don't have the dateline, because I'm not involved. I just know that this is what I

was told stuff happened.

Tanya Lawson: Okay.

[00:18:30]

Angela Barbato: My dateline out was on January 23rd. I came back on February 12th, and I'm

here with you now whichever, what is this?

Tanya Lawson: Okay, so February 12th you get back, but you had another location.

Angela Barbato: Another location.

Tanya Lawson: So, you're physically now located where?

Angela Barbato: At North with Pam Ambrose.

Tanya Lawson: Okay. And North is what? That's in where?

Angela Barbato: It's off of Blue Heron Boulevard.

Blue Heron Boulevard. Okay.

Angela Barbato:

Okay. So my point to you was that I was told that they still took my computer. because I asked Pete for my computer back. because I belong to the state

committee to the state for years. I've a really good reputation at the state level.

[00:19:00]

Before I worked for, um, Palm Beach Schools, I worked for Dade schools for 16

years.

Tanya Lawson:

Okay.

Angela Barbato:

And I can share with you, with fact, and you can look this up here in records here that this district does not do things properly when it comes to transportation.

Tanya Lawson:

Okay.

Angela Barbato:

It is, it is far from the way it should've been. And I was even involved with a um, a, what I'll go to is a whistleblower thing that happened with um, Joe Sanchez when he was on. I don't know how many years you've been here.

Tanya Lawson:

Not long. I, I remember his name from the media from outside [crosstalk

00:19:22].

Angela Barbato:

Okay. Joe Sanchez. I've gone to him about stuff, because I went through my chain of command and he turned that investigation over to the IG. And it was so ugly what they found, that is was Joni Loehrig at the time. Asked me to drop it, what I brought to Joe, because they didn't want to put him on the record.

[00:19:30]

Tanya Lawson: Mm-hmm (affirmative)

Angela Barbato:

So that's gotta be in this file. This file's gotta be in here somewhere.

Tanya Lawson:

Okay.

Angela Barbato:

So I don't know if it is or it isn't, but you can check for that. And most recently when Carl, when was that? October 25th. October 25th. It was when Carl today uh, he said a bunch of stuff under oath that wasn't true. The Pettis Report. Were

you here during the transportation debacle?

Tanya Lawson:

No, Mm-mm (negative), no.

[00:20:00]

Angela Barbato:

Well, transportation fell apart a couple years ago. And they had all of us who were in the manager roles at transportation give a deposition under oath to somebody named Pettis. We called it the Pettis Report.

Tanya Lawson:

Okay.

Angela Barbato: And it was done as part of an investigative capacity. And Carl, in that report, I

> mean went off about me. About how he lost his job because of me, how I've done all these things wrong, and it's been ... It was how he was gonna fight to get his job back. He was, because he was um, administratively removed or demoted.

[00:20:30] And so throughout these years he, he hasn't stopped. And he ended up twisting

himself back to get his job back and blames me for his job loss. So when October 25th came around, and I'm just behaving myself tryin' to keep my head down. because these guys have been after me for years. A whole lot of 'em. And I've got documentation that'll support that which is really off topic from here. But my point was, when on October 25th when I um. Carl [inaudible 00:20:50] and had a meeting that said, "If you feel like you're being bullied [inaudible 00:20:52] here, if there's something wrong here, or I'm not exempt. Make sure you report it." So,

I reported him.

Tanya Lawson: Okay.

[00:21:00]

Angela Barbato: And then I had to go through, and that's what I'm going through with OPS about

him.

Tanya Lawson: Okay. So, getting back to this. You get back and what happens?

Angela Barbato: So getting back to when I left. So, and so when I get back to work on the 12th?

Tanya Lawson: Yeah.

Angela Barbato: I'm assigned to North.

Tanya Lawson: To North. Okay. So, how often were you accessing AssetWorks then? From home

or any, any location?

Angela Barbato: Oh, well I-

Tanya Lawson: Do you always do that?

Angela Barbato: No. Not anymore. because I couldn't. They took my computer away.

Tanya Lawson: Prior.

Angela Barbato: Oh, every day. Every day, all the time.

[00:21:30]

Tanya Lawson: Okay. So what were you doing when you access it from home, what are you

doing?

Angela Barbato: Well what I would do, is I would run my reports and then I would update

SharePoint.

Angela Barbato (Completed 07/14/18) Transcript by Rev.com

Page 16 of 25

Tanya Lawson: Okay.

Angela Barbato: Or if I had, like a request from somebody or I had to do some research. Like um,

like I shared with you there was something, then I would let my bosses know what I would do. Like, for example, they [inaudible 00:21:46], I mentioned her

earlier I think.

Tanya Lawson: Mm-mm (negative)

Angela Barbato: Sent me, asking something information about some fuel cards and some records.

So after she called me directly, and she's in accounting. I gave them their report, sent it. And then I sent, sent an email to my boss to my boss saying, "Hey I did

this."

[00:22:00]

Tanya Lawson: Okay. So it wasn't unusual for you to do work [crosstalk 00:22:02] reports and

what have you at home.

Angela Barbato: Oh gosh no. Oh, no. No, no, no. Not at all.

Tanya Lawson: Okay.

Angela Barbato: Actually, Carl even asked me. He sent me an email while I was home saying,

"Have you uploaded the schedules yet?"

Tanya Lawson: Okay. An email? Do I have-

Angela Barbato: No, I don't have that with me. I could, I'd have to look it up. But when I was out

he asked me, "Have you uploaded the schedules yet?" And the day after I uploaded the schedules my access was gone. And I'm still out of work. So he's

asked me to do things from home.

Tanya Lawson: Do you have that email?

Angela Barbato: I can get it to you.

Tanya Lawson: Okay, [inaudible 00:22:21] forward it to me.

Angela Barbato: Yeah. He asked me, well it went like this. He said, "Have you uploaded the

[00:22:30] schedules I sent out?" I said, "I'll do, I'll do that." because he would ask me to do

in the state of th

things.

Tanya Lawson: Okay. So you'll forward me that.

Angela Barbato: Yeah.

And that was about when? That same January?

Angela Barbato:

Oh, yeah. Same January.

Tanya Lawson:

End of January?

Angela Barbato:

[00:23:00]

because my access was gone, when you asked about AssetWorks I just printed out what I had recently to show you the report stuff. Because there's some stuff that I built, that I wanted to make sure I had the, had to do it again because they took my access away. So I had to make sure I had that. Let's see. Carl, Jorge,

where is it? ... Did I print that? ... This is your stuff.

Tanya Lawson:

What day?

[00:23:30]

Angela Barbato:

I wasn't sure what this was about. Let's see. Yeah. Did I print that? And that's this. See attached, that email. Oh. It's over here [inaudible 00:23:33]. Um, Dian access is failing. Please help. That was January 30th. And then I sent him [inaudible 00:23:39] January 31st saying, "Called. I can't update the reports this

morning, because I do not have access anymore."

Tanya Lawson:

Okay.

Angela Barbato:

But I, before that he sent me an email asking me about when I was gonna upload the schedules.

Tanya Lawson:

Okay.

Angela Barbato:

So that was actually to, I uploaded them to, um SharePoint. But I needed

information from AssetWorks to build them.

[00:24:00]

Tanya Lawson:

Okay. Okay. So you'll send [crosstalk 00:24:06].

Angela Barbato:

[crosstalk 00:24:06] my homework. Hold on a second.

Tanya Lawson:

Yeah. It looks like it's just that one, just that one.

Angela Barbato:

Okay.

Tanya Lawson:

I don't know. Let's see.

Angela Barbato:

And so you want, you want email from CB to AB asking when upload.

Tanya Lawson:

Mm-hmm (affirmative)-

Angela Barbato:

Okay. Yeah-

Angela Barbato (Completed 07/14/18) Transcript by Rev.com

Page 18 of 25

Now if you did it, you did it.

Angela Barbato:

Oh yeah. Of course.

Tanya Lawson:

So it was after you did it?

Angela Barbato:

Of course.

[00:24:30]

Tanya Lawson:

Okay. Did you get a reply back? From him.

Angela Barbato:

I have to check.

Tanya Lawson:

Okay.

Angela Barbato:

I don't remember.

Tanya Lawson:

So just send me, forward me the email trail.

Angela Barbato:

Okay.

Tanya Lawson:

Yeah. Just forward [crosstalk 00:24:37].

Angela Barbato:

I think he said, "Thank you." Before it was done. You want that thread.

Tanya Lawson:

Yeah, yeah.

Angela Barbato:

No problem. Yeah, he asked me to do work all the time from home. [crosstalk

00:24:46] used to all me out at home.

Tanya Lawson:

Can you send me anything else prior to that? Where he may have asked you and

it was, whatever time?

Angela Barbato:

I'd have to look.

Tanya Lawson:

I would imagine it would've been after hours.

Angela Barbato:

Oh.

Tanya Lawson:

Correct?

[00:25:00]

Tanya Lawson:

For days that you were out?

Angela Barbato:

Well, he, he asked me to ... Actually, he sent me something, I had to sent it to Pete, because after, after I was gone and not reporting to him anymore, he did

Angela Barbato (Completed 07/14/18)

Transcript by Rev.com

Page 19 of 25

send me a request that asked me to give somebody access to a um, a Google Drive thing that I had. And I emailed Pete saying, "Pete. I'm not, you told me not to deal with this guy. What do you want me to do?" And he said, "Don't do

anything. Let me talk to Carl."

Tanya Lawson: Okay. When was that?

[00:25:30]

Angela Barbato: Um, within the last month or so.

Tanya Lawson: So, February. When you got back?

Tanya Lawson: Probably February. Yeah. This was after I got back.

Angela Barbato: Okay. They'd call, ask me to do things while I wasn't reporting to him. Is that

what you're lookin' for?

Tanya Lawson: Yeah, whatever email that you have. Now you said, so if there were other emails

where he asked you to do something at home prior to this recent-

Angela Barbato: Oh, I wasn't out. I wasn't' really out that long.

Tanya Lawson: You haven't been out. Oh, okay. Then just the recent one.

Angela Barbato: Yeah. [inaudible 00:25:54] what you're trying to find out is, was he asking me to

do things from home when I was out? Is that what you're ...

[00:26:00]

Tanya Lawson: Mm-hmm (affirmative)- This last one. You said he, he asked you, and-

Angela Barbato: Oh yeah. Yeah. That was when I was out.

Tanya Lawson: Okay. Just give me that thread. Yes. Give me that thread then.

Angela Barbato: That was when I was out. That was, and that was before I even had the letter I

was being transferred. I didn't even know I was being moved.

Tanya Lawson: Okay.

Angela Barbato: But he knew.

Tanya Lawson: Okay. Um, do you have a copy of the letter? The transfer letter?

Angela Barbato: I do. Sure.

Tanya Lawson: Okay.

Angela Barbato: Know right where it's at. I can even give you the envelope. because I, they did ...

It was dated the 24th but it wasn't even mailed until the 30th. After all of this. It wasn't even mailed to me until after all this happened. I didn't even get it until

later.

Tanya Lawson: Okay. So, you didn't receive it until January 30th?

Angela Barbato: No, it was mailed on January 30th.

[00:26:30]

Tanya Lawson: Oh. Mailed on January 30th.

Angela Barbato: So, all this stuff about them taking my access away happened before that.

Tanya Lawson: Okay. Okay. You can send me that too.

Angela Barbato: Oh, and there's something else. Anything you do in AssetWorks, you can look it

up.

Tanya Lawson: Mm-hmm (affirmative)-

Angela Barbato: If you do something there's an activity log. You put that person's number in and

it should tell you everything that they did.

Tanya Lawson: Yeah, but who would, who would be able to see that? I mean people who-

Angela Barbato: Anybody who's an administrator.

Tanya Lawson: Anybody who's an administrator. Okay.

Angela Barbato: Or anybody who's been given access to that. So in other words if, for example. I

[00:27:00] add a new vehicle to the system. And I wanted to know, or I see a new vehicle number added, or I see something done. I say, "Geez. Who did that?" I would be able to say, "Okay. Who did this function?" I can go ask the activity log, "Tell me

who did this." And the activity log would tell me who was in there doing what.

Tanya Lawson: Okay.

Angela Barbato: Or at least it's supposed to. I mean that's, that was ... when did that happen.

[inaudible 00:27:17] Dian and I used the activity log once for something to check on something after somebody deleted a bunch of stuff. And we found out it

wasn't them. But anyway.

Tanya Lawson: But you were able to tell that that person didn't do it.

Angela Barbato: Yeah. You're able to tell it did something.

[00:27:30]

Tanya Lawson: In that case you could tell.

Angela Barbato: Yes. Right. [crosstalk 00:27:31] they didn't do it, or they did do it because when

you log into AssetWorks it keeps your activity in the activity log.

Tanya Lawson: How long does it keep it there?

Angela Barbato: Oh, I don't know. I would assume, I don't know. But, just like the district. If you

log into something it's gonna, it knows where you've been. It may not keep every

little granule detail. I don't know if it does or it doesn't.

Tanya Lawson: Okay.

Angela Barbato: I mean it might. I would assume that it does. That's why you don't want to do

anything stupid. Because it, the system's, it tracks you.

[00:28:00]

Tanya Lawson: Okay.

Angela Barbato: Systems track you. AssetWorks tracks everything in the activity log.

Tanya Lawson: Okay. So anyone who has an access, administrator or not, if you are granted

access. Administrator or not.

Angela Barbato: You could see.

Tanya Lawson: It tracks what you've done.

No, no. It tracks everybody. Angela Barbato:

Right. It tracks, that's what I'm sayin'. It tracks everybody. Tanya Lawson:

Only the administrate, you have to have a certain access to see the activity log. Angela Barbato:

To see the activity log. Tanya Lawson:

Angela Barbato: Right. That's, but the activity log is everybody's activity. When they log in, when [00:28:30] they log out. Um, when they've accessed things, when they haven't access, when

they add, delete, change. It should have all that stuff.

Tanya Lawson: Okay. Okay. All right. Now I gave you my card so that you can upload, scan and

upload uh-

Angela Barbato: Well actually, I have that in email because somebody else asked me for that

letter. I'd be able to get that to you. I'll send you this email thread.

Uh, okay. Yeah. And forward that to me.

Angela Barbato:

Is there anything else you need?

Tanya Lawson:

That's it.

Angela Barbato:

Okay. [inaudible 00:28:53].

Tanya Lawson:

And before we end, anything else that you would like to add?

Angela Barbato:

About AssetWorks?

Tanya Lawson:

About anything.

[00:29:00]

Angela Barbato:

Well, I can share with you that I feel like I'm being treated this way because of the um, of the disclosures that I've made to leadership about, I've got to be so careful how I say this, because I don't wanna be targeted anymore than I've already been targeted. Um, there are things happening in transportation that aren't right. Especially, and I think I'm being targeted by Carl specifically, because of all the disclosures that I've made to him, the things he should be doing and he's not. Specifically with, I can show you with this, with this thing with NAPA.

[00:29:30]

Mm-hmm (affirmative)-

Angela Barbato:

Tanya Lawson:

And well, I literally put in there, "Carl. Why aren't you doing something about these things that are happening that are concrete. That are supposed to be taken care of?" I can show you email trails, I can show you where I posted it on SharePoint that ... And two years ago when this happened with this, with this \$18,000 with the parts? I called the school police about it. And I basically got reprimanded and told you know, "Don't you call the school police every again." They basically berated me and shoved me in a corner, and they marginalized my role. He basically took all my direct reports. I used to do all sorts of things before he got his job back over me, which he said he would fight for. He said under oath he's an angry black man who'll always be an angry black man who will fight for his work.

[00:30:00]

I mean, that's being investigated right now, because of what he said in October, on October um, 25th to report him finally. That I'm finally bringing that to the fore because I'm afraid of this guy. He never should have been my supervisor. And, and what he has done to marginalize, and to attack me and my work. I mean, he even ... I could show you email threads where I have um, done my job or even been out sick. And he misrepresents me to the people all the way up to

[00:30:30]

Dr. Fennoy. This guy has been after me for years.

Tanya Lawson:

Mm-hmm (affirmative)-

Angela Barbato:

And ...

Tanya Lawson:

And how long had you been up under him?

Angela Barbato:

Uh, been under him-

Tanya Lawson:

Two years? You said.

Angela Barbato:

Now two years again. I was up under him years ago.

Tanya Lawson:

Okay.

Angela Barbato:

And even in the, what I'll call the Pettis interview, he even says how he and Shane were afraid to put me back in the department, because they were afraid I would sabotage them. It's not sabotaging them. It's these guys don't know what

[00:31:00]

they don't know.

Tanya Lawson:

Mm-hmm (affirmative)-

Angela Barbato:

They don't understand the basic rules of, well they might now, because it's ... Transportation's not that hard. It's really not. It's something you can learn. It's, it's, as evidenced by the fact, if you take a look at the top three that's over there, Pete, Carl, and Shane? None of them had transportation experience prior to being put in this transportation department. Pete was a school principal, um, Shane has done a brilliant job. Was brought in as an accountant. And Carl, even though he drove a bus 25 years ago, came over from maintenance. So, I've been

[00:31:30]

though he drove a bus 25 years ago, came over from maintenance. So, I've been doing this for umpteen years. I was a fleet maintenance and superintendent for Florida Power and Light before this. I worked for Dade schools before this. The schedules and stuff they're doing now, that they're all taking credit for my work. I did that. I've done all that.

Tanya Lawson:

Mm-hmm (affirmative)-

Angela Barbato:

And this, and anything they have to say. I don't even know why I'm here. Other than you asked about AssetWorks, but they, I was told that Carl asked people to, once I left, the department to write statements against me. That he just doesn't let up. He has got his sights on me and my career. And whatever his fantasy is about that, he said it under oath. He blamed me, he blamed me for losing his job,

[00:32:00]

about that, he said it under oath. He blamed me, he blamed me for losing his job, he blamed me for, said I was running transportation. He made all kinds of racial

comments. Um, it's been an ugly, ugly situation.

Tanya Lawson:

Okay.

Angela Barbato:

Between Carl and me. For years.

Tanya Lawson:

Okay.

Angela Barbato:

[00:32:30]

For years. And the fact that you have me her [inaudible 00:32:27] this now is reinforcing the fact that, yeah. He asked [inaudible 00:32:30] people to make

statements against me. This is probably why I'm sitting here.

Tanya Lawson:

Okay.

Angela Barbato:

So,

Tanya Lawson:

Well, we'll end this interview at 9:13 AM.



Angela Barbato <angela.barbato@palmbeachschools.org>

Follow-up

3 messages

TANYA LAWSON tanya.lawson@palmbeachschools.org
To: Angela Barbato raya.lawson@palmbeachschools.org

Mon, Apr 16, 2018 at 9:15 AM

Angela,

Please provide follow-up answers to the following questions.

- 1. Did you share your queries (what you created) with anyone else in the department?
- 2. What is the MSI schedule that has to be shared to SharePoint?
- 3. Have you ever (at any time) purposely deleted any queries that the department needs in order to get the down lists?

Thank you,

Tanya M. Lawson Office of Inspector General Investigator 561-434-8511 PX 48511

Angela Barbato <angela.barbato@palmbeachschools.org>
To: TANYA LAWSON <anya.lawson@palmbeachschools.org>

Mon, Apr 16, 2018 at 11:28 AM

Q1-Yes

Q2- Mandatory Inspection Schedule (MSI) state required statutory school bus safety inspection Q3-No

Arduously typed on my iPhone; please excuse brevity and typos [Quoted text hidden]

TANYA LAWSON tanya.lawson@palmbeachschools.org>
To: Angela Barbato angela.barbato@palmbeachschools.org>

Thu, Apr 19, 2018 at 11:05 AM

Angela,

Please contact me on today at PX 48511 or phone#561-434-8511.

Thx

Tanya M. Lawson Office of Inspector General Investigator 561-434-8511 PX 48511

[Quoted text hidden]