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; www.palmbeachschools.org/inspectorgeneral.
Case Number: 18-738

Complainant: Peter DiDonato

Subject: 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

Date of Complaint: February 27, 2018

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

AssetWorks\(^1\) 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.

ALLEGATION\(^2\)

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.”\(^3\) 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. Barbato’s 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.
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 Brethauer:

**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 re-enable 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. Brethauer 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.
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. Brethhauer’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 Brethhauer, 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 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 re-enabled. 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.

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

[THE REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]
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.
### Web logins and activity details (last 14 days)

<table>
<thead>
<tr>
<th>Screen ID</th>
<th>Screen Title</th>
<th>Hit count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2163</td>
<td>Internal Rebuilds</td>
<td>1</td>
</tr>
<tr>
<td>2184</td>
<td>Planning - Setup - Options</td>
<td>1</td>
</tr>
<tr>
<td>7218</td>
<td>Part_CrossRefs.aspx</td>
<td>1</td>
</tr>
<tr>
<td>2078</td>
<td>Parts - Cross-references</td>
<td>1</td>
</tr>
<tr>
<td>2241</td>
<td>Work Assignment</td>
<td>1</td>
</tr>
<tr>
<td>2242</td>
<td>Warranty Attributes</td>
<td>1</td>
</tr>
<tr>
<td>7057</td>
<td>workordertasks.aspx</td>
<td>1</td>
</tr>
<tr>
<td>7080</td>
<td>ShopCalendarMonth.aspx</td>
<td>1</td>
</tr>
<tr>
<td>2328</td>
<td>Enterprise Purchasing - Setup - Options</td>
<td>1</td>
</tr>
<tr>
<td>3021</td>
<td>License Keys</td>
<td>1</td>
</tr>
<tr>
<td>2218</td>
<td>Linear Assets - Setup Options</td>
<td>1</td>
</tr>
<tr>
<td>2302</td>
<td>PM Schedule Out of Service Extension</td>
<td>1</td>
</tr>
<tr>
<td>2304</td>
<td>PM Checklist Signoff</td>
<td>1</td>
</tr>
<tr>
<td>7174</td>
<td>ProjectEvents.aspx</td>
<td>1</td>
</tr>
</tbody>
</table>

#### Login Details

<table>
<thead>
<tr>
<th>Login</th>
<th>Logout</th>
<th>Web Server IP</th>
<th>Web Browser IP</th>
<th>Browser</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-02-19 20:59</td>
<td>2018-02-19 21:00</td>
<td>165.161.7.151</td>
<td>69.94.203.97</td>
<td>IE 11.0</td>
</tr>
</tbody>
</table>

#### Request Activity Details

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

<table>
<thead>
<tr>
<th>Screen ID</th>
<th>Screen Title</th>
<th>Response sent</th>
<th>Response time (seconds)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7143</td>
<td>ReportViewer.aspx</td>
<td>2018-02-19 21:00</td>
<td>165.161.7.151</td>
</tr>
<tr>
<td>7139</td>
<td>ChooseReport.ascx</td>
<td>2018-02-19 15:21:33</td>
<td>0.0</td>
</tr>
<tr>
<td>7099</td>
<td>ReportList.aspx</td>
<td>2018-02-19 15:21:55</td>
<td>0.1</td>
</tr>
<tr>
<td>7099</td>
<td>ReportList.aspx</td>
<td>2018-02-19 15:21:56</td>
<td>0.5</td>
</tr>
<tr>
<td>7146</td>
<td>ScheduleList.ascx</td>
<td>2018-02-19 15:21:58</td>
<td>0.0</td>
</tr>
</tbody>
</table>

### Toggle Details


#### Request Activity Details

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

<table>
<thead>
<tr>
<th>Screen ID</th>
<th>Screen Title</th>
<th>Response sent</th>
<th>Response time (seconds)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7146</td>
<td>ScheduleList.ascx</td>
<td>2018-02-19 12:34:43</td>
<td>0.0</td>
</tr>
<tr>
<td>7146</td>
<td>ScheduleList.ascx</td>
<td>2018-02-19 12:34:54</td>
<td>0.1</td>
</tr>
<tr>
<td>7146</td>
<td>ScheduleList.ascx</td>
<td>2018-02-19 12:34:55</td>
<td>0.0</td>
</tr>
<tr>
<td>7146</td>
<td>ScheduleList.ascx</td>
<td>2018-02-19 12:34:56</td>
<td>0.0</td>
</tr>
<tr>
<td>7146</td>
<td>ScheduleList.ascx</td>
<td>2018-02-19 12:34:58</td>
<td>0.0</td>
</tr>
<tr>
<td>7146</td>
<td>ScheduleList.ascx</td>
<td>2018-02-19 12:34:59</td>
<td>0.0</td>
</tr>
<tr>
<td>7146</td>
<td>ScheduleList.ascx</td>
<td>2018-02-19 12:34:59</td>
<td>0.0</td>
</tr>
</tbody>
</table>
Contact Request
3 messages

Dian Enriqeuz 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>
To: Dian Enriqeuz Hernandez <dian.enriquezhernandez@palmbeachschools.org>

Dian Enriqeuz 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?

3. What was/is your knowledge or skill set with regard 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 with 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 Enriqeuz 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 Enriqeuz Hernandez <dian.enriquezhernandez@palmbeachschools.org>
To: TANYA LAWSON <tanya.lawson@palmbeachschools.org>

1. 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]
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
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, 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
  - 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:
Barbato Response OIG Case #18-732

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

| Question: Tanya Lawson - “S. 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 - “S. 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 Barbado**

When reading the summary of the “Testimony of Area Transportation Operations Manager Angela Barbado” 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.

On July 14, 2018, I uploaded the recording to Rev.com for transcription. 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 Barbado”

On March 28, 2018, the OIG conducted an audio recorded interview with Area Transportation Operations Manager Angela Barbado. Ms. Barbato stated as the systems administrator for AssetWorks, she 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 code, 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]

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."

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.

**Documentation Reviewed – Exchange between OIG and AssetWorks Customer Service**

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 Brethauer, 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. Breithauer (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.
  - The letter is dated January 24, 2018
  - 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 (561-339-5681) 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,
he was asked to “clone the hard drive”, then

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.
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 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.""

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."

Conclusion - second paragraph – second sentence

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.
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.
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 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 any 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 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, 2015.

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
FYI
4 messages

TANYA LAWSON <tanya.lawson@palmbeachschools.org>
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>

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

[Quote 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.

Palm Beach County Schools
Rated "A" by the Florida Department of Education 2005-2011
Home of Florida's first LEED Gold Certified School
www.palmbeachschools.org

The School District of Palm Beach County is an Equal Education Opportunity Provider and Employer.

---

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>

Fri, Apr 20, 2018 at 7:41 AM

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

Angela,

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
Suites 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
Fax Line: 954.525.0511
Cellular: 954.895.4242
Email: hitechcr@yahoo.com

United Reporting, Inc.
(954) 525-2221

Electronic signature by Ellen Simpson (301-361-662-2181)
Electronic signature by Ellen Simpson (201-361-662-2181)
APPEARANCES:
HALIGCR, PETTIs & SCHWAMM, P.A.
By: Eugene K. Pettis, ESQ.

Statement of CARL BOUCARD, a witness of
lawful age, before ELLEN SIMPSON, Notary Public in
and for the State of Florida at Large, at 3300 Forest
Hill Boulevard, Suite C316, West Palm Beach, Florida.

EXHIBITS
For Identification
No. 1 15/16 Update 25
No. 2 Memo 12/20/13 47
No. 3 Colored Graph 47

CARL BOUCARD,
a witness, being first duly sworn in the
above-entitled cause, testified under oath as follows:
EXAMINATION
BY MR. PETTIS:
6 Q State your full name for the record.
7 A Carl Boucard, B-0-0-c-a-r-d.
8 Q Mr. Boucard, where are you employed?
9 A I was employed by the District in 1986,
10 and I left in less than a year, and I came back in
12 Q You are still employed here?
13 A Yes.
14 Q And in what capacity are you currently
15 employed?
16 A I am employed as an Area Manager.
17 Q We have met once before. My name is
18 Eugene Pettis. I am going to be asking you some
19 questions regarding the investigation that I have
20 been called upon to do, to look into --
21 A Yes, sir.
22 Q -- focused primarily on the Transportation
23 Department and the problems of rolling out the
24 routing system.
25 A Yes.

Q So I am going to be asking you some
questions from your perspective. If at any point
in time you don't understand my question, tell me
you don't understand my question. If you don't
know the answer, I don't want you guessing.
A Sure.
Q -- that you can testify under oath to.
A Yes.
Q As the Area Manager, tell me what that
entails.
A There are several area managers' positions
within the Transportation Department. I am
responsible for the training section, compliance in
the charter schools.
Q And the training, compliance, and charter
schools, the training part of it, who are you
training, sir?
A Okay. I am in charge of several senior
coordinators and coordinators that are responsible
to hire and train bus drivers and bus attendants.
Q How many coordinators do you have under
you?

A I have two senior coordinators, one
specialist, and two trainers and several driver
trainees. The driver trainees is not really under
me, but they come to help with the training
department.
Q So directly you have five individuals,
including two senior coordinators, one specialist,
and two trainers.
A Correct.
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.
A How many bus drivers did the District have
starting August 2015?
A August 2015, we were about 640 -- about
640 bus drivers.
Q Is there a driver for every route?
A It's supposed to be a driver for every
route.
Q So if I asked a question, how many routes
did you start out with on the first day of school
of this August 2015, how many routes did the new
system deliver on Day 1?
A I would say -- you don't want me to guess,
but I can give you a ballpark figure?
Q That's fine.
A It would be about -- close to 680,
something to that effect.
Q So if those numbers are roughly correct --
and I understand those are just rough estimates --
did we have fewer drivers than routes?
A That is correct.
Q And is that typical that we have more
drivers than routes?
A It's typical in the beginning of the
school year; however, those routes are covered by
other people within the facilities, which are
coordinators in each facility. We have Driver 2's
in each facility because people will cover those
routes. So therefore, if we have more routes than
drivers, we have extra people -- what we call,
spare drivers and coordinators -- senior
coordinators that are qualified to drive that can
cover those routes. And we have been doing that
primarily in the beginning of the school year.
Because they are drivers that are under
investigations, and we do have drivers that are
traveled outside the country, and they haven't
returned during the time of the school beginning.
Q Okay. So over the last year, I understand
that there has been an effort to design, develop,
and roll out the new Compass Routing System.
A Uh-huh.
Q Are you generally familiar with that?
A Not pretty much, very low.
Q Okay. My next question was going to be:
Did you play any role with the GIS Team or others
that were working on the development side of the
routing program?
A Zero part.
Q Okay. Your position, as I understand
it -- and we have some exhibits, and I wanted to
continue to use the same exhibits -- but your
position is under Shane Searchwell?
A Correct.
Q He is your direct supervisor?
A Yes.
Q And Mr. Searchwell is General Manager,
Finance Safety and Training and Charter Compliance,
which are the job responsibilities you identify --
A Yes, sir.
Q -- and your position is one of Manager
Area Transportation Operations, Safety In Training,
Charter Compliance.
A Correct.
Q There's another gentleman who seems to be
on your line is a young lady, Dace --
A Garbaez.
Q Garbaez. Is it a "she"?
A She.
Q She. Manager of Financial Applications.
And then you have Angela Barbato, Manager
Area, Transportation Ops, Fleet Services, whom I
spoke to.
Q The three of you would be on the same line
or level of --
A Yes. And there was another gentleman
should be here. I don't know when was that. And
it should be Tony --
Q Anthony Becker?
A Yes.
Q I see Mr. Becker has a line under
Lauriann Basel. Seems to be over here.
A Yes, correct.
Q So I was just talking about those that
seem to be under Mr. Searchwell.
1. A Yes.
2. Q -- did you hold other positions here at the District?
3. A Yes. Yes.
4. Q What is the most immediate position you held?
5. A I was the General Manager under Transportation.
6. Q How long -- or what time?
8. Q And who was the Director at the time?
9. A At that time, Darrell Fambrough.
10. Q Spell that last name?
11. A F-a-m-b-r-o-u-g-h.
12. Q Mr. Fambrough was the Director of Transportation?
14. Q And so you had a portion or a year under someone else's directorship.
15. A Correct.
16. Q Who was that? Who was your --
17. A That was Darrell. Darrell was my direct supervisor.
18. Q I understand. But you said he was 2011 to 2013, you said.

2013. You said that you were 2012 to 2014. Did you have a subsequent Transportation Director?
A No. No. There was the Director before I became a General Manager. But before that, we had Ms. Fallana. Nicola Fallana was Director prior to them coming as a Director.
Q Okay. I am probably not being clear, but am I correct that you were General Manager of Transportation from 2012 to 2014?
Q All right. Well, that's --
A Less than two years.
Q Okay. What was the reason you left the General Manager of Transportation position and went to an Area Manager position?
A I did not leave. I was asked to do all the duties besides my position as a General Manager. I was called by the Chief one day, and asked me that I have all the talents that they would like to use.
But that was against my will. And then they -- they -- what you call, administratively moved me from General Manager into an Area Manager.
Q As I understand it, you kept your same pay.
A Yes.
Q Okay.
A And I have the paperwork here.
Q Okay. Who was the Chief, if you will?
A That was a Steve Bonino.
Q And did Steve -- did Mr. Bonino realign or reorganize the chart here?
A Yes, sir.
Q Were there some other people moved in different positions?
A Yes. Yes.
Q In and out. People moved into new positions, people moved out of positions.
A Yes.
Q So there was a -- at that point in time, there was a reorganization of the Transportation Department.
A That is correct.
Q Not to get into the details, but prior to your General Manager position, what are other positions you held?
A I was Area Manager for Transportation before I became the General Manager.
Q So you were Area Manager, you went into General Manager, and you were returned to Area Manager.
A I wasn't returned. But I was placed -- I was asked to be administratively moved to that position.
Q Whatever we want to call that, you went back and that became your responsibilities.
A Yes.
Q I understand it wasn't your choice --
A That is correct.
Q -- but you were moved back to an Area --
A Yes.
Q -- okay -- Manager.
The Area Manager that you held previously, before your General Management, what were your responsibilities under that Area Manager?
A My responsibility was in charge of several facilities. Within the Transportation Department, we have six facilities where we provide transportation for the areas. I was in charge of the Royal Palm and the west. I was in charge of close to 200 people within the two facilities where we provide services, make sure the buses are out every morning, and pick up in the afternoon, same.
We were in charge of all the drivers.
1. compliance at that particular time, and we were in
charge of the School District Operation of the
F.T.E., the money. We were in charge of the
connection with the training with the operation.
We are in charge of all the discipline issues at
that particular time. And we were in charge of --
we were like the liaison between the school, the
principals, and the facility. And we were in
charge of disciplining drivers in every complaint
we respond to phone calls, complaints within the
community. And we were in charge of the operation
of the bus transportation for that particular area.

Q. After the bus routing system was
implemented and rolled out in August, did you get
involved at all in helping try to resolve any of the
problems that the District confronted in the
first few weeks of the school year?
A. Yes. Yes.
Q. In what way did you get involved?
A. Okay. We had a routing system that was
in-house -- built in-house, which we called that --
it's the Intranet System.

Q. "Intra"?
A. Intranet, yes. And we, as the facility --
the senior coordinators were responsible to
creating bus routes for the students. Okay? By
using the Intranet System. And it was built by one
of our employees here that worked here, but who is
no longer here.

Q. Who is that?
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 was built:
In-house using the Intranet System was in place
prior to the Compass System that we were rolling
out.
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.
Q. Okay.
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.

Q. In August of 2015 when the District had
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?
A. Okay. I didn't get involved. I wasn't
involved with the Intranet System.
Q. Okay. I misspoke, then. Let me be very
specific.
A. No, no. When I was an Area Manager -- I
thought that was the question.
Q. When I was an Area Manager, I was
responsible for facilities -- did we have problems?
A. Yes, we did. But I was able -- we were able to
help fix those problems.
Q. Okay.
Page 16
A. No, no. When I was Area Manager -- I
thought that was the question.
Q. When I was an Area Manager, I was
responsible for facilities -- did we have problems?
A. Yes, we did. But I was able -- we were able to
help fix those problems.
Q. Okay.
A. No, no.
Q. -- did you get involved at all --
A. No, no.
Q. -- in trying to help resolve that?
<table>
<thead>
<tr>
<th>Page 18</th>
<th>Page 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. the department. And that's when I first heard the name of the software, Compass, which is almost two months before school start. Okay? And the question -- normally we are responsible for certain areas to provide ideas to the Director. And I provided information from the training department in the charter school, which was my responsibility. But people were in charge of the routing, they would provide information. Say, okay, we are doing okay. We are going to roll it out. We are going to do this and do that. We ask questions. And I remember the last question that I asked, I said, what is your Plan B? If the routing system is not able to roll out with 100 percent, what are you guys doing? Well, we -- it is going to work. We are going to do this. I said, well, you have to have a Plan B. I think I will consist of the old existing system or we can try one small facility to see if it is work, then we -- but they wouldn't listen because the department is different now because it is divided. Now, what I think should have happened is to test the system before the rollout. What I think should have happened is to make sure -- okay -- that system was compatible to what we had. But I couldn't get that answer.</td>
<td></td>
</tr>
<tr>
<td>1. 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. Q And your Director would be David Davis? A Yes. Q The General Managers would be Lauriann Basel and Shane Searchand? A Yes, correct. Q And the Managers would be all the people across the line, Anthony Becker, yourself, Marc, Angela, Patricia Pitre. Was Donna Goldstein a part of that meeting? A Yes. Q What is it you understood 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. Q Who were you speaking with when you asked, what is Plan B? A At the meeting, I asked the question in 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, &quot;I am having a hard time and I need more time, I need more time.&quot; Q He was -- did 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 &quot;tier&quot; means. Q Okay. A 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 they 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</td>
<td></td>
</tr>
</tbody>
</table>
Q. Okay. Is this writing of notes that you made while at the meeting? Or what do I make of this writing? Is this --
A. Let me see.
Q. And it's on several of the pages.
A. Yes. Most likely, I will make those writings at the meetings.
Q. On several of the pages --
A. Yes.
Q. -- you would --
A. Yes.
Q. It keeps moving on.
A. Yes. These are my writings, and it's at the time of the meeting. When the statement is made, and I want to be aware of what was made, and I make those notes.
Q. According to this document -- and I will have it marked as Exhibit 1 to your deposition -- this is a portion of the "Preparedness Update Report" for the '15/16 school year, dealing with the routing system. On the right side, Exhibit 1, Composite 1, reflects Donna Goldstein, Lauriann Basel as individuals responsible for this submission.
(Exhibit No. 1, was marked for identification.)

United Reporting, Inc.
(954) 525-2221

Electronic signature by Ellen Simpson [201-081-602-2191]
Electronic signature by Ellen Simpson [201-081-602-2191]
trained, that person is trained, that person is trained to drive a school bus. After we're done with our training, which I would say over two-and-a-half weeks -- close to three weeks -- we send that driver to a facility. Because we have six facilities, we geographically send them to almost where they live. If you live in Wellington, we have a facility Royal Palm, and then we try to keep people near their homes so that will reduce 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.
Q. Okay. Oh training.
A. Yes.
Q. 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 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 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.
Q. Okay. These are just people --
A. 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 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 bid.

Q. They didn't, what?
A. 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.

Q. So each facility -- you have got six facilities:
A. Six facilities.
Q. You've got a team leader.
A. Uh-huh. We have two senior coordinators, and we have at least three coordinators per facility.

Q. At least three.
1. Q. Brand-new to the District?
2. A. Brand-new to the District, yes.
3. Q. I am speaking with him, I think, a little later today.
4. A. Is there anything that I haven't touched upon, given the scope of what I am looking at here?
5. Q. I am focusing on not all the concerns of the Palm Beach County School District, but I am focusing on transportation; and, in particular, what are the factors that caused or contributed to the problems faced in the rollout of the Compass System, August of 2015.
6. A. Is there anything that you know about anything that you think is relevant to that topic?
7. Q. It is relevant to tell you that -- let me show you something real quick.
8. A. Okay.
9. A. It is what I have to tell you, which we have never been in such a situation.
10. Q. Here is a graph I brought to you to show you. I have a comparison of three years -- 2013, '14, and '15. I pick it up from the Call Center, which is where every parent will call and complain. Every phone call goes to the Call Center.
11. Q. Okay. The parents calling about some concern about their child on the bus.
12. A. Concern about this transportation issue.
13. Q. Especially -- normally these parents and schools and community, everything.
14. A. They received in 2013, September -- because now we not in October yet -- I am giving a total of three years. And September 2013, we received --
15. Q. August or September?
16. A. September. Let's say August, let's say August because we start in August -- almost 4,000 calls.
17. Q. 3,856 in 2013.
18. A. 2013. In 2014, we received more calls.
19. Q. 6,834.
20. A. And in 2015.
21. Q. 11,746.
22. A. Just to show you the difference between the years prior to this year.
23. Q. Why do you think that was?
24. A. This was because of poor management on the part of the leadership. Okay. And our leader was Steve Bonino. When this -- the routing system, we had a routing system in place. Mr. Melton was in charge of the routing system.

United Reporting, Inc.
(954) 525-2221

Electronically signed by Ellen Simpson (201-061-502-2191)
Electronically signed by Ellen Simpson (201-061-502-2191)

e651eb66-fd94-4583-9803-a874b1b89f6
PBCS-00696
Q Mr. who?
A Melton -- Johnny Melton. He was the one who was responsible for the routing. And he had several people working with him to make sure all routes are ready prior to the beginning of the school year. With the Chief -- new Chief coming in, he wanted to do something different.
Q Mr. Melton was there before he was moved by Mr. Bonino?
A That is correct. That is correct. He was the guy who was doing -- in charge of the routing. He was moved. And they wanted something different. They want to do something different. They want to route the new system. And with the team was Steve Bonino, Donna Goldstein, Lauriann Basel, and Angela Barbato. She was a part of that as well.
Now, when he was -- he changed the system, and I believe Shane told him because I was away. When Shane told him, this is not going to work. And Shane and I would communicate because I would respond to him. It is not going to work. We cannot move Mr. Melton because he is the only one that can do this job.
He said, no, we are going to bring Donna.In, going to bring this and going to bring that.

So Johnny was moved out of training -- I mean, out of routing.
Q Is he still here?
A He is still here. He is one of my senior coordinators who is doing the training for me.
Q Is it Melton, M-e-l-t-o-n?
A M-e-l-t-o-n, yes.
Q He is a senior --
A Coordinator.
Q -- coordinator.
A He is teaching on the training right now.
Q Okay.
A And they moved him out and they bring somebody else. And he was very bitter about it because he was doing the job. And then when we advertise the job, they didn't even give him an interview. That's when start -- the things start going down because we talk -- and he works for me so I talk to him all the time.
He told me, Carl, if they don't be careful, they are not going to open the school because what I hear -- because people talk within transportation -- the system is not a good system. I believe they have used it in the past comparable to this system. It didn't work.

And I said, hey, Johnny,
But he was very upset because they kick him out, and they hire somebody to bring somebody on board who was making almost twice of what he was making. And he wasn't very pleased about it.
And at the end of the day, they wanted him to come back. He said, I am not going to come back. I am happy where I am now.
Q Who did they put in, in Mr. Melton's position?
A They redo the whole routing system. They have bring all new people in.
Q I know, I understand that. But what I am asking is -- and I have those exhibits -- the organization chart was changed. Mr. Melton had a position previous to being moved by Mr. Bonino. What was his designated title; do you remember?
A Mr. Melton?
Q Yes.
A He was the Routing Coordinator, something like that.
Q Something along that line.
A Yes.
Q When did that change take place, roughly?
A I would say in 2014, over a year ago.

Q Okay.
A Over a year ago. I would say a good 18 months ago.
Q Was there a person that was put in charge of the routing process, the day-to-day routing process?
A Yes.
Q Who was that?
A Morgan.
Q That was Glendon Morgan.
A Glendon Morgan, yes.
Q Why did Mr. Morgan get dismissed?
A I don't know.
Q Okay. That's a fair response.
A But all I know is that they told me they are going to use my office area, a little conference room. They have a meeting in my office today. That particular day.
And I said, okay. I vacate my area. And then when I came back, I heard they walk Mr. Morgan out of the job.
Q Who was the "they"?
A 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.
Q Mr. Melton --
A Melton.
Q -- is here. Glendon Morgan is no longer here.
A No.
Q This form that you showed me that I want to get a copy of.
A I can give it to you.
Q Okay. This form is from where?
A The Cal Center.
Q Cal Center.
A Yes.
Q And the "TCs," are those telephone calls?
A No. TC stands for TRIRIGA Communications.
Q TRIRIGA?
A That's a software. TRIRIGA.
Q TRIRIGA Communications compared for three years, '14, '15, and '13?
A Yes sir. And I issued this from Patricia. And before I take it, I say, Patricia, that's going to be -- I am going to be sharing this with other people. And I showed Shane, and I am sharing with you. It's not anything under -- it's public record.
Q Right. It just looks -- looking at this

comparative for '14/'15, it looks like -- almost looks like the trend started in '13, it doubled in 2014, and almost doubled again in '15. That trend just seems to be trending the wrong way.
A Uh-huh.
Q And as to what is causing that, you know --
A The department. And I hate to say it, and it is what it is. When the Chief came in --
Q When you say, "the Chief," you are talking about Steve Bonino?
A Mr. Bonino. The department has divided into two; the people who can go to hang with Steve, and people who would not.
Q When you say --
A You lose all of that morale is going downhill. And some of us were involved in some activities that we should not have been -- we should have been involved in, but the new people that came in had no concept of what was going on in Transportation.
Q 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

Transportation at one point was the Acting Director, Shane. Shane had no power. Because everybody who works under Steve, that would below Shane would tell Shane what to do.

So even the same with David Davis, too.

They had no power because the Chief scrutinize and send his people to tell them what to do, including Angola Barbato -- she was one who was running Transportation. She was the one who made sure all the area managers were not going to lose their jobs. Lost their jobs and they had to reapply for lower position, very low position. Some people had to leave. We have several people who left because of that.

Q And Angola Barbato was running Transportation, what do you mean by that?
A Everything Angola said and do, it's okay.
Q And Angola's position --
A She is Manager for Fleet. But there is a long history behind all this things. I don't know if you want to go through this.

But when I was the General Manager, I was in charge of Fleet and in operation at the same time. When Steve became the Chief here, I don't know what happened to him and her. She is telling him that Carl is not this, Carl is not that, Carl is not this. And simply because prior to Steve came in, when Mr. Fambahro was the Director, Angola was a Team Leader for Fleet.

Angela and Mr. Fambahro didn't see eye to eye.

Mr. Fambahro had to remove Angola from the department. Okay? Because she was very -- to him she would not answer directly to him. She was very bitter to him.

So because of that, I was on the leadership of them. I was the GM, and there was a Director. And I have never disrespected this lady, Never. And because Darrell and I, we work together very closely, and she didn't have a good time with Darrell, she had to be removed. What makes her bitter against me is because the office that she had -- Darrell say, Carl, use this office. You know, and of course I use the office because she is no longer with the department anymore. And she filed Complaint to file a grievance on Darrell. She filed a Complaint to the State to Darrell.

'cause Darrell is not following procedure --
Q And Darrell, which one is Darrell?
A It was the Director, Darrell Fambahro.

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

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?
A 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
He told me he did.

Q Did you say that I could have this?

A Yes, sir.

Q I am going to give you back the sleeve.

This being the TC compared -- TRIGA --

A TRIRIGA.

Q TRIRIGA --

A Yes.

Q -- System compared for three years. I am marking that as "3." The letter from Mr. Bonino

purported to Mr. Bonino -- purportedly to be from

Shane, December 20, 2013, I am marking as "2." (Exhibits 2 and 3, were marked for

identification.)

THE WITNESS: And there is no signature

that Shane signed the letter whatsoever.

BY MR. PETTIS:

Q Okay.

A Now, on March 17th, that's when I met --

on Friday, March 14th I met with Steve, Shane,

James Davis was the Compliance Manager. But I

think he -- James helped him because he is the

compliance guy. They get together and then they

wrote the letter to try to get me out.

So -- and I asked Mr. Bonino -- okay.
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.
Q: So he never come back.
A: And that was just for Transportation.
Q: 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 do 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 17 has been very, very helpful.
A: 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.
Q: 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.

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 sent 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.

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 like a duck, you quack like a duck, it is a duck.
Q: 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 agendas.
A: 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.
Q: 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 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.
Q: 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.
A: 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.
Q: She told a man, I want you out of here.
A: 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.
Q: 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.
A: Oh, the Chief told me -- I said, I don't
<table>
<thead>
<tr>
<th>Page 54</th>
<th>Page 56</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. care who send you again. Let me tell you this. I am not happy with you. I said, please, if you come to the facility, make sure you come to do the right thing, not chastise or bullying the people that are there. And then she went ahead, and told I am an angry black man.</td>
<td></td>
</tr>
<tr>
<td>2. And my answer to all of them, I said, I am an angry black man. I will always be an angry black man because I stand up for the people that can't talk. I will always be angry because I am going to stand up for what I believe that's right.</td>
<td></td>
</tr>
<tr>
<td>3. This department right now wasn't running right. The middle of the decision, I think the superintendent send somebody else, and we can see it would be a difference -- okay -- because Steve is not in charge of Transportation anymore. I don't know if you know, but he is not in charge of Transportation anymore. We respond to somebody else.</td>
<td></td>
</tr>
<tr>
<td>4. Q Who are you responding to now?</td>
<td></td>
</tr>
<tr>
<td>5. A Pete Didonato. I mean, I think it's gone to Shane, but Pete was an Assistant Principal. He also was the General Manager when I was a General Manager in Transportation.</td>
<td></td>
</tr>
<tr>
<td>6. Q What's Pete's last name?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Page 55</th>
<th>Page 57</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. A Didonato, D-i-d-o-n-a-t-o.</td>
<td></td>
</tr>
<tr>
<td>2. Q That's since -- over the last few weeks?</td>
<td></td>
</tr>
<tr>
<td>3. A Last two weeks, yes.</td>
<td></td>
</tr>
<tr>
<td>4. Q Two weeks. Okay.</td>
<td></td>
</tr>
<tr>
<td>5. A So he is -- we respond to him now.</td>
<td></td>
</tr>
<tr>
<td>6. Q Okay. He is --</td>
<td></td>
</tr>
<tr>
<td>7. A He is in Transportation.</td>
<td></td>
</tr>
<tr>
<td>9. A He worked before -- he worked with us before. He was a GM here, but -- and you can see people is thinking differently now because they have to worry about the bullying or the stress and the arrogance of this department anymore.</td>
<td></td>
</tr>
<tr>
<td>10. Q Okay. That's very helpful. Who made the comment, &quot;I am going to change the face of Transportation&quot;?</td>
<td></td>
</tr>
<tr>
<td>11. A Steve Bonino.</td>
<td></td>
</tr>
<tr>
<td>12. MR. PETTIS: That's what I thought. Thank you.</td>
<td></td>
</tr>
<tr>
<td>13. (Statement concluded at 11:10 a.m.)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Page 56</th>
<th>Page 57</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. STATE OF FLORIDA</td>
<td></td>
</tr>
<tr>
<td>2. BROWARD COUNTY</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4. SUBSCRIBED AND SWORN to before me this 23rd day of September, 2015 at Broward County, Florida.</td>
<td></td>
</tr>
<tr>
<td>5. Notary Public: State of Florida at Large</td>
<td></td>
</tr>
<tr>
<td>6. My Commission #: FF133894</td>
<td></td>
</tr>
<tr>
<td>7. My Commission expires: October 17, 2018</td>
<td></td>
</tr>
</tbody>
</table>

**CERTIFICATE**

1. STATE OF FLORIDA )
2. COUNTY OF BROWARD )

I, ELLEN SIMPSON, Notary Public in and for the State of Florida at Large, do hereby certify that the foregoing testimony was taken before me; that the witness was duly sworn by me; and that the foregoing pages constitute a true record of the testimony given by said witness.

I further certify that I am not a relative or employee or attorney or counsel of any of the parties, or a relative or employee of such attorney or counsel, nor financially interested in the action.

Under penalties of perjury, I declare that I have read the foregoing certificate and that the facts stated herein are true.

Signed this 5th day of October, 2015.

ELLEN SIMPSON
Notary Public, State of Florida at Large
Commission No.: #FF133894
My commission expires: October 17, 2018

United Reporting, Inc.
(954) 525-2221

Electronically signed by Ellen Simpson (201-601-602-2191)
Electronically signed by Ellen Simpson (201-601-602-2191)
e651eb65-f034-4583-95b9-e87d4b806fa
PBCS-00702
<table>
<thead>
<tr>
<th>Date</th>
<th>Marketing</th>
<th>Shane Searchwell</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/30</td>
<td>The training staff has documented 8 of the applicants indicating that they responded to the signs posted at our schools as part of our school bus driver hiring campaign. This process was implemented last week and we will be able to provide more updates each week.</td>
<td></td>
</tr>
<tr>
<td>7/7</td>
<td>7/7 Hiring bus driver calls from the Call Center - Total of three to date since we started tracking. Last call was &quot;Other&quot;</td>
<td></td>
</tr>
<tr>
<td>7/21</td>
<td>7/21 Marketing campaign continues to bring additional candidates who will be trained and added to our driver pool.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Routing</th>
<th>How is routing development going?</th>
<th>Donna Goldstein, Lauriann Basil</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/11</td>
<td>The routing development is progressing. We have hit a few obstacles but have found workarounds and are progressing as planned. We are engaging the vendor to assist with the development of runs to ensure meeting our scheduled deadline.</td>
<td></td>
</tr>
</tbody>
</table>
| 9/26       | Routing Project - Phase I:  
  Route 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%  
  Ticker - 0% (requires the completion of runs -意即 will take 2 weeks)  
  Creation of routes - 0% (requires the completion of runs and tiling)  
  Bid sheets - 0% (requires completion of routes)  
  Mobile Application  
  Vendors and route/bus data - 100%  
  Developed comprehensive SOW for vendor (SEON), waiting for quote - 80%  
  Phase II  
  Optimize runs/routes to increase efficiency  
  Develop mobile access app  
  Enhance Parent Transportation Registration application  
  8/29 Request for Charter School Utilization to be forwarded to the routing room  
| 8/30       | Additional support technicians will start 7/6. |
### 2015/2016 SY Preparedness Updates

<table>
<thead>
<tr>
<th><strong>7/1 Route data conversion</strong> - initial data scrub and conversion from Google to Compass</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Addition of load times - 100%</td>
</tr>
<tr>
<td>- Bell time changes - 100%</td>
</tr>
<tr>
<td>- Creation of approximately 3000 runs - 20%</td>
</tr>
<tr>
<td>- Tiering - 0% (requires completion of runs and tiering)</td>
</tr>
<tr>
<td>- Add sheets - 0% (requires completion of routes)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>7/1 Projected routed completion and bid-day documentation</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Data 95%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>7/1 Phase II</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>- ESE Web Form</td>
</tr>
<tr>
<td>- FTE Reporting Tool</td>
</tr>
<tr>
<td>- Field Trip Module</td>
</tr>
<tr>
<td>- Optimize runs/routes to increase efficiency</td>
</tr>
<tr>
<td>- Develop mobile access app</td>
</tr>
<tr>
<td>- Enhance Parent Transportation Registration application</td>
</tr>
</tbody>
</table>

| **9/30 Collectively completed 1350 runs. Based on the rate of completion we should have the remaining runs completed 9/12-15** |

| **7/5 Donna Gokalstein completed 410 runs from July 2nd til July 8th. This information is pertinent because there are 1177 runs left to do (61 are ESE). If 410 can be done over long holiday weekend, the routing staff (and our vendor, Jessica) should certainly be able to complete these by the end of next week. The runs that are completed are those that were created 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 3363 runs, as mentioned there are 1177 left to do meaning there are 2186 that have been completed. For those runs that are complete (done on or after 9/10) the following is breakdown by staff member** |

| **7/8 Creation of approximately 3,000 runs - 85%. Anticipated completion by 7/18** |

<table>
<thead>
<tr>
<th><strong>7/13</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>- Target date milestone for Run creation has been met - approximately 3700 runs - 100%</td>
</tr>
<tr>
<td>- Tiering - 0% completed. Tiering 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 resolution 7/14</td>
</tr>
</tbody>
</table>

| **7/27 Tiering completed for North Area. Tiering is currently down for maintenance and is expected to be back up before lunch. If system back up, tiering should be completed today. Joseph scheduled to meet with each area for final review.** |
### 2015/2016 SY Preparedness Updates

<table>
<thead>
<tr>
<th>Pre-registration</th>
<th>How is pre-registration development going?</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/28</td>
<td>Tiering being reviewed with Areas. On-going with anticipated completion date for first pass on Friday, 7/30.</td>
</tr>
<tr>
<td>8/13</td>
<td>The routing team continues to reassemble routes in accordance to the direction received by leadership. North Area has just informed the routing team on this date that they choose to release their previously submitted routes. These changes must be completed by midnight 8/13. Staff has been informed of this deadline and as of 0:00 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. Tiering is scheduled to be completed by tomorrow morning, both REES and regular, so that they may be rechecked and times adjusted accordingly. This is necessary for the preparation for printing production on Wednesday.</td>
</tr>
<tr>
<td>8/17</td>
<td>Conference call was held with vendor to review progress.</td>
</tr>
<tr>
<td>8/25</td>
<td>Parent Transportation Registration: Develop web form and database – 40% Include option for Kindergarten – 60%</td>
</tr>
<tr>
<td>8/30</td>
<td>Once confirmation is received of the tentative “go” date for the module, the communications timeline will be provided. Communications will include parent call out to parents.</td>
</tr>
<tr>
<td>7/1</td>
<td>July 27th delivery date for the completion of the parent transportation registration and the bus tracking profiles.</td>
</tr>
<tr>
<td>7/1</td>
<td>Database web form and database – 80% Include option for Kindergarten – 60%</td>
</tr>
<tr>
<td>7/12/2015</td>
<td>Vendor has identified July 27 as delivery date for parent portal and bus tracking applications. Once it’s live we will need to test functionality prior to release.</td>
</tr>
<tr>
<td>7/28/15</td>
<td>Go-to meeting scheduled 11:00 to review parent portal.</td>
</tr>
<tr>
<td>7/28/15</td>
<td>Second review of discussed changes scheduled for 06/19</td>
</tr>
<tr>
<td>2/20/15</td>
<td>The URL will be provided by CCB Wednesday, 06/19.</td>
</tr>
<tr>
<td><strong>Web-portal</strong></td>
<td>How is the development of our parent web portal going?</td>
</tr>
<tr>
<td>8/11</td>
<td>The parent web portal is about 80 percent complete. All that currently remains under development is the parent link access to bus tracking and the Choice Magnet option for bus stop location.</td>
</tr>
</tbody>
</table>
2015/2016 SY Preparedness Updates

<table>
<thead>
<tr>
<th>Date</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/25</td>
<td>Address Update: 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%. Security feature for public access - 70%. Recommission process (staffing &amp; process) - 40%.</td>
</tr>
<tr>
<td>7/1</td>
<td>July 27th delivery date for the completion of the parent transportation registration and the bus tracking profiles.</td>
</tr>
<tr>
<td>7/13</td>
<td>See above Parent Portal update.</td>
</tr>
<tr>
<td>8/23</td>
<td>Once URL is provided the necessary profiles will begin development.</td>
</tr>
</tbody>
</table>

**Mobile Application**

- Supplied vendor (United GPS) with route/bus data - 100% Developed comprehensive SOV for vendor (SEO), waiting for quote - 80%.

See 7/15 update for Parent Portal.

**Open Positions/ Hiring**

- Have we made a decision for the Area Team Leader position for East?
  - Yes, David and I have met 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 member's name. Howard Brown is on vacation the week of 6/15 and upon return will be finalizing the relocation of his office to the North Facility.

- 6/15 No updated status to report.
- 6/26 Howard Brown has now relocated to the North Facility. Meeting scheduled on Monday, 6/29, to discuss office positioning. Clarinda Sheavazz will be interim Area Team Leader until position is available for re-advertisement.

**When will we advertise for the Royal Palm/West Area Team Leader?**

- 6/11 Position is currently being advertised.

- 6/16 Position closed at midnight. Pam Carol to pull applicants on 6/18 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.
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), Safe Operations of District School Buses, 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.
I am, 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 Caraciolo, Director of Professional Standards
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
jbc6hq@gmail.com

Best time and method for reaching you
Do you wish to disclose information about your organization?

Yes

Organization

Division

Area

Department

Transportation

Branch

Address

3376 Summit Blvd

City

West Palm Beach

State

FL

Zip

33401

Country

USA

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.

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?

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 your 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, subcontractors, etc.)?

Yes

What are the names of the persons and organizations?

Mayor of Haiti and others?

Has anyone attempted to hide this issue or alter information?

Don't Know
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?

Will discuss with IG.

Please provide us with any additional comments:

Will discuss with IG.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Role in Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elishua Wilson Dixon</td>
<td>Facility Management</td>
<td>Has knowledge of incident</td>
</tr>
<tr>
<td></td>
<td>Support Technical</td>
<td></td>
</tr>
</tbody>
</table>

Describe the contents of the file.

File Name

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

Report Type

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

Angela Barbato

Phone

954-993-0113

Email

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?
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?**

David Piroli - NAPA Store at Central Transportation

**Has anyone attempted to hide this issue or alter information?**

Don't Know
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...
- daily, 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.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Role in Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carl Boucard</td>
<td>General Manager - Fleet Services</td>
<td>Participant</td>
</tr>
<tr>
<td></td>
<td>NAPA IBS site manager Palm Beach County</td>
<td>Has knowledge of incident</td>
</tr>
<tr>
<td>David Peroli</td>
<td>Coordinator - Fleet Services Warranty</td>
<td>Observer</td>
</tr>
<tr>
<td>Keith Heaven</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Describe the contents of the file.

- 2017-09-27 eMail - Re Upcoming NAPA audit by IG.pdf
- Parts Note.docx
- 2017-09-01 eMail - AssetWorks.pdf
- 2018-03-29 NAPA Invoice Reconciliation Summary FY2017-18 v2.png

Stephen Barone, Manager Financial Applications, has knowledge of incident.
snip of SharePoint NAPA reconciliation with latest issue highlighted email thread directing me not to go to Central email thread documenting "issue still happening" and forward to GM to address email thread attachment of final accounting

2018-03-30 SharePoint NAPA snip.pdf

2018-03-15 eMail Central Trans.pdf


2016-03-14 eMail Attachment North Returned Inventory March2016 Final REVIEW.pdf

Back To Report

powered by Ethical Advocate.
Query
5 messages

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

---

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]

---

Yes this is correct as far as I can remember

Sent from my iPad
[Quoted text hidden]

---

Thank you for your reply, enjoy the rest of your weekend!
Judy <jbree62578@aol.com>
To: AJ Barbato <jbc6hq@gmail.com>

You too

Sent from my iPad

[Quoted text hidden]
From: Judith Breeden <judith.breeden@palmbeachschools.org>
Date: Wednesday, January 31, 2018
Subject: Bus Availability

To: Dian Enriquez Hernandez <dian.enriquezhernandez@palmbeachschools.org>
Cc: Carl Boucard <carl.boucard@palmbeachschools.org>

Thank you!

On Wed, Jan 31, 2018 at 4:48 PM Dian Enriquez Hernandez <dian.enriquezhernandez@palmbeachschools.org> wrote:

> Judy, I went ahead and gave you access to the report that will have the
> information you requested.
> >
> > I will come by tomorrow in the AM.
> >
> > On Wed, Jan 31, 2018 at 4:00 PM, Carl Boucard <carl.boucard@palmbeachschools.org> wrote:
> >
> >> Judy,
> >>
> >> 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!
> >>
> >> Carl.
> >>
> >> On Wed, Jan 31, 2018 at 3:47 PM, Judith Breeden <judith.breeden@palmbeachschools.org> wrote:
> >>
> >> I don’t have access to the other facility down list
> >> How would you like me to do this?
> >> Please advise me
> >> Thanks
> >>
> >> On Wed, Jan 31, 2018 at 3:21 PM Carl Boucard <carl.boucard@palmbeachschools.org> wrote:
> >>
> >>> Judy,
> >>>
> >>> I need you to do the bus availability for the fleet every morning.
> >>>
> >>> Thank you!
> >>>
> >>>
> >>> *Carl Boucard*
OIG Case #18-738

Angela J. Barbato <angela.barbato@palmbeachschools.org> Wed, Jul 11, 2018 at 11:52 AM
To: TANYA LAWSON <tanya.lawson@palmbeachschools.org>

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> Wed, Jul 11, 2018 at 1:31 PM
To: "Angela J. Barbato" <angela.barbato@palmbeachschools.org>

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> Wed, Jul 11, 2018 at 2:05 PM
To: TANYA LAWSON <tanya.lawson@palmbeachschools.org>

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 it possible to exclude those days from the twenty (20) day work day count to reply?

[Quote text hidden]

OIG Case #18-738

TANYA LAWSON <tanya.lawson@palmbeachschools.org> Thu, Jul 12, 2018 at 8:11 AM
To: "Angela J. Barbato" <angela.barbato@palmbeachschools.org>

Angela,

You may stop by on this morning.

OIG Case #18-738

Angela Barbato <angela.barbato@palmbeachschools.org> Thu, Jul 12, 2018 at 8:48 AM
To: TANYA LAWSON <tanya.lawson@palmbeachschools.org>

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.

Artfully typed on my iPhone, please excuse brevity and typos
[Quote 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

1. 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 __________________________________________________________________________
Print Name Angela J. Barbato
Date 7-12-18

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: [00:00:30] Okay. And we are starting this, because we were, were initially writing it, just to 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 PeopleSoft 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 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 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.

[00:02:30]

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, 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.

[00:03:00]

Tanya Lawson: Okay.
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 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 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 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 ...
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, when I left?

Tanya Lawson: While you were there.
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: 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:  

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

Tanya Lawson: The Napa contract and what was happening with NAPA.

Angela Barbato: 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
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.


Tanya Lawson: Mm-hmm (affirmative)-

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, "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.

Angela Barbato: And then they saw the progress of that and Keith’s like, "Oh my God. You saved 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 catch up to it months later." But at a, "Okay, realtime. Every day I would go in and say, "Okay ..." What would happen 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.

[00:11:30]
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.

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

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)-

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, 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 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.
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-

From home.

From home.

Okay.

I was doing it every day.

So you can access it from-

Oh, from anywhere.

... From anywhere?

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

Okay.

because it's web based.

Okay. So you did log in your district ID.

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

Okay.

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.

Okay.

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

Okay.

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.

Mm-hmm (affirmative).

So, I emailed Dian's email. And I have that email.
Tanya Lawson: 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-
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.

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.

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.
Tanya Lawson: 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. Before I worked for, um, Palm Beach Schools, I worked for Dade schools for 16 years.

[00:19:00]

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.

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. 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.
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 schedules I sent out?" I said, "I'll do, I'll do that." because he would ask me to do things.

[00:22:30]
Tanya Lawson: Okay. So you'll forward me that.

Angela Barbato: Yeah.
Tanya Lawson: And that was about when? That same January?

Angela Barbato: Oh, yeah. Same January.

Tanya Lawson: End of January?

Angela Barbato: 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-
Tanya Lawson: 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
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 (Completed 07/14/18)
Transcript by Rev.com
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.

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 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.


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.

Angela Barbato: No, no. It tracks everybody.

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

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

Tanya Lawson: To see the activity log.

Angela Barbato: Right. That's, but the activity log is everybody's activity. When they log in, when 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.
Tanya Lawson: 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] 
Tanya Lawson: Mm-hmm (affirmative)-

Angela Barbato: 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.

[00:30:30] 
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 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 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 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, 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: 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.
Follow-up
3 messages

TANYA LAWSON <tanya.lawson@palmbeachschoo0ls.org>  
To: Angela Barbato <angela.barbato@palmbeachschoo0ls.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@palmbeachschoo0ls.org>  
To: TANYA LAWSON <tanya.lawson@palmbeachschoo0ls.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@palmbeachschoo0ls.org>  
To: Angela Barbato <angela.barbato@palmbeachschoo0ls.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]