

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24

THE STATE EDUCATION DEPARTMENT  
THE UNIVERSITY OF THE STATE OF NEW YORK

---

In the Matter of  
NEW YORK CITY DEPARTMENT OF EDUCATION  
MIDDLE COLLEGE HIGH SCHOOL  
  
v.  
BOUBAKAR FOFANA  
Section 3020-a Education Law Proceeding (File #8,234)

---

DATE: June 11, 2008  
TIME: 10:15 a.m. to 1:00 p.m. and  
1:30 p.m. to 3:30 p.m.  
  
LOCATION: NYC Department of Education  
Office of Legal Services  
49-51 Chambers Street  
New York, New York 10007  
BEFORE: JAY M. SIEGEL, ESQ.  
Hearing Officer  
12 Rock Street  
Cold Spring, New York 10516  
Telephone: (845) 265-3124

1 Boubakar Fofana - 6-11-2008  
 2 APPEARANCES:  
 3 FOR THE COMPLAINANT:  
 4 LAURA HEMANS-BRANTLEY, ESQ., of counsel  
 MICHAEL BEST, GENERAL COUNSEL  
 5 NYC DEPARTMENT OF EDUCATION  
 OFFICE OF LEGAL SERVICES  
 6 49-51 Chambers Street, 6th Floor  
 New York, New York 10007  
 7 Telephone: (212) 374-6770  
 8 FOR THE RESPONDENT:  
 9 BOUBAKAR FOFANA, Pro se  
 12 Audubon Avenue, Apt. #402  
 10 Jersey City, New Jersey 17305  
 11  
 12  
 13  
 14  
 15  
 16  
 17  
 18  
 19  
 20  
 21  
 22  
 23  
 24

1 Boubakar Fofana - 6-11-2008  
 2 INDEX OF PROCEEDINGS  
 Page No.  
 3 Gabriel Yarmish; Sworn ..... 1663  
 4 Direct Examination by Mr. Fofana ..... 1663  
 Cross Examination by Ms. Hemans-Brantley ..... 1684  
 5 Redirect Examination by Mr. Fofana ..... 1704  
 Examination by The Hearing Officer ..... 1706  
 6 Further Redirect Examination by Mr. Fofana ..... 1712  
 7 Boubakar Fofana; Sworn ..... 1721  
 Direct Testimony by Mr. Fofana ..... 1728  
 8 Voir Dire Examination by Ms. Hemans-Brantley ... 1747  
 Further Direct Testimony by Mr. Fofana ..... 1753  
 9 Examination by The Hearing Officer ..... 1800  
 10  
 11  
 12  
 13  
 14  
 15  
 16  
 17  
 18  
 19  
 20  
 21  
 22  
 23  
 24

1 Boubakar Fofana - 6-11-2008  
 2 EXHIBIT INDEX  
 3 Marked as Description Page-Line  
 Respondent's  
 4 19 1665 - 17  
 Dr. Yarmish's resume.  
 5  
 6 20 1681 - 17  
 File index printout.  
 7 21 1682 - 18  
 Screenshot.  
 8  
 9 22 1690 - 12  
 M-C-H-S index printout.  
 10 23 1730 - 12  
 Copy of Mr. Fofana's courses  
 at Rutgers University.  
 11  
 12 24 1732 - 19  
 Copy of Mr. Fofana's N.J.I.T.  
 degree.  
 13  
 14 25 1733 - 23  
 Copy of Mr. Fofana's M.B.A.  
 degree from Adelphi University.  
 15  
 16 26 1759 - 02  
 Letter from Dr. Wiltshire to  
 Mr. Fofana, dated 6/23/03.  
 17  
 18 27 1784 - 04  
 Examples of Mr. Fofana's  
 lessons.  
 19  
 20  
 21  
 22  
 23  
 24

1 Boubakar Fofana - 6-11-2008  
 2 28 1784 - 23  
 Observation report.  
 3  
 4 29 1817 - 05  
 Referral slip given to Ls.Tr.  
 by Mr. Fofana.  
 5  
 6 30 1830 - 23  
 Weekly attendance roster for  
 week of 11/29/04.  
 7  
 8  
 9  
 10  
 11  
 12  
 13  
 14  
 15  
 16  
 17  
 18  
 19  
 20  
 21  
 22  
 23  
 24

1 Boubakar Fofana - 6-11-2008  
 2 (The hearing resumed at 10:15  
 3 a.m.)  
 4 THE HEARING OFFICER: Good  
 5 morning. My name is Jay Siegel, and I am a  
 6 hearing officer who's been designated to serve  
 7 in that capacity in an Education Law Section  
 8 3020-a proceeding between the New York City  
 9 Department of Education and Boubakar Fofana.  
 10 This is the seventh day of  
 11 this formal hearing, although there have been  
 12 other procedural matters undertaken on  
 13 different days.  
 14 And today's date is June 11,  
 15 2008.  
 16 We are in the -- Respondent  
 17 is in the middle of his case at this point.  
 18 And while we were off the record, Respondent  
 19 indicated an -- in interest in having myself as  
 20 hearing officer testify as to the -- having a  
 21 subpoena issued by myself to a Mr. Ira Westin  
 22 (phonetic spelling), principal of Paul Robeson  
 23 High School.  
 24 And what Mr. Fofana states in

1 Boubakar Fofana - 6-11-2008  
 2 his e-mail is that during some testimony during  
 3 the Department's direct case, an allegation --  
 4 a statement made, apparently under oath, by Dr.  
 5 Wiltshire, one of the Department's witnesses,  
 6 indicated that Dr. Wiltshire ran a summer  
 7 school program, as well as this principal of  
 8 Paul Robeson.  
 9 And it's Mr. Fofana's belief  
 10 that this individual should actually have the  
 11 ability to testify, because he may contradict  
 12 some of the statements made by Dr. Wiltshire,  
 13 and as instructed by -- allegedly instructed by  
 14 Mr. Westin, Dr. Wiltshire refused to  
 15 investigate an allegation.  
 16 Mr. Fofana, just so I  
 17 understand, is this related to an allegation  
 18 that is not pertaining to the charges  
 19 themselves?  
 20 MS. HEMANS-BRANTLEY: Yes.  
 21 MR. FOFANA: It's about --  
 22 it's -- the question is for me.  
 23 It's related to his  
 24 statements on the record. I believe it's my

1 Boubakar Fofana - 6-11-2008  
 2 right to contradict him, if I have a witness  
 3 who would, you know, show that what he's saying  
 4 was not true.  
 5 And -- and the allegations he  
 6 raised, I think tended to taint the  
 7 proceedings, because he -- he said that the  
 8 allegations were made against me. Those  
 9 allegations were verbal abuse. I allegedly say  
 10 to -- to some students, your mother should have  
 11 aborted you. It's a very grave, grave  
 12 allegation, which I cannot let Mr. -- Dr.  
 13 Wiltshire make such allegation. And when  
 14 actually he was asked to investigate it, he  
 15 said no, because it was --.  
 16 THE HEARING OFFICER: So, I  
 17 think I understand it. So, it's your  
 18 contention that since Dr. Wiltshire made this  
 19 allegation on the record, that although it's  
 20 not related to the charges themselves --  
 21 MR. FOFANA: Yes.  
 22 THE HEARING OFFICER: -- that  
 23 since Mr. Westin, who was a peer principal with  
 24 him --

1 Boubakar Fofana - 6-11-2008  
 2 MR. FOFANA: Uh-huh.  
 3 THE HEARING OFFICER: -- had  
 4 asked him to investigate it, you feel that  
 5 would undermine some of his credibility?  
 6 MR. FOFANA: Yeah. And I --  
 7 it -- it -- there are indications that -- and  
 8 in my testimony you will see the full picture,  
 9 actually. There are indications that Mr.  
 10 Westin was instructed, actually, by a  
 11 superintendent to write this letter for  
 12 Wiltshire, because we know that he's not going  
 13 to insult Mr. Wiltshire's intelligence. He  
 14 knows that they are peers. He will not write  
 15 his comments later, if there was some  
 16 instruction. I'm not going to speculate it.  
 17 The best way is to -- number one, why he -- he  
 18 didn't investigate it.  
 19 And number two, it must have  
 20 concerned him. This letter was issued.  
 21 Especially this letter has been admitted as  
 22 exhibit. It would make not sense, absolutely,  
 23 in my -- in my view, that this letter and its  
 24 allegation cannot be, you know --

1 Boubakar Fofana - 6-11-2008  
 2 THE HEARING OFFICER:  
 3 Which -- which letter are you making reference  
 4 to, in terms of the record? Just so I'm clear  
 5 on that.  
 6 MR. FOFANA: It's -- it's --  
 7 I'm not -- I'm not sure about the number, but  
 8 it is not --.  
 9 THE HEARING OFFICER: I don't  
 10 believe there is a reference to that in the  
 11 record.  
 12 MR. FOFANA: Well, I -- I  
 13 intend to introduce it --  
 14 THE HEARING OFFICER: Okay.  
 15 MR. FOFANA: -- because he --  
 16 he responded to it.  
 17 THE HEARING OFFICER: Okay.  
 18 I understand now your request.  
 19 MR. FOFANA: Uh-huh.  
 20 THE HEARING OFFICER: Ms.  
 21 Brantley, do you have a response you'd like to  
 22 make?  
 23 MS. HEMANS-BRANTLEY: Yes.  
 24 The Department would object to calling Dr.

1 Boubakar Fofana - 6-11-2008  
 2 Westin on a collateral issue that has no basis  
 3 for the specifications as charged.  
 4 MR. FOFANA: Well, it  
 5 shouldn't be --  
 6 THE HEARING OFFICER: I --  
 7 I -- I --.  
 8 MR. FOFANA: -- he shouldn't  
 9 talk about it.  
 10 THE HEARING OFFICER: Well,  
 11 absolutely. And -- and you know, Mr. Fofana,  
 12 let me tell you my ruling and the reasons why.  
 13 I'm actually -- I'm going to  
 14 deny your request, and I'm going to explain  
 15 exactly why.  
 16 Whatever Dr. Wiltshire may  
 17 have said about some prior allegations that are  
 18 not part of this 3020-a proceeding, is not  
 19 relevant to the hearing officer. If he made  
 20 allegations about how you may or may not have  
 21 behaved --  
 22 MR. FOFANA: Uh-huh.  
 23 THE HEARING OFFICER: --  
 24 during a summer-school program --

1 Boubakar Fofana - 6-11-2008  
 2 MR. FOFANA: Uh-huh.  
 3 THE HEARING OFFICER: --  
 4 those are not founded in any way. If they are  
 5 not just -- let me finish.  
 6 MR. FOFANA: I'm sorry, sir.  
 7 THE HEARING OFFICER: They  
 8 are not founded in any way.  
 9 MR. FOFANA: Uh-huh.  
 10 THE HEARING OFFICER: You, as  
 11 a tenured teacher, have the benefit of  
 12 Education Law Section 3020-a.  
 13 MR. FOFANA: Uh-huh.  
 14 THE HEARING OFFICER: And  
 15 it's my understanding that under the Law of  
 16 Education 3020-a, unless and until --  
 17 MR. FOFANA: Uh-huh.  
 18 THE HEARING OFFICER: -- you  
 19 are found guilty of a particular charge in a  
 20 proceeding such as this, or --  
 21 MR. FOFANA: Uh-huh.  
 22 THE HEARING OFFICER: --  
 23 unless and until you agree to a signed  
 24 stipulation of agreement --

1 Boubakar Fofana - 6-11-2008  
 2 MR. FOFANA: Uh-huh.  
 3 THE HEARING OFFICER: --  
 4 pursuant to Education Law 3020-a, that you've  
 5 engaged in certain actions --  
 6 MR. FOFANA: Uh-huh.  
 7 THE HEARING OFFICER: -- your  
 8 record is clean until such time as those two  
 9 events occur.  
 10 And so, while Dr. Wiltshire  
 11 may or may not have made certain comments, I  
 12 would simply assure you that this hearing  
 13 officer takes the rigid requirements of the law  
 14 very seriously. Any allegations made are not  
 15 considered true --  
 16 MR. FOFANA: Uh-huh.  
 17 THE HEARING OFFICER: -- if  
 18 they're not proven, insofar as they may  
 19 adversely reflect upon you.  
 20 MR. FOFANA: Uh-huh.  
 21 THE HEARING OFFICER: And I  
 22 think to get into a matter such as this, that  
 23 is tangential to the proceeding, would not be  
 24 appropriate.

1 Boubakar Fofana - 6-11-2008  
 2 Now, if, in fact, after  
 3 you're direct examination and  
 4 cross-examination --  
 5 MR. FOFANA: Uh-huh.  
 6 THE HEARING OFFICER: --  
 7 issues arise that I allow into the record,  
 8 because --  
 9 MR. FOFANA: Uh-huh.  
 10 THE HEARING OFFICER: -- I  
 11 think they may be relevant, and you wish to  
 12 renew your request, I will consider it again  
 13 when I have a clearer picture as to what your  
 14 argument may be.  
 15 I feel I have a clear picture  
 16 now and I feel that I'll probably stick with  
 17 that --  
 18 MR. FOFANA: Uh-huh.  
 19 THE HEARING OFFICER: --but  
 20 I -- I will, at the very least --  
 21 MR. FOFANA: Okay.  
 22 THE HEARING OFFICER: --  
 23 allow you to renew your -- your request at that  
 24 time.

1 Boubakar Fofana - 6-11-2008  
 2 MR. FOFANA: All right, sir.  
 3 THE HEARING OFFICER: All  
 4 right. There -- there's been additional matter  
 5 that occurred between the last date of hearing,  
 6 which was June 11th (sic) and today and I just  
 7 want to at least go on the record about it.  
 8 And that -- that was twofold.  
 9 First is, Mr. Fofana made a  
 10 request that the hearing officer dismiss  
 11 specification four, which deals with an  
 12 allegation that certain -- that Respondent  
 13 engaged in certain behaviors toward particular  
 14 students. And the essence of the Respondent's  
 15 request is that there was no eyewitness  
 16 testimony from any of the complainants about  
 17 this matter, and as a result it should be  
 18 dismissed.  
 19 In support of that, the  
 20 Respondent submits a prior decision that  
 21 actually involved himself, where Hearing  
 22 Officer Alan Viani, a hearing officer who I  
 23 know, decided to dismiss charges in similar  
 24 instances such as this, where there were no

1 Boubakar Fofana - 6-11-2008  
 2 direct eyewitnesses. So, I think the first  
 3 thing is to deal with the motion.  
 4 The second is whether the  
 5 document itself be -- is going to be put into  
 6 evidence.  
 7 So, I'll -- I'll hear Ms.  
 8 Brantley out --.  
 9 MS. HEMANS-BRANTLEY: I'm  
 10 sorry. What document?  
 11 THE HEARING OFFICER: Well,  
 12 the attached record of his proceeding.  
 13 MR. FOFANA: 3020-a.  
 14 THE HEARING OFFICER: Right.  
 15 Which, I'm presuming from your e-mail, you wish  
 16 to have admitted into the record; correct?  
 17 THE HEARING OFFICER: Yes,  
 18 absolutely. Yes.  
 19 THE HEARING OFFICER: Okay.  
 20 So, Ms. Brantley, I'll hear  
 21 you out on both aspects of this.  
 22 MR. FOFANA: Sorry to say,  
 23 but in this -- this official word, I didn't --  
 24 I didn't hear you saying, which is I was not

1 Boubakar Fofana - 6-11-2008  
 2 afforded to cross-examine my accuser, which is  
 3 the principle, I believe, this proceeding  
 4 should abide.  
 5 THE HEARING OFFICER: Right.  
 6 And I -- I -- you -- that is correct. And that  
 7 is one of your arguments, that because you were  
 8 not afforded the opportunity to cross-examine  
 9 the accusers --  
 10 MR. FOFANA: Uh-huh.  
 11 THE HEARING OFFICER: -- some  
 12 of the charges should be dismissed.  
 13 Ms. Brantley.  
 14 MS. HEMANS-BRANTLEY: Well,  
 15 on the first point, I don't have case law with  
 16 me. I could provide it to Mr. Siegel.  
 17 However, hearsay is admissible in an  
 18 administrative proceeding, and it can form the  
 19 basis for a determination on a particular  
 20 charge. I have case law to that effect, which  
 21 I will provide to you.  
 22 In addition, I haven't seen  
 23 the decision, so I don't know that I'm in a  
 24 position to say whether or not I would -- I

Page 1659

1 Boubakar Fofana - 6-11-2008  
 2 would object. However, you know --.  
 3 THE HEARING OFFICER: Well,  
 4 the decision was attached to the e-mail that we  
 5 both received.  
 6 MR. FOFANA: Yes.  
 7 THE HEARING OFFICER: So, we  
 8 can -- at a -- at a -- at a break period, you  
 9 know, you can check your e-mail, and -- or I  
 10 can --  
 11 MS. HEMANS-BRANTLEY: Uh-huh.  
 12 THE HEARING OFFICER: --  
 13 furnish you with a copy.  
 14 But I -- I'm going to try and  
 15 move this along --  
 16 MS. HEMANS-BRANTLEY: Uh-huh.  
 17 THE HEARING OFFICER: -- so  
 18 we can get to the testimony.  
 19 Mr. Fofana, the hearing  
 20 officer has had this issue arise on -- on at --  
 21 at least a few occasions.  
 22 MR. FOFANA: Okay.  
 23 THE HEARING OFFICER: And the  
 24 hearing officer has seen a lot of decisions

Page 1661

1 Boubakar Fofana - 6-11-2008  
 2 day --  
 3 MS. HEMANS-BRANTLEY: Uh-huh.  
 4 THE HEARING OFFICER: -- for  
 5 this hearing officer.  
 6 And if there is a lack of  
 7 evidence, those arguments can be made, and are  
 8 likely to have great resonance with the hearing  
 9 officer at the time he issues his opinion.  
 10 That is my ruling.  
 11 In -- in terms of the  
 12 document Mr. Fofana wishes to admit on the  
 13 record, I will simply say that it involves a  
 14 prior Education Law Section 3020-a proceeding  
 15 involving Mr. Fofana. I would -- I'm -- I'm  
 16 not going to admit it now, because Ms.  
 17 Brantley -- I want -- I do want to give her a  
 18 chance to at least look at the record. But I  
 19 don't really see any basis to exclude this from  
 20 the record.  
 21 But I do want to -- I -- I  
 22 won't officially make that ruling until Ms.  
 23 Brantley has had a chance to at least look at  
 24 the document.

Page 1660

1 Boubakar Fofana - 6-11-2008  
 2 that actually would -- would evince a  
 3 reluctance on the part of the hearing officers  
 4 to simply grant motions to dismiss. That would  
 5 be fair -- somewhat contrary to Mr. Viani's  
 6 ruling.  
 7 MR. FOFANA: Uh-huh.  
 8 THE HEARING OFFICER: This  
 9 hearing officer is -- is -- is kind of in a  
 10 situation where he is in flux as to his  
 11 thinking about how to address these issues.  
 12 I've recently issued an opinion where this  
 13 issue was raised. I did not grant the motion  
 14 to dismiss, but I subsequently, after I had a  
 15 chance to review the record, dismissed all the  
 16 specifications under which this issue arose,  
 17 because I do firmly believe that eyewitness  
 18 testimony is the best evidence.  
 19 It's my view that without the  
 20 benefit of the complete record, I am reluctant  
 21 to dismiss this charge. I'm not going to  
 22 dismiss this charge at this time. In making  
 23 this ruling I will simply emphasize to the  
 24 parties that evidence is going to hold the

Page 1662

1 Boubakar Fofana - 6-11-2008  
 2 MS. HEMANS-BRANTLEY: Thank  
 3 you.  
 4 THE HEARING OFFICER: So, at  
 5 this time, Mr. Fofana, do you have a first  
 6 witness or are you calling yourself to the  
 7 stand?  
 8 MR. FOFANA: I do have -- I  
 9 have a -- an expert witness who is waiting.  
 10 THE HEARING OFFICER: Okay.  
 11 MR. FOFANA: If you don't  
 12 mind, I will go and get him.  
 13 MS. HEMANS-BRANTLEY: Mr.  
 14 Fofana just gave me his resume just now, so I  
 15 need a few minutes to review it before he  
 16 testifies.  
 17 THE HEARING OFFICER: All  
 18 right. So then, why don't we go on hold, and  
 19 plan to reconvene in about ten minutes or so.  
 20 MR. FOFANA: Okay.  
 21 THE HEARING OFFICER: Thank  
 22 you very much.  
 23 MR. FOFANA: You're welcome.  
 24 (Off-the-record discussion)

6 (Pages 1659 to 1662)

1 Yarmish - Direct - Fofana  
 2 THE HEARING OFFICER: Okay.  
 3 Mr. Fofana, I -- I see that  
 4 you've called your next witness.  
 5 MR. FOFANA: That's correct.  
 6 THE HEARING OFFICER: And  
 7 this is Gabriel Yarmish. That's Y-A-R-M-I-S-H;  
 8 is that correct?  
 9 MR. YARMISH: That's correct.  
 10 THE HEARING OFFICER: All  
 11 right. Mr. Yarmish, before your testimony  
 12 begins, I do need to swear you in.  
 13 Would you please raise your  
 14 right hand?  
 15 Do you swear or affirm that  
 16 the testimony you're about to give will be the  
 17 truth, the whole truth, and nothing but the  
 18 truth?  
 19 DR. YARMISH: Yes, I do.  
 20 GABRIEL YARMISH; Sworn  
 21 THE HEARING OFFICER: Okay.  
 22 All right. Mr. Fofana, you may begin.  
 23 MR. FOFANA: Thank you.  
 24 DIRECT EXAMINATION

1 Yarmish - Direct - Fofana  
 2 BY MR. FOFANA:  
 3 Q. Thank you for coming, Dr.  
 4 Yarmish. Related to your college -- you --  
 5 continue -- you produced a -- your resume.  
 6 I'll just briefly, please, ask you a question.  
 7 How long you've been  
 8 teaching, you know, at Brooklyn College?  
 9 **A. The Brooklyn College position**  
 10 **was in the '70s.**  
 11 Q. Yeah. And you -- when --  
 12 when did you receive your Ph.D. in computer  
 13 science?  
 14 **A. 2001.**  
 15 Q. 2001.  
 16 THE REPORTER: I'm sorry to  
 17 interrupt. I just need to have the witness  
 18 speak up a little bit louder, please.  
 19 MR. FOFANA: Yes.  
 20 MR. YARMISH: Okay.  
 21 THE HEARING OFFICER: Thank  
 22 you.  
 23 BY MR. FOFANA: (Cont'g.)  
 24 Q. So, when did you receive your

1 Yarmish - Direct - Fofana  
 2 Ph.D. in computer science?  
 3 **A. In 2001.**  
 4 Q. 2001. And you are familiar  
 5 with the networks and the -- and Internet --  
 6 **A. Yes.**  
 7 Q. -- that is correct?  
 8 **A. Yes. Very familiar.**  
 9 Q. Okay. You even taught, you  
 10 know, subjects related to network and work  
 11 sites; correct?  
 12 **A. Numerous different courses**  
 13 **related to Web.**  
 14 Q. All right, sir. Thank you  
 15 very much. I want to ask you --.  
 16 THE HEARING OFFICER: Mr.  
 17 Fofana, are you looking to put the resume in  
 18 the record?  
 19 MR. FOFANA: Yes. I would  
 20 like to put it --  
 21 THE HEARING OFFICER: All  
 22 right.  
 23 MR. FOFANA: -- put it in.  
 24 THE HEARING OFFICER: Is

1 Yarmish - Direct - Fofana  
 2 there any objection, Ms. Brantley?  
 3 MS. HEMANS-BRANTLEY: No.  
 4 THE HEARING OFFICER: All  
 5 right. So, that's going to go in as  
 6 Respondent's Nineteen.  
 7 MR. FOFANA: Nineteen.  
 8 THE HEARING OFFICER: And  
 9 that will be in evidence, and it will be the  
 10 resume or C.V. of Mr. -- Doctor -- it's Doctor?  
 11 THE WITNESS: It's Doctor,  
 12 yes.  
 13 THE HEARING OFFICER: Of Dr.  
 14 Yarmish.  
 15 Thank you. You may continue.  
 16 MR. FOFANA: You're welcome.  
 17 BY MR. FOFANA: (Cont'g.)  
 18 Q. Is it correct, Dr. Yarmish,  
 19 that a Web site has two components, one which  
 20 is called a Web page, and the other part is  
 21 called server?  
 22 **A. Yes.**  
 23 Q. Briefly.  
 24 **A. You have -- it's one**

1 **Yarmish - Direct - Fofana**  
 2 **computer.**  
 3 Q. Uh-huh.  
 4 **A. And there are parts of it**  
 5 **which are -- which are -- which are for the**  
 6 **public.**  
 7 Q. Uh-huh.  
 8 **A. Which the computer shares**  
 9 **with everybody. We call that the Web.**  
 10 Q. Uh-huh.  
 11 **A. The Web site. And then --**  
 12 **then there's the rest of the computer, which**  
 13 **has a lot of files on it.**  
 14 Q. Okay. And is it correct to  
 15 say that everything -- why everything are  
 16 stored in the -- in the server, not all of them  
 17 are made available to the -- to the public?  
 18 **A. That's correct.**  
 19 Q. Okay.  
 20 **A. The server has many more**  
 21 **files than what the public can see.**  
 22 Q. Okay. Now, the Web page, how  
 23 does the public access the -- the documents  
 24 that are available to them? What -- by what

1 Yarmish - Direct - Fofana  
 2 mechanism the public has access to --?  
 3 **A. The way that is done, is that**  
 4 **there's one main Web page that is put up.**  
 5 Q. Uh-huh.  
 6 **A. Which the public is given the**  
 7 **U.R.L. to that Web page. And on that Web page**  
 8 **there would be links that they could click on.**  
 9 THE HEARING OFFICER: Now,  
 10 when you say, U.R.L., why don't you tell us  
 11 what you mean by that?  
 12 THE WITNESS: U.R.L. stands  
 13 for uniform resource locator.  
 14 MR. FOFANA: Uh-huh.  
 15 THE WITNESS: And it is a --  
 16 it's basically the name of the Web site.  
 17 THE HEARING OFFICER: Okay.  
 18 BY MR. FOFANA: (Cont'g.)  
 19 Q. So, basically, correct me if  
 20 I'm wrong, when the owner of the Web site wants  
 21 to make any document available, it just makes  
 22 it through a link on the Web page?  
 23 **A. Right. Either -- either they**  
 24 **give them the name of the Web page.**

1 **Yarmish - Direct - Fofana**  
 2 Q. Uh-huh.  
 3 **A. Or from that Web page, there**  
 4 **could be a link that they'll click on to --**  
 5 Q. All right.  
 6 **A. -- to go to something else.**  
 7 Q. Okay. Now, so -- so, the  
 8 server is off limits to the public, at least  
 9 for -- you know, for the reason you just  
 10 mentioned, meaning you -- you said earlier that  
 11 there are more files on the -- on the server  
 12 than files available for the public. So -- let  
 13 me -- let me rephrase it.  
 14 Since you say that you have  
 15 more files in -- in the server than available  
 16 for the public, that implies that, if I'm  
 17 correct, that implies that the -- the -- the  
 18 nonpublic -- the nonpublic documents make it --  
 19 I'm sorry, sir.  
 20 **A. That's okay.**  
 21 Q. Yes. What I'm trying to get  
 22 at -- how I'm going to phrase this?  
 23 Because there are files on  
 24 the server that the owner doesn't want public,

1 Yarmish - Direct - Fofana  
 2 the server is off limits; correct or not?  
 3 MS. HEMANS-BRANTLEY: I'm  
 4 sorry. Can you repeat that question?  
 5 **A. Yes.**  
 6 BY MR. FOFANA: (Cont'g.)  
 7 Q. Because there are files on  
 8 the -- in the server -- stored in the server,  
 9 that the owner don't want it public, as a  
 10 reserve, he -- he -- he doesn't make the server  
 11 available itself. You need permission to  
 12 access it.  
 13 **A. Correct. In general, you**  
 14 **would make a link on your Web page --**  
 15 Q. Uh-huh.  
 16 **A. -- to those -- to any file**  
 17 **that you would want people to --**  
 18 Q. Uh-huh.  
 19 **A. -- to have access to.**  
 20 Q. Uh-huh. Okay. Dr. Yarmish,  
 21 what is meant by folder index?  
 22 **A. Like any computer --**  
 23 Q. Uh-huh.  
 24 **A. -- if you have a C drive**

Page 1671

1 **Yarmish - Direct - Fofana**  
 2 **or -- or -- or you can see folders with little**  
 3 **files. And just like a home computer, that's**  
 4 **the way a server computer is.**  
 5 Q. Uh-huh.  
 6 **A. So, files -- lots of files**  
 7 **for many different users.**  
 8 Q. Uh-huh.  
 9 **A. But it's not just going to be**  
 10 **your files on the server on a Web site.**  
 11 Q. Uh-huh.  
 12 **A. Usually there will be many**  
 13 **people who have -- who have their own sites**  
 14 **posted on the same server.**  
 15 Q. Okay. Now, is this -- is it  
 16 fair to say this is an index -- a -- as we've  
 17 indicated, are you referring to -- to that,  
 18 where it says index?  
 19 THE HEARING OFFICER: I just  
 20 want to -- this is one of the documents in  
 21 evidence, I believe. I just want it reflected  
 22 in the record as to what document we're looking  
 23 at while you're asking the question.  
 24 MR. FOFANA: Right.

Page 1673

1 Yarmish - Direct - Fofana  
 2 The hearing officer misspoke.  
 3 So, Mr. Fofana --.  
 4 MR. FOFANA: I have a copy.  
 5 It's the same that was provided by -- by the  
 6 D.O.E. If you don't have yours, I can make it  
 7 available to you.  
 8 THE HEARING OFFICER: Oh,  
 9 you're suggesting this is a Department exhibit?  
 10 MR. FOFANA: Yes, it is.  
 11 Well, it -- it's part of the package, sir. If  
 12 it's not --.  
 13 THE HEARING OFFICER: Ah,  
 14 yes. Yes. I knew I had seen it.  
 15 MR. FOFANA: Yes.  
 16 THE HEARING OFFICER: It's  
 17 part -- that's it -- it's part of D.O.E.-Ten.  
 18 MR. FOFANA: Ten, right.  
 19 THE HEARING OFFICER:  
 20 Correct. Okay. That's -- I knew I had seen  
 21 it. Okay.  
 22 MR. FOFANA: Right.  
 23 THE HEARING OFFICER: So,  
 24 then -- all right. So, you're -- we're looking

Page 1672

1 Yarmish - Direct - Fofana  
 2 THE HEARING OFFICER: Let me  
 3 just pull mine out.  
 4 MR. FOFANA: Have to give me  
 5 copies of what you're having there, because --.  
 6 THE HEARING OFFICER: No, no,  
 7 no. I have a copy. I just want to see which  
 8 number it is. That's -- hold on one second. I  
 9 can tell this way.  
 10 MR. FOFANA: Uh-huh.  
 11 MS. HEMANS-BRANTLEY: Are you  
 12 sure it's in?  
 13 THE HEARING OFFICER:  
 14 Maybe -- it -- it may not be in. I thought --  
 15 I thought at one point it had gotten in. I may  
 16 be incorrect about that.  
 17 MS. HEMANS-BRANTLEY: Yeah,  
 18 he has it.  
 19 I mean, do you have it?  
 20 THE HEARING OFFICER: I  
 21 must -- I must not, because I don't see it.  
 22 MS. HEMANS-BRANTLEY: I don't  
 23 know that it's in evidence.  
 24 THE HEARING OFFICER: Okay.

Page 1674

1 Yarmish - Direct - Fofana  
 2 at the part of D.O.E.-Ten that's the listing  
 3 of --.  
 4 MR. FOFANA: Right. I'm  
 5 intending to use it, you know --  
 6 MS. HEMANS-BRANTLEY: It's  
 7 already in.  
 8 MR. FOFANA: -- as part of my  
 9 exhibits, I thought.  
 10 THE HEARING OFFICER: All  
 11 right. So, why don't you show it to the  
 12 witness?  
 13 MR. FOFANA: Okay.  
 14 BY MR. FOFANA: (Cont'g.)  
 15 Q. Okay. I have a question,  
 16 first.  
 17 **A. Yeah.**  
 18 Q. You can look at it. Now, let  
 19 me ask you, Dr. Yarmish, I just type it M-C-H-S  
 20 and got this on -- on the screen. Does  
 21 anybody, you know, in the public can have  
 22 access to this?  
 23 **A. Unless they have -- if they**  
 24 **have specific permission, but --.**

9 (Pages 1671 to 1674)

1 **Yarmish - Direct - Fofana**  
 2 Q. You have to have permission?  
 3 **A. You have to have permission**  
 4 **for this.**  
 5 Q. Yes.  
 6 **A. If you take a look at**  
 7 **M-C-H-S, and all the little yellow --**  
 8 Q. Uh-huh.  
 9 **A. -- for example, what does**  
 10 **that say? M. King, Terry; grade '04 --**  
 11 Q. Uh-huh.  
 12 **A. -- the letters, articles,**  
 13 **anything with the yellow, that's a folder. If**  
 14 **you were to --**  
 15 Q. All this?  
 16 **A. -- to go within them, you'll**  
 17 **see other files.**  
 18 Q. Are you saying that --  
 19 **A. Look at every -- all --.**  
 20 Q. -- all this -- all these,  
 21 they yellow icons are folders, but they  
 22 contain --  
 23 **A. They contain other files.**  
 24 Q. -- files?

1 Yarmish - Direct - Fofana  
 2 **A. Right.**  
 3 Q. Files.  
 4 **A. And so, an index log looks**  
 5 **like this.**  
 6 Q. Now, let me ask you, sir,  
 7 once you're here, if you close that -- the  
 8 place you stick them, to copy the whole folder,  
 9 everything, and put it in a computer, once it  
 10 is --?  
 11 **A. Once -- once -- if -- if you**  
 12 **got permissions for this --**  
 13 Q. Yes.  
 14 **A. -- then it's a very easy**  
 15 **thing to copy each of these into a separate --**  
 16 **you could copy it any way you want.**  
 17 Q. You can put it, for example,  
 18 in a -- in a C.D, for example, if you want.  
 19 **A. Right. And you could do this**  
 20 **to any folder that you have --**  
 21 Q. Yes.  
 22 **A. -- if you can access to**  
 23 **another one, you can just go folder by**  
 24 **folder --**

1 **Yarmish - Direct - Fofana**  
 2 Q. Yes.  
 3 **A. -- and copy everything.**  
 4 Q. Copy everything. Okay. Now,  
 5 is -- it is correct, that the -- the -- the  
 6 owner will not make ever make this available to  
 7 the public?  
 8 **A. I certainly wouldn't. I**  
 9 **would do other links on the Web that's**  
 10 **available. And also, if there's no link to --**  
 11 Q. Uh-huh.  
 12 **A. -- this --**  
 13 Q. Uh-huh.  
 14 **A. -- from the main page --**  
 15 Q. Uh-huh.  
 16 **A. -- it would not be obvious**  
 17 **how to reach this.**  
 18 Q. Yeah. Now, I would like to  
 19 go to -- to show you the following: You  
 20 mention permission. When you say -- if you --  
 21 if -- permission, you are referring to this  
 22 enable -- index enable; is that correct?  
 23 Let me go --.  
 24 **A. Yeah.**

1 **Yarmish - Direct - Fofana**  
 2 Q. Yeah, up here, enable has  
 3 been --.  
 4 **A. The top row of the -- of**  
 5 **those settings.**  
 6 Q. Yes. Index -- oh -- oh, I'm  
 7 sorry. Right.  
 8 **A. That's it, where it says,**  
 9 **indexes --**  
 10 Q. Yes.  
 11 **A. -- enabled, the top row.**  
 12 Q. Right. The top, indexes  
 13 means permission has been granted; is that  
 14 correct?  
 15 **A. Yeah. This is the way it is**  
 16 **on -- on your Web site.**  
 17 Q. And that's your -- and -- and  
 18 that's the -- the only way to have access to  
 19 this document?  
 20 **A. Right. That's the only way.**  
 21 Q. That's the only way. Now --  
 22 here --.  
 23 **A. I mean, obviously, unless**  
 24 **somebody who is the owner of the server**

1 **Yarmish - Direct - Fofana**  
 2 **itself --**  
 3 Q. Uh-huh.  
 4 **A. -- they have access to**  
 5 **everything.**  
 6 Q. Yes. Do you agree, sir, if I  
 7 click here, disable - and I'm going to do it -  
 8 that means you cannot have access any more?  
 9 **A. That's correct.**  
 10 Q. Right.  
 11 **A. If I go there, it would -- it**  
 12 **would stop my right away.**  
 13 Q. Right. Obviously, tell me if  
 14 I'm wrong, the -- the -- the request for  
 15 disable, has to click on submit -- submit, for  
 16 disable to take effect?  
 17 **A. Yes, of course.**  
 18 Q. Right. That's what I'm going  
 19 to do. Okay. Now, is it correct that, because  
 20 the issue is so important, because people don't  
 21 want to make a mistake by -- by clicking an  
 22 enable, do you agree that -- that's the reason  
 23 why -- tell me, yes or no, sir, apply is  
 24 necessary?

1 Yarmish - Direct - Fofana  
 2 **A. Right. It's -- it's very**  
 3 **common in things of this nature that they make**  
 4 **you click a few -- more than one click.**  
 5 Q. Yeah, to make sure --.  
 6 **A. To make sure that, you know,**  
 7 **you don't do something, and that you don't**  
 8 **change the default --**  
 9 Q. Yes.  
 10 **A. -- for the user.**  
 11 Q. Yes. I want to apply, and  
 12 then we'll see -- wait a moment. All right.  
 13 Now let's draw our attention  
 14 on this statement. I'm going to read it and  
 15 then we will -- and after -- after we change  
 16 your work service settings, click apply link if  
 17 it appears in the server constellation field,  
 18 certain changes will take effect after some  
 19 time; is that correct?  
 20 **A. Yes.**  
 21 Q. That's what you think?  
 22 **A. That's what it says; right.**  
 23 Q. That means, if I tried --  
 24 it's going to take fifteen to twenty minutes

1 Yarmish - Direct - Fofana  
 2 before --.  
 3 **A. I know right now it might**  
 4 **have not taking effect yet.**  
 5 Q. Right. Okay. I can try,  
 6 actually, because it's going to take a few  
 7 minutes or more. Let me go through -- we go --  
 8 let's set that up, because it takes some time.  
 9 Right. We will have to wait. I'm not going to  
 10 hold you.  
 11 **A. It's all right. A few**  
 12 **minutes won't matter.**  
 13 Q. Yeah. I'm not going to take  
 14 your time for nothing. We'll look at this  
 15 later.  
 16 Now, however, I would like  
 17 draw your attention to this picture. So, is  
 18 this, what we just saw on the screen? That's  
 19 all. This is a picture --  
 20 **A. Yes.**  
 21 Q. -- that's all we just saw?  
 22 MR. FOFANA: It's a -- I  
 23 would like to put it in as evidence, because  
 24 when we talk about something and for anybody to

1 Yarmish - Direct - Fofana  
 2 read the transcript, they'll know what we're  
 3 talking about.  
 4 THE HEARING OFFICER: Ms.  
 5 Brantley, any objection to that?  
 6 MS. HEMANS-BRANTLEY: No.  
 7 THE HEARING OFFICER: All  
 8 right. So, that will go in as Respondent's  
 9 Twenty.  
 10 MR. FOFANA: Yes.  
 11 MS. HEMANS-BRANTLEY: I need  
 12 a copy.  
 13 MR. FOFANA: Oh, sure.  
 14 BY MR. FOFANA: (Cont'g.)  
 15 Q. I would like to show you also  
 16 this, sir. Would you agree, sir, once the  
 17 disable takes -- goes into affect, any attempt  
 18 to reach the index will be met with this error  
 19 message; is that correct?  
 20 **A. Yes.**  
 21 MR. FOFANA: Yes. I would  
 22 like to submit this as well.  
 23 THE HEARING OFFICER: Why  
 24 don't you show Ms. Brantley?

1 Yarmish - Direct - Fofana  
 2 MR. FOFANA: Yes. And we  
 3 will -- I will show -- once again, this --  
 4 THE HEARING OFFICER: Ms.  
 5 Brantley, is there any objection to that?  
 6 MS. HEMANS-BRANTLEY: No.  
 7 THE HEARING OFFICER: All  
 8 right. So, that will be in as Respondent's  
 9 Twenty-one.  
 10 (Off-the-record discussion)  
 11 THE HEARING OFFICER: Well,  
 12 I'll -- I'll just -- you know what? I'll --  
 13 I'll describe both Twenty and Twenty-one.  
 14 R-Twenty is a printout of a  
 15 screen that Mr. Fofana was having the witness  
 16 testify to, that could be called the Web  
 17 hosting screen.  
 18 And R-Twenty-one would be a  
 19 copy of a message that would be seen on the  
 20 Internet that indicates error, forbidden.  
 21 MR. FOFANA: Yes.  
 22 (Off-the-record discussion)  
 23 MR. FOFANA: I have no  
 24 more -- really, I have no more questions, sir.

1 Yarmish - Cross - Hemans-Brantley  
 2 And I appreciate your answering my questions.  
 3 THE HEARING OFFICER: Ms.  
 4 Brantley, would you like a few minutes for  
 5 cross-examination, or are you ready to begin?  
 6 MS. HEMANS-BRANTLEY: I think  
 7 I'm ready, Mr. Siegel.  
 8 THE HEARING OFFICER: All  
 9 right.  
 10 CROSS EXAMINATION  
 11 BY MS. HEMANS-BRANTLEY:  
 12 Q. Mr. -- I'm sorry, how do  
 13 you -- Yarmish?  
 14 **A. Yes.**  
 15 Q. Yarmish -- Dr. Yarmish, you  
 16 indicated that -- I don't need this -- that a  
 17 Web owner -- well, let me ask you this: A Web  
 18 owner has the option of securing the server or  
 19 not; correct?  
 20 **A. There's an option of -- yeah,**  
 21 **of taking away the security.**  
 22 **MS. HEMANS-BRANTLEY: Okay.**  
 23 **And -- let me see -- is this it -- Mr. Siegel,**  
 24 **where is D.O.E.-Ten?**

1 **Yarmish - Cross - Hemans-Brantley**  
 2 **THE HEARING OFFICER:**  
 3 **D.O.E.-Ten is the --**  
 4 **MS. HEMANS-BRANTLEY: I**  
 5 **mean -- well, no, I know. I'm trying to find**  
 6 **it to --**  
 7 THE HEARING OFFICER: It will  
 8 just -- with the attachment also.  
 9 MS. HEMANS-BRANTLEY: Yeah,  
 10 now I have -- okay. I have it. I'm just going  
 11 to -- what am I up to? What am I up to; D.O.E.  
 12 what?  
 13 THE HEARING OFFICER: The  
 14 Department is up to -- you have Thirteen in  
 15 evidence. So, we'd be up to Fourteen.  
 16 MS. HEMANS-BRANTLEY: Okay.  
 17 I'm just going to mark this for I.D. right now.  
 18 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 19 Q. Dr. Yarmish, if you could  
 20 take a look at that. Mr. Fofana asked you to  
 21 look at what -- that index. So, D.O.E.  
 22 Fourteen, is -- is that the same index as  
 23 appeared on the screen?  
 24 **A. It looks like it, yes.**

1 **Yarmish - Cross - Hemans-Brantley**  
 2 **MS. HEMANS-BRANTLEY: Okay.**  
 3 **And with regards to that -- well, first, I'm**  
 4 **going to move to admit it in evidence.**  
 5 MR. FOFANA: I -- I mean, I  
 6 have to know, first, because this -- the date  
 7 is the 24th. I -- I -- I need to know, you  
 8 know, the origin, because, you know, this is  
 9 not obvious. This is an access to -- you know,  
 10 to server. I need to know the origin of this  
 11 document. This is not something she just --  
 12 from my explanation I would -- you know, you  
 13 need permission to have this. I need to know  
 14 how you secured this document.  
 15 THE HEARING OFFICER: All  
 16 right. Where -- where -- what -- where did  
 17 this come from?  
 18 MS. HEMANS-BRANTLEY: This  
 19 came from my office.  
 20 MR. FOFANA: From your  
 21 office. So, you're saying, you, yourself,  
 22 obtained it?  
 23 MS. HEMANS-BRANTLEY: Someone  
 24 in my office obtained this.

1 Yarmish - Cross - Hemans-Brantley  
 2 MR. FOFANA: Someone in your  
 3 office obtained it.  
 4 MS. HEMANS-BRANTLEY: Mr.  
 5 Siegel, there was nothing unusual about  
 6 this --.  
 7 MR. FOFANA: On, no, no, no.  
 8 I -- I -- I'll get to that. No, no, no.  
 9 MS. HEMANS-BRANTLEY: Well, I  
 10 understand when you say --  
 11 MR. FOFANA: I -- I -- I will  
 12 get to that.  
 13 MS. HEMANS-BRANTLEY: -- that  
 14 he's -- he's making a statement that --  
 15 MR. FOFANA: And so for --  
 16 for her to --.  
 17 MS. HEMANS-BRANTLEY: --  
 18 someone illegally went --  
 19 MR. FOFANA: I went --  
 20 MS. HEMANS-BRANTLEY: -- onto  
 21 his Web site.  
 22 THE HEARING OFFICER: Folks.  
 23 We can't -- we can't --  
 24 MR. FOFANA: -- because

1 Yarmish - Cross - Hemans-Brantley  
 2 of --.  
 3 THE HEARING OFFICER: -- we  
 4 can't --  
 5 THE REPORTER: One at a time,  
 6 please.  
 7 THE HEARING OFFICER: We  
 8 can't both speak at one time.  
 9 MR. FOFANA: Yeah.  
 10 THE HEARING OFFICER: Okay.  
 11 One -- one at a time.  
 12 Well, I will -- I'm going to  
 13 allow you to ask questions about it.  
 14 MS. HEMANS-BRANTLEY: Okay.  
 15 THE HEARING OFFICER: I'm not  
 16 going to allow it admitted into evidence --  
 17 MS. HEMANS-BRANTLEY: Okay.  
 18 No problem.  
 19 THE HEARING OFFICER: --  
 20 until there's an offer of proof.  
 21 MS. HEMANS-BRANTLEY: No  
 22 problem.  
 23 THE HEARING OFFICER:  
 24 Actually, a witness who could be allowed a

1 Yarmish - Cross - Hemans-Brantley  
 2 foundation for it.  
 3 MS. HEMANS-BRANTLEY: No  
 4 problem. I have a rebuttal witness prepared to  
 5 testify.  
 6 MR. FOFANA: Okay.  
 7 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 8 Q. Dr. Yarmish, if you could  
 9 just look at that document for a minute,  
 10 please. Now, you indicated that it appears  
 11 similar to the index that is -- well, let me do  
 12 it better.  
 13 Look at -- this is part of  
 14 D.O.E.-Ten. Look at this index and look at  
 15 that one, and tell me if -- if they're the same  
 16 index?  
 17 THE HEARING OFFICER: But  
 18 before we do that, Mr. Fofana has indicated an  
 19 interest in putting this in as a separate  
 20 Respondent's exhibit.  
 21 MR. FOFANA: Uh-huh.  
 22 THE HEARING OFFICER: I think  
 23 for ease of the record, it probably would be  
 24 helpful to do that.

1 Yarmish - Cross - Hemans-Brantley  
 2 MR. FOFANA: Uh-huh.  
 3 MS. HEMANS-BRANTLEY: Ten-A?  
 4 THE HEARING OFFICER: Well,  
 5 no. He wants to put it in as a Respondent's  
 6 exhibit. So, what I'm going to do is, before  
 7 we even ask the question, I'd like the -- the  
 8 record to reflect that Respondent's  
 9 Twenty-two --  
 10 MR. FOFANA: Uh-huh.  
 11 THE HEARING OFFICER: -- is  
 12 going to be the two-page index of M-C-H-S  
 13 documents, that also is part of D.O.E. Exhibit  
 14 Ten.  
 15 MR. FOFANA: Uh-huh.  
 16 THE HEARING OFFICER: And  
 17 this way, for the record, it will be clear that  
 18 Ms. Brantley is asking the witness to look at  
 19 part of Respondent's Twenty-two, next to  
 20 D.O.E.-Fourteen for I.D.  
 21 MR. FOFANA: Yeah. I will to  
 22 introduce this, sir, because I -- I'm not --  
 23 I'm not -- I don't remember --.  
 24 THE HEARING OFFICER: That --

1 Yarmish - Cross - Hemans-Brantley  
 2 that's this document. That's what I'm having  
 3 introduced right now.  
 4 MR. FOFANA: Okay. All  
 5 right.  
 6 THE HEARING OFFICER: Yes.  
 7 Just, so -- so, that will be in as Respondent's  
 8 Twenty-two.  
 9 MR. FOFANA: All right.  
 10 THE HEARING OFFICER: Okay.  
 11 All right.  
 12 Ms. Brantley, you may  
 13 continue with questions.  
 14 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 15 Q. do they appear to be similar  
 16 documents, Dr. Yarmish?  
 17 **A. They're not the same.**  
 18 Q. They're not? Okay. Tell us  
 19 what's different about them.  
 20 **A. Well, just they're both**  
 21 **indexes.**  
 22 Q. Uh-huh.  
 23 **A. The one with .htm documents**  
 24 **is within -- if I can find the yellow folder,**

1 **Yarmish - Cross - Hemans-Brantley**  
 2 **okay. It's within M-C-H -- H-S --**  
 3 Q. Uh-huh.  
 4 **A. -- the fellow went inside**  
 5 **whoever -- whoever got access to this, they --**  
 6 **they click on there. Once that accesses, then**  
 7 **it opens up the next list of files.**  
 8 **THE HEARING OFFICER: So,**  
 9 **you're suggesting that on the Department of Ed**  
 10 **Fourteen Exhibit, whoever was in there clicked**  
 11 **on the .htm documents --**  
 12 THE WITNESS: Right.  
 13 THE HEARING OFFICER: --  
 14 folder?  
 15 THE WITNESS: Right.  
 16 MS. HEMANS-BRANTLEY: Okay.  
 17 Let me see it.  
 18 THE WITNESS: See .htm  
 19 documents there?  
 20 THE HEARING OFFICER: Yes.  
 21 MS. HEMANS-BRANTLEY: Uh-huh.  
 22 THE WITNESS: That's within  
 23 here. That's what this is.  
 24 THE HEARING OFFICER: So --.

1 Yarmish - Cross - Hemans-Brantley  
 2 THE WITNESS: So, in other  
 3 words, the way you get this -- once you have  
 4 access to this, you could -- you could do this  
 5 to every single one. You could click on this  
 6 one.  
 7 MS. HEMANS-BRANTLEY: Okay.  
 8 THE WITNESS: And you could  
 9 open up that folder.  
 10 MS. HEMANS-BRANTLEY: Okay.  
 11 THE WITNESS: And once you  
 12 get that, you could just copy the files.  
 13 MS. HEMANS-BRANTLEY: Okay.  
 14 THE WITNESS: And you could  
 15 go through -- once if -- if you -- once -- once  
 16 you're able to get that access.  
 17 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 18 Q. Okay. So, just so it's  
 19 clear, if you have access to D.O.E.-Fourteen --  
 20 I mean, D.O.E.-Fourteen, you can then get  
 21 access to D.O.E. -- Respondent's Twenty-two?  
 22 **A. Right.**  
 23 Q. Okay.  
 24 **A. The only question is, to get**

1 **Yarmish - Cross - Hemans-Brantley**  
 2 **that initial one --**  
 3 Q. Uh-huh.  
 4 **A. -- you would have had to fish**  
 5 **around for it. In other words, first it has to**  
 6 **be enabled, and then there's no link to it.**  
 7 Q. Okay.  
 8 **A. So, you would have to somehow**  
 9 **know the names of the -- the records.**  
 10 Q. And if you look at the bottom  
 11 of D.O.E.-Fourteen, can you tell us --?  
 12 MR. FOFANA: May I - May I  
 13 interrupt you, please?  
 14 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 15 Q. Can you tell us --?  
 16 MR. FOFANA: Here's this for  
 17 you, sir.  
 18 THE HEARING OFFICER: We've  
 19 got time. It's fine. We'll get it. It's  
 20 fine.  
 21 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 22 Q. If you look at the bottom of  
 23 D.O.E.-Fourteen, the very bottom, can you tell  
 24 us where it says, attached -- attachee, can you

1 Yarmish - Cross - Hemans-Brantley  
 2 tell us what that means?  
 3 **A. This means -- this is just**  
 4 **telling you the name of the computer that all**  
 5 **these files are on.**  
 6 Q. Uh-huh.  
 7 **A. So, the computer has a whole**  
 8 **hard drive of files.**  
 9 Q. Okay. And can you tell us,  
 10 where it says http/teacherabuse.com, what that  
 11 is?  
 12 **A. That's telling you where,**  
 13 **specifically, on the server the files are**  
 14 **located.**  
 15 Q. Okay.  
 16 **A. It's in a subdirectory**  
 17 **folder.**  
 18 Q. Uh-huh.  
 19 **A. M-C-H-S.**  
 20 Q. And what's the date of -- of  
 21 the document, on the bottom?  
 22 **A. The date here is --**  
 23 Q. Uh-huh.  
 24 **A. -- June 4th.**

1 **Yarmish - Cross - Hemans-Brantley**  
 2 **MS. HEMANS-BRANTLEY: Okay.**  
 3 THE HEARING OFFICER: 2008,  
 4 correct?  
 5 THE WITNESS: That's what it  
 6 says here. Yes.  
 7 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 8 Q. Okay. So, would it be safe  
 9 to assume that on June 4th, 2008 -- I'm sorry.  
 10 Let me just go back.  
 11 Where it says  
 12 http/teacherabuse.com, is that what would have  
 13 been typed in on that date to -- to get to that  
 14 document?  
 15 **A. Well, first, you would have**  
 16 **to type -- in order to get that, you'd have to**  
 17 **type the whole thing.**  
 18 Q. Right.  
 19 THE HEARING OFFICER: So  
 20 slash and then -- right.  
 21 **A. (Cont'g.) You'd have to know**  
 22 **the name of that folder. You'd type it,**  
 23 **because, if you --**  
 24 **BY MS. HEMANS-BRANTLEY: (Cont'g.)**

1 **Yarmish - Cross - Hemans-Brantley**  
 2 Q. Uh-huh.  
 3 **A. -- didn't -- did not put that**  
 4 **in, you wouldn't see this. You'd see a regular**  
 5 **Web page. And if on the Web page there was a**  
 6 **link to this thing, then -- then you could go**  
 7 **here. But otherwise, you'd have to know the**  
 8 **name of the folder, and you type it in like**  
 9 **that.**  
 10 Q. Uh-huh.  
 11 **A. And then you -- if you have**  
 12 **permissions.**  
 13 **BY MS. HEMANS-BRANTLEY: (Cont'g.)**  
 14 Q. But if you -- if -- if you  
 15 just typed in this -- you're saying you would  
 16 need -- you would then have to put in a  
 17 password?  
 18 **A. Right. Somebody would have**  
 19 **to make it enabled.**  
 20 Q. Uh-huh.  
 21 **A. And then, once it's enabled,**  
 22 **then if you can type the whole thing, including**  
 23 **the name of the folder, then this would come**  
 24 **up. Otherwise, if you typed everything,**

1 **Yarmish - Cross - Hemans-Brantley**  
 2 **including the name of the folder, the forbidden**  
 3 **message would come on.**  
 4 Q. Okay. And so, what if I was  
 5 to tell you that someone typed in this exact --  
 6 whatever -- http/teacherabuse.com, and then  
 7 this screen came up.  
 8 **A. So, what -- in other words,**  
 9 **what would that tell me?**  
 10 Q. And they didn't -- and they  
 11 didn't -- the computer didn't prompt them for  
 12 any password.  
 13 MR. FOFANA: What is the  
 14 question?  
 15 THE HEARING OFFICER: I --  
 16 she -- I understand the question.  
 17 MR. FOFANA: Okay.  
 18 THE HEARING OFFICER: Do you  
 19 understand?  
 20 THE WITNESS: I can answer.  
 21 **A. You want to know the**  
 22 **possibilities?**  
 23 **BY MS. HEMANS-BRANTLEY: (Cont'g.)**  
 24 Q. Uh-huh.

1 Yarmish - Cross - Hemans-Brantley  
 2 **A. Just what are the possible**  
 3 **reasons?**  
 4 Q. Uh-huh.  
 5 **A. Either -- well, one thing for**  
 6 **sure is that someone would have to -- somehow**  
 7 **it would have to have been enabled, because**  
 8 **that's not the usual thing --**  
 9 Q. Uh-huh.  
 10 **A. -- to enable those files.**  
 11 Q. Uh-huh.  
 12 **A. Two, somebody would have to**  
 13 **be searching around and somehow figuring out**  
 14 **the name of the subdirectory.**  
 15 THE HEARING OFFICER: Mean --  
 16 meaning the slash M-C-H-S?  
 17 THE WITNESS: Exactly. Slash  
 18 M-C-H-S.  
 19 THE HEARING OFFICER: So, I  
 20 understand, so, if they typed in just simply,  
 21 teacherabuse.com, that doesn't pull up --  
 22 THE WITNESS: Right. Right.  
 23 THE HEARING OFFICER: --  
 24 D.O.E.-Fourteen?

1 Yarmish - Cross - Hemans-Brantley  
 2 THE WITNESS: Right. Right.  
 3 It actually pulls up a nice Web page, like a  
 4 real Web page.  
 5 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 6 Q. Uh-huh.  
 7 **A. Probably -- well, if you --**  
 8 **it pulls up a real Web page, and on those --**  
 9 **these our links. Usually that's what those**  
 10 **links would go to other things, and pull up**  
 11 **other -- other things -- other --.**  
 12 **MS. HEMANS-BRANTLEY: Uh-huh.**  
 13 **THE HEARING OFFICER: Ms.**  
 14 **Brantley, you may continue.**  
 15 **MS. HEMANS-BRANTLEY: All**  
 16 **right.**  
 17 **BY MS. HEMANS-BRANTLEY: (Cont'g.)**  
 18 Q. So, if you typed in exactly  
 19 what you saw here, the index would come up;  
 20 correct?  
 21 **A. Yes. If permissions are**  
 22 **enabled, for that folder at least.**  
 23 Q. Right. But what I'm saying  
 24 is, if you typed this in --.

1 Yarmish - Cross - Hemans-Brantley  
 2 MR. FOFANA: He has -- he's  
 3 answered the question.  
 4 **A. No. All I'm saying is that**  
 5 **the folders --.**  
 6 **BY MS. HEMANS-BRANTLEY: (Cont'g.)**  
 7 Q. What do you need?  
 8 **A. You need -- first of all, any**  
 9 **folder, in order to give you that index, you**  
 10 **have to be -- have permission enabled.**  
 11 MR. FOFANA: Yeah.  
 12 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 13 Q. Uh-huh.  
 14 **A. And if permissions are**  
 15 **available, then you would have to know the name**  
 16 **of the folder, or you'd have to somehow find**  
 17 **the name of the folder, so that the computer**  
 18 **even knows that you're asking for that.**  
 19 Q. Right. So, if -- the first  
 20 set would be, you would -- you're saying that  
 21 if it's enabled.  
 22 MR. FOFANA: That question  
 23 has been answered. We'll go -- we'll -- she's  
 24 beating around.

1 Yarmish - Cross - Hemans-Brantley  
 2 THE HEARING OFFICER: Well,  
 3 I -- Mr. Fofana --.  
 4 MR. FOFANA: He's already  
 5 said that you need enabled, for these to be  
 6 accessed. So, how many times does he -- the  
 7 witness has to say the same thing over and over  
 8 and over again.  
 9 THE HEARING OFFICER: Well,  
 10 Mr. Fofana, as you may recall, during  
 11 cross-examination I've given you a fair bit of  
 12 latitude, and I -- I -- this is a complicated  
 13 issue. I want to make sure I understand it.  
 14 I'm going to allow the question.  
 15 MR. FOFANA: Okay.  
 16 THE WITNESS: So, you're just  
 17 asking about --.  
 18 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 19 Q. I mean, is there -- my  
 20 question is, if you type in this and it  
 21 wasn't -- and the access to it was not blocked,  
 22 then the index would come up?  
 23 **A. If you type in --**  
 24 **including -- including the whole thing --**

1 **Yarmish - Cross - Hemans-Brantley**  
 2 **including the name of the folder.**  
 3 Q. Uh-huh.  
 4 **A. Then it was -- and it was --**  
 5 **and accessed was enabled, then it would come**  
 6 **up.**  
 7 Q. Okay. Now, it would not come  
 8 up if access was not enabled; correct?  
 9 **A. Right. You'd get an error**  
 10 **message like was on --.**  
 11 Q. And the person who can  
 12 enable, it would be the host or another -- I'm  
 13 not -- whoever owns the Web site is the person  
 14 who can enable or -- or not; correct?  
 15 **A. Either -- well, anybody who**  
 16 **has the password.**  
 17 Q. Okay.  
 18 **A. Or the owners of the server.**  
 19 Q. Okay.  
 20 **A. So, if I could convince the**  
 21 **owners of the server, they could see**  
 22 **everything. Anybody who has a -- anybody who**  
 23 **has -- their Web site is on that server, they**  
 24 **probably have hundreds of customers --**

1 **Yarmish - Redirect - Fofana**  
 2 Q. Okay.  
 3 **A. -- thousands. Of course,**  
 4 **they have access and they could change their**  
 5 **password, whatever they want.**  
 6 Q. Okay. So, you just said  
 7 anyone who has the password, or the owner of  
 8 the server, can enable it?  
 9 **A. That's correct.**  
 10 Q. Okay. And if you did type  
 11 this in and you got access, if you're not the  
 12 owner and you didn't have the password, then  
 13 that would imply that it was enabled?  
 14 **A. If you -- it would -- that**  
 15 **would imply it was enabled, yes.**  
 16 **MS. HEMANS-BRANTLEY: Okay.**  
 17 **And no further questions.**  
 18 MR. FOFANA: Okay. Thank  
 19 you.  
 20 THE WITNESS: I just want  
 21 to --  
 22 MR. FOFANA: No, thank you.  
 23 Redirect.  
 24 REDIRECT EXAMINATION

1 Yarmish - Redirect - Fofana  
 2 BY MR. FOFANA:  
 3 Q. I would like -- earlier we --  
 4 we just stated, if you click on disable, it  
 5 takes some time. I'd like to ask you  
 6 confirmation, you know. It seems that's  
 7 disabled right now.  
 8 **A. Now it's disabled.**  
 9 Q. Yeah. It's -- it's disabled.  
 10 Therefore, at least twenty minutes elapsed, so  
 11 far. It's correct that if I type M-C-H-S, we  
 12 should get an error?  
 13 **A. If it -- if it went through,**  
 14 **yes.**  
 15 Q. All right. Let's do just  
 16 that. All right. I want to type it and then  
 17 we have Mr. Siegel click on it. What do we  
 18 see?  
 19 **A. An error.**  
 20 Q. So, this is the confirmation,  
 21 if I'm not mistaken, that it was disabled.  
 22 Therefore, you cannot type this?  
 23 **A. Correct.**  
 24 Q. Okay.

1 Yarmish - Examination - The Hearing Officer  
 2 **A. So, even if you know --.**  
 3 Q. So, the bottom line is,  
 4 correct me if I'm mistaken, the whole thing  
 5 boils down to two words: If it's disabled; you  
 6 can't. If it's enabled; you can. Am I right?  
 7 **A. That's correct.**  
 8 MR. FOFANA: All right. I  
 9 have no further questions.  
 10 THE HEARING OFFICER:  
 11 Anything further?  
 12 MS. HEMANS-BRANTLEY: No.  
 13 THE HEARING OFFICER: I -- I  
 14 have a couple of questions. And I'm -- I'm  
 15 kind of looking at both -- a combination of  
 16 D.O.E.-Ten and Respondent's Twenty-two.  
 17 EXAMINATION  
 18 BY THE HEARING OFFICER:  
 19 Q. If I -- if I understand your  
 20 testimony correctly --.  
 21 MR. FOFANA: Which are those  
 22 two?  
 23 THE HEARING OFFICER: Well  
 24 D.O.E.-Ten is much larger, but I'm going to

1 Yarmish - Examination - The Hearing Officer  
 2 take it -- take it slowly.  
 3 MR. FOFANA: Okay.  
 4 BY THE HEARING OFFICER: (Cont'g.)  
 5 Q. If I understand your -- your  
 6 testimony correctly -- and I'm showing you  
 7 Respondent's Twenty-two. This would be an  
 8 indication to you that somebody tested phrases  
 9 or terms beyond teacherabuse.com to pull this  
 10 up; would that be fair to say?  
 11 **A. At least for the first one.**  
 12 Q. For M-C-H-S?  
 13 **A. Because -- right -- right.**  
 14 **And then after that, because you already have**  
 15 **this, and now they could click on those**  
 16 **folders.**  
 17 Q. So -- but from seeing this  
 18 alone, you would not know if there would be a  
 19 link on the Web site to this or not, or would  
 20 you know because of the M-C-H-S added to it?  
 21 **A. No. You could not tell if**  
 22 **there's a link. There might not be any link.**  
 23 Q. There might not be a link.  
 24 **A. There might not -- there**

1 **Yarmish - Examination - The Hearing Officer**  
 2 **might not be a link.**  
 3 Q. And so, the only way to do  
 4 this would be -- I mean, I don't want to put  
 5 words in your -- your phrase of "fishing  
 6 around," or you know, how -- how would --?  
 7 **A. Yeah. You could try to look**  
 8 **around to see if you could find that phrase**  
 9 **somewhere, either in the -- in the .html code.**  
 10 **There's like codes behind the Web page. And**  
 11 **he -- maybe you would see it amongst a long**  
 12 **link.**  
 13 **So, part of that link might**  
 14 **contain names of different folders and you'd**  
 15 **fish around until you find something and try it**  
 16 **out and see if you have access.**  
 17 Q. Now, similarly, I'm showing  
 18 you some documents from -- that are part of  
 19 D.O.E.-Ten. And you know, I'm showing you --.  
 20 MS. HEMANS-BRANTLEY: I'm  
 21 just going to stand over your shoulder.  
 22 THE HEARING OFFICER: Okay.  
 23 BY THE HEARING OFFICER: (Cont'g.)  
 24 Q. Documents that look like

1 Yarmish - Examination - The Hearing Officer  
 2 grades.  
 3 **A. Uh-huh.**  
 4 Q. And -- and so, as I  
 5 understand your testimony, you would have to do  
 6 more than type in teacherabuse.com to get this  
 7 or you're not sure -- you don't know for  
 8 certain about that?  
 9 **A. Well, if -- if -- if I would**  
 10 **look -- if I was to look at this Web page,**  
 11 **right now.**  
 12 Q. Right.  
 13 **A. And I don't see a link on**  
 14 **it -- if I don't see a link to this thing, then**  
 15 **I know for sure that the only way they got to**  
 16 **it is by them fishing until they got the name**  
 17 **of that directory, and if they were trying and**  
 18 **they were in luck, then it was enabled -- if**  
 19 **they were in luck. And then they'd be able to**  
 20 **go in and see that and look.**  
 21 Q. Now, why is it that you  
 22 know -- how is it that you know from this  
 23 printout that it's there -- that it wasn't  
 24 based on a link from the Web site itself?

1 Yarmish - Examination - The Hearing Officer  
 2 **A. Because the way it goes the**  
 3 **other -- the other way. First you look at**  
 4 **the -- at the Web site. Anything that there's**  
 5 **not a link to, how did they get to it? Unless**  
 6 **they know the name of the folder.**  
 7 Q. So -- so -- so -- so, let's --  
 8 **A. This --.**  
 9 Q. -- taking this the opposite  
 10 way, so now I'm looking at other documents from  
 11 D.O.E.-Ten. This document is a document that's  
 12 page one of seven for the record --  
 13 **A. Okay.**  
 14 Q. -- entitled, New York City  
 15 Public Schools, "Cohen, a Teacher's Journey to  
 16 the End of the Night."  
 17 **A. Right.**  
 18 Q. And this document simply  
 19 says, teacher -- www.teacherabuse.com/.  
 20 **A. Right.**  
 21 Q. From this, what would you  
 22 conclude?  
 23 **A. What I would do is I'd go --**  
 24 **first, I'd take a look at this. This looks**

1 **Yarmish - Examination - The Hearing Officer**  
 2 **like a link. Does that go to the index -- or**  
 3 **does this go to the index? It looks like about**  
 4 **five links for example -- how ever many links**  
 5 **there are. If -- if none of them go to that**  
 6 **index, then there's no -- there's no link to**  
 7 **it.**  
 8 Q. Okay. But -- but in -- so --  
 9 but in -- I'm just trying to understand. In  
 10 comparing this printout of teacherabuse.com  
 11 versus the grade printout, would it be your  
 12 opinion, based on your experience, that the  
 13 teacherabuse.com with nothing else would be  
 14 linked, and the other would not be linked?  
 15 **A. If I understood you, I --**  
 16 **I'll say yes. In other words, from this alone,**  
 17 **there's no -- I would say that there's no**  
 18 **public access to that other material.**  
 19 Q. And what about this? Now I'm  
 20 showing the grade report again.  
 21 **A. This is -- the only way to**  
 22 **get this is not from the -- from -- like, you**  
 23 **couldn't get to it from here, with that -- just**  
 24 **by clicking. The only way to get to that is by**

1 **Yarmish - Recross - Hemans-Brantley**  
 2 **somehow coming up with the name of the folder.**  
 3 THE HEARING OFFICER: Okay.  
 4 Thank you. I have -- I have no other  
 5 questions.  
 6 MS. HEMANS-BRANTLEY: I have  
 7 one more questions.  
 8 THE HEARING OFFICER:  
 9 Certainly, ask if you --.  
 10 RE CROSS EXAMINATION  
 11 BY MS. HEMANS-BRANTLEY:  
 12 Q. And if -- what if the name of  
 13 the folder is referenced on the main Web page?  
 14 In other words --.  
 15 **A. In other words, there's a**  
 16 **link to it?**  
 17 Q. If -- if there's a link to it  
 18 or it's mentioned. In other words, the -- what  
 19 M-C-H -- M-C-H-S stands for is mentioned or  
 20 there's a link on the actual Web site, on the  
 21 Web page.  
 22 **A. It depends what -- okay.**  
 23 **I -- I need -- if there's an actual link to**  
 24 **it --**

1 **Yarmish - Recross - Hemans-Brantley**  
 2 Q. Uh-huh.  
 3 **A. -- then you would click on**  
 4 **it --**  
 5 Q. Uh-huh.  
 6 **A. -- and it would try to go to**  
 7 **that Web page.**  
 8 Q. Uh-huh.  
 9 **A. And if it was enabled, it**  
 10 **would show up.**  
 11 Q. Uh-huh.  
 12 **A. And if it was disabled, you'd**  
 13 **get the forbidden message.**  
 14 Q. Right. So it's --.  
 15 **A. That's only if there's a --**  
 16 **that's just like, you can click on it to get**  
 17 **there? No.**  
 18 Q. So -- but there's two --  
 19 there's two components, and Mr. Siegel  
 20 addressed one -- well, let me not put it that  
 21 way.  
 22 There's two components to  
 23 getting to -- you have the main Web page, and  
 24 if there's links, you can click on a link;

1 Yarmish - Recross - Hemans-Brantley  
 2 right?  
 3 THE HEARING OFFICER: Is that  
 4 correct?  
 5 THE WITNESS: That's correct.  
 6 MS. HEMANS-BRANTLEY: Okay.  
 7 THE HEARING OFFICER: Okay.  
 8 THE WITNESS: So far.  
 9 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 10 Q. And if you click on a link,  
 11 it directs you to wherever else -- whoever else  
 12 you're going --  
 13 **A. Okay.**  
 14 Q. -- right?  
 15 **A. Right.**  
 16 Q. Now, if you click on  
 17 something that's --.  
 18 MR. FOFANA: Are you  
 19 explaining something or --  
 20 THE HEARING OFFICER: No.  
 21 She's asking --  
 22 MR. FOFANA: -- asking  
 23 questions?  
 24 THE HEARING OFFICER: --

1 Yarmish - Recross - Hemans-Brantley  
 2 questions. I -- I heard her ask --  
 3 MR. FOFANA: Yes.  
 4 THE HEARING OFFICER: -- Mr.  
 5 Fofana, I -- I asked questions. I  
 6 interjected --  
 7 MR. FOFANA: Uh-huh.  
 8 THE HEARING OFFICER: --  
 9 myself, which is fairly -- is not the ordinary  
 10 course of business, but we -- we -- I want to  
 11 make sure we understand this, and I do want to  
 12 give Ms. Brantley an opportunity to --  
 13 MR. FOFANA: Uh-huh.  
 14 THE HEARING OFFICER: --  
 15 reclarify some things as a result of my  
 16 questions. So, please allow her to continue.  
 17 MR. FOFANA: Sure.  
 18 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 19 Q. Let me just ask you this way:  
 20 On any Web site -- on any Web page, everything  
 21 is public unless it's protected?  
 22 **A. The default is that a folder**  
 23 **is protected. Because anything is -- you**  
 24 **could -- anything could be protected or not**

1 **Yarmish - Recross - Hemans-Brantley**  
 2 **protected. But the default, in other words,**  
 3 **the usual, would be that a folder, which is --**  
 4 **gives you a list of the index --**  
 5 Q. Uh-huh.  
 6 **A. -- would be protected.**  
 7 Q. Okay.  
 8 **A. But that a page, which is not**  
 9 **a folder, it's just a file, is not protected.**  
 10 Q. Okay. You just lost me. I'm  
 11 sorry.  
 12 **A. So, for example -- where's**  
 13 **the Web page? I'll show you.**  
 14 **This Web page, in fact, is**  
 15 **called index -- this was /index.html. It**  
 16 **doesn't show it, but that's what it is. It's a**  
 17 **.html file. .html file shows itself like this**  
 18 **in color on the computer. So, when you ask for**  
 19 **that, by default, it's -- it allows it.**  
 20 **But if you don't have a .html**  
 21 **file, you know -- it really has it, even though**  
 22 **you don't see it -- if you would have just the**  
 23 **name of a folder, because they realize that**  
 24 **that's just an index or list of files --**

1 **Yarmish - Recross - Hemans-Brantley**  
 2 Q. Uh-huh.  
 3 **A. -- which is not showing**  
 4 **itself like a Web page --**  
 5 Q. Uh-huh.  
 6 **A. -- by default, they -- they**  
 7 **make it -- they forbid that. So, they realize**  
 8 **that usually that's not what the --**  
 9 Q. Okay.  
 10 **A. -- it's not intended to be**  
 11 **shown.**  
 12 Q. Now, what is -- does an  
 13 index.html prevent access to subdirectories?  
 14 **A. Does that prevent access?**  
 15 **That's just -- how do I explain it?**  
 16 **(Off-the-record discussion)**  
 17 **A. (Cont'g.) Okay. Where's**  
 18 **that -- the --?**  
 19 **BY MS. HEMANS-BRANTLEY: (Cont'g.)**  
 20 Q. They -- not all of them  
 21 are --.  
 22 MR. FOFANA: What's the  
 23 problem?  
 24 THE HEARING OFFICER: Are you

1 Yarmish - Recross - Hemans-Brantley  
 2 looking for something?  
 3 (Off-the-record discussion)  
 4 MS. HEMANS-BRANTLEY: See,  
 5 D.O.E.-Ten contains some of --  
 6 THE HEARING OFFICER: Hold  
 7 on --  
 8 MS. HEMANS-BRANTLEY: -- some  
 9 of the documents. The C.D. contains  
 10 everything, so --.  
 11 MR. FOFANA: Can I just  
 12 say --?  
 13 THE HEARING OFFICER:  
 14 Let's -- let's -- here's the -- okay.  
 15 THE WITNESS: Okay. Each of  
 16 the links here, that are on the page.  
 17 THE HEARING OFFICER: Yes.  
 18 THE WITNESS: Behind the  
 19 scenes it tells you. In other words, there  
 20 is -- the computer knows exactly where that  
 21 page is; okay? So that there is code behind,  
 22 that you could -- you might be able to find  
 23 names of some of the photos; okay?  
 24 In other words, if -- there

1 Yarmish - Recross - Hemans-Brantley  
 2 is searching that you could do, which you don't  
 3 see on the page. You could find the names of  
 4 some of the folders. If you click on it, it  
 5 doesn't go to the folder, but it's sort of  
 6 within a long -- within a long link.  
 7 Within that, sometimes you  
 8 have a folder, slash -- you might be able to  
 9 find it; okay? So, that's what I mean by, if  
 10 you fish around behind the scenes, you might be  
 11 able to find the names of some of the folders.  
 12 And if you're able to get the name of the  
 13 folder, then what you do is you go to the top,  
 14 you type it in, and if you're in luck, you  
 15 know, for whatever reason it was enabled,  
 16 you'll get it.  
 17 THE HEARING OFFICER: So --  
 18 so, in other words, if it's enabled, with some  
 19 work beyond simple clicking --  
 20 THE WITNESS: Right.  
 21 THE HEARING OFFICER: -- you  
 22 could access documents -- or possibly --.  
 23 THE WITNESS: Correct.  
 24 That's exactly right.

1 Yarmish - Recross - Hemans-Brantley  
 2 THE HEARING OFFICER: All  
 3 right.  
 4 MS. HEMANS-BRANTLEY: Okay.  
 5 I think I understand.  
 6 THE WITNESS: Got it?  
 7 MS. HEMANS-BRANTLEY: Thank  
 8 you, yes.  
 9 And -- and thank you very  
 10 much, Doctor.  
 11 THE HEARING OFFICER: Any  
 12 further questions?  
 13 MR. FOFANA: No, thank you.  
 14 THE HEARING OFFICER: Thank  
 15 you very much. You have a good afternoon --  
 16 good day.  
 17 DR. YARMISH: Okay. Thank  
 18 you.  
 19 MS. HEMANS-BRANTLEY: Thank  
 20 you, sir.  
 21 DR. YARMISH: Okay. Sorry  
 22 for the --.  
 23 MS. HEMANS-BRANTLEY: No, I  
 24 understand.

1 Yarmish - Recross - Hemans-Brantley  
 2 THE HEARING OFFICER: All  
 3 right. We're going to go off the record.  
 4 (Off-the-record discussion)  
 5 THE HEARING OFFICER: Mr.  
 6 Fofana, I understand from off-the-record  
 7 discussions that you'll -- you're calling  
 8 yourself as your next witness?  
 9 MR. FOFANA: Absolutely. I  
 10 just decided that.  
 11 THE HEARING OFFICER: All  
 12 right. Then I'm going to need to swear you in.  
 13 Would you please raise your right hand?  
 14 Do you swear or affirm that  
 15 the testimony you're about to give will be the  
 16 truth, the whole truth, and nothing but the  
 17 truth?  
 18 MR. FOFANA: I do.  
 19 BOUBAKAR FOFANA;  
 20 Sworn  
 21 THE HEARING OFFICER: Okay.  
 22 And we'll try to do our best with this process.  
 23 And I will allow you to begin, Mr. Fofana.  
 24 THE WITNESS: Okay. I need

1 Yarmish - Recross - Hemans-Brantley  
 2 just one minute to set up something, if you  
 3 don't mind. Okay.  
 4 THE HEARING OFFICER: All  
 5 right. Now, I see you have papers in your  
 6 hands, and I think it would be best if you shut  
 7 those materials and try to testify off of your  
 8 recollection. And if you need material to  
 9 consult with, let us know and then we can get  
 10 into that at that time.  
 11 THE WITNESS: All right. So,  
 12 this is -- and so -- so, what? Because I  
 13 prepared a good part of my testimony in  
 14 writing.  
 15 THE HEARING OFFICER: Oh,  
 16 okay.  
 17 THE WITNESS: And you know, I  
 18 didn't -- I didn't try to study this, I --  
 19 well, nobody told me that --  
 20 THE HEARING OFFICER: Well --  
 21 well, it is --  
 22 THE WITNESS: -- I  
 23 couldn't --.  
 24 THE HEARING OFFICER: --

1 Yarmish - Recross - Hemans-Brantley  
 2 okay. Well -- well, it is very unusually to  
 3 have somebody have to testify without  
 4 questions.  
 5 But Ms. Brantley must be  
 6 afforded the opportunity to cross-examine you  
 7 while you're under oath --  
 8 THE WITNESS: Yeah.  
 9 THE HEARING OFFICER: --  
 10 based on what you do testify to.  
 11 THE WITNESS: I want --.  
 12 THE HEARING OFFICER: I think  
 13 maybe what we could do is, if you -- if you've  
 14 pre-prepared what you intended to say, is --  
 15 THE WITNESS: Uh-huh.  
 16 THE HEARING OFFICER: --  
 17 maybe -- do you have it in an order as to each  
 18 specification?  
 19 THE WITNESS: Yes.  
 20 THE HEARING OFFICER: Okay.  
 21 THE WITNESS: This is --  
 22 okay. Put it this way, I've prepared what I --  
 23 I intend to say. However, if I'm being  
 24 cross-examined, I will not look at one single

1 Yarmish - Recross - Hemans-Brantley  
 2 document. I will just respond to it.  
 3 THE HEARING OFFICER: Ms.  
 4 Brantley, what's your feeling on him testifying  
 5 off of his prepared written material?  
 6 MS. HEMANS-BRANTLEY: I  
 7 mean --.  
 8 THE WITNESS: If -- I --  
 9 I'm -- I'm willing to -- to -- to give a copy.  
 10 This is not a secret at all. So, it won't be a  
 11 problem. I'm being transparent here.  
 12 MS. HEMANS-BRANTLEY: You  
 13 know, whatever his basis is, and as you  
 14 indicated, Mr. Siegel, it is unusual. I don't  
 15 think I would want him to read verbatim --  
 16 THE HEARING OFFICER: Right.  
 17 MS. HEMANS-BRANTLEY: -- from  
 18 it.  
 19 THE HEARING OFFICER: I --  
 20 I -- I'm thinking that -- this is what I think  
 21 I'd like to have done. I would like to give  
 22 you the opportunity to review --  
 23 THE WITNESS: Uh-huh.  
 24 THE HEARING OFFICER: -- what

1 Yarmish - Recross - Hemans-Brantley  
 2 you've written for charge one.  
 3 THE WITNESS: Uh-huh.  
 4 THE HEARING OFFICER: And  
 5 then I'd like you to put your notes down --  
 6 THE WITNESS: Uh-huh.  
 7 THE HEARING OFFICER: -- and  
 8 to testify as to charge one.  
 9 THE WITNESS: Okay.  
 10 THE HEARING OFFICER: Before  
 11 you're done testifying with charge one, I'll  
 12 allow you to again review your notes, and if  
 13 there's something you think -- a topic you may  
 14 have forgotten to address --  
 15 THE WITNESS: Uh-huh.  
 16 THE HEARING OFFICER: -- I  
 17 will allow you to address that. Then we'll  
 18 move to charge two.  
 19 THE WITNESS: Uh-huh.  
 20 THE HEARING OFFICER: I'll  
 21 allow you to glance at your notes to charge  
 22 two. I'll ask you to take the notes way --  
 23 THE WITNESS: Uh-huh.  
 24 THE HEARING OFFICER: --

1 Yarmish - Recross - Hemans-Brantley  
 2 testify, and then I'll give you an opportunity  
 3 to look one last time at your notes, and if  
 4 there's something you may have forgotten to  
 5 address, I'll allow you to do it at that time.  
 6 I think that will be the best  
 7 procedure, and it will allow you to testify  
 8 more from your memory than from the prepared  
 9 written notes.  
 10 THE WITNESS: Okay. What  
 11 about the -- you know, the testimony -- because  
 12 things do not happen in a vacuum. I explain  
 13 the -- I created my Web site because there was  
 14 a pattern of abuse of power, and there were --  
 15 there is a history I intended to --.  
 16 THE HEARING OFFICER: You  
 17 mean some of your prefatory comments are -- are  
 18 beyond --  
 19 THE WITNESS: Yeah.  
 20 THE HEARING OFFICER: --  
 21 well, why don't we first, then, start with your  
 22 prefatory comments?  
 23 THE WITNESS: Right.  
 24 THE HEARING OFFICER: And

1 Yarmish - Recross - Hemans-Brantley  
 2 then we'll move to each individual charge.  
 3 THE WITNESS: Right. What  
 4 you said about addressing the specifications is  
 5 a fair way to -- to deal with.  
 6 THE HEARING OFFICER: Right.  
 7 THE WITNESS: One at a time,  
 8 I will take a look at it, to get some -- to  
 9 be -- well, and I -- well, this -- but there's  
 10 a little bit -- this is be one piece, and so I  
 11 need to -- you know, to consult on it, and it's  
 12 just directly related to -- to the  
 13 specifications.  
 14 THE HEARING OFFICER: All  
 15 right. So, what I think I'm going to do is --  
 16 and Ms. Brantley, you know, may object to some  
 17 of this anyway. So, I think on the prefatory  
 18 remarks, I will allow you to read.  
 19 THE WITNESS: All right.  
 20 THE HEARING OFFICER:  
 21 Obviously, I remind you that you're under oath.  
 22 THE WITNESS: Uh-huh.  
 23 THE HEARING OFFICER: And Ms.  
 24 Brantley, if these matters Mr. Fofana is

1 Fofana - Direct Testimony  
 2 addressing are, you know, in your view, not  
 3 relevant, obviously we (sic) can object, and  
 4 we'll take it from there.  
 5 All right. So, why don't you  
 6 begin, Mr. Fofana?  
 7 DIRECT TESTIMONY  
 8 THE WITNESS: Okay. First of  
 9 all, I would like to just -- you know, to start  
 10 with my -- basically my credentials.  
 11 I obtained a bachelor's of  
 12 mathematics in -- in Pierre and Marie Curie  
 13 University in Paris; right? Actually, it's a  
 14 double major, math and physics. And I took the  
 15 exam -- the admissions exam to enter the French  
 16 National School of Studies in Economics. As a  
 17 result, I was -- I was awarded a fellowship by  
 18 the European commission. I graduated from  
 19 there in '81 -- 1981, and I went to -- to the  
 20 Ivory Coast, where I taught two years in  
 21 college.  
 22 Then I -- I work in a  
 23 market-research company, The Sigma, that's not  
 24 in Ivory Coast, and -- for three years, and

1 Fofana - Direct Testimony  
 2 then I was -- I got a -- what do you call it?  
 3 A contract -- a teaching contract, to  
 4 Libreville, which is the capital city of a  
 5 central African country called Gabon, G-A, B,  
 6 as in boy, O-N.  
 7 I taught there, and in '88 I  
 8 came to the United States, I believe, in  
 9 January, in an M.B.A. program at Adelphi  
 10 University, and at the end of the -- the spring  
 11 semester - as I say, I came in January -I was  
 12 awarded a research assistant position with the  
 13 university. And I started teaching at the same  
 14 time, you know, at the HEOP -- H-E-O-P.  
 15 H-E-O-P, which stands for Higher Education  
 16 Opportunity Program.  
 17 Then, in '89 -- in the -- the  
 18 same year, at the end of the year, I applied  
 19 for a math position with the Board of  
 20 Education, and I was asked to take a written  
 21 and oral English exam. I passed it. And I  
 22 started my job as a substitute teacher in '89.  
 23 I obtained my -- my permanent  
 24 teaching license, New York City Public Schools,

1 Fofana - Direct Testimony  
 2 in 1992. In 1996, while I was teaching, I was  
 3 admitted to Rutgers University doctoral program  
 4 in management. That program was run, you know,  
 5 in tandem with N.J.I.T., meaning New Jersey  
 6 Institute of Technology, and my major was  
 7 management planning -- management planning.  
 8 Basically, it's about mathematics models  
 9 applied to management. And my minor was  
 10 computer information systems.  
 11 I -- you know, to make sure  
 12 that I'm accurate on these, I would like to  
 13 submit these. This is my -- my transcript  
 14 indicating the type of those courses --  
 15 THE HEARING OFFICER: That's  
 16 what?  
 17 THE WITNESS: -- at the  
 18 doctoral level.  
 19 THE HEARING OFFICER: Why  
 20 don't you show --  
 21 THE WITNESS: I've got --.  
 22 THE HEARING OFFICER: -- a  
 23 copy to Ms. Brantley?  
 24 THE WITNESS: Is that the

1 Fofana - Direct Testimony  
 2 only one?  
 3 THE HEARING OFFICER: That's  
 4 the only copy?  
 5 THE WITNESS: Yeah.  
 6 THE HEARING OFFICER: All  
 7 right. Ms. Brantley, why don't you take a look  
 8 at it? We can always make copies of it  
 9 after --  
 10 THE WITNESS: Yeah.  
 11 THE HEARING OFFICER: -- if  
 12 you don't object.  
 13 THE WITNESS: Right.  
 14 THE HEARING OFFICER: Just --  
 15 just, hold on. Let's --.  
 16 MS. HEMANS-BRANTLEY: The  
 17 major just says none on it.  
 18 THE WITNESS: I'm sorry?  
 19 Yeah. I'm sorry. Management's a broad -- it  
 20 counts if you have marketing, those type of  
 21 things --.  
 22 THE HEARING OFFICER: All  
 23 right. Well, I'm going to admit this as  
 24 Respondent's Twenty-three. And we'll obviously

1 Fofana - Direct Testimony  
 2 have to get some --  
 3 THE WITNESS: Right.  
 4 THE HEARING OFFICER: --  
 5 copies made at the break, so, I'll set this  
 6 aside.  
 7 THE WITNESS: Right. May I  
 8 continue?  
 9 THE HEARING OFFICER: Yes.  
 10 Yes.  
 11 THE WITNESS: And I was  
 12 awarded a fellowship at Rutgers University, a  
 13 fellowship of eleven hundred dollars monthly  
 14 stipend, plus -- plus free tuition.  
 15 The doctoral studies did not  
 16 work out, for it's a month clinic. I said -- I  
 17 won't go further. I build on the credit I  
 18 obtained to complete a master's in computer  
 19 science. And that was in 2005 and I would like  
 20 to submit this, my diploma of my -- master's in  
 21 computer science.  
 22 THE HEARING OFFICER: Is this  
 23 your only copy of this as well?  
 24 THE WITNESS: No, you can --

1 Fofana - Direct Testimony  
 2 yeah, you can keep it.  
 3 THE HEARING OFFICER: Okay.  
 4 THE WITNESS: Yes. You can  
 5 keep it.  
 6 THE HEARING OFFICER: All  
 7 right. So, this -- we'll have to get a copy  
 8 made, and this would be Respondent's  
 9 Twenty-four.  
 10 THE WITNESS: Twenty-four --  
 11 number -- if I'm not mistaken, sir,  
 12 R-Twenty-three is --.  
 13 THE HEARING OFFICER: Is the  
 14 Rutgers Transcript.  
 15 THE WITNESS: Right. Right.  
 16 THE HEARING OFFICER: And  
 17 R-Twenty-four would be the New Jersey Institute  
 18 of Technology diploma in -- master's of science  
 19 in computer science.  
 20 THE WITNESS: Right. And I  
 21 explained earlier, I came in this country for  
 22 a -- an M.B.A. program at Adelphi University.  
 23 I obtained the M.B.A. I -- this is the copy of  
 24 the diploma, M.B.A. And at a certain time I

1 Fofana - Direct Testimony  
 2 shall -- market and banking.  
 3 THE HEARING OFFICER: All  
 4 right.  
 5 THE WITNESS: So --.  
 6 THE HEARING OFFICER: All  
 7 right. So, that will be -- Respondent's  
 8 Twenty-five will be the Adelphi M.B.A.  
 9 THE WITNESS: Correct. So,  
 10 this is all I have to say about my credentials.  
 11 I obtained my -- you know, I became a -- an  
 12 American citizen in 2002.  
 13 Okay. As I said, things did  
 14 not happen in vacuum. I created the -- my Web  
 15 site, ww.teacherabuse (sic), because --  
 16 precisely because of the abuse of power that  
 17 destroyed my career, as I'm speaking, and I'm  
 18 not alone.  
 19 I believe that this -- the  
 20 past must be evoked to shed light of what I'm  
 21 going through. I was appointed by Erasmus Hall  
 22 High School in -- as I indicated, in September  
 23 of '94, and I became tenured in '95, just when  
 24 the school was split into three subschools that

1 Fofana - Direct Testimony  
 2 year. I ended up in the business and  
 3 technology subschool.  
 4 And after nine uneventful  
 5 years, from '89 when I started working, to  
 6 1998, my professional life took a turn for the  
 7 worse, because on February 9, 1998, I was  
 8 removed from the classroom for conduct  
 9 unbecoming your function.  
 10 MS. HEMANS-BRANTLEY: I'm  
 11 going to object to this part of it --  
 12 THE WITNESS: Well --  
 13 MS. HEMANS-BRANTLEY: --  
 14 introducing the prior --  
 15 THE WITNESS: -- this is --.  
 16 MS. HEMANS-BRANTLEY: --  
 17 disciplinary record, as not being relevant to  
 18 the --  
 19 THE WITNESS: Well, it is --  
 20 MS. HEMANS-BRANTLEY: --  
 21 charges.  
 22 THE WITNESS: -- this is --  
 23 if you ask me any questions -- if you don't --  
 24 if -- if you want to ask the question about the

1 Fofana - Direct Testimony  
 2 teacher abuse, I must evoke that precedent.  
 3 THE HEARING OFFICER: Well,  
 4 it's the hearing officer's view that I -- I had  
 5 rather us not get into it. I -- I'll explain  
 6 why.  
 7 Ultimately, I understand your  
 8 position, Mr. Fofana.  
 9 THE WITNESS: Yes.  
 10 THE HEARING OFFICER: It's  
 11 that -- and I -- I certainly don't mean to -- I  
 12 hope I'm not mischaracterizing it. It's that  
 13 there were frivolous charges leveled against  
 14 you and those charges, as I understand it, were  
 15 dealt with in a decision by Alan Viani;  
 16 correct?  
 17 THE WITNESS: It was thrown  
 18 out.  
 19 THE HEARING OFFICER: Okay.  
 20 THE WITNESS: All charges  
 21 relating to those corporal punishment were --  
 22 were --  
 23 THE HEARING OFFICER: Right.  
 24 THE WITNESS: -- thrown out.

1 Fofana - Direct Testimony  
 2 THE HEARING OFFICER: So --  
 3 so, you know, ultimately, Ms. Brantley needs to  
 4 review the record that you've submitted on the  
 5 Viani decision.  
 6 THE WITNESS: Okay.  
 7 THE HEARING OFFICER: That's  
 8 going to -- some form of the Viani decision  
 9 will go in the record.  
 10 THE WITNESS: Okay.  
 11 THE HEARING OFFICER: So, I  
 12 don't think we need to get into the whole story  
 13 of --  
 14 THE WITNESS: Uh-huh.  
 15 THE HEARING OFFICER: -- how  
 16 it played out.  
 17 THE WITNESS: Uh-huh.  
 18 THE HEARING OFFICER: You can  
 19 argue that there clear -- you know, there were  
 20 charges dismissed against you that were  
 21 pertinent to the more egregious allegations.  
 22 THE WITNESS: Uh-huh.  
 23 THE HEARING OFFICER: And we  
 24 can go from the point after --

1 Fofana - Direct Testimony  
 2 THE WITNESS: Uh-huh.  
 3 THE HEARING OFFICER: -- this  
 4 aspect of your career was concluded --  
 5 THE WITNESS: Uh-huh.  
 6 THE HEARING OFFICER: -- to  
 7 what happened from there.  
 8 THE WITNESS: Right. Yes.  
 9 THE HEARING OFFICER: Okay.  
 10 THE WITNESS: Well, I will  
 11 show, if I may, I will point out one of the  
 12 very specific, you know, contentious points we  
 13 went through in this proceeding.  
 14 Repeatedly I objected to the  
 15 fact that I was not -- was not, you know,  
 16 provided with the A-420 form, and Mr. Robert  
 17 Colon, the investigator, testified that the  
 18 principal must fill out, at the end of the day,  
 19 this form and submit it. And that's part of a  
 20 Chancellor Regulation.  
 21 And to -- to -- to the  
 22 present, this paper -- form has not been, you  
 23 know, furnished. And -- and -- which is true.  
 24 I'm -- I'm -- I'm speaking from --.

Page 1739

1 Fofana - Direct Testimony  
 2 MS. HEMANS-BRANTLEY: I'm  
 3 going to object, because that's not my  
 4 recollection of the investigator's testimony.  
 5 It was -- was that at that point he filled out  
 6 the principal investigation report.  
 7 THE WITNESS: I'm going to  
 8 let you decide that.  
 9 THE HEARING OFFICER: Well,  
 10 Mr. -- Mr. Fofana, I'd actually rather -- that,  
 11 to me, is more in the nature of argument. The  
 12 Colon testimony will speak for itself on the  
 13 transcript.  
 14 THE WITNESS: Yeah.  
 15 THE HEARING OFFICER: I'd  
 16 rather hear from you about your testimony --  
 17 THE WITNESS: Uh-huh.  
 18 THE HEARING OFFICER: -- as  
 19 to your background, and then to the allegations  
 20 themselves.  
 21 THE WITNESS: Yeah.  
 22 THE HEARING OFFICER: That's  
 23 what we're doing.  
 24 THE WITNESS: Yeah.

Page 1741

1 Fofana - Direct Testimony  
 2 have the principal, Joel Shapiro, removed,  
 3 because he didn't address it, most probably.  
 4 And discipline -- a  
 5 discipline problems were tremendous and -- I  
 6 will be very short on this one. In my dealing  
 7 with that, was -- because the -- the deans and  
 8 our supervisor could not help us. I -- I  
 9 addressed this for my class by visiting  
 10 students' homes, and it was -- I was very  
 11 successful, but the principal was not -- was so  
 12 insecure, he tried to block it. And he could  
 13 not, because parent/teacher relationship, you  
 14 know, we're adults, you know, in charge of the  
 15 students' welfare. He could not block this  
 16 interaction.  
 17 I'm explaining this, because  
 18 for my refusal, in no time, I ended up in a --  
 19 another corporal punishment. A student just --  
 20 he complained, and I was out, you know, I was  
 21 removed. And the charges were thrown out. It  
 22 did not even reach the 3020-a, because it was  
 23 so flimsy.  
 24 MS. HEMANS-BRANTLEY: I'm

Page 1740

1 Fofana - Direct Testimony  
 2 THE HEARING OFFICER: So, why  
 3 don't you pick it up from after --  
 4 THE WITNESS: All right.  
 5 THE HEARING OFFICER: -- the  
 6 Viani decision is -- is awarded, you're  
 7 exonerated on all charges, except for two  
 8 excessive-absenteeism charges, as I recall from  
 9 the decision.  
 10 THE WITNESS: Yes.  
 11 THE HEARING OFFICER: And  
 12 you're -- a letter-of-reprimand penalty is  
 13 imposed. The rest of it's dismissed.  
 14 THE WITNESS: Yes.  
 15 THE HEARING OFFICER: Okay.  
 16 So, why don't you take us from that point  
 17 forward?  
 18 THE WITNESS: Okay. All  
 19 right. So, I -- I think we -- from Erasmus  
 20 Hall High School, after this 3020-a, I was  
 21 reassigned to Canarsie High School. And -- and  
 22 Canarsie High School was -- was -- elicited as  
 23 evidence that a hearing was conducted there,  
 24 and it led, you know, parents and the staff to

Page 1742

1 Fofana - Direct Testimony  
 2 going to object to this --  
 3 THE WITNESS: Well, it didn't  
 4 reach --.  
 5 MS. HEMANS-BRANTLEY: -- and  
 6 the -- the reason is because Mr. Fofana is  
 7 testifying to events which have no -- no basis  
 8 in the record, and there's no way for me --  
 9 THE WITNESS: It's a  
 10 foundation --  
 11 MS. HEMANS-BRANTLEY: --  
 12 to --.  
 13 THE WITNESS: -- sir.  
 14 THE HEARING OFFICER: Well,  
 15 I -- I -- we're -- we're keep -- we're keeping  
 16 this testimony very limited. I will allow  
 17 you -- why don't you move on to the next phase?  
 18 THE WITNESS: That's the  
 19 phase, and the -- you know, from Canarsie High  
 20 School I was, you know, reassigned to Middle  
 21 College High School. In the mean time, Joel  
 22 Shapiro was shown the door.  
 23 Now, when the -- the -- the  
 24 secretary announced the new math teacher, on

26 (Pages 1739 to 1742)

1 Fofana - Direct Testimony  
 2 March 20 in 2003, the principal, Michael  
 3 Wiltshire, came to the door to meet with me and  
 4 that was noticeably uneasy, because we met  
 5 before.  
 6 I'm not going to go through  
 7 many details, because I already stated that I  
 8 did some academic work with -- in 1994, for the  
 9 computer programming, and this computer  
 10 programming work, I would like to submit it,  
 11 because it's part of my exhibits.  
 12 As a matter of fact, I can  
 13 see your writing here. Just I -- I mentioned  
 14 it already. I would like to submit this.  
 15 THE HEARING OFFICER: All  
 16 right. That's what previously was R-Nine for  
 17 I.D.  
 18 THE WITNESS: Uh-huh.  
 19 THE HEARING OFFICER: So,  
 20 does Ms. Brantley have a copy of that?  
 21 THE WITNESS: Yeah.  
 22 THE HEARING OFFICER: I'm not  
 23 sure.  
 24 THE WITNESS: There are

1 Fofana - Direct Testimony  
 2 three.  
 3 THE HEARING OFFICER: Oh,  
 4 there's --.  
 5 THE WITNESS: Three copies,  
 6 one for you, one for --  
 7 THE HEARING OFFICER: Oh, I  
 8 see.  
 9 THE WITNESS: -- and one for  
 10 me.  
 11 THE HEARING OFFICER: Okay.  
 12 Got you.  
 13 THE WITNESS: Uh-huh.  
 14 THE HEARING OFFICER: So,  
 15 it's your testimony that --  
 16 THE WITNESS: This is --.  
 17 THE HEARING OFFICER: -- R  
 18 R-Nine is the work you did for Dr. Wiltshire --  
 19 THE WITNESS: At the time --  
 20 THE HEARING OFFICER: -- in  
 21 1994?  
 22 THE WITNESS: -- yeah. There  
 23 was no header, nothing indicating the origin of  
 24 this work. When I finished, I put the work

1 Fofana - Direct Testimony  
 2 on -- on a floppy disk. At the bottom, as you  
 3 can see, "file organization in the floppy disk"  
 4 to help him understand what's in it. As you  
 5 can -- "Mike, this is to help you understand  
 6 the file program involved in the project, and  
 7 the organization on the disk."  
 8 All right. So, this is  
 9 my --.  
 10 THE HEARING OFFICER: Any  
 11 objection?  
 12 MS. HEMANS-BRANTLEY: Yes.  
 13 This document is not dated. There's no way for  
 14 me to know when it was created. And there's no  
 15 way for Mr. Fofana to authenticate it as  
 16 being -- being drafted in the time frame in  
 17 which he's saying it was being drafted --  
 18 THE WITNESS: I --  
 19 MS. HEMANS-BRANTLEY: --  
 20 because -- and I -- I have no way for me to  
 21 know what this is.  
 22 THE WITNESS: Well, you  
 23 cannot. I'm sorry. May I -- may I --  
 24 MS. HEMANS-BRANTLEY: And

1 Fofana - Direct Testimony  
 2 there's no way for me to --  
 3 THE WITNESS: -- object to  
 4 that?  
 5 MS. HEMANS-BRANTLEY: -- it's  
 6 not dated.  
 7 THE WITNESS: This -- this is  
 8 not --  
 9 MS. HEMANS-BRANTLEY: The --.  
 10 THE WITNESS: -- it's not a  
 11 date thing. This is about when -- when I  
 12 received this paper at work, the date was not  
 13 in it, either. And well -- well, you know --  
 14 you know, the date is absolutely irrelevant to  
 15 the subject. The subject is this is -- the  
 16 work has been done and we don't -- and -- and  
 17 Mr. -- Dr. Wiltshire give the knowledge that we  
 18 met ten years prior to my reassignment to his  
 19 school.  
 20 And to try to -- to suppress  
 21 this, would be, you know --  
 22 THE HEARING OFFICER: Ms.  
 23 Brantley, do -- do --  
 24 THE WITNESS: -- detrimental

Page 1747

1 Fofana - Voir Dire - Hemans-Brantley  
 2 as to --.  
 3 MS. HEMANS-BRANTLEY: Huh.  
 4 THE HEARING OFFICER: -- you  
 5 have any voir dire you want to ask on R-Nine?  
 6 MS. HEMANS-BRANTLEY: Yes.  
 7 VOIR DIRE EXAMINATION  
 8 BY MS. HEMANS-BRANTLEY:  
 9 Q. When was this document  
 10 created?  
 11 **A. When it was created, I would**  
 12 **have to ask Dr. Wiltshire, because it was --**  
 13 **this is -- his work, given to me, and I**  
 14 **prepared, you know -- I -- I put this, because**  
 15 **it was on -- on a -- on a -- disorderly on the**  
 16 **floppy disk.**  
 17 **So, to present -- to have**  
 18 **some -- a coherent document, showing what was**  
 19 **done and what is the -- the -- the floppy disk**  
 20 **was about.**  
 21 **THE HEARING OFFICER: So,**  
 22 **are -- are you saying, the bottom part --**  
 23 THE WITNESS: Uh-huh.  
 24 THE HEARING OFFICER: -- of

Page 1749

1 Fofana - Voir Dire - Hemans-Brantley  
 2 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 3 Q. And there's no -- there is no  
 4 information contained on here that you created  
 5 this document; correct?  
 6 **A. Well, this is not an official**  
 7 **document. These are from an educational**  
 8 **institution. This is a document of -- I --**  
 9 **I --.**  
 10 THE HEARING OFFICER: Just  
 11 answer the question. I'll ultimately decide  
 12 whether it goes in evidence. Just try to  
 13 answer the question.  
 14 THE WITNESS: All right.  
 15 **A. (Cont'g.) Repeat again,**  
 16 **ma'am.**  
 17 **BY MS. HEMANS-BRANTLEY: (Cont'g.)**  
 18 Q. There's nothing on  
 19 Respondent's Nine for identification that --  
 20 that indicates that you created this program?  
 21 This -- this document.  
 22 **A. That -- that's a affirmation.**  
 23 **What's -- what's the question?**  
 24 Q. There's nothing written on

Page 1748

1 Fofana - Voir Dire - Hemans-Brantley  
 2 this document, you typed that yourself?  
 3 THE WITNESS: Yes. Yes.  
 4 THE HEARING OFFICER: And the  
 5 top part was something he handed to you?  
 6 THE WITNESS: I typed it for  
 7 him.  
 8 THE HEARING OFFICER: The top  
 9 part?  
 10 THE WITNESS: You know, let  
 11 me put it this way: Once I did the proper  
 12 work, I put it on the floppy disk. It was --  
 13 it was a computer programming.  
 14 THE HEARING OFFICER: Right.  
 15 THE WITNESS: And --  
 16 THE HEARING OFFICER: Oh, and  
 17 then you --  
 18 THE WITNESS: -- to -- to --.  
 19 THE HEARING OFFICER: --  
 20 added the -- the explanation and the --.  
 21 THE WITNESS: For what is in  
 22 it, for him to understand it.  
 23 THE HEARING OFFICER: Next  
 24 question, Ms. Brantley, if you --.

Page 1750

1 Fofana - Voir Dire - Hemans-Brantley  
 2 this document that shows that you created this  
 3 document.  
 4 **A. Well, the document didn't**  
 5 **come in this room, you know, in itself.**  
 6 **Someone had to bring it in, and I'm telling you**  
 7 **this is -- you know, there's no -- the question**  
 8 **is real, because nobody can us it other than**  
 9 **the speaker. So, I don't see the relevance of**  
 10 **this question.**  
 11 **MS. HEMANS-BRANTLEY: I**  
 12 **didn't get anything.**  
 13 THE HEARING OFFICER: There's  
 14 nothing officially on the document that says,  
 15 authored by Boubakar Fofana; correct?  
 16 THE WITNESS: What kind of  
 17 official indication would you think that --?  
 18 THE HEARING OFFICER: She's  
 19 just asking the question. You can -- you can  
 20 answer -- it doesn't -- just try to answer the  
 21 question to the best of your ability.  
 22 The document speaks for  
 23 itself. Let's move on to the next question.  
 24 THE WITNESS: Yeah.

28 (Pages 1747 to 1750)

1 Fofana - Voir Dire - Hemans-Brantley  
 2 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 3 Q. Does -- does Mr. -- Principal  
 4 Wiltshire -- Dr. Wiltshire's signature appear  
 5 on here anywhere?  
 6 **A. Appear? What do you mean,**  
 7 **appear?**  
 8 Q. Do you see Dr. Wiltshire's  
 9 signature here?  
 10 **A. Signature? Do I need his**  
 11 **signature? When it's -- when he gave it to me,**  
 12 **he didn't give me a -- the --.**  
 13 THE HEARING OFFICER: The --  
 14 the -- the answer -- the answer is, no;  
 15 correct?  
 16 THE WITNESS: Yes.  
 17 BY MS. HEMANS-BRANTLEY: (Cont'g.)  
 18 Q. Is there any indication on  
 19 here that Dr. Wiltshire gave you this document?  
 20 **A. Well, this is for -- no. No.**  
 21 **There's no indication and there -- there --**  
 22 **there --.**  
 23 Q. Is there any indication on  
 24 here that this is a school assignment?

1 Fofana - Voir Dire - Hemans-Brantley  
 2 **A. No.**  
 3 **MS. HEMANS-BRANTLEY: I'm**  
 4 **going to object to this coming in.**  
 5 THE WITNESS: Why --?  
 6 THE HEARING OFFICER: All  
 7 right. With all due respect to the Department,  
 8 I've heard your reasons for objecting. And the  
 9 witness has testified that he created the  
 10 document.  
 11 THE WITNESS: Uh-huh.  
 12 THE HEARING OFFICER: He's  
 13 not a business entity.  
 14 THE WITNESS: Uh-huh.  
 15 THE HEARING OFFICER: He --  
 16 the way he's testified about the way this came  
 17 about, there would not be official signatures.  
 18 THE WITNESS: Uh-huh.  
 19 THE HEARING OFFICER: So, I'm  
 20 going to let it in, based on the testimony that  
 21 we've heard.  
 22 THE WITNESS: Yeah.  
 23 THE HEARING OFFICER: You may  
 24 continue with your testimony.

1 Fofana - Further Direct Testimony  
 2 THE WITNESS: Thank you.  
 3 THE HEARING OFFICER: So, R  
 4 R-Nine is now in evidence instead of I.D.  
 5 THE WITNESS: R-Nine? Is  
 6 that --?  
 7 THE HEARING OFFICER: Yeah.  
 8 This was Respondent's Nine originally.  
 9 THE WITNESS: Right.  
 10 THE HEARING OFFICER: Yes.  
 11 FURTHER DIRECT TESTIMONY  
 12 THE WITNESS: So, at -- as I  
 13 have indicated, I didn't know Dr. Wiltshire per  
 14 se. It was my girlfriend who was the  
 15 go-between, and she brought this work to me.  
 16 Incidentally, they know --  
 17 they knew each other because both are of  
 18 Jamaican origin and that's how Barbara -- that  
 19 was the -- you know, was the go-between between  
 20 the two of us.  
 21 I did the work for two  
 22 hundred fifty dollars, and as you can see you  
 23 have five assignments. Each of them was fifty  
 24 dollars.

1 Fofana - Further Direct Testimony  
 2 And in April, 1994 - I cannot  
 3 pinpoint the date - I never knew that we would  
 4 ever have to discuss this matter. In April  
 5 1994, Dr. Wiltshire -- Mike, just because at --  
 6 at the time it was Mike -- Mike stopped by my  
 7 home and picked up the work. And the whole  
 8 production took probably twenty -- twenty  
 9 minutes, and I don't want to get into the  
 10 details, because actually, he told me it was  
 11 because --.  
 12 MS. HEMANS-BRANTLEY:  
 13 Objection.  
 14 THE WITNESS: Okay. I  
 15 can --.  
 16 THE HEARING OFFICER: Yeah.  
 17 Let's -- let's go back to, you -- you met him  
 18 now at the school -- Middle College High  
 19 School.  
 20 THE WITNESS: Right.  
 21 THE HEARING OFFICER: Let's  
 22 go right back to that.  
 23 THE WITNESS: We will go  
 24 straight, no problem. So, this is, you know,

Page 1755

1 Fofana - Further Direct Testimony  
 2 the second time he and I met.  
 3 So, Dr. Wiltshire told me he  
 4 did not request a math teacher. I told him,  
 5 well, I -- I didn't come on my own. The  
 6 superintendent sent me. Dr. Wiltshire asked me  
 7 to verify -- to go back to the superintendent's  
 8 office.  
 9 I have to tell you, I was a  
 10 little bit upset, because all he needed was to  
 11 pick up the phone and ascertain, you know --  
 12 you know -- you know, my -- my statement. And  
 13 besides, I always also give him my  
 14 reassignment -- reassignment letter. If I'm  
 15 not mistaken, I -- it is -- what you call it --  
 16 Exhibit -- if it's not in the record, I will  
 17 provide it. I think I gave it to -- to -- I  
 18 don't remember.  
 19 Yes, R-Five. R-Five, letter  
 20 of reassignment to Middle College High School.  
 21 THE HEARING OFFICER: Hold on  
 22 one minute. Just so --  
 23 THE WITNESS: Uh-huh.  
 24 THE HEARING OFFICER: -- no.

Page 1757

1 Fofana - Further Direct Testimony  
 2 it -- it -- it deals with an -- a March 17,  
 3 2003 reassignment.  
 4 THE WITNESS: Right. Right.  
 5 So -- so, there's no need to submit that  
 6 reassignment.  
 7 Now, in this reassignment  
 8 letter, I gave it to him, and the letter does  
 9 not include at all A.T.R. work. And Dr.  
 10 Wiltshire finally reluctantly admitted --  
 11 admitted to me --  
 12 MS. HEMANS-BRANTLEY:  
 13 Objection to what --  
 14 THE WITNESS: Well, I think  
 15 the word --  
 16 MS. HEMANS-BRANTLEY: --  
 17 would --.  
 18 THE WITNESS: -- it doesn't  
 19 matter.  
 20 He gave me a program. It was  
 21 a mix. I took over his own statistics course,  
 22 and I -- I was given another course. But as I  
 23 promised, I will not -- I won't dwell on those  
 24 details. The fact of the matter is, at the end

Page 1756

1 Fofana - Further Direct Testimony  
 2 R-Five is a document from yourself to Dr.  
 3 Wiltshire regarding --  
 4 THE WITNESS: Oh, okay.  
 5 THE HEARING OFFICER: --  
 6 the --  
 7 THE WITNESS: All right.  
 8 So --  
 9 THE HEARING OFFICER: --  
 10 no -- no. R-Six is the document you're  
 11 speaking of.  
 12 THE WITNESS: Okay.  
 13 THE HEARING OFFICER: R-Six  
 14 is from Max Melamed to yourself --  
 15 THE WITNESS: Yes.  
 16 THE HEARING OFFICER: --  
 17 dated March 14, 2002.  
 18 THE WITNESS: Okay.  
 19 THE HEARING OFFICER:  
 20 Although it appears to be mistaken. It should  
 21 have said March 14th, 2003.  
 22 THE WITNESS: We did mention  
 23 that earlier.  
 24 THE HEARING OFFICER: Because

Page 1758

1 Fofana - Further Direct Testimony  
 2 of the school year, in June, Dr. Wiltshire told  
 3 me that I could not come back.  
 4 First of all, he told me  
 5 verbally, around May, and I -- I told him  
 6 verbally -- I say, well, this is unfortunate,  
 7 because given my background, my experience, and  
 8 I was sent by the superintendent, I don't see  
 9 why I could not come back.  
 10 So, it becomes a little bit  
 11 tense, because I -- I pointed out that -- is it  
 12 because of what happened between us before.  
 13 And I said verbally, but don't worry about  
 14 that. I told him, I'm all over mine. And  
 15 plus, I don't want to get into trouble. I -- I  
 16 want to help the -- excuse my language, sir --  
 17 I won't go through all this crap. I just want  
 18 to settle with you. And he would not.  
 19 Which, I wrote the letter  
 20 now, this -- this R-Five, telling him the  
 21 history of our relationship. And my conclusion  
 22 was, "Please, just let's forget the past. Let  
 23 met do my job."  
 24 Now, Dr. Wiltshire was just

30 (Pages 1755 to 1758)

1 Fofana - Further Direct Testimony  
 2 adamant, apparently, because at the -- on the  
 3 20 -- on June 23rd, he wrote a letter telling  
 4 me that I could not come back. And if let me  
 5 try to locate it, because I did not -- I  
 6 don't -- I don't -- I don't think I provided  
 7 this letter.  
 8 This is the letter I'm  
 9 referring to. Here we go.  
 10 THE HEARING OFFICER: Is that  
 11 dated June 23, '03?  
 12 THE WITNESS: Yes.  
 13 THE HEARING OFFICER: All  
 14 right. But that's -- that's from you to him or  
 15 him to you?  
 16 THE WITNESS: My letter --  
 17 his letter to me.  
 18 THE HEARING OFFICER: Oh,  
 19 okay. All right. Yeah, I don't think we have  
 20 that.  
 21 THE WITNESS: Yeah. This is  
 22 a letter he -- he sent me.  
 23 THE HEARING OFFICER: So,  
 24 you'd like this marked as R-Twenty-six?

1 Fofana - Further Direct Testimony  
 2 THE WITNESS: Yes.  
 3 R-Twenty-six. And he told me I could not come  
 4 back.  
 5 THE HEARING OFFICER: Ms.  
 6 Brantley, before -- do you want a moment to  
 7 look at this letter?  
 8 MS. HEMANS-BRANTLEY: Yes.  
 9 THE WITNESS: I'm sorry?  
 10 THE HEARING OFFICER: I'm  
 11 giving Ms. Brantley a moment to look at the  
 12 letter, before we admit it into evidence --  
 13 THE WITNESS: Right.  
 14 THE HEARING OFFICER: -- to  
 15 see whether she has any objections --  
 16 THE WITNESS: Uh-huh.  
 17 THE HEARING OFFICER: --  
 18 or -- or how she wishes to proceed.  
 19 THE WITNESS: Uh-huh.  
 20 THE HEARING OFFICER: Any  
 21 objection to this going in?  
 22 MS. HEMANS-BRANTLEY: No, the  
 23 principal testified to this matter on -- at  
 24 some point during his testimony.

1 Fofana - Further Direct Testimony  
 2 THE WITNESS: Yeah.  
 3 THE HEARING OFFICER: Okay.  
 4 So, R-Twenty-six is in evidence.  
 5 THE WITNESS: All right.  
 6 THE HEARING OFFICER: Thank  
 7 you.  
 8 THE WITNESS: So, because  
 9 he -- I felt an injustice was made, and I  
 10 decided to let the cat out by showing everybody  
 11 what happened, by making a copy of R-Five.  
 12 And -- and -- and let the staff why I won't be  
 13 back, and that obviously, it created a  
 14 situation in which Dr. Wiltshire became furious  
 15 and the vendetta was on. That's how I would  
 16 characterize it.  
 17 And I left for summer --  
 18 summer -- for summer vacation. But in the  
 19 meantime -- and I applied for summer -- summer  
 20 school. And the application must be aligned,  
 21 mostly at least, for the superintendent. And  
 22 the superintendent accepted the completion, and  
 23 sent me a letter to -- to assign me to my own  
 24 school.

1 Fofana - Further Direct Testimony  
 2 I had to point out, not --  
 3 not because I'm from that school I was sent,  
 4 no. It was a -- the center for many schools,  
 5 because he didn't open all schools for summer  
 6 school. So, I ended up with people coming from  
 7 all horizons, teachers, the payroll secretary,  
 8 et cetera.  
 9 Speaking of payroll  
 10 secretary, Fran Rivera was the payroll  
 11 secretary from Paul Robeson, and in a sense she  
 12 came in with, you know, her boss, which  
 13 happened to be Ira Westin. And so, Ira Westin  
 14 and Dr. Wiltshire were the two principals on --  
 15 on the site. And they were working in tandem.  
 16 Sometimes, one will take a break, you know, a  
 17 quick break, you know, a couple of days off  
 18 while the other one worked.  
 19 Now, at the end of the --  
 20 the -- a couple days before the end of -- oh,  
 21 no. I'm sorry. This is very, very -- it's  
 22 essential. I have to discuss that.  
 23 Dr. Wiltshire, said no, he  
 24 cannot allow me in. It was that -- he said

1 Fofana - Further Direct Testimony  
 2 because he doesn't have a position. Obviously,  
 3 this was not correct, because it was for the  
 4 superintendent to make special evaluations, and  
 5 correctly, you know, recruit people, especially  
 6 math teachers. But people, colleagues, don't  
 7 want to hear about it, because of the stress  
 8 involved.  
 9 MS. HEMANS-BRANTLEY:  
 10 Objection.  
 11 THE WITNESS: Well, this  
 12 is -- this is -- I --.  
 13 THE HEARING OFFICER: The --  
 14 the objection is sustained.  
 15 Try to stick to the facts  
 16 of --  
 17 THE WITNESS: All right.  
 18 Okay.  
 19 THE HEARING OFFICER: --  
 20 what -- what you're trying to --.  
 21 THE WITNESS: All right.  
 22 I -- I told the -- in front of the -- Ms. Fran  
 23 Rivera, I said, "Ms. Rivera, am I on the list  
 24 or not." Because she would see, independently

1 Fofana - Further Direct Testimony  
 2 from Mr. Westin, independently of Dr.  
 3 Wiltshire, because they don't deal with the  
 4 recruitment for summer school.  
 5 She said, "Yes, you're on the  
 6 list." And without even listening, you know,  
 7 any further discussion, she gave me a program  
 8 card -- well, no, time card is what -- so, I  
 9 just click -- click on -- click out, like  
 10 everybody. But because Dr. Wiltshire refused  
 11 to give me a program, and I refused to leave,  
 12 because I was definitely, you know -- you know,  
 13 assigned to the school. There was a position  
 14 and a -- you know, a weird situation.  
 15 I was click on, click out,  
 16 every day for more than one week, approximately  
 17 ten days, without teaching. I was sitting  
 18 idle, and Dr. Wiltshire recruited a substitute  
 19 through, you know -- for math, because there  
 20 was a shortage. That -- that -- that's the --  
 21 you know -- you know, the real part. There was  
 22 a shortage of math teachers. And yet one  
 23 teacher was sitting idle in the teacher's  
 24 lounge, and Wiltshire was hire -- hiring -- had

1 Fofana - Further Direct Testimony  
 2 hired a -- you know, a substitute.  
 3 Now, this -- if you remember,  
 4 this is the -- the status of the faculty on the  
 5 7th of July, 2004 -- no, 2003. We're speaking  
 6 2003.  
 7 MS. HEMANS-BRANTLEY: I'm  
 8 going to object.  
 9 THE WITNESS: Well -- well,  
 10 please, you have to look at what I'm talking  
 11 about first, because I don't see --.  
 12 THE HEARING OFFICER: You're  
 13 objecting to his testimony about the summer  
 14 school?  
 15 MS. HEMANS-BRANTLEY: Yeah,  
 16 he -- he's going -- I mean, I -- I -- I'm  
 17 letting him give -- allowing Mr. Fofana to kind  
 18 of set a background, but I think delving  
 19 into --  
 20 THE WITNESS: No. No.  
 21 MS. HEMANS-BRANTLEY: -- his  
 22 programs, procedures -- I think you're going  
 23 far afield of the --  
 24 THE WITNESS: No, I -- I --

1 Fofana - Further Direct Testimony  
 2 MS. HEMANS-BRANTLEY: --  
 3 relevance at this point.  
 4 THE WITNESS: -- I -- I  
 5 object -- I object to this objection --  
 6 THE HEARING OFFICER: All  
 7 right.  
 8 THE WITNESS: -- because,  
 9 once again, there is -- there is -- there's  
 10 no -- things do not happen in a vacuum. And my  
 11 main preface is that Dr. Wiltshire was on a  
 12 vendetta, you know, a mission when he -- when  
 13 from that moment, by preventing me to have a  
 14 program, when he behaved the same way when I  
 15 went back in 2004, it was the same pattern.  
 16 THE HEARING OFFICER: I -- I  
 17 will -- we -- we have R -- R-Thirteen as I.D.'d  
 18 right now. Since we've put it in, I'll let you  
 19 testify as to that.  
 20 THE WITNESS: Yes. So, this  
 21 is -- this is the -- the -- the July list of --  
 22 of -- of the faculty. And I didn't invent it,  
 23 the names are there, and plus, now I'm very  
 24 happy to -- to say that, Mr. Ira Westin, I was

1 Fofana - Further Direct Testimony  
 2 intending to have testify with regards to this,  
 3 because he was in the building. So, I would  
 4 kill, you know, two birds with the same stone.  
 5 So, you get a sense of why I'm  
 6 telling this. I -- I -- I'm -- I was, you  
 7 know -- you know, insisting that you have this  
 8 gentleman in to talk about a lot of things.  
 9 So, you can see it -- you  
 10 have taken -- you don't see my name, but --.  
 11 THE HEARING OFFICER: Ms.  
 12 Brantley, any objection to this document going  
 13 in?  
 14 MS. HEMANS-BRANTLEY: Yes. I  
 15 don't see the relevance of this to --  
 16 THE WITNESS: May I explain?  
 17 MS. HEMANS-BRANTLEY: -- the  
 18 specifications.  
 19 THE HEARING OFFICER: All  
 20 right.  
 21 MS. HEMANS-BRANTLEY: Because  
 22 summer school was not included in --  
 23 THE HEARING OFFICER: All  
 24 right.

1 Fofana - Further Direct Testimony  
 2 THE WITNESS: Well, I --.  
 3 MS. HEMANS-BRANTLEY: -- the  
 4 charges.  
 5 THE HEARING OFFICER: I'm --  
 6 I -- I'm just trying to cut this off.  
 7 I'm going to allow it in.  
 8 R-Thirteen will now be in evidence.  
 9 Do you have a copy of this,  
 10 Ms. Brantley?  
 11 THE WITNESS: It's -- it's  
 12 three -- it's three copies.  
 13 THE HEARING OFFICER: Oh,  
 14 there's three again.  
 15 THE WITNESS: Yes. That's  
 16 how I operate, make a copy for -- this would be  
 17 R --.  
 18 THE HEARING OFFICER: This is  
 19 R-Thirteen, because you -- this -- this was  
 20 presented at an earlier time.  
 21 THE WITNESS: Oh, that's  
 22 correct.  
 23 THE HEARING OFFICER: And it  
 24 was I.D. only, so --.

1 Fofana - Further Direct Testimony  
 2 THE WITNESS: Right. Thank  
 3 you. So, this document will show that there  
 4 were vacancies, and I'm not going to dwell on  
 5 it, just to -- you know, to accommodate the  
 6 D.O.E. I will move on to -- now, I do have to  
 7 say, at one point the situation became  
 8 untenable. Students poured in, into summer  
 9 school, and they were forced, practically,  
 10 to -- to give me a program. That explains why  
 11 I was -- I was able to teach.  
 12 I -- I believe that Westin,  
 13 who had no particular problem with me, insisted  
 14 that this be resolved, because he could not  
 15 understand why a guy was sitting --.  
 16 MS. HEMANS-BRANTLEY:  
 17 Objection.  
 18 THE WITNESS: All right.  
 19 I -- I --.  
 20 THE HEARING OFFICER: Yeah.  
 21 I can't -- I can't have testimony about what  
 22 Westin may say, and you know, I've given you a  
 23 lot of latitude to provide background.  
 24 What -- what -- what we've

1 Fofana - Further Direct Testimony  
 2 heard so far is -- and it's, I think,  
 3 sufficient for purposes of your background, is  
 4 that you had the prior --  
 5 THE WITNESS: Uh-huh.  
 6 THE HEARING OFFICER: --  
 7 dispute with -- the prior involvement with  
 8 Wiltshire in '94.  
 9 THE WITNESS: Right.  
 10 THE HEARING OFFICER: You had  
 11 the '0 -- the spring of '03 interactions with  
 12 him; he didn't want you in the building any  
 13 longer.  
 14 THE WITNESS: Uh-huh.  
 15 THE HEARING OFFICER: You're  
 16 then reassigned for summer.  
 17 THE WITNESS: Uh-huh.  
 18 THE HEARING OFFICER: He's  
 19 not affording you the opportunity to teach.  
 20 THE WITNESS: No.  
 21 THE HEARING OFFICER: You  
 22 know, at this point, I'd rather us get directly  
 23 to the fall of 2003.  
 24 THE WITNESS: Okay. Well, no

1 Fofana - Further Direct Testimony  
 2 problem.  
 3 THE HEARING OFFICER: Or --  
 4 or -- yeah, 2004.  
 5 THE WITNESS: No problem.  
 6 So, I will skip all this, but it's  
 7 unfortunately that -- because, that was -- no,  
 8 I'm sorry. It is crucial for 2004 --  
 9 THE HEARING OFFICER: Right.  
 10 THE WITNESS: -- that I talk  
 11 about the -- the incident -- the allegation  
 12 Wiltshire, you know, mentioned in his  
 13 testimony. Because, he clearly said that, you  
 14 know, he came back from -- from vacation and he  
 15 heard that I was removed, because I said to a  
 16 student that the -- I -- I believe in life, do  
 17 you remember that? I believe in -- I don't  
 18 believe in abort -- abortion, but in this  
 19 particular situation, I wish the mother  
 20 would -- okay. Well, he mentioned it -- not  
 21 me.  
 22 Therefore, we are in summer  
 23 school. This happened. I will just make a  
 24 very quick remark on this.

1 Fofana - Further Direct Testimony  
 2 MS. HEMANS-BRANTLEY: I'm  
 3 going to object.  
 4 THE WITNESS: Well, you  
 5 cannot have it both ways, ma'am. Because,  
 6 the -- it -- this -- this incident was not --  
 7 is it related to the -- any specification? No.  
 8 He mentioned it. I have every right to respond  
 9 to it.  
 10 THE HEARING OFFICER: Well --  
 11 THE WITNESS: I mean --.  
 12 THE HEARING OFFICER: Mr. --  
 13 Mr. Fofana, I'm going to try to cut us off at  
 14 the pass.  
 15 THE WITNESS: Yes.  
 16 THE HEARING OFFICER: You're  
 17 under oath.  
 18 THE WITNESS: Yes.  
 19 THE HEARING OFFICER: You  
 20 deny that -- that you ever said that?  
 21 THE WITNESS: Well, yes. I  
 22 did never ever say that. That's -- I just  
 23 wanted to -- let me tell you, to -- to cut to  
 24 the chase, this accusation came from Adonai,

1 Fofana - Further Direct Testimony  
 2 who went to -- down to Westin and said, this is  
 3 what Fofana said. That's why I wanted Westin  
 4 to come.  
 5 THE HEARING OFFICER: Okay.  
 6 THE WITNESS: Now, you see  
 7 the -- the link with Adonai at this point.  
 8 Now, and Westin asked me to leave. I said,  
 9 "Leave the building, why?" I said, the --  
 10 the -- the superintendent called to -- to  
 11 remove me from the building, for that?  
 12 So, "Please, sir, give me a  
 13 note, from -- did she passed any documents?"  
 14 No. "Is there any letter?" No. It's all  
 15 verbal.  
 16 MS. HEMANS-BRANTLEY: I would  
 17 object to this.  
 18 THE WITNESS: Well, I'm  
 19 explaining. It's all verbal, then I won't  
 20 leave --  
 21 THE HEARING OFFICER: Okay.  
 22 THE WITNESS: -- the  
 23 building. But at the end of the day, I left, I  
 24 went home. Westin told me before I leave. He

1 Fofana - Further Direct Testimony  
 2 said, "Come back. You are the" --.  
 3 MS. HEMANS-BRANTLEY: I'm  
 4 objecting to this testimony.  
 5 THE WITNESS: Well, he had to  
 6 come.  
 7 THE HEARING OFFICER: All  
 8 right. Come on, let's -- let's move -- I  
 9 really would prefer --  
 10 THE WITNESS: Yeah.  
 11 THE HEARING OFFICER: -- we  
 12 get to the --  
 13 THE WITNESS: Well, I --.  
 14 THE HEARING OFFICER: -- the  
 15 charges themselves.  
 16 THE WITNESS: "If -- if you  
 17 come back, you will be trespassing and then you  
 18 will be" --  
 19 MS. HEMANS-BRANTLEY:  
 20 Objection.  
 21 THE WITNESS: -- "you will be  
 22 arrested."  
 23 He has to come to -- to be  
 24 cross-examined, I -- I went home. I said,

1 Fofana - Further Direct Testimony  
 2 "Well, tomorrow, Mr. Westin, I will come back  
 3 to get arrested. I will come" --  
 4 MS. HEMANS-BRANTLEY:  
 5 Objection.  
 6 THE WITNESS: -- "I will -- I  
 7 will come with the media."  
 8 THE HEARING OFFICER: All  
 9 right. Mr. Fofana, I -- I -- I would rather us  
 10 move -- I understand that happened in the  
 11 summer.  
 12 THE WITNESS: Yeah.  
 13 THE HEARING OFFICER: It's  
 14 not before me.  
 15 THE WITNESS: Yeah.  
 16 THE HEARING OFFICER: I  
 17 understand that you -- you -- you -- your  
 18 testimony has clearly provided information that  
 19 you had a -- an ongoing dispute with the  
 20 administration over there.  
 21 THE WITNESS: I have two  
 22 sentences, if you'll grant this favor -- I just  
 23 want two sentences to close this --  
 24 THE HEARING OFFICER: Fine.

1 Fofana - Further Direct Testimony  
 2 THE WITNESS: -- forever.  
 3 The next sentence, please, "I  
 4 will come back with the media to get arrested."  
 5 The --.  
 6 MS. HEMANS-BRANTLEY: I'm  
 7 going to object --  
 8 THE WITNESS: Wait. Wait.  
 9 MS. HEMANS-BRANTLEY: -- and  
 10 ask that that --  
 11 THE WITNESS: -- the -- the  
 12 second -- the second -- he said that --  
 13 MS. HEMANS-BRANTLEY: -- be  
 14 stricken from the record.  
 15 THE WITNESS: -- I could --  
 16 MS. HEMANS-BRANTLEY: There's  
 17 just no --.  
 18 THE WITNESS: -- the second  
 19 sentence, that -- Gloria -- Gloria -- the  
 20 superintendent called me home to come back at  
 21 school. She -- she will be in the building to  
 22 address this issue.  
 23 Instead of coming, this  
 24 letter was given to me. And you -- you -- I

1 Fofana - Further Direct Testimony  
 2 already gave it to you -- the -- the -- the  
 3 letter, asking Dr. Wiltshire to investigate.  
 4 THE HEARING OFFICER:  
 5 Which -- and which letter is that, just for the  
 6 record?  
 7 THE WITNESS: Right. I will  
 8 show you. Instead of coming -- she did not  
 9 come --  
 10 MS. HEMANS-BRANTLEY: I'm  
 11 going to object to this.  
 12 THE WITNESS: -- and the --.  
 13 THE HEARING OFFICER: Ms. --  
 14 Ms. Brantley, I've -- I've heard the  
 15 objections, and we're -- we're putting this in  
 16 the record.  
 17 THE WITNESS: This is the  
 18 letter that was admittedly -- that was -- this  
 19 is the letter that was, admittedly, about --.  
 20 THE HEARING OFFICER: All  
 21 right. This -- this has been marked as -- as  
 22 Respondent's Fourteen for I.D. only.  
 23 THE WITNESS: Uh-huh.  
 24 THE HEARING OFFICER: And --

1 Fofana - Further Direct Testimony  
 2 THE WITNESS: Oh.  
 3 THE WITNESS: -- I'll give  
 4 Ms. Brantley a copy.  
 5 Do you need a copy as well?  
 6 THE WITNESS: No, I don't  
 7 need --.  
 8 THE HEARING OFFICER: Because  
 9 there's only two.  
 10 THE WITNESS: Yeah. That's  
 11 fine. I don't --  
 12 THE HEARING OFFICER: All  
 13 right.  
 14 THE WITNESS: -- yeah.  
 15 THE HEARING OFFICER: So, Ms.  
 16 Brantley, I -- I assume you're objecting to  
 17 this going in the record?  
 18 MS. HEMANS-BRANTLEY: Yes.  
 19 THE HEARING OFFICER: All  
 20 right. And I'm going to put it in as  
 21 Respondent's Fourteen. All right. So --.  
 22 THE WITNESS: So, this letter  
 23 clearly asks Dr. Wiltshire to investigate, to  
 24 hear me, to go through the Chancellor's

Page 1779

1 Fofana - Further Direct Testimony  
 2 Regulations. That's what should have been  
 3 done, instead of asking this teacher to leave  
 4 the building immediately.  
 5 You heard Dr. Wiltshire  
 6 saying I was not in the building. I was not,  
 7 number one.  
 8 Number two, Ira Westin, is  
 9 not my peer. He cannot be instructing me. So,  
 10 to clarify this little -- this murky issue, I  
 11 absolutely need Mr. Ira Westin to testify,  
 12 because there are so many details --.  
 13 THE HEARING OFFICER: Mr.  
 14 Fofana, I've given you wide latitude to get  
 15 into issues that are well in advance of the  
 16 charges themselves.  
 17 THE WITNESS: Uh-huh.  
 18 THE HEARING OFFICER: That  
 19 request is denied. I'd like you to continue  
 20 with your testimony.  
 21 THE WITNESS: All right.  
 22 Now, let's go specification one. Specification  
 23 one -- actually, specification one and three  
 24 have something in common. In his

Page 1781

1 Fofana - Further Direct Testimony  
 2 (Off-the-record discussion)  
 3 THE HEARING OFFICER: All  
 4 right. Mr. Fofana, you can continue with your  
 5 direct examination (sic).  
 6 THE WITNESS: Okay. This is  
 7 what I intend to do. I will show how I taught,  
 8 for instance, this lesson, which is how do we  
 9 apply accounting principals in probability.  
 10 Typically, I will prepare a  
 11 document for my students, indicating, you know,  
 12 instructions, problems, so they don't have to  
 13 bother with writing to death throughout the  
 14 period. They have a concrete document in front  
 15 of them.  
 16 And then I will teach and --  
 17 and this has been effective, and is still  
 18 effective. So, it's been my -- I'm going to  
 19 give you -- I will pretend that I'm in the  
 20 class. I will show how I -- yeah. I will give  
 21 the dinner hour to my students. Schools  
 22 cafeteria offers salads and entrees. Salads --  
 23 chicken salad, avocado salad, shrimp salad.  
 24 Entrees, hamburgers, pizza, turkey.

Page 1780

1 Fofana - Further Direct Testimony  
 2 cross-examination on many points --.  
 3 THE HEARING OFFICER: Hold  
 4 on.  
 5 MS. HEMANS-BRANTLEY: At this  
 6 point, since we're going into the specs., I  
 7 think we should go back and follow your  
 8 instructions, which were for Mr. Fofana to  
 9 review his notes on each spec --  
 10 THE WITNESS: Uh-huh.  
 11 MS. HEMANS-BRANTLEY: -- turn  
 12 the notes over and testify to the spec number.  
 13 THE HEARING OFFICER: All  
 14 right.  
 15 THE WITNESS: Fine. Fine.  
 16 And then I can --.  
 17 THE HEARING OFFICER: So, do  
 18 you need -- do you need a moment to review  
 19 those?  
 20 THE WITNESS: Just -- yes. I  
 21 need a couple minutes.  
 22 THE HEARING OFFICER: Okay.  
 23 So, why don't we take -- go on pause for a  
 24 moment.

Page 1782

1 Fofana - Further Direct Testimony  
 2 I will ask my students  
 3 immediately they should pick five lesson  
 4 dinners. If a lunch consists of one salad and  
 5 one entree, how many possible different lunches  
 6 can be chosen? All right. And then I will ask  
 7 my students to use a tree diagram to present  
 8 the set of possible different lunches, which is  
 9 called composing.  
 10 Now, you may use this for --.  
 11 MS. HEMANS-BRANTLEY: Wait.  
 12 I just -- I'm sorry. Could we just -- just go  
 13 off the record for one second?  
 14 THE HEARING OFFICER: Yes --  
 15 yes. We're going to --.  
 16 (Off-the-record discussion)  
 17 THE HEARING OFFICER: All  
 18 right.  
 19 THE WITNESS: I would do  
 20 this, and also --.  
 21 THE HEARING OFFICER: All  
 22 right. Well, hold on.  
 23 We're -- we're back on the  
 24 record.

36 (Pages 1779 to 1782)

1 Fofana - Further Direct Testimony  
 2 Off the record Ms. Brantley  
 3 made an objection to Mr. Fofana actually  
 4 conducting a sample lesson. Mr. Fofana  
 5 objected. He would like to present a sample  
 6 lesson.  
 7 THE WITNESS: Uh-huh.  
 8 THE HEARING OFFICER: I  
 9 indicated that I would sustain the Department's  
 10 objection, primarily because I noted for the  
 11 record that the specifications involving the  
 12 incompetency involved two discreet dates in  
 13 September -- one in September 2004 and another  
 14 in October 2004. And I indicated that even if  
 15 Mr. Fofana bowled me over with a wonderful  
 16 lesson, it would not either make -- deny -- you  
 17 know, lead to a denial or -- or not a denial of  
 18 the charges themselves. That's about the days  
 19 in question that have been alleged.  
 20 THE WITNESS: Uh-huh.  
 21 THE HEARING OFFICER:  
 22 Nonetheless, I've indicated that I will allow  
 23 Mr. Fofana to put into evidence this first  
 24 document which he's presented as

1 Fofana - Further Direct Testimony  
 2 R-Twenty-seven.  
 3 THE WITNESS: Uh-huh.  
 4 THE HEARING OFFICER: As an  
 5 example of the kind of lesson that he would  
 6 present to his students, I'm assuming, in the  
 7 2004-2005 --  
 8 THE WITNESS: Yeah.  
 9 THE HEARING OFFICER: --  
 10 school year.  
 11 THE WITNESS: Yeah. And --  
 12 and also, I would like to submit the -- the --  
 13 the last observation I had prior to my  
 14 reassignment to -- to Middle College High  
 15 School.  
 16 And this lesson observation,  
 17 you know, comes from Canarsie High School and  
 18 I've explained, you know, at Canarsie, I was  
 19 removed from the class for approximately one  
 20 year. I was then sent back to Middle College  
 21 High School.  
 22 Prior to my reassignment --  
 23 I -- I would like to submit this. This is a  
 24 lesson plan -- I'm sorry. An observation

1 Fofana - Further Direct Testimony  
 2 conducted by the principal Anne Velassiano  
 3 (phonetic spelling), the head department -- the  
 4 math department at Canarsie.  
 5 And -- and the lesson was  
 6 satisfactory, and you know, it -- and this --  
 7 this -- this documentation -- these documents  
 8 also indicate how I -- I teach my students.  
 9 There is a handout attached to it, and it forms  
 10 the basis for this lesson, and I will leave --  
 11 leave it at that.  
 12 THE HEARING OFFICER: Ms.  
 13 Brantley, any objection to this going in?  
 14 MS. HEMANS-BRANTLEY: Yes. I  
 15 do object to this document going in. It  
 16 predates the charges --  
 17 THE WITNESS: Uh-huh.  
 18 MS. HEMANS-BRANTLEY: -- and  
 19 I just don't see the relevance to --  
 20 THE WITNESS: I will tell you  
 21 the --  
 22 MS. HEMANS-BRANTLEY: --  
 23 something that --.  
 24 THE WITNESS: -- the

1 Fofana - Further Direct Testimony  
 2 relevance. I'm sorry.  
 3 THE HEARING OFFICER: There's  
 4 no need to argue it. Just as if the Department  
 5 wanted to put in prior bad acts of 3020-a  
 6 discipline --  
 7 THE WITNESS: I'm sorry.  
 8 THE HEARING OFFICER: -- I  
 9 would allow a Respondent to put in past  
 10 commendations and past lessons, particularly  
 11 when we're dealing with an incompetency charge.  
 12 THE WITNESS: Yeah.  
 13 THE HEARING OFFICER: So,  
 14 R-Twenty-eight will go in the record.  
 15 THE WITNESS: Yeah.  
 16 THE HEARING OFFICER: All  
 17 right. Does that lead us to the point where  
 18 you are ready, now, to address the specific  
 19 allegations, Mr. Fofana?  
 20 THE WITNESS: Yes.  
 21 THE HEARING OFFICER: All  
 22 right.  
 23 THE WITNESS: Yes, well,  
 24 I --.

Page 1787

1 Fofana - Further Direct Testimony  
 2 THE HEARING OFFICER: So,  
 3 then at this time, I think, off the record the  
 4 parties discussed the fact that they would take  
 5 a short break for lunch. It is now  
 6 approximately twelve fifty-one.  
 7 THE WITNESS: Uh-huh.  
 8 THE HEARING OFFICER: It  
 9 would seem to me that if we could be ready to  
 10 restart at approximately one twenty-five,  
 11 one-thirty -- one-thirty, would that work for  
 12 everyone?  
 13 THE WITNESS:  
 14 One-thirty-five.  
 15 THE HEARING OFFICER: Okay.  
 16 Then we will be ready to start at  
 17 one-thirty-five.  
 18 THE WITNESS: Uh-huh.  
 19 THE HEARING OFFICER: And  
 20 we'll call back in at that time.  
 21 MS. HEMANS-BRANTLEY: Okay.  
 22 THE HEARING OFFICER: Thank  
 23 you very much.  
 24 THE WITNESS: Thank you also.

Page 1789

1 Fofana - Further Direct Testimony  
 2 It's true, I -- I objected to  
 3 Dr. Wiltshire rejecting my reassignment in  
 4 March, 2003. One year later -- and as a matter  
 5 of fact, in page five thirty-one in -- in the  
 6 transcript clearly indicates, you know -- a --  
 7 Wiltshire clearly states that you came at -- in  
 8 as an A.T.R., and as a matter of fact, he --  
 9 you know, he expanded on that by saying he met  
 10 with the deputy superintendent, Don Grow  
 11 (phonetic spelling), who asked him if he would  
 12 accept an A.T.R. for the rest of the semester.  
 13 And Wiltshire said that, yes, he -- yeah, he  
 14 could not refuse, actually. So, that is his --  
 15 his story.  
 16 Now, in transcript page four  
 17 forty-five and four forty-six, the same, you  
 18 know, witness, when he was asked why will you  
 19 accept, 2000 -- you know, this -- you know,  
 20 Fofana back to your school? Well, somehow  
 21 there was a mistake in March, 2003, and that's  
 22 why he, in -- indeed I was not an A.T.R. at the  
 23 time. I was a regular math teacher. And  
 24 apparently, you know, from what he's saying,

Page 1788

1 Fofana - Further Direct Testimony  
 2 (A luncheon recess was taken  
 3 at 12:50 p.m.)  
 4 (The hearing resumed at 1:30  
 5 p.m.)  
 6 THE HEARING OFFICER: All  
 7 right. We've obviously had a lunch break. And  
 8 we had indicated we would resume with the  
 9 continued direct testimony of Mr. Fofana.  
 10 So, Mr. Fofana, you may  
 11 continue.  
 12 THE WITNESS: Thank you.  
 13 This is about specification  
 14 one and specification three. They, you know --  
 15 I'm just telling you about what was in them.  
 16 There are only two among four U ratings that  
 17 were given to me within ten weeks. I indicated  
 18 that -- that -- that was -- it was  
 19 orchestrated, and I -- I put it out that they  
 20 had no -- there's no rationale for accepting me  
 21 in October -- in October -- I'm sorry -- in  
 22 September 2004, in the first place, because I  
 23 did not request to go to this school; they sent  
 24 me back.

Page 1790

1 Fofana - Further Direct Testimony  
 2 the -- the superintendent enforced me,  
 3 because -- to properly correct this injustice,  
 4 which is absolutely incredible, I -- I believe  
 5 that Wiltshire has no credibility.  
 6 When you listen to this --  
 7 THE HEARING OFFICER: Well,  
 8 Mr. -- Mr. Fofana, that's -- that's the nature  
 9 of argument.  
 10 THE WITNESS: Uh-huh.  
 11 THE HEARING OFFICER: What  
 12 you need to do is -- and what I really want to  
 13 hear from you about is --  
 14 THE WITNESS: Yeah.  
 15 THE HEARING OFFICER: --  
 16 there's an allegation that on September 30,  
 17 2004, you rendered an unsatisfactory lesson.  
 18 THE WITNESS: Yes.  
 19 THE HEARING OFFICER: I want  
 20 to hear about -- if you want to speak about it,  
 21 October -- September 30, '04.  
 22 THE WITNESS: Uh-huh.  
 23 THE HEARING OFFICER: Then I  
 24 went to move to the next charge. What you're

38 (Pages 1787 to 1790)

Page 1791

1 Fofana - Further Direct Testimony  
 2 making out is all argument.  
 3 THE WITNESS: Uh-huh.  
 4 THE HEARING OFFICER: And  
 5 I'll be open to hearing it during your closing,  
 6 but not during --  
 7 THE WITNESS: Ah, okay.  
 8 THE HEARING OFFICER: -- your  
 9 testimony.  
 10 THE WITNESS: All right. So,  
 11 during --  
 12 THE HEARING OFFICER: Okay.  
 13 THE WITNESS: -- the closing,  
 14 I will be able to --.  
 15 THE HEARING OFFICER: You can  
 16 point out -- you can claim -- make claims if  
 17 you feel that Dr. Wiltshire is not credible,  
 18 that's the time to do it.  
 19 THE WITNESS: So, while we're  
 20 at it, I will ask a question, is very crucial  
 21 for me. Is -- as a Respondent, am I -- do I  
 22 have any right to -- to submit -- put it a  
 23 layman brief in writing, and you know,  
 24 argumentation and put it in writing and submit

Page 1793

1 Fofana - Further Direct Testimony  
 2 THE HEARING OFFICER: Well,  
 3 we will -- okay.  
 4 THE WITNESS: I'll -- I'll  
 5 go --.  
 6 THE HEARING OFFICER: We'll  
 7 get into that at the close of the hearing  
 8 itself. I will -- I will make sure we get into  
 9 how we're going to close the record.  
 10 But -- all right. So, why  
 11 don't we move to your testimony.  
 12 THE WITNESS: I will -- I  
 13 will. It's been waiting for so long because I  
 14 was just, you know, off the -- off the mark,  
 15 from your viewpoint.  
 16 All right. First of all,  
 17 in -- in September 28th -- 28th, 2004, that was  
 18 the very first time this class, you know, met.  
 19 This class is M\$5 for period two, for the very  
 20 first time. And why is that? Why, in the  
 21 middle of the school year, when it's one month  
 22 after the beginning of the school year, why  
 23 this class was created?  
 24 But there is only one

Page 1792

1 Fofana - Further Direct Testimony  
 2 it for my defense?  
 3 THE HEARING OFFICER: For a  
 4 final argument, absolutely. If you choose to  
 5 submit a written submission instead of a -- an  
 6 oral submission --  
 7 THE WITNESS: Yes.  
 8 THE HEARING OFFICER: -- I  
 9 would be willing to accept that, and then it  
 10 will be up to the Department to decide whether  
 11 it wishes to close orally --  
 12 THE WITNESS: Yeah.  
 13 THE HEARING OFFICER: -- or  
 14 in writing.  
 15 THE WITNESS: Yeah.  
 16 THE HEARING OFFICER: But  
 17 should you choose to do that, I will absolutely  
 18 give you that right.  
 19 THE WITNESS: Okay.  
 20 THE HEARING OFFICER: Okay.  
 21 THE WITNESS: My choice --  
 22 THE HEARING OFFICER: Right.  
 23 THE WITNESS: -- I think,  
 24 right now.

Page 1794

1 Fofana - Further Direct Testimony  
 2 solution. It was because there was  
 3 overcrowding and they -- they needed me. Now,  
 4 obviously, Ms. Adonai, you know, denied it, but  
 5 there is a proof of that and this proof will be  
 6 in this letter we already admitted -- a letter  
 7 by Tr. Her maiden name is Cr.Dv., parent. She  
 8 submitted this -- this -- this document is  
 9 important, because I'm going to refer to it.  
 10 MS. HEMANS-BRANTLEY: Is this  
 11 in evidence?  
 12 THE HEARING OFFICER: I'm  
 13 trying to figure that out.  
 14 THE WITNESS: No.  
 15 THE HEARING OFFICER: I have  
 16 five o four.  
 17 THE WITNESS: Yeah.  
 18 THE HEARING OFFICER: Just  
 19 bear with me.  
 20 THE WITNESS: Yeah. I show  
 21 Dr. Wiltshire, and he -- and he say that --  
 22 maybe that -- the -- the letter cannot be  
 23 disputed, because it was given by Dr. Wiltshire  
 24 to me. It was intended to show that the lady

39 (Pages 1791 to 1794)

1 Fofana - Further Direct Testimony  
 2 was complaining that I was -- I abused  
 3 children; all right? And Mr. -- Dr. Wiltshire  
 4 gave me --.  
 5 THE HEARING OFFICER: Okay.  
 6 I don't have it as a -- well, it's certainly  
 7 not a Department exhibit.  
 8 THE WITNESS: Oh.  
 9 THE HEARING OFFICER: Let me  
 10 just go through --.  
 11 THE WITNESS: If you don't  
 12 have it, sir, I would like to --.  
 13 THE HEARING OFFICER: Hold it  
 14 a minute.  
 15 THE WITNESS: Is -- is that  
 16 it, the blue?  
 17 THE HEARING OFFICER: No.  
 18 This is May 12th, 2000 --.  
 19 THE WITNESS: Oh, okay.  
 20 THE HEARING OFFICER: This is  
 21 it.  
 22 THE WITNESS: It is.  
 23 THE HEARING OFFICER: It is  
 24 Respondent's Exhibit Seven.

1 Fofana - Further Direct Testimony  
 2 THE WITNESS: Seven, okay.  
 3 MS. HEMANS-BRANTLEY: It's  
 4 in evidence?  
 5 THE HEARING OFFICER: My  
 6 notes indicate it is in evidence, yes.  
 7 MS. HEMANS-BRANTLEY: Okay.  
 8 THE WITNESS: Now, in -- if  
 9 you -- if you see, the very, very first  
 10 paragraph, and Cr.Tr. stated, quote, "the  
 11 purpose of this meeting was to discuss" -- do  
 12 you want me to wait for you?  
 13 THE HEARING OFFICER: Just  
 14 one second.  
 15 THE WITNESS: Sure.  
 16 THE HEARING OFFICER: Yes, I  
 17 do have it in evidence. I just want to make  
 18 sure -- make it clear. Yes, I do have it in  
 19 evidence.  
 20 THE WITNESS: Okay. "The  
 21 purpose of this meeting was to discuss problems  
 22 that my daughter had experienced with this same  
 23 teacher from the first day" -- repeat, "from  
 24 the first day, September 28th, 2004." So, this

1 Fofana - Further Direct Testimony  
 2 is reasonable proof that -- the-- the class  
 3 started from --.  
 4 MS. HEMANS-BRANTLEY: Okay.  
 5 THE WITNESS: Well, that's  
 6 my --  
 7 MS. HEMANS-BRANTLEY: No,  
 8 I'll --  
 9 THE WITNESS: -- my  
 10 contention.  
 11 MS. HEMANS-BRANTLEY: --  
 12 save it for cross.  
 13 THE WITNESS: Right. Now --.  
 14 THE HEARING OFFICER: Okay.  
 15 Could I just -- could we go off the record for  
 16 a moment?  
 17 (Off-the-record discussion)  
 18 THE HEARING OFFICER: Back  
 19 on?  
 20 (Off-the-record discussion)  
 21 THE HEARING OFFICER: Okay.  
 22 You may continue, Mr. Fofana.  
 23 THE WITNESS: All right. Do  
 24 you want to say -- to what we just discussed

1 Fofana - Further Direct Testimony  
 2 or --?  
 3 THE HEARING OFFICER: Why  
 4 don't you just tell me what you -- how -- how  
 5 you ended up back at the school.  
 6 THE WITNESS: Thank you very  
 7 much.  
 8 So, when, at the end of the  
 9 summer --.  
 10 THE HEARING OFFICER: Of  
 11 2004?  
 12 THE WITNESS: 2 -- 2 -- no,  
 13 2003.  
 14 THE HEARING OFFICER: Okay.  
 15 THE WITNESS: You know, after  
 16 this incident, you remember when I told you  
 17 about --.  
 18 THE HEARING OFFICER: All  
 19 right. We don't need to get back into that.  
 20 THE WITNESS: Right. Now,  
 21 since I was denied to be -- to -- to -- to  
 22 return to the school, remember that, I went to  
 23 the ROC, the new structure, and on the advice  
 24 of the U.F.T., "Well, since Dr. Wiltshire

1 Fofana - Further Direct Testimony  
 2 doesn't want you back, you go to -- to the ROC  
 3 personnel director. They will, you know,  
 4 reassign you."  
 5 I went there. I said okay,  
 6 in a nutshell, this is what happened. So, I'm  
 7 here. I'm an available math teacher. I was  
 8 told, Ms. -- I'm told, I remember, the  
 9 director -- the personnel director, told me,  
 10 okay. Where do we -- we're looking into  
 11 this -- this matter, and then I will, you know,  
 12 assign a position where -- okay?  
 13 I waited. I thought it would  
 14 be a matter of twenty-four hours. The next day  
 15 I said to her, "Do you need more time to --  
 16 what you're looking into first?" I just --  
 17 because -- "Don't worry. I'm looking."  
 18 So, I waited. Waited for how  
 19 long? One whole year. I refused to -- to go  
 20 back to her; she did not get back to me. I was  
 21 right there.  
 22 THE HEARING OFFICER: Okay.  
 23 THE WITNESS: In -- in -- in  
 24 the ROC there was a room for --

1 Fofana - Examination - The Hearing Officer  
 2 THE HEARING OFFICER: Okay.  
 3 All right. So you --  
 4 THE WITNESS: -- for -- for  
 5 some of those people.  
 6 THE HEARING OFFICER: --  
 7 you've explained that. So then, how is it --  
 8 so, then the '04-05 school years begin.  
 9 THE WITNESS: It's too --  
 10 yes.  
 11 EXAMINATION  
 12 BY THE HEARING OFFICER:  
 13 Q. And obviously you -- you've  
 14 spoken about September 28, 2004, is when you're  
 15 contending your first class in the M\$5  
 16 occurred; correct?  
 17 **A. Yes.**  
 18 Q. When did you end up -- did  
 19 you assign back to the -- to that school?  
 20 **A. And when is this?**  
 21 Q. Yeah. When did you arrive  
 22 for classes?  
 23 **A. Well, in September 4th.**  
 24 Q. September.

1 Fofana - Examination - The Hearing Officer  
 2 **A. Of -- of 2004.**  
 3 Q. Okay.  
 4 **A. In other words, I received a**  
 5 **letter -- a certified letter that told me, "Mr.**  
 6 **Fofana, you are reassigned to Middle College**  
 7 **High School."**  
 8 Q. Okay.  
 9 **A. So, I spent a whole school**  
 10 **year waiting.**  
 11 Q. Okay.  
 12 **A. I have to emphasize, I was**  
 13 **not in the rubber room per se.**  
 14 Q. Right. Okay. You may -- you  
 15 may continue, then, with September 28th, 2004  
 16 and tell us.  
 17 **A. Right.**  
 18 Q. Thank you.  
 19 **A. Now, -- well, we -- when I**  
 20 **was sent back, without my requesting to go --**  
 21 **going back, without any -- going through the**  
 22 **recruitment committee, I was -- I found it**  
 23 **fishy, but I resume -- I started working.**  
 24 **But the four -- what do you**

1 **Fofana - Examination - The Hearing Officer**  
 2 **call it -- the four U ratings indicated**  
 3 **quickly, that it was a setup. That was my**  
 4 **feeling at the time, because there was no**  
 5 **reason to --.**  
 6 THE HEARING OFFICER: Again,  
 7 that's -- that's argument -- again, that's  
 8 argument.  
 9 THE WITNESS: That's  
 10 argument.  
 11 BY THE HEARING OFFICER: (Cont'g.)  
 12 Q. I want to hear about -- if  
 13 you want to talk about September 20 -- it's  
 14 September 30, 2004, in your classroom --  
 15 **A. Ah.**  
 16 Q. -- when Ms. Adonai -- Adonai  
 17 gave you an unsatisfactory report.  
 18 **A. Okay.**  
 19 Q. That is what we need to hear  
 20 about --  
 21 **A. Right.**  
 22 Q. -- if you choose to speak to  
 23 it.  
 24 **A. Good. I will -- I will -- I**

Page 1803

1 **Fofana - Examination - The Hearing Officer**  
 2 will -- so, I'm just showing you Cr.Tr.'s  
 3 letter to the --  
 4 Q. Uh-huh.  
 5 **A. -- principal, and it shows**  
 6 **that the first day was the 28th.**  
 7 **Now, when the students -- the**  
 8 **class was created and at the first -- the first**  
 9 **meeting was on the 28th, the students -- it was**  
 10 **chaotic. It was chaotic, because the students**  
 11 **were probably already comfortable in the**  
 12 **classes they were in. It was chaotic because**  
 13 **students were very, you know -- you know,**  
 14 **belligerent, because they didn't want to be**  
 15 **removed. Not all of them, but a number of**  
 16 **them.**  
 17 **Now, I --I approached,**  
 18 **immediately, Adonai, "Listen, you know,**  
 19 **students really are giving me hard time, too**  
 20 **many of them. You must" -- I said, "I would**  
 21 **like you to -- to come to my class to**  
 22 **discuss -- to tell them that there will be no**  
 23 **going back. This is their new class, and you**  
 24 **must behave." And she promised.**

Page 1805

1 **Fofana - Examination - The Hearing Officer**  
 2 **Now, no preobservation, and**  
 3 **also, if I -- I'm trying to remember a -- an --**  
 4 **an item I had in mind. Yes. There was no**  
 5 **plan, because the moment you -- that you give a**  
 6 **U rating to -- to -- to a teacher, you know,**  
 7 **you must address -- especially if the same**  
 8 **day -- the same day Wiltshire gave me a U**  
 9 **rating as well. So, there was a need for a**  
 10 **plan.**  
 11 Q. When you says a plan, you  
 12 mean like a performance-improvement plan?  
 13 **A. Yes. In other words --**  
 14 Q. Right.  
 15 **A. -- it -- it -- it was -- this**  
 16 **is --**  
 17 Q. I understand.  
 18 **A. -- okay.**  
 19 Q. You've answered my question.  
 20 **A. All right.**  
 21 Q. You can move on to your  
 22 next --  
 23 **A. Okay.**  
 24 Q. -- thank you.

Page 1804

1 **Fofana - Examination - The Hearing Officer**  
 2 **Instead of coming to -- to**  
 3 **discuss -- by -- by the way, this was -- I --**  
 4 **I -- I complained the very first day, of**  
 5 **course, the 28th.**  
 6 **The 29th, I didn't hear from**  
 7 **her. I went back to her office to say it's**  
 8 **getting worse, and more students are coming in,**  
 9 **you know, it -- it's -- you know, students were**  
 10 **transferred in. I request again that we talk**  
 11 **about it. It's not the math. It's about**  
 12 **management. This -- this is about a new --**  
 13 **it's a class that's been set up, and it's not**  
 14 **working. Instead, she came on the 30th of**  
 15 **September to observe me, without even telling**  
 16 **me.**  
 17 **Now, there was no**  
 18 **preobservation, she stated. Now, I complained**  
 19 **about it. This -- it was a formal lesson,**  
 20 **because it -- it finished -- you know, because**  
 21 **it ended up with a U rating. This is the --**  
 22 **this is the -- the -- the litmus test for a**  
 23 **formal -- you know, formal observation, one**  
 24 **that is ended up with a rating.**

Page 1806

1 **Fofana - Examination - The Hearing Officer**  
 2 **A. Put it this way, I was**  
 3 **expecting a plan at -- some plans can take the**  
 4 **whole semester, because -- because it -- it --**  
 5 **it is something, you know, that -- that's a**  
 6 **little bit involved, because there's be**  
 7 **interaction, there is -- it was -- there was**  
 8 **none of that.**  
 9 **And she claim in her**  
 10 **testimony that oh, there was a plan, but -- but**  
 11 **she has only her notes and it's -- obvious it**  
 12 **is on the -- on the -- in the transcript, I**  
 13 **say, oh, you have the notes; why you didn't --**  
 14 **did you not translate into a plan, so it was**  
 15 **planned?**  
 16 **But there was no, actually,**  
 17 **coordination with Dr. Wiltshire. She claimed**  
 18 **that there was coordination. Mr. -- Dr.**  
 19 **Wiltshire say, no, she does -- he does -- he --**  
 20 **he -- she do her own thing.**  
 21 **MS. HEMANS-BRANTLEY: I'm**  
 22 **going to object to this, because --.**  
 23 **THE WITNESS: It's argument**  
 24 **again?**

42 (Pages 1803 to 1806)

Page 1807

1 Fofana - Examination - The Hearing Officer  
 2 THE HEARING OFFICER: Right.  
 3 It is.  
 4 THE WITNESS: Yeah.  
 5 THE HEARING OFFICER: Yeah,  
 6 yeah. I mean, it's really -- you know, this  
 7 has to be -- I'm just giving an example. This  
 8 has to be --  
 9 THE WITNESS: Uh-huh.  
 10 THE HEARING OFFICER: --  
 11 September 30, 2004 --  
 12 THE WITNESS: Uh-huh.  
 13 THE HEARING OFFICER: -- this  
 14 is what happened in the classroom.  
 15 THE WITNESS: I --.  
 16 THE HEARING OFFICER: I --  
 17 I -- I said blah -- I said X, Y and Z.  
 18 THE WITNESS: Uh-huh.  
 19 THE HEARING OFFICER: I  
 20 did -- I did --  
 21 THE WITNESS: Uh-huh.  
 22 THE HEARING OFFICER: -- or  
 23 did not have a lesson plan.  
 24 THE WITNESS: Uh-huh.

Page 1809

1 Fofana - Examination - The Hearing Officer  
 2 So, we cannot argue, you  
 3 know, that's the way it is. So, as a teacher,  
 4 I just administer a test evaluation, to know  
 5 who's who, to start them already, and to try to  
 6 devise some kind of, you know, strategy. Now,  
 7 that was the very, very first day.  
 8 Now, in that day, while we  
 9 are at it, Ls. -- I told everybody, "Hey,  
 10 folks, don't worry. Your last -- this is not  
 11 being graded for, you know, your academic, you  
 12 know, performance. It's just for me. So, I'm  
 13 requesting you guys do not use the calculator,  
 14 because the kind of question I'm asking you  
 15 requires only, you know, a mental calculation,  
 16 and I want to test your -- that as well."  
 17 And you -- you didn't have to  
 18 worry about, you know, the -- the -- you know,  
 19 failing the test.  
 20 All right. Ls. took it.  
 21 Very important. She took her calculator, very,  
 22 very -- what do you call it? She was  
 23 disruptive -- disruptive and disrespectful. I  
 24 said, "Hey, I told you many times, I want you

Page 1808

1 Fofana - Examination - The Hearing Officer  
 2 THE HEARING OFFICER: I did  
 3 engage the class, or I didn't engage the class.  
 4 THE WITNESS: I -- I'm -- I'm  
 5 getting there.  
 6 THE HEARING OFFICER: And if  
 7 you don't wish to say that, you don't have to.  
 8 But --  
 9 THE WITNESS: Yeah.  
 10 THE HEARING OFFICER: -- that  
 11 would be -- we want to hear about what happened  
 12 on the day in question.  
 13 THE WITNESS: Okay.  
 14 THE HEARING OFFICER: The  
 15 rest of this is all argument.  
 16 **A. (Cont'g.) Yes. Okay. Now,**  
 17 **the very first day, actually, I did what you**  
 18 **call an evaluation test. Evaluation test to**  
 19 **know my students. It's very important,**  
 20 **especially now in the system, because there**  
 21 **are -- many students are -- it's an unfortunate**  
 22 **practice, just passed. They -- they pass to**  
 23 **the next class, without mastering the previous**  
 24 **things.**

Page 1810

1 Fofana - Examination - The Hearing Officer  
 2 to do it mentally." She refused. She refused.  
 3 Okay. By the way, in --  
 4 in -- in the letter I just submitted it, you  
 5 will see -- I -- I will tell you something that  
 6 is consistent with this -- what do you call it?  
 7 Evaluation. Excuse me.  
 8 I don't spot it. I may  
 9 confuse the number. Tr. is a different --  
 10 is -- okay. I -- I cannot spot it.  
 11 But anyway, she refused. I  
 12 mentioned that in my meeting with Cr.Tr. also.  
 13 Okay.  
 14 So, Ms. Adonai observed the  
 15 lesson. So, the 28th -- the 29th I started  
 16 my -- really -- lesson. Now, because students  
 17 were coming in, the next day I repeated same  
 18 lesson. Two reasons. On the 29th it was  
 19 chaotic -- still chaotic. For some reason,  
 20 most students came in in the 30th. I decided  
 21 to repeat it. So, then I start at the  
 22 beginning.  
 23 Now, this is where the lesson  
 24 plans don't make sense, because I repeated the

43 (Pages 1807 to 1810)

1 Fofana - Examination - The Hearing Officer  
 2 lesson from the 30th, I didn't have my -- the  
 3 lesson plan that was attached to -- to the  
 4 documents you initially received. It was in my  
 5 bag in my regular room, the room where I am  
 6 most of the time. My bag, everything. When I  
 7 told her, I said, "No, this was the beginning,  
 8 Ms. Adonai, just take it." I told the same  
 9 lesson yesterday. I know it by -- by heart. I  
 10 don't -- you know, but -- so, I submitted,  
 11 within minutes at the end of the class. But  
 12 still, I was very surprised to see that she  
 13 said I didn't produce the lesson.  
 14 And -- and regardless of  
 15 that, this occasion did not lend itself to a  
 16 lesson observation. But nevertheless I was  
 17 able to -- to convey some good information to  
 18 the kids. And ironically, in -- in -- in her  
 19 original observation, if you read it, you know,  
 20 carefully, you will -- you -- you will notice  
 21 that there was some interaction, actually, a  
 22 student responded, and I asked questions, et  
 23 cetera, which indicate that some activity was  
 24 taking place.

Fofana - Examination - The Hearing Officer  
 And the -- the -- the  
 observation was a little bit, you know,  
 self-serving, because she planted the --.  
 MS. HEMANS-BRANTLEY:  
 Objection. Objection.  
 THE WITNESS: I take it back.  
 I'll take that --.  
 THE HEARING OFFICER: Okay.  
 A. (Cont'g.) She mentioned --.  
 THE HEARING OFFICER:  
 Sustained, just for the record.  
 A. (Cont'g.) Yes. She  
 mentioned Ls. as an active student, by asking  
 questions. I found it bizarre, because if --  
 if she was, I wouldn't really complain -- I'm  
 sorry to laugh. But that's not really  
 essential.  
 So, basically, you know, as  
 far as this specification one, you know, there  
 were students with -- with a grudge. Or if  
 it's the observation, it was not.  
 Now, I don't recall one --  
 one second that I refused to submit myself to

1 Fofana - Examination - The Hearing Officer  
 2 an -- the observation. It wouldn't make sense,  
 3 because it -- it is intending to help me, to  
 4 demonstrate what I want to see, or -- or so,  
 5 I'd better write down, you know, to satisfy to  
 6 those requirements. There was none.  
 7 It's -- it's -- it's  
 8 impossible for a teacher to say, no, I cannot  
 9 attend the preobservation. Plus it would be a  
 10 serious insubordination. I have nothing, or  
 11 urge, to show to -- you know, in this. And I  
 12 would like to move immediately to specification  
 13 two.  
 14 BY THE HEARING OFFICER: (Cont'g.)  
 15 Q. Okay.  
 16 A. And the specification two, is  
 17 about the Tr., you know, incident. Now, I have  
 18 to -- there was -- there was a question,  
 19 actually. What, exactly -- oh, I have to go  
 20 back. Okay.  
 21 Because I was driving to  
 22 school. My first lesson -- my first -- as I  
 23 remember, it was in second period. But  
 24 usually, I come earlier, to prepare my -- my

Fofana - Examination - The Hearing Officer  
 day. I come one hour earlier, so that I can  
 prepare things, et cetera.  
 While I'm driving, I call --  
 and this was between -- 29 or the 30th. I  
 cannot fix -- I just called Cr.Tr. I never met  
 her before, of course. I say, "Cr.Tr., I'm  
 having a problem with your daughter. Would you  
 mind to -- to meet with me?" I didn't request  
 it the same day, because usually you just give  
 some leeway to a parent.  
 She say "Immediately. I want  
 to come today." "Oh, great. So, what about  
 before nine?" Because I have this period free.  
 She says she will. "Okay. You will see me,  
 ma'am, at the general office. I will, you  
 know -- you know, walk you from there to a  
 teachers' lounge, or a -- you know, a quiet  
 room." Okay. I waited and waited there, and  
 she didn't come.  
 I went and started my -- my  
 first lesson, of course. On the P.A., they  
 call me to come down, in the middle. Usually  
 you don't just walk out and go down. I waited.

1 **Fofana - Examination - The Hearing Officer**  
 2 **It comes with someone who will, you know,**  
 3 **replace you, to -- to cover. I went down.**  
 4 **They said, Room 123. It's the first floor. It**  
 5 **was the principal's conference room. Large**  
 6 **table there.**  
 7 **I came in. To my big great**  
 8 **surprise, Ms. Adonai was sitting with a notepad**  
 9 **in front of her, the yellow legal pad, her pen**  
 10 **at ready. The parent coordinator, Ms. Lowe,**  
 11 **was sitting next to her, with her own pad. And**  
 12 **a lady, presumably was -- well, who turned out**  
 13 **to be Cr., you know, Tr., and Ls. It was a**  
 14 **surprise to me because usually when -- for --**  
 15 **for fifteen years or more, the system was you**  
 16 **call the parent, it's usually a routine thing**  
 17 **and -- between the two of you. The two of you,**  
 18 **the parent, unless a serious issue is raised,**  
 19 **and you know, that needs the super -- some**  
 20 **supervisor's input.**  
 21 **Now, I just felt that there**  
 22 **was really -- something was wrong, and it -- it**  
 23 **was not -- I -- I -- I whispered, practically,**  
 24 **to Adonai. I said well, Ms. Lowe has no**

1 **Fofana - Examination - The Hearing Officer**  
 2 **business here. She is about -- some kind of**  
 3 **liaison in terms of -- of -- what do you call**  
 4 **it -- information, to help people, but this**  
 5 **another thing. And she respond and say, well,**  
 6 **it is Cr.Tr.'s request that she's here.**  
 7 **I said well, fine. Usually I**  
 8 **could -- I was inclined to -- to bring in the**  
 9 **chapter leader of the U.F.T., but I decided --**  
 10 **you know, curiosity prevailed. I decided to --**  
 11 **to listen to what's happening.**  
 12 **All right. All right. "So,**  
 13 **Mr. Fofana, what happened in your class?" I**  
 14 **said, "Well, what happened is this." I just**  
 15 **pull out this letter out, and I said, "On the**  
 16 **very first day it's a problem, it's worrisome**  
 17 **that Ls. behaved in the way she did. That's**  
 18 **why I need to" -- I recall, "to nip the -- the**  
 19 **bud," I -- I think that's the expression, to --**  
 20 **to stop this immediately. That's why I called**  
 21 **the mother.**  
 22 **"And what was this about?"**  
 23 **And instant -- instantly -- Ms. Adonai was**  
 24 **asked the question about what happened, you**

1 **Fofana - Examination - The Hearing Officer**  
 2 **know, what the problem was about.**  
 3 **BY THE HEARING OFFICER: (Cont'g.)**  
 4 **Q. Uh-huh.**  
 5 **A. Okay. Very -- you know, she**  
 6 **did not -- this is -- this a referral dated the**  
 7 **28th. She came late, fifteen minutes.**  
 8 **THE HEARING OFFICER: All**  
 9 **right. So, this would be R-Twenty-nine for**  
 10 **I.D.**  
 11 **Is there any objection to**  
 12 **this going in?**  
 13 **MS. HEMANS-BRANTLEY: Let me**  
 14 **have a minute.**  
 15 **(Off-the-record discussion)**  
 16 **THE WITNESS:**  
 17 **R-Twenty-Nine -- no -- R -- R-Twenty-Nine.**  
 18 **THE HEARING OFFICER: This**  
 19 **would be Twenty-Nine.**  
 20 **THE WITNESS: Okay.**  
 21 **Twenty-Nine, that's Ls. --.**  
 22 **THE HEARING OFFICER: All**  
 23 **right. Any objection, Ms. Brantley?**  
 24 **MS. HEMANS-BRANTLEY: No.**

1 **Fofana - Examination - The Hearing Officer**  
 2 **THE HEARING OFFICER: All**  
 3 **right.**  
 4 **THE WITNESS: September**  
 5 **28th --**  
 6 **THE HEARING OFFICER:**  
 7 **Referral.**  
 8 **THE WITNESS: -- referral.**  
 9 **THE HEARING OFFICER: Right.**  
 10 **A. (Cont'g.) Yes. And as**  
 11 **indicated, she was rude. She said, "Another**  
 12 **sub" -- meaning substitute, which is -- makes**  
 13 **sense, because this -- this was the first time**  
 14 **I was coming.**  
 15 **BY THE HEARING OFFICER: (Cont'g.)**  
 16 **Q. Okay.**  
 17 **A. And --.**  
 18 **Q. Mr. Fofana, you could go**  
 19 **right back to the meeting itself. No -- no**  
 20 **one's questioning whether -- whether the**  
 21 **student did or did not behave. The issue is,**  
 22 **that happened in that meeting, during the**  
 23 **parent-teacher conference.**  
 24 **A. Okay. Fair enough. I just**

1 **Fofana - Examination - The Hearing Officer**  
 2 **finished explaining, you know, parent making**  
 3 **comment on this report, the behavior, blah,**  
 4 **blah, blah. Now, you understand, the lady just**  
 5 **jumped to her feet. "You're a liar." Exactly**  
 6 **the way I'm doing, pointing her finger, "You're**  
 7 **a liar. My daughter will never do that." I**  
 8 **was took aback, because even if what I'm -- I'm**  
 9 **just explaining was -- let's suppose it -- it's**  
 10 **not true, her outburst, I felt, was**  
 11 **inappropriate.**

12 THE HEARING OFFICER: I -- I  
 13 just want the record to reflect that Mr.  
 14 Fofana --

15 THE WITNESS: Uh-huh.

16 THE HEARING OFFICER: -- is  
 17 modeling what he alleges Cr.Tr. did.

18 THE WITNESS: Uh-huh.

19 THE HEARING OFFICER: Stood  
 20 up and pointed, I'm assuming, towards you?

21 THE WITNESS: Yes. Towards  
 22 me and jumped to her feet, and -- and I --  
 23 the -- the -- the transcript of Ms. Adonai, you  
 24 know, specifically, in fact, admits the fact

1 Fofana - Examination - The Hearing Officer  
 2 that she was -- she -- she stood actually.  
 3 BY THE HEARING OFFICER: (Cont'g.)

4 Q. Back to what you remember  
 5 from that day.

6 **A. Right. Now, I -- obviously I**  
 7 **was upset. I was upset. I look at her and I**  
 8 **say, "Now, that's the way your daughter behaved**  
 9 **in my class. You raised her." I say**  
 10 **exactly -- it's not a sub -- it's not the same**  
 11 **sub -- substance -- this is the same substance**  
 12 **as what he had, the phrasing in the**  
 13 **specification. Well, we agree on it. We**  
 14 **agree. I did say that. I say, you know --**  
 15 **because -- and I didn't say much that day,**  
 16 **actually.**

17 **I just say, "Ma'am, this**  
 18 **is" -- what I added, immediately, was, I say,**  
 19 **"Ma'am, you and I, for the -- for the good of**  
 20 **your daughter, we -- we must, you know,**  
 21 **collaborate. I call you in. You never met**  
 22 **with me before. We never had any problem -- a**  
 23 **personal problem. You just come in and you --**  
 24 **you -- you scold, noisily -- your -- your --**

1 **Fofana - Examination - The Hearing Officer**  
 2 **your -- a teacher, in front of your daughter, a**  
 3 **student. Do you think that is appropriate?"**  
 4 **It didn't change much.**

5 **And I have to tell you this,**  
 6 **sir, Ms. Adonai, for all this interaction, she**  
 7 **was sitting, saying nothing. And that bothered**  
 8 **me, because it was for her to say to Cr.Tr. --**  
 9 **Tr., no, no, no, no, no.**

10 **MS. HEMANS-BRANTLEY:**  
 11 **Objection.**

12 THE WITNESS: Well, it --  
 13 it -- it -- I object to the objection. This is  
 14 what I think --

15 THE HEARING OFFICER: Okay.

16 THE WITNESS: -- should have  
 17 been done.

18 THE HEARING OFFICER: You can  
 19 say that Ms. Adonai -- you can testify that Ms.  
 20 Adonai did not do anything.

21 THE WITNESS: Uh-huh.

22 THE HEARING OFFICER: The  
 23 rest of that is argument.

24 THE WITNESS: Okay.

1 Fofana - Examination - The Hearing Officer

2 THE HEARING OFFICER: You can  
 3 argue to me when we're done --

4 THE WITNESS: Okay.

5 THE HEARING OFFICER: --  
 6 that, you know, had Adonai done -- you know,  
 7 jumped it in, it might have meant X, Y or Z.

8 THE WITNESS: Yes.

9 THE HEARING OFFICER: But --.

10 THE WITNESS: But I -- I -- I  
 11 do have to repeat what I need, because I need  
 12 to put -- I'm not going to make any oral or --  
 13 or you know -- you know, closing argument. I  
 14 need, in writing, in a very, you know, clearly,  
 15 coherent manner, because --.

16 THE HEARING OFFICER: Mr.  
 17 Fofana, since you feel the need to address this  
 18 now, I will state unequivocally on the  
 19 record --

20 THE WITNESS: Uh-huh.

21 THE HEARING OFFICER: -- that  
 22 any party who appears before me --

23 THE WITNESS: Uh-huh.

24 THE HEARING OFFICER: --

Page 1823

1 Fofana - Examination - The Hearing Officer  
 2 including yourself --  
 3 THE WITNESS: Uh-huh.  
 4 THE HEARING OFFICER: -- who  
 5 wishes to close in writing --  
 6 THE WITNESS: Uh-huh.  
 7 THE HEARING OFFICER: --  
 8 unless the contract prohibits it, which this  
 9 does not --  
 10 THE WITNESS: Uh-huh.  
 11 THE HEARING OFFICER: --  
 12 meaning the U.F.T./Department of Ed.  
 13 contract --  
 14 THE WITNESS: Uh-huh.  
 15 THE HEARING OFFICER: -- has  
 16 a right to submit their closing in writing.  
 17 You will have that right.  
 18 THE WITNESS: Thank you.  
 19 THE HEARING OFFICER: You  
 20 need not be concerned about it. When we close  
 21 the record, we'll simply work on timing for the  
 22 submissions. But you will be granted that  
 23 right.  
 24 THE WITNESS: Thank you very

Page 1824

1 Fofana - Examination - The Hearing Officer  
 2 much. So then I will -- I will make a -- an  
 3 extra effort to avoid any argumentation.  
 4 THE HEARING OFFICER: Okay.  
 5 Thank you.  
 6 THE WITNESS: Okay. Then,  
 7 so --.  
 8 BY THE HEARING OFFICER: (Cont'g.)  
 9 Q. All right. So, let's get  
 10 back to -- if you have anything further to say  
 11 about October 1, 2004, and the meeting with  
 12 Cr.Tr.  
 13 **A. Yes. Well, basically, that**  
 14 **was all about it. She continue, actually,**  
 15 **after my remarks, very short, she went on. "I**  
 16 **want my daughter out of his class." And she**  
 17 **threatened, actually, if -- if you -- if you**  
 18 **don't, if the school don't -- doesn't, she will**  
 19 **go to higher -- to request it. She will go to**  
 20 **the chancellor and et cetera.**  
 21 **Now, when she -- she kept on.**  
 22 **She would not stop. She came over me. I**  
 23 **want -- you know, "I'm going to go to the**  
 24 **chancellor." And I was upset. I look at her,**

Page 1825

1 Fofana - Examination - The Hearing Officer  
 2 "Why don't you go to -- to Nuremberg?"  
 3 I say that. It was really a  
 4 very annoying situation. It was, you know,  
 5 inappropriate. And that was it.  
 6 That was it.  
 7 Now, later, let's see -- the  
 8 next day, Ms. Adonai give me a letter to sign  
 9 for my file, a mildly sanitized --  
 10 MS. HEMANS-BRANTLEY:  
 11 Objection.  
 12 A. (Cont'g.) -- version of what  
 13 happened. And I -- I say to her, "Ms. Adonai,  
 14 honestly, when you say -- when you write that  
 15 "Cr.Tr. say to you, Mr. Fofana, you're a  
 16 liar -- you -- you're lying." So, you -- is  
 17 that the way, you know, it happened? If she  
 18 said, from her seat, "You're lying, sir." Or  
 19 "You're lying," simply, "Mr. Fofana," I would  
 20 say, "No, I'm not lying." That's the way  
 21 conversation would take place, I -- I told  
 22 Cr.Tr. -- Ms. Adonai.  
 23 In any event, the -- I argue  
 24 with Adonai on the way, as she depict what

Page 1826

1 Fofana - Examination - The Hearing Officer  
 2 happened, and -- yes. Now, the second part,  
 3 did I said to this lady, yeah, you should  
 4 remove, you know, your daughter, you know, in  
 5 substance, it's good for both of us. Frankly,  
 6 if I did -- if I say that, it -- it would mean  
 7 that there was something that would, you know,  
 8 justify a disciplinary action. But I didn't  
 9 say that, because I've noticed from the  
 10 beginning that she didn't belong to my class.  
 11 I just -- I was hoping, I was  
 12 praying that the next -- the next roster will  
 13 confirm, and I will -- I will be, you know,  
 14 the -- the problem will -- will go away. All  
 15 right. That was my -- my -- my feeling at the  
 16 time. Because, true, Adonai say that, after we  
 17 start, the first roster you may have a student  
 18 name on it, or you may have some whose names  
 19 are not on it. But the following will show  
 20 some additional.  
 21 Unfortunately, that following  
 22 roster -- the following that -- the following  
 23 that, none of them -- absolutely none of them  
 24 mentioned Ls. As a matter of fact, you know,

47 (Pages 1823 to 1826)

1 **Fofana - Examination - The Hearing Officer** 1  
 2 **Respondent's Exhibit R-One through R-Four,** 2  
 3 **really show that, you know -- that this student** 3  
 4 **was not in my class.** 4  
 5 THE HEARING OFFICER: Okay.  
 6 It's going past -- another argument.  
 7 THE WITNESS: Yes.  
 8 THE HEARING OFFICER: That's  
 9 going to argument.  
 10 THE WITNESS: Right.  
 11 THE HEARING OFFICER: All  
 12 right.  
 13 **A. (Cont'g.) Now, I'm still**  
 14 **within this -- I would like to -- yes. The**  
 15 **student, her behavior didn't improve at all,**  
 16 **because she came back --.**  
 17 **MS. HEMANS-BRANTLEY:**  
 18 **Objection.**  
 19 THE HEARING OFFICER: Yeah,  
 20 basis?  
 21 MS. HEMANS-BRANTLEY: We're  
 22 going beyond the -- the specification and I  
 23 don't see the relevance. I mean --.  
 24 THE HEARING OFFICER: Right.

Fofana - Examination - The Hearing Officer  
 THE WITNESS: Well, I was  
 just --.  
 THE HEARING OFFICER: Well,  
 I -- I'm going to agree with the Department.  
 You know, specification two is a very limited  
 charge. It makes an allegation --  
 THE WITNESS: Uh-huh.  
 THE HEARING OFFICER: -- the  
 allegation is that you stated certain words to  
 the effect of Parent Tr.  
 THE WITNESS: Uh-huh.  
 THE HEARING OFFICER: And it  
 makes two specific allegations.  
 THE WITNESS: Uh-huh.  
 THE HEARING OFFICER: In all  
 candor, what happened after that is not  
 relevant, and I don't think it's relevant  
 particularly --  
 THE WITNESS: Uh-huh.  
 THE HEARING OFFICER: -- in  
 the context of the remaining charges.  
 THE WITNESS: Well, what I  
 was about to say is relevant in --.

1 Fofana - Examination - The Hearing Officer 1  
 2 THE HEARING OFFICER: That's  
 3 okay. I don't want to hear it. So, I'm not  
 4 going to -- I'm going to allow the -- I'm going  
 5 to sustain the objection, because I've heard --  
 6 if -- if you have more testimony about what  
 7 happened on October 1, 2004 --  
 8 THE WITNESS: No.  
 9 THE HEARING OFFICER: -- in  
 10 the Tr. incident, that I will hear about.  
 11 THE WITNESS: Uh-huh.  
 12 THE HEARING OFFICER: But  
 13 what happened at the epilog to the Tr. event,  
 14 so to speak --  
 15 THE WITNESS: Uh-huh.  
 16 THE HEARING OFFICER: -- is  
 17 not relevant. There's no subsequent charges  
 18 that deal with that particular issue.  
 19 THE WITNESS: May I ask a  
 20 question on this issue? Now, if -- if they say  
 21 that Mr. Fofana said that it's better for --  
 22 for -- for you to have your daughter out of --  
 23 of class, if -- if I, you know, provide  
 24 information to show that I did not say that,

Fofana - Examination - The Hearing Officer  
 and if I can document -- that's my whole point,  
 to document that I couldn't possibly make such  
 a statement and to document that, I have -- I'm  
 sorry. I have to show you the rosters, showing  
 that the student was not in my class and  
 therefore the -- the statement could not be  
 made.  
 THE HEARING OFFICER: Right.  
 Well, that's -- that would be argument, and  
 you -- you've indicated that you can make that  
 argument based on Respondent's One through  
 Respondent's Four, the class rosters; correct?  
 THE WITNESS: Yeah. But I  
 still have a document to submit.  
 THE HEARING OFFICER: Okay.  
 All right. Well, let's see what that is.  
 Because I'm not going to --.  
 THE WITNESS: Yeah. This  
 student came for the first time in November 29.  
 You can notice that Ls., toward the end of the  
 week. The three -- they -- they are separate.  
 I --.  
 THE HEARING OFFICER: All

Page 1831

1 Fofana - Examination - The Hearing Officer  
 2 right. But what -- this looks like a weekly  
 3 attendance roster; correct?  
 4 THE WITNESS: Yes. Yes.  
 5 Yes.  
 6 THE HEARING OFFICER: So, how  
 7 does this show that this was her first time?  
 8 THE WITNESS: Because this is  
 9 the first -- if you will, this is the first  
 10 weekly roster in which her name appears, for  
 11 this exam. In other words, all the rosters we  
 12 receive are -- are on a weekly basis.  
 13 THE HEARING OFFICER: I just  
 14 want to go look at this. That's it.  
 15 THE WITNESS: Yes.  
 16 THE HEARING OFFICER: Okay.  
 17 I'm going to show Ms. Brantley a copy.  
 18 THE WITNESS: Uh-huh.  
 19 THE HEARING OFFICER: So,  
 20 this will be Respondent's Thirty for I.D.  
 21 THE WITNESS: Okay.  
 22 THE HEARING OFFICER: All  
 23 right. So, this is essentially the same  
 24 document as Respondent's One through Four --

Page 1833

1 Fofana - Examination - The Hearing Officer  
 2 all I have to say on this issue.  
 3 THE HEARING OFFICER: Okay.  
 4 **A. (Cont'g.) Okay.**  
 5 **Specification three. Specification three,**  
 6 **which is Dr. Wiltshire's, you know, lesson**  
 7 **observation. As I have to repeat it again,**  
 8 **this -- you know, what the -- what -- what the**  
 9 **report has in common with, you know the other**  
 10 **one is, there was no preobservation, and -- and**  
 11 **yet, Dr. Wiltshire should have had a**  
 12 **preobservation. If you notice, a -- Adonai**  
 13 **admitted it, that there was -- it was not --.**  
 14 **MS. HEMANS-BRANTLEY:**  
 15 **Objecting.**  
 16 THE HEARING OFFICER: Right.  
 17 Again --  
 18 THE WITNESS: Okay.  
 19 THE HEARING OFFICER: --  
 20 you've got to testify as to what happened that  
 21 day, because --.  
 22 **A. (Cont'g.) Right. Now,**  
 23 **this -- I told Dr. Wiltshire, I say well --**  
 24 **this is a document I would like to submit. It**

Page 1832

1 Fofana - Examination - The Hearing Officer  
 2 THE WITNESS: Uh-huh.  
 3 THE HEARING OFFICER: -- but  
 4 it's a later week; is that correct?  
 5 THE WITNESS: Yeah, it's the  
 6 weekly.  
 7 THE HEARING OFFICER: Right.  
 8 THE WITNESS: And this is  
 9 when --.  
 10 THE HEARING OFFICER: So that  
 11 Respondent's Thirty would be the weekly  
 12 attendance roster --  
 13 THE WITNESS: Uh-huh.  
 14 THE HEARING OFFICER: --  
 15 during the week of 11/29/04.  
 16 THE WITNESS: Right.  
 17 THE HEARING OFFICER: Is  
 18 there any objection to that going in, Ms.  
 19 Brantley?  
 20 MS. HEMANS-BRANTLEY: No.  
 21 THE HEARING OFFICER: Okay.  
 22 All right. So, Mr. Fofana, now that's in. So,  
 23 now you can probably move on.  
 24 THE WITNESS: Yes. This is

Page 1834

1 **Fofana - Examination - The Hearing Officer**  
 2 **is a document, you know, sent to all principals**  
 3 **in the New -- New York School -- public school**  
 4 **system, and to show them -- and -- many of**  
 5 **items related to their job.**  
 6 **One of them is on the**  
 7 **observation. This is an observation. And in**  
 8 **this observation, in page twenty-two of the**  
 9 **document, it was clearly indicated -- I pointed**  
 10 **out that to Dr. Wiltshire, he did not conduct**  
 11 **any preobservation. And she -- he say, no, he**  
 12 **didn't have to. When he came in here, he say**  
 13 **the same thing. So, that's his first**  
 14 **irregular -- irregularity.**  
 15 **The most -- the most**  
 16 **egregious irregularity, he was able to write**  
 17 **the whole report without making any mention of**  
 18 **my Web site, math -- www.mathspell.com, because**  
 19 **this -- if you remember, this is the 20 --**  
 20 **20 -- October 25th, and I have to show you,**  
 21 **sir, this is not something I'm trying to --**  
 22 **when -- sorry. Because, the first -- the first**  
 23 **time I posted this -- it's a post on October --**  
 24 **October 5, 2004. From that moment, to this**

49 (Pages 1831 to 1834)

1 **Fofana - Examination - The Hearing Officer**  
 2 **date, when he observed me, and since every**  
 3 **single day, I would post documents for my**  
 4 **students. During instructions I refer them to**  
 5 **what's in there. I would say, for instance,**  
 6 **"Don't forget, go over the tutorial before**  
 7 **doing the homework." I have to -- I cannot**  
 8 **explain that in this fashion. I'm sorry. I**  
 9 **have to go to my -- explain this.**  
 10 **Now, this -- okay. So,**  
 11 **math -- okay. These are my classes. Let's go**  
 12 **to period two. No, it was period four,**  
 13 **actually. Let me -- no. Fine. Fine. Fine.**  
 14 **I'm sorry. Let's go there.**  
 15 **All right. And as it --**  
 16 **if -- if you notice, from 19, awards, tutorial,**  
 17 **et cetera. So, when I -- when I, you know --**  
 18 **you know, conduct my lesson, it's impossible,**  
 19 **initially, that I'd spend fifteen minutes**  
 20 **without making some mention -- in making some**  
 21 **comments on the material on the Web site.**  
 22 **MS. HEMANS-BRANTLEY:**  
 23 **Objection.**  
 24 **THE WITNESS: And -- well,**

1 **Fofana - Examination - The Hearing Officer**  
 2 **this -- this is -- this is the fact.**  
 3 **THE HEARING OFFICER: What's**  
 4 **the objection?**  
 5 **MS. HEMANS-BRANTLEY: This is**  
 6 **argument.**  
 7 **THE HEARING OFFICER: Well,**  
 8 **are you -- are you -- you have to tell me --**  
 9 **THE WITNESS: I was --**  
 10 **THE HEARING OFFICER: -- you**  
 11 **have to say what you said. Not, what is**  
 12 **possible or not possible.**  
 13 **A. (Cont'g.) I see. I will it**  
 14 **another way.**  
 15 **As usual, that day, I**  
 16 **mentioned the material on -- on you know -- on**  
 17 **the Web site. As usual, I talked about, you**  
 18 **know, my Web site. And I was surprised that**  
 19 **Dr. Wiltshire did not mention that. And that's**  
 20 **why I'm saying that was a -- was a gross, you**  
 21 **know --.**  
 22 **MS. HEMANS-BRANTLEY:**  
 23 **Objection.**  
 24 **THE HEARING OFFICER: And**

1 **Fofana - Examination - The Hearing Officer**  
 2 **again, that -- that would be argument.**  
 3 **THE WITNESS: Uh-huh.**  
 4 **THE HEARING OFFICER: You**  
 5 **have to explain.**  
 6 **THE WITNESS: Right.**  
 7 **THE HEARING OFFICER: What --**  
 8 **what do you remember happening about it, if you**  
 9 **feel that's worthwhile for you to testify**  
 10 **about.**  
 11 **THE WITNESS: I -- I will --**  
 12 **I will -- I know. And I -- I -- I know what**  
 13 **I'm going to explain.**  
 14 **That day, the lesson was**  
 15 **about teaching, actually, how to use the**  
 16 **calculator. I will read his observation.**  
 17 **THE HEARING OFFICER: No, you**  
 18 **don't need to read that.**  
 19 **MS. HEMANS-BRANTLEY:**  
 20 **Objection.**  
 21 **THE HEARING OFFICER: That's**  
 22 **in the record already.**  
 23 **A. (Cont'g.) Okay. That's --**  
 24 **he spoke about teaching the graphical**

1 **Fofana - Examination - The Hearing Officer**  
 2 **calculator, and there was no new concept. It**  
 3 **was almost mechanical. However, I chose to**  
 4 **teach them with respect to something we already**  
 5 **started.**  
 6 **All right. Now, prior to --**  
 7 **to that day, I told them go online and practice**  
 8 **on what I put for you, and which is, I put**  
 9 **it -- let me -- let me go to -- excuse me.**  
 10 **Okay. Here we go. They were asked to -- basic**  
 11 **operation using T-83. And to refresh their**  
 12 **memory any student can just go online and just**  
 13 **click. Go through the six steps, it being the**  
 14 **common -- all right. I show them how you use**  
 15 **the calculator to identify the -- the keys, on**  
 16 **a very basic conceptual -- you know, concept.**  
 17 **You know, they are at the**  
 18 **fifth level -- that -- where -- you know,**  
 19 **the -- the -- the math level before last**  
 20 **actually. So, we talk about the -- a common**  
 21 **denominator or things like that. It's just a**  
 22 **piece of cake.**  
 23 **BY THE HEARING OFFICER: (Cont'g.)**  
 24 **Q. So -- so, you were doing this**

1 Fofana - Examination - The Hearing Officer  
 2 in the class that day?  
 3 **A. No, it was posted for them.**  
 4 Q. This was homework for them?  
 5 **A. Right.**  
 6 Q. So, it was a resource for  
 7 them?  
 8 **A. Absolutely. Go over it. You**  
 9 **don't -- there's not -- there's not even to**  
 10 **write anything. Just go there. Repeat it to**  
 11 **memory -- memorize, you know, certain keys.**  
 12 **So, if I talk about -- it would be annoying now**  
 13 **if -- if I said, in my new lesson, press white**  
 14 **arrow, it would be annoying if the student said**  
 15 **"What do you mean by white arrow?" My response**  
 16 **would be, "Did you go through this?" And all**  
 17 **students have access to a computer. I'm not**  
 18 **saying at home, but you can have it at school.**  
 19 **You can go to the -- the closest public**  
 20 **library, so that was clear.**  
 21 **Now, just go one by one. And**  
 22 **also, I asked them to, you know -- to**  
 23 **download -- well, to print out, if they can.**  
 24 **That -- that was not a -- that was not a**

1 **Fofana - Examination - The Hearing Officer**  
 2 **requirement. Let me -- let me see if I can --**  
 3 **I have to -- just have to -- there should be --**  
 4 **yes.**  
 5 **Now, this -- this, for**  
 6 **instance, you can see the calculator. This was**  
 7 **a preparing lesson. For example, if you want**  
 8 **the student -- a student to print this out, as**  
 9 **you are talking about, you'll say, all right,**  
 10 **press -- let's say, three two to quit -- three**  
 11 **two is what they call in the site to locate it.**  
 12 **So, first you press quit. If someone say,**  
 13 **where is quit, just three two. So, it makes it**  
 14 **tremendously easy. All right.**  
 15 **Now, students could read --**  
 16 **many did, actually. I was able to show them**  
 17 **things and the -- the -- the lesson, you know,**  
 18 **was a little bit -- and -- and it -- a little**  
 19 **bit tense, because a couple of students -- a**  
 20 **couple of them just, this attitude, "Mr. Fofana**  
 21 **refused to give us a calculator." And said it**  
 22 **to -- to -- to Wiltshire.**  
 23 **I was resentful that this --**  
 24 **Dr. Wiltshire said, you know, in the class that**

1 **Fofana - Examination - The Hearing Officer**  
 2 **I shouldn't deny them --.**  
 3 **MS. HEMANS-BRANTLEY:**  
 4 **Objection.**  
 5 **THE WITNESS: Well, it --**  
 6 **it -- that -- that is -- that's a fact. You**  
 7 **asked me to -- what -- what happened. I cannot**  
 8 **not tell --.**  
 9 **THE HEARING OFFICER: Yeah,**  
 10 **I'll -- I'll allow that testimony.**  
 11 **THE WITNESS: Yeah. Right.**  
 12 **BY THE HEARING OFFICER: (Cont'g.)**  
 13 **Q. Continue -- you may continue.**  
 14 **A. Right. The -- the -- why I**  
 15 **was upset? Because there is, in the math**  
 16 **department, a -- you know, a policy. The**  
 17 **students -- you don't give a calculator to**  
 18 **students if they don't provide their I.D.,**  
 19 **because by the end of the semester, one third**  
 20 **of the calculators disappear. These**  
 21 **calculators cost a hundred dollars, and we**  
 22 **cannot allow that. I was really stringent on**  
 23 **that point. And for -- you know, for -- for**  
 24 **Dr. Wiltshire to -- you know, to undermine that**

1 **Fofana - Examination - The Hearing Officer**  
 2 **policy and --**  
 3 **MS. HEMANS-BRANTLEY:**  
 4 **Objection.**  
 5 **A. (Cont'g.) -- I could not**  
 6 **really --.**  
 7 **BY THE HEARING OFFICER: (Cont'g.)**  
 8 **Q. All right. Let's move on.**  
 9 **A. All right. So, this is**  
 10 **basically the -- the -- the concept. He**  
 11 **mentioned that I was insensitive. No, I was**  
 12 **not insensitive. I was just -- because we**  
 13 **taught the kids to know that the math taken is**  
 14 **something they do for life. And we're not**  
 15 **talking about freshman. This is -- once again,**  
 16 **M\$5. The last level is M\$6. So, we're talking**  
 17 **about juniors and seniors in the classroom.**  
 18 **So, you -- you know, this is**  
 19 **a very important issue to -- to address.**  
 20 **The -- the student must just go by the**  
 21 **Department's policies.**  
 22 **Now, my objection, you know,**  
 23 **to -- to what Wiltshire was -- you know, the**  
 24 **preobservation, there was none.**

1 **Fofana - Examination - The Hearing Officer** 1  
 2 THE HEARING OFFICER: Well --  
 3 well, That's argument.  
 4 THE WITNESS: Okay.  
 5 THE HEARING OFFICER: Right.  
 6 THE WITNESS: Well, there --  
 7 there's very little to say.  
 8 THE HEARING OFFICER: Then --  
 9 then you can move on to the next charge.  
 10 THE WITNESS: Yes. But I --  
 11 I -- because, you know -- well, I'm going to  
 12 put it in writing.  
 13 MS. HEMANS-BRANTLEY: Can I  
 14 have a bathroom break before we go --  
 15 THE HEARING OFFICER: Sure.  
 16 MS. HEMANS-BRANTLEY: -- to  
 17 the specification --.  
 18 THE HEARING OFFICER: Why  
 19 don't we take five minutes --  
 20 THE WITNESS: Sure.  
 21 THE HEARING OFFICER: -- for  
 22 a short break.  
 23 We'll go off the record -- on  
 24 pause for a moment.

Fofana - Examination - The Hearing Officer  
 (Off-the-record discussion)  
 THE HEARING OFFICER: Okay.  
 Mr. Fofana, you may continue.  
 THE WITNESS: Okay. What --?  
 THE HEARING OFFICER: We  
 would be up to specification four.  
 THE WITNESS: Well, I have --  
 I have a statement of that. I'm not going to  
 testify on -- on this because there's no  
 students -- no -- what do you call it? My  
 accusers are not here to be cross-examined, and  
 the only thing I will add about this is that  
 the -- you know, the -- the -- the report, you  
 know, was -- the investigator, you know -- you  
 know, he refused to submit the document I -- I  
 gave him, and -- and -- and that -- and that,  
 you know, is clear bias. She add -- he  
 admit --.  
 THE HEARING OFFICER: And  
 that -- that's, again, argument.  
 THE WITNESS: Okay.  
 THE HEARING OFFICER: And you  
 can make those arguments --

1 Fofana - Examination - The Hearing Officer  
 2 THE WITNESS: Uh-huh.  
 3 THE HEARING OFFICER: --  
 4 later on, but not during testimony.  
 5 THE WITNESS: Okay.  
 6 THE HEARING OFFICER: All  
 7 right. So, if you're not going to speak to  
 8 December 6th, 2004, because there hasn't been  
 9 live testimony from direct eyewitnesses --  
 10 THE WITNESS: Yes.  
 11 THE HEARING OFFICER: --  
 12 that's your statement?  
 13 THE WITNESS: Yes. Yes.  
 14 THE HEARING OFFICER: Okay.  
 15 Then -- we're going to move, then, to spec  
 16 five --  
 17 THE WITNESS: Uh-huh.  
 18 THE HEARING OFFICER: --  
 19 which alleges that on or about -- between  
 20 April --  
 21 THE WITNESS: Uh-huh.  
 22 THE HEARING OFFICER: -- 12th  
 23 and April 20, 2006, you maintained --  
 24 THE WITNESS: Uh-huh.

Fofana - Examination - The Hearing Officer  
 THE HEARING OFFICER: -- the  
 mathspell.com Web site that contained --  
 THE WITNESS: Right.  
 THE HEARING OFFICER: -- the  
 following: The names of students and  
 photographs of students, including student  
 Ni.Ae. and Lk.Jm.  
 THE WITNESS: Right. That  
 one shouldn't be long. It won't take --  
 because I created this Web site, obviously to  
 teach -- to -- to help my students. That is  
 the bottom line. I -- I spent, every day, a  
 lot of time to maintaining -- meaning, to put  
 information for each class. I would put the  
 date of -- of the -- of the -- my lesson for  
 each class, the topic, the homework, in  
 advance, and classwork, and tutorial, if -- if  
 I find something interesting.  
 So, this was a daily thing.  
 Nothing obliged me to spend all this time on  
 it. It was just my commitment to my students  
 in general. And if you -- if you notice, I  
 submitted some documents how I -- I teach. I

1 Fofana - Examination - The Hearing Officer  
2 give you a sample. Before the sample -- before  
3 the -- the -- the -- Mr. Wiltshire had -- this  
4 is a way to help students, bring documentation,  
5 we'll go through it.

6 With the Web site, I could  
7 reach another level. The documents will be  
8 permanently on the Web site. You can -- what  
9 do you call it? Consult any time and -- and go  
10 there. And for a review for instance, an  
11 example would be good.

12 BY THE HEARING OFFICER: (Cont'g.)

13 Q. Right. But Mr. -- Mr.  
14 Fofana, I -- I -- I certainly, just from the  
15 testimony of yourself, as well as other  
16 witnesses --

17 A. Yeah.

18 Q. -- understand your -- your  
19 statement as to the basis for why you did it.

20 A. Uh-huh.

21 Q. What the charge alleges,  
22 though, is that it had names of students and  
23 photographs of two students specifically.  
24 That's really, in your testimony, what you

1 Fofana - Examination - The Hearing Officer  
2 should -- should address.

3 A. Okay. I will go to the  
4 point. This is the -- if you notice on the  
5 D.O.E.-Ten, you will see five names. You have  
6 five names and only two photos. The reason is  
7 very simple, it's because the student whose  
8 photos were -- no, it's who was not  
9 photographed and posted, their parent allow  
10 only the names. Those -- the -- the two  
11 parents allowed me, for the two students, whose  
12 picture I take. It's that really simple. So,  
13 this is the secret of -- this is not a -- a --.

14 Q. Meaning that you -- you --  
15 did you -- you called them on the telephone and  
16 spoke to --

17 A. I -- I --

18 Q. -- them about it?

19 A. -- I called. I called,  
20 because I -- the students themselves called me.  
21 And if you remember, these are best of my  
22 students. I don't take the name -- I don't put  
23 their picture or name. I don't reward them if  
24 their technique and behavior are not, you know,

1 Fofana - Examination - The Hearing Officer  
2 civil. So, I -- I trust them when they say  
3 that this -- this is no problem.

4 Q. So -- so that I understand,  
5 so you're saying that there were five students  
6 who --

7 A. Uh-huh.

8 Q. -- were excelling and were  
9 deserving of special attention or praise?

10 A. Absolutely.

11 Q. And that three of those five  
12 students' --

13 A. Uh-huh.

14 Q. -- parents said they did not  
15 want their --

16 A. Yeah.

17 Q. -- kids' photographs up?

18 A. Yeah. They -- they -- they  
19 were -- the -- the -- if a student does --  
20 actually it is really nice manner. It's --  
21 it -- they were not -- they were very proud,  
22 actually. I have to tell you that, because I  
23 was rewarding the kids. They were happy that  
24 the -- a teacher was rewarding them.

1 Fofana - Examination - The Hearing Officer  
2 However, Mr. Fofana, you've  
3 allowed your -- I'm going to try to remember  
4 what one -- one of them said.

5 MS. HEMANS-BRANTLEY:  
6 Objection.

7 A. (Cont'g.) You have a lot  
8 of -- I --

9 THE HEARING OFFICER:  
10 Well --.

11 A. (Cont'g.) -- I have to -- to  
12 tell you my interaction with the parents. I  
13 remember one of them saying, "You have, you  
14 know -- you know, please keep it out of there.  
15 I don't want any problems." So -- I -- I --.

16 BY THE HEARING OFFICER: (Cont'g.)

17 Q. So -- so -- and -- and  
18 you're -- it's your testimony that's what one  
19 of them said --

20 A. Yeah.

21 Q. -- who said -- who did not --  
22 who you -- whose picture you did not post?

23 A. Right.

24 Q. And --.

1 Fofana - Examination - The Hearing Officer  
 2 **A. And -- and -- and I**  
 3 **understood that.**  
 4 Q. Okay. And it's your  
 5 testimony that student Ni.Ae. and student  
 6 Lk.Jm.'s --  
 7 **A. Yeah.**  
 8 Q. -- photographs were up  
 9 there --  
 10 **A. Uh-huh.**  
 11 Q. -- and you -- you did what  
 12 with their parents?  
 13 **A. Yeah. Because I'd call, I**  
 14 **say well, no, but -- actually, you know, it --**  
 15 **it -- it didn't make, really, you know, a long**  
 16 **conversation. Oh, yes, I confer, actually,**  
 17 **because when the two of them, I say, "You're**  
 18 **sure Jm. --?" "Oh, come on, Mr. Fofana. He's**  
 19 **a senior." He's a senior, the -- the boy.**  
 20 **"Come on, Mr. Fofana. We like you. Well, you**  
 21 **know, it's no problem, yes. I -- I agree."**  
 22 **But -- and that was it. There was no**  
 23 **intention -- this wasn't a punish -- a**  
 24 **punishment, this was to reward them. And**

1 Fofana - Examination - The Hearing Officer  
 2 **the -- the month of -- no, student of the month**  
 3 **is not hidden. It's clearly in writing.**  
 4 Q. And what -- what is your  
 5 statement as to whether or not you had the  
 6 names of students on the mathspell.com Web site  
 7 between April 12th and April 20, 2006?  
 8 **A. Say that again, sir?**  
 9 Q. What is your statement as to  
 10 whether or not you had the names of students on  
 11 the Web site between April 12th and April 20,  
 12 2006 --  
 13 **A. I -- I --**  
 14 Q. -- which is what the  
 15 Department's alleging?  
 16 **A. Yes, that's correct. I kept**  
 17 **that. I did not remove them. And by the way,**  
 18 **while we -- while we're speaking, I left**  
 19 **everything untouched. It's good, because I'm**  
 20 **being -- this here -- in this trial on, I just**  
 21 **want for -- for -- for -- you know, for the**  
 22 **proceeding to -- to -- to appreciate what is in**  
 23 **it and just -- but after your ruling, I will**  
 24 **remove anything that -- that is called**

1 **Fofana - Examination - The Hearing Officer**  
 2 **that's the end of it.**  
 3 **No. Dr. Wiltshire, or**  
 4 **Adonai, did not object to it, because none of**  
 5 **them ever came to me and said Fofana, it's --**  
 6 **it's -- you know, it's not acceptable.**  
 7 Q. Well, how -- how do you know  
 8 they knew about that in 2004?  
 9 **A. Very simple, when I create --**  
 10 **if you remember, Ms. -- Ms. Adonai told you**  
 11 **about under construction. Well, under**  
 12 **construction was at the very beginning. I have**  
 13 **to show you the picture of what she meant by**  
 14 **under construction. It was -- it's a -- it's a**  
 15 **standard thing. People just put a line -- all**  
 16 **right. This is being created. You'll have to**  
 17 **wait. We are working on it. And she was**  
 18 **already aware of -- that -- that this -- this**  
 19 **Web site was being -- so, and that -- that**  
 20 **means in September, before at least I did post**  
 21 **it, I put it's under construction.**  
 22 **Now, if she saw it, she**  
 23 **certainly -- well, she -- I believe that she**  
 24 **came back to look at what's in it. And the --**

1 Fofana - Examination - The Hearing Officer  
 2 **objectionable, or even those who are not, to**  
 3 **report any -- you know.**  
 4 **So, back to your -- your --**  
 5 **your question, yes. I kept them, because I**  
 6 **felt it was proper, because I had permission,**  
 7 **and it's not -- to quote Wiltshire, it is not**  
 8 **malicious.**  
 9 **And finally, I have another**  
 10 **reason to -- to believe that it's okay. You**  
 11 **may be a way of, you know, of Intel, you know,**  
 12 **competitions in -- in the high school. You**  
 13 **have hundreds of pictures of high school**  
 14 **students, to reward them, to show that these**  
 15 **are the best of our kids in the country. So,**  
 16 **in -- in my little microcosm, I put simply,**  
 17 **student of the -- best student of -- of the**  
 18 **month.**  
 19 **All right. So, to try to --**  
 20 **to make it really, you know -- you know --**  
 21 **to -- to take a disciplinary action on that, I**  
 22 **found it absolutely disgraceful.**  
 23 **THE HEARING OFFICER: All**  
 24 **right. Well, that's --**

1 **Fofana - Examination - The Hearing Officer**  
 2 **MS. HEMANS-BRANTLEY:**  
 3 **Objection.**  
 4 **THE HEARING OFFICER: --**  
 5 **obviously argument.**  
 6 **MS. HEMANS-BRANTLEY: Uh-huh.**  
 7 THE HEARING OFFICER: Now,  
 8 before you -- I -- I -- there's nothing further  
 9 on specification five right now, Mr. Fofana?  
 10 THE WITNESS: Once again I --  
 11 I might be able to -- to -- I know, because --  
 12 yes. Here we go.  
 13 This is what she saw. It  
 14 was --.  
 15 MS. HEMANS-BRANTLEY: I'm  
 16 questioning -- I don't know --.  
 17 THE HEARING OFFICER: Right.  
 18 THE WITNESS: She -- she said  
 19 it. Oh, oh, I -- I'm -- I'm sorry, ma'am.  
 20 You're perfectly right. She said only she saw  
 21 under construction. I'm saying, you accept or  
 22 you don't, this is a picture -- the icon that  
 23 was there.  
 24 THE HEARING OFFICER: All

1 Fofana - Examination - The Hearing Officer  
 2 right. Well, I'll -- I'll obviously review the  
 3 record, and I will take note of the fact that  
 4 Mr. Fofana --  
 5 THE WITNESS: Uh-huh.  
 6 THE HEARING OFFICER: -- has  
 7 presented a -- on his computer screen --  
 8 THE WITNESS: Yeah.  
 9 THE HEARING OFFICER: -- a  
 10 image that indicates Web site under  
 11 construction.  
 12 THE WITNESS: Right.  
 13 THE HEARING OFFICER: And I  
 14 will obviously, then, review -- when I receive  
 15 the transcript --  
 16 THE WITNESS: Right.  
 17 THE HEARING OFFICER: -- will  
 18 view this in the context of --  
 19 THE WITNESS: Yeah.  
 20 THE HEARING OFFICER: -- Ms.  
 21 Adonai's testimony.  
 22 THE WITNESS: Right.  
 23 Actually, there was -- the name, my name, et  
 24 cetera. But this is -- if you will, this is a

1 Fofana - Examination - The Hearing Officer  
 2 piece. We just paste this on the whole  
 3 structure. But the bottom line is, the --  
 4 the -- the site was not completely there. She  
 5 was aware of that.  
 6 THE HEARING OFFICER: Okay.  
 7 THE WITNESS: All right.  
 8 THE HEARING OFFICER: All  
 9 right. I -- I've -- do you have anything  
 10 further on spec five -- specification five?  
 11 THE WITNESS: Well, I'm so  
 12 restricted in what I can say.  
 13 THE HEARING OFFICER: No.  
 14 You -- we're -- we're focusing on the facts of  
 15 the allegations.  
 16 THE WITNESS: Okay.  
 17 THE HEARING OFFICER: You --  
 18 Mr. Fofana, just to make -- bring some balance  
 19 to the -- your comment --  
 20 THE WITNESS: Uh-huh.  
 21 THE HEARING OFFICER: -- you  
 22 wouldn't want the Department to be throwing in  
 23 other things other than which it's charged.  
 24 THE WITNESS: Okay.

1 Fofana - Examination - The Hearing Officer  
 2 THE HEARING OFFICER: So, I'm  
 3 keeping you on the -- on the -- on -- focused  
 4 on the charges, just as I require the  
 5 Department to stay within --  
 6 THE WITNESS: Okay.  
 7 THE HEARING OFFICER: -- the  
 8 constraints of the charges.  
 9 THE WITNESS: Yes.  
 10 THE HEARING OFFICER: So --.  
 11 THE WITNESS: Well, it's  
 12 okay.  
 13 BY THE HEARING OFFICER: (Cont'g.)  
 14 Q. So, again, do you have  
 15 anything further on -- on the allegation that  
 16 between April 12th and April 20, 2006, on  
 17 mathspell.com, you had names of students and  
 18 photographs of those two students?  
 19 **A. Well, I have -- I have to say**  
 20 **one thing. I kept it on -- on -- online in**  
 21 **2000 -- until it was discovered by the S.C.I.,**  
 22 **because nobody told me I should remove.**  
 23 Q. Right. You never heard that  
 24 from anyone?

1 Fofana - Examination - The Hearing Officer  
 2 **A. No -- no, never. And --.**  
 3 Q. And as I understand, it's  
 4 your contention that the administration at the  
 5 school knew about it from '04 on?  
 6 **A. Absolutely. In other words,**  
 7 **that's a very important point. At no time --**  
 8 **at no time did one of my supervisors ask me to**  
 9 **remove these pictures, because, as you may**  
 10 **recall, Dr. Wiltshire said that there's some**  
 11 **parent complaint. Well, if the parents**  
 12 **complained, why you don't ask me to remove it,**  
 13 **huh? That's --**  
 14 THE HEARING OFFICER: Right.  
 15 That's -- again, that's argument, Mr. Fofana.  
 16 THE WITNESS: Okay. Oh, yes.  
 17 THE HEARING OFFICER: All  
 18 right. So -- so, I'm going to try and skip  
 19 ahead to specification seven.  
 20 THE WITNESS: Uh-huh.  
 21 THE HEARING OFFICER: And  
 22 then if you have more to -- we're going to go  
 23 back to six, and I'm going to give you more  
 24 than ample time.

1 Fofana - Examination - The Hearing Officer  
 2 THE WITNESS: Uh-huh.  
 3 THE HEARING OFFICER:  
 4 Specification seven, though, is simply limited  
 5 to a claim --  
 6 THE WITNESS: Yeah.  
 7 THE HEARING OFFICER: -- that  
 8 on --  
 9 THE WITNESS: Uh-huh.  
 10 THE HEARING OFFICER: -- the  
 11 teacherabuse.com Web site --  
 12 THE WITNESS: Uh-huh.  
 13 THE HEARING OFFICER: --  
 14 between April 12th in 2006 and April 20, 2006,  
 15 that it had a link to mathspell.com.  
 16 THE WITNESS: Yes.  
 17 THE HEARING OFFICER: So,  
 18 that's the only allegation. So, do you wish to  
 19 make any statement of denial or admission on  
 20 that?  
 21 THE WITNESS: Whether there's  
 22 a link to it or is not?  
 23 THE HEARING OFFICER: Yes.  
 24 That's the only allegation.

1 Fofana - Examination - The Hearing Officer  
 2 THE WITNESS: Yes. Yeah,  
 3 well, I would just -- this is not really a  
 4 dispute at all, because it's true. It's still  
 5 there, and although I don't know, really, what  
 6 the -- the significance -- the relevance of  
 7 the -- of this specification at all.  
 8 THE HEARING OFFICER: Okay.  
 9 All right. So, before I allow you to go to  
 10 specifications six and eight, which are the  
 11 last two that you haven't addressed --  
 12 THE WITNESS: Uh-huh.  
 13 Uh-huh.  
 14 THE HEARING OFFICER: -- just  
 15 for clarity of the record, there -- there's  
 16 been some testimony, during the Wiltshire  
 17 testimony --  
 18 THE WITNESS: Uh-huh.  
 19 THE HEARING OFFICER: -- as  
 20 to what may have happened to you after some of  
 21 the 2004 allegations.  
 22 THE WITNESS: Uh-huh.  
 23 BY THE HEARING OFFICER: (Cont'g.)  
 24 Q. Were you teaching at the

1 Fofana - Examination - The Hearing Officer  
 2 school --  
 3 **A. Uh-huh.**  
 4 Q. -- in 2005 or -- or had you  
 5 been removed at that point?  
 6 **A. Well, I was removed from**  
 7 **school in -- in December 8th.**  
 8 Q. Of 2004?  
 9 **A. 2008 -- 2 -- 2004, December**  
 10 **8th.**  
 11 Q. And you have not -- you did  
 12 not return to teach at the school ever since?  
 13 **A. No.**  
 14 Q. Okay. That's -- all right.  
 15 So, then that essentially does bring us to  
 16 specification six --  
 17 **A. Uh-huh.**  
 18 Q. -- which is the  
 19 teacherabuse.com allegation. So, I will give  
 20 the floor back to you --  
 21 **A. Okay.**  
 22 Q. -- to testify as to that.  
 23 **A. Well, can we refresh me here?**  
 24 **Because there are very little to say, in the**

1 **Fofana - Examination - The Hearing Officer**  
 2 **sense that -- oh, okay, I see. Included names**  
 3 **of students, included -- okay. Included the**  
 4 **names of students, that's correct. On my Web**  
 5 **site, teachersabuse, in what context I put the**  
 6 **names of the students, that's really important**  
 7 **to -- to -- to understand. I will come back to**  
 8 **that.**

9 **Included the grades of the**  
 10 **students, no, I have no reason to do so.**  
 11 **Include the student's attendance records, I**  
 12 **have no reason to. Okay. Describe misconduct**  
 13 **of -- of named students, no. And these last**  
 14 **three are, I repeat it, pure fabrication and**  
 15 **this is the -- the contentious point that has**  
 16 **been, you know -- that -- that, you know -- you**  
 17 **know, forced me to bring a -- an expert**  
 18 **witness. I -- I -- you know, the grades, the**  
 19 **attendance, and misconduct named, in essence**  
 20 **they're talking about the -- the incident**  
 21 **reports, those elements were in the server.**

22 **Now, yes. I -- I definitely**  
 23 **need to clarify this.**  
 24 **Q. Meaning B, C and D. I**

1 **Fofana - Examination - The Hearing Officer**  
 2 **need -- I need to -- want to -- I want to just**  
 3 **keep a --**

4 **A. Yes.**  
 5 **Q. -- copy of them.**  
 6 **A. B, C and D.**  
 7 **Q. So, you're saying**  
 8 **specification six-B, -C and -D, you're**  
 9 **contending were not on the Web site; they were**  
 10 **in the server.**

11 **A. Yes. Now, I will go further**  
 12 **for clarification. You might say, why in the**  
 13 **first place, you would put that on the server?**  
 14 **Well, I would not say -- you know, in --**  
 15 **impertinence now they say, "Why not?" But I**  
 16 **would just say, well, it's secure. It's --**  
 17 **what do you call it? I had -- what do you call**  
 18 **it? A large, large, large memory made**  
 19 **available to me, because I pay a fee. You see,**  
 20 **this is the -- this is the -- the -- the**  
 21 **company I pay on an annual basis for -- for**  
 22 **hosting my Web site.**

23 **Now, something I going to**  
 24 **say. I designed this strongly because I have**

1 **Fofana - Examination - The Hearing Officer**  
 2 **no -- there's no rationale for -- for the**  
 3 **students' grades, unless you want to be --**  
 4 **well, I'll take that back. That would be**  
 5 **argument.**

6 **THE WITNESS: You see, ma'am,**  
 7 **I'm learning.**  
 8 **(Off-the-record discussion)**  
 9 **A. (Cont'g.) You see, on --**  
 10 **on -- on this -- you see this usage? I have**  
 11 **available three hundred gigs. This is a -- a**  
 12 **gig is -- a gigabyte, in layman terminology, is**  
 13 **three hundred billion character space.**

14 **BY THE HEARING OFFICER: (Cont'g.)**

15 **Q. All right.**  
 16 **A. So --.**  
 17 **Q. But -- but most -- right.**  
 18 **But that's now.**

19 **A. Uh-huh.**  
 20 **Q. The -- you know, this is only**  
 21 **relevant if you are testifying that you had**  
 22 **that amount then.**

23 **A. No, it -- it -- I'm sorry?**  
 24 **Q. This is only relevant if you**

1 **Fofana - Examination - The Hearing Officer**  
 2 **testify that you had that amount of storage**  
 3 **power then.**

4 **A. Oh, it -- it's -- I will**  
 5 **reassure of one thing. There's a competition**  
 6 **to -- to -- to make it available.**

7 **Q. Okay.**  
 8 **A. If an -- and if --.**  
 9 **Q. So, it's your testimony that**  
 10 **you had a mass -- what I'll -- I'll paraphrase,**  
 11 **a massive amount of storage space --**

12 **A. Absolutely.**  
 13 **Q. -- on your Web site?**

14 **A. Yes.**  
 15 **Q. Or on your server?**

16 **A. Yes. So, you -- when you**  
 17 **have that, you alleviate your actual desktop.**  
 18 **You just put the -- you know, as much as you**  
 19 **want, things you don't need, et cetera. You --**  
 20 **I put it there to -- to have more -- more --**  
 21 **more space there.**

22 **To -- to make clear that even**  
 23 **in -- in 2006 -- I can't prove it, but**  
 24 **reasonably it cannot be disputable, because**

1 Fofana - Examination - The Hearing Officer  
 2 even if you don't --.  
 3 MS. HEMANS-BRANTLEY:  
 4 Objection.  
 5 THE HEARING OFFICER: All  
 6 right. Fine.  
 7 THE WITNESS: I'm sorry --  
 8 I'm sorry.  
 9 A. (Cont'g.) Your host person  
 10 give you plenty of space without paying a  
 11 penny, just to get people, as a testament,  
 12 to -- to -- to use. So the bottom line is,  
 13 plenty of space. I alleviate my laptop. I put  
 14 things there.  
 15 Now, I had no intention to --  
 16 to put anything, because it would be -- it  
 17 wouldn't -- it wouldn't make sense. And -- and  
 18 also, I -- what I have to address now, eight,  
 19 which is A, I did say I put names. But how?  
 20 Well, let's go there, because I'm not saying  
 21 everything was clean and neat. Then you go  
 22 to -- let me get it ready. I'm sorry. Let me  
 23 go to -- I have to explain in what context I  
 24 put it, because this is -- you recall, sir,

1 Fofana - Examination - The Hearing Officer  
 2 when I asked Dr. Wiltshire that you were fired,  
 3 and then he was removed. And he said he don't  
 4 know -- he said he doesn't know. Well, the  
 5 intention -- my intention was to prove that he  
 6 was fired for incompetence, and the  
 7 incompetence is strictly related to -- what do  
 8 you call it? A programming mismanagement.  
 9 What -- what do I mean by programming  
 10 mismanagement? I will get to that.  
 11 Now, here we go. Now -- so,  
 12 to prove that -- now - I'm getting to the  
 13 point. This is what the mismanagement consists  
 14 of, and how I tried to show that on my Web  
 15 site. You gave a student a program. The name  
 16 of the teacher, the subject, and you know, the  
 17 rules, on the one hand. On the other hand,  
 18 these are rosters. Now, the trouble is, you  
 19 know, in many, many -- you know, school-wide,  
 20 students were sent to -- to, you know, on -- on  
 21 the -- on -- on -- on their program, in a room,  
 22 and the -- to teachers, different from what is  
 23 in the roster. So, a mismatch.  
 24 And it caused a -- you know,

1 Fofana - Examination - The Hearing Officer  
 2 a chaos, and I have to prove that. I just put  
 3 what I call -- excuse me, what I call --  
 4 call -- you see it? Real, and that is to  
 5 attendance; and fictional. I show -- I put  
 6 this. It's still there, and in 2006 it was.  
 7 It's the real Teacher Fofana attendance sheet.  
 8 These students were there, live and counted.  
 9 It was knowledge as of October 5th. Now, when  
 10 you come -- when you look at this, it's -- it  
 11 has absolutely nothing to do with the roster  
 12 for this class I received, this record  
 13 fictional attendance. Consciously I wrote it,  
 14 counselors with real matters for kids. But  
 15 that has no -- I don't put any students -- you  
 16 know, attendance or anything. It's blank. So,  
 17 all is focused at me.  
 18 All right. Now -- and what  
 19 they call -- Wiltshire say, social studies  
 20 is -- is -- social security -- student's social  
 21 security number. This is not social security  
 22 number. This is the school identification.  
 23 It's purely internal for the computer. So, as  
 24 your server overload, and not -- there's no

1 Fofana - Examination - The Hearing Officer  
 2 injury, that's my --.  
 3 THE HEARING OFFICER: That  
 4 will be -- that will be argument.  
 5 THE WITNESS: Okay.  
 6 THE HEARING OFFICER:  
 7 Right -- right.  
 8 THE WITNESS: So --.  
 9 BY THE HEARING OFFICER: (Cont'g.)  
 10 Q. So, you didn't think there  
 11 was anything that adverse could happen to the  
 12 kids --  
 13 A. To the kids.  
 14 Q. -- so, you listed names. You  
 15 didn't think you were listing socials. You  
 16 knew it was an internal Department document.  
 17 A. Yes. Further that -- further  
 18 than that, I was just, you know, alerting the  
 19 public -- the parents, that this is what's  
 20 happening. There is chaos, and for summer that  
 21 leads -- leads me to -- to the next list of  
 22 names. We consistently have been talking about  
 23 names. Now, here's the consequence -- here's  
 24 the consequence of the programming chaos.

1 **Fofana - Examination - The Hearing Officer**  
 2 **Now, this is what happened to**  
 3 **these kids. So, now this is just a program, an**  
 4 **example program. If you notice, I -- I remove**  
 5 **the -- these -- now, it's -- it's further down.**  
 6 **Yes. I did put this. It's a link, no question**  
 7 **about it.**  
 8 Q. Right.  
 9 **A. As a matter of fact, I**  
 10 **initiated. I asked the students how many times**  
 11 **you have been transferred in -- in summer**  
 12 **school. And the student said three times.**  
 13 **Okay. Three times, three times, three times.**  
 14 **I felt it is -- someone has to alert people,**  
 15 **because these -- from my students, they say**  
 16 **no -- no action was taken, and people would**  
 17 **think that the kids are going to summer school,**  
 18 **and --.**  
 19 **MS. HEMANS-BRANTLEY:**  
 20 **Objection.**  
 21 THE WITNESS: Well, you  
 22 know -- no -- no. I object to that one.  
 23 THE HEARING OFFICER:  
 24 Well --.

1 **Fofana - Examination - The Hearing Officer**  
 2 THE WITNESS: Because I'm  
 3 explaining --.  
 4 THE HEARING OFFICER: I'll --  
 5 I'll let you -- I'll let you finish your  
 6 thought.  
 7 **A. (Cont'g.) Yeah. Yeah.**  
 8 **Because, the -- the summer session, Mr. Siegel,**  
 9 **it's five weeks -- five weeks intensive. And**  
 10 **intensive means the kids will take -- instead**  
 11 **of the regular fifteen minute in -- in one**  
 12 **period, they can be in your class for one hour**  
 13 **and a half. So, it was intensive. If the**  
 14 **students change classes three times, it just**  
 15 **ruins a whole session. And --.**  
 16 **MS. HEMANS-BRANTLEY:**  
 17 **Objection.**  
 18 THE WITNESS: Well, that  
 19 department --.  
 20 BY THE HEARING OFFICER: (Cont'g.)  
 21 Q. Well, I -- I -- I'm --  
 22 **A. That department --.**  
 23 Q. -- I under -- I understand  
 24 your testimony to be that you -- you put some

1 **Fofana - Examination - The Hearing Officer**  
 2 of the student name information up --  
 3 **A. Uh-huh.**  
 4 Q. -- to make your point about  
 5 some of the ways that the summer school is  
 6 being run; is that fair to say?  
 7 **A. That's part of it. And also**  
 8 **to -- to say, you know, that -- and Dr.**  
 9 **Wiltshire is not, with me, really**  
 10 **cooperative -- okay. If I don't say that I was**  
 11 **giving it to him --**  
 12 Q. Right.  
 13 **A. -- he says that he threw me**  
 14 **out. I would say "Well, you've been fired" --**  
 15 **well, no, not fired, "removed. You don't know**  
 16 **why? This is why." That was my statement.**  
 17 Q. Got you.  
 18 **A. All right. But that -- once**  
 19 **again, when I did this, it was no students, to**  
 20 **help them was a large part, you know, my**  
 21 **concern. I never had any really major problems**  
 22 **with -- with the students, besides all the**  
 23 **hoopla.**  
 24 **I -- I just have a -- you**

1 **Fofana - Examination - The Hearing Officer**  
 2 **know -- you know, regular -- you know,**  
 3 **referrals, et cetera. Basically, this was, for**  
 4 **me, a very, very serious stuff to post. No**  
 5 **grades. I repeat it, no grades. It would be**  
 6 **absolutely nonsensical and suicidal, because I**  
 7 **know that it's not good. Well, we could**  
 8 **hurt -- hurt students. Why do that?**  
 9 **Plus -- and this is my last**  
 10 **comment on this, if I was to put a grade, I'm**  
 11 **going to put some comment on it, to explain**  
 12 **what I'm giving them, to give some rationale**  
 13 **for it, to say, you see this? I'm putting it**  
 14 **because that, that, that. No. They just took**  
 15 **the -- the -- the raw data from my -- from --**  
 16 **from the server, and present it as -- as**  
 17 **evidence. And that's really bothering me.**  
 18 **THE HEARING OFFICER: All**  
 19 **right. Then we're going to move to**  
 20 **specification eight.**  
 21 THE WITNESS: Uh-huh.  
 22 THE HEARING OFFICER: Which  
 23 is the last specification and that's the  
 24 allegation that during the month of '06 --

1 Fofana - Examination - The Hearing Officer  
 2 December --  
 3 THE WITNESS: Uh-huh.  
 4 THE HEARING OFFICER: -- of  
 5 2006 --  
 6 THE WITNESS: Right.  
 7 THE HEARING OFFICER: -- you  
 8 refused to return and/or refund a Teacher's  
 9 Choice check issued --  
 10 THE WITNESS: Uh-huh.  
 11 THE HEARING OFFICER: -- in  
 12 the amount of two hundred forty-five dollars,  
 13 as required to do so by --  
 14 THE WITNESS: Right.  
 15 THE HEARING OFFICER: --  
 16 Principal Wiltshire.  
 17 **A. (Cont'g.) All right. Well,**  
 18 **I would like to submit in -- in -- and before I**  
 19 **go there, it's -- unless you have it already**  
 20 **recorded, documentation on -- I'm sorry.**  
 21 **I'm wondering if you have the**  
 22 **documentation I provided with, you know -- to**  
 23 **the school. I even sent you by e-mail -- oh,**  
 24 **no. I turned it around. You sent me,**

1 **Fofana - Examination - The Hearing Officer**  
 2 **remember?**  
 3 **THE HEARING OFFICER: We**  
 4 **have -- we have different --**  
 5 THE WITNESS: I would -- I  
 6 have to submit --.  
 7 THE HEARING OFFICER: --  
 8 policies in evidence.  
 9 THE WITNESS: Uh-huh.  
 10 THE HEARING OFFICER: And we  
 11 have the -- there's a number of different items  
 12 in evidence.  
 13 THE WITNESS: Yes. Here we  
 14 go. Here we go. This is the -- D-Six, I just  
 15 want to submit it.  
 16 MS. HEMANS-BRANTLEY: We have  
 17 that.  
 18 THE HEARING OFFICER: I think  
 19 that's in evidence. Hold on.  
 20 THE WITNESS: It is? Okay.  
 21 THE HEARING OFFICER: Hold  
 22 on.  
 23 THE WITNESS: Yeah.  
 24 THE HEARING OFFICER: What is

1 Fofana - Examination - The Hearing Officer  
 2 that called? That might help me figure out --.  
 3 THE WITNESS: Statement --  
 4 this accountability report. This is much  
 5 better. You'll -- you'll see -- to -- this  
 6 is --.  
 7 THE HEARING OFFICER: Yes. I  
 8 have -- it's a --.  
 9 THE WITNESS: What number is  
 10 that?  
 11 THE HEARING OFFICER: No --  
 12 R-Sixteen.  
 13 THE WITNESS: R-Sixteen.  
 14 THE HEARING OFFICER: Yes.  
 15 It's a four-page document?  
 16 THE WITNESS: Yes.  
 17 THE HEARING OFFICER: Yes.  
 18 THE WITNESS: R-Sixteen.  
 19 THE HEARING OFFICER: This --  
 20 this document, Mr. Fofana, says, statement of  
 21 purpose, accountability report, Teacher's  
 22 Choice?  
 23 THE WITNESS: Right. Don't  
 24 you think this one, this is signed and --.

1 Fofana - Examination - The Hearing Officer  
 2 THE HEARING OFFICER: If  
 3 you -- if you'd prefer me to take that, I can  
 4 take that.  
 5 THE WITNESS: Well, I --.  
 6 THE HEARING OFFICER: Just  
 7 make sure Ms. Brantley feels it's the same  
 8 document.  
 9 THE WITNESS: Oh, oh, then --  
 10 MS. HEMANS-BRANTLEY: I'll  
 11 have to compare.  
 12 THE WITNESS: -- then that's  
 13 fine --  
 14 THE HEARING OFFICER: Yeah.  
 15 THE WITNESS: -- that's fine.  
 16 THE HEARING OFFICER: I -- I  
 17 can do it. I -- I will do it.  
 18 THE WITNESS: Yeah. I  
 19 mean --  
 20 THE HEARING OFFICER: Just to  
 21 make sure.  
 22 THE WITNESS: -- I mean, it's  
 23 just --.  
 24 THE HEARING OFFICER: That's

1 Fofana - Examination - The Hearing Officer  
 2 twenty-seven eighty-nine. Yes. Same document.  
 3 THE WITNESS: Right.  
 4 THE HEARING OFFICER: All  
 5 right.  
 6 BY THE HEARING OFFICER: (Cont'g.)  
 7 Q. So, what do you have to say  
 8 then --  
 9 A. Well, this is --  
 10 Q. -- if anything?  
 11 A. -- this is really straight  
 12 forward. I received this check in my name.  
 13 And I went to school -- as usual, I received  
 14 it, actually. And the -- Ms. Porter give it to  
 15 me, and that was it. I bought software for a  
 16 hundred and sixty dollars more than the check I  
 17 received, because I would like to point it out  
 18 that on -- on my receipt I paid six hundred  
 19 sixty dollars -- a hundred and sixty dollars  
 20 more.  
 21 And the -- the -- the item I  
 22 bought was -- and -- you know, I bought it for  
 23 mathspell. Why mathspell? I was about to take  
 24 mathspell to the next level, which is --

1 Fofana - Examination - The Hearing Officer  
 2 because the software I bought would allow me to  
 3 put some video online. And I was very excited  
 4 about it, because I would just ask someone -- I  
 5 will not be able to -- to tape a whole lesson,  
 6 but a very specific concept, for instance, for  
 7 ten minutes, please. You tape it, put it on  
 8 line and tell the students, go there and you  
 9 have access.  
 10 To protect my rights, I  
 11 would -- because it would be too easy for  
 12 everybody to -- to take advantage, the software  
 13 would allow me to have a protection. It could  
 14 be stopped, so no one would be able to access  
 15 those scripts.  
 16 And it was -- to put it very  
 17 simply, it was an extension of -- of -- you  
 18 know, the resources I already made available  
 19 to -- to my students. And I just felt that  
 20 when I -- when I took the check, it didn't  
 21 cross my mind, one second, that it would be a  
 22 problem, because the check will be spent on  
 23 items, the school can come at any time, you  
 24 know, take back, for example.

1 Fofana - Examination - The Hearing Officer  
 2 And why I took the check at  
 3 one fifteen, after they hand us all this one,  
 4 because I said, hey -- I said to myself, well,  
 5 if Wiltshire says give it back to me, I will  
 6 just make a copy. It's just silly. It would  
 7 still be good for him. That was the idea,  
 8 nothing else, nothing more.  
 9 And I was flabbergasted when  
 10 I was called -- Mr. -- Dr. Wiltshire called me  
 11 and said that because I exceeded -- I started  
 12 laughing, because, you know, to even return the  
 13 check. I thought, well, no. I cannot return  
 14 it, because I already cashed it. And besides,  
 15 it was for my name, and I'm not spending -- I  
 16 didn't -- I -- I was -- I was not spending on  
 17 personal things, lunch or anything. It would  
 18 be, you know, in the -- you know, for the  
 19 purpose of my, you know, lessons, instruction.  
 20 Finally, that's a very, very  
 21 important -- important point. In the rubber  
 22 room, over a length of time, because they --  
 23 they do not give us particular work.  
 24 Therefore, I would -- I -- I wanted to take

1 Fofana - Examination - The Hearing Officer  
 2 advantage of this free time. I did that all  
 3 the time, actually, just to reinforce this  
 4 right there. I would just build, very quickly,  
 5 plenty of clicks, prepare them. It will be --  
 6 I'm being cocky, but I'm saying, when I return  
 7 to any school, I'll just immediately post it,  
 8 and I will identify where the students have a  
 9 big problem -- make a click. Click, written,  
 10 oral, visual, combined. I -- I just -- I  
 11 cannot deny him, a student cannot use all these  
 12 resources without, you know -- you know,  
 13 without anything.  
 14 Because that's the bottom  
 15 line, nothing else. Okay.  
 16 THE HEARING OFFICER: All  
 17 right. Well then, I will conclude -- your  
 18 direct testimony will conclude at this time; is  
 19 that correct?  
 20 MR. FOFANA: Yes.  
 21 THE HEARING OFFICER: Okay.  
 22 Then, at this time, given the time of day --  
 23 MR. FOFANA: Uh-huh.  
 24 THE HEARING OFFICER: --

1 Fofana - Examination - The Hearing Officer  
 2 we're going to adjourn the proceeding for  
 3 today.  
 4 MR. FOFANA: Right.  
 5 THE HEARING OFFICER: This  
 6 proceeding is scheduled to recommence on this  
 7 Monday, June 16th, at ten a.m.  
 8 At that time, Ms. Brantley  
 9 will be expected to begin her  
 10 cross-examination --  
 11 MR. FOFANA: Uh-huh.  
 12 THE HEARING OFFICER: -- of  
 13 yourself, Mr. Fofana.  
 14 MR. FOFANA: Okay.  
 15 THE HEARING OFFICER: And Mr.  
 16 Fofana, it's my understanding you have no  
 17 further witnesses in this proceeding at this  
 18 point?  
 19 MR. FOFANA: I do, because I  
 20 feel unless you -- given, it's the same person,  
 21 I would like you to -- to reconsider this  
 22 Westin, a name that was -- you know, it came up  
 23 again.  
 24 THE HEARING OFFICER: Right.

1 Fofana - Examination - The Hearing Officer  
 2 MR. FOFANA: And --.  
 3 THE HEARING OFFICER: I --  
 4 I've already considered that, and I -- I'm not  
 5 going to -- I -- I don't believe his testimony  
 6 is relevant.  
 7 Beyond that, do you have any  
 8 other witnesses?  
 9 MR. FOFANA: I might have,  
 10 but not off my head.  
 11 THE HEARING OFFICER: Okay.  
 12 Well, obviously, if you're going to have some,  
 13 you should share that with Ms. Brantley.  
 14 MR. FOFANA: I will.  
 15 THE HEARING OFFICER: I would  
 16 ask the Department, if it intends to have a  
 17 rebuttal case ready, to try and have any  
 18 witnesses, if any --  
 19 MR. FOFANA: Uh-huh.  
 20 THE HEARING OFFICER: -- it  
 21 chooses to bring, if there's going to be a  
 22 rebuttal.  
 23 MS. HEMANS-BRANTLEY: Okay.  
 24 THE HEARING OFFICER: All

1 Fofana - Examination - The Hearing Officer  
 2 right. This matter will be finished for today  
 3 as of now.  
 4 Thank you very much.  
 5 MR. FOFANA: You're welcome.  
 6 (The hearing concluded at  
 7 3:30 p.m.)  
 8  
 9  
 10  
 11  
 12  
 13  
 14  
 15  
 16  
 17  
 18  
 19  
 20  
 21  
 22  
 23  
 24

1 Fofana - Examination - The Hearing Officer  
 2 I, G. Michael France, do hereby certify that the  
 3 foregoing was taken by me, in the cause, at the time  
 4 and place, and in the presence of counsel, as stated  
 5 in the caption hereto, at Page 1 hereof; that before  
 6 giving testimony said witness(es) was (were) duly  
 7 sworn to testify the truth, the whole truth and  
 8 nothing but the truth; that the foregoing typewritten  
 9 transcription, consisting of pages number 1642 to  
 10 1885, inclusive, is a true record prepared by me and  
 11 completed by Associated Reporters Int'l., Inc. from  
 12 materials provided by me.  
 13  
 14 \_\_\_\_\_  
 15 G. Michael France, Reporter  
 16 \_\_\_\_\_  
 17 Date  
 18  
 19 rgmf/tcww/plal  
 20  
 21  
 22  
 23  
 24

1  
 2 ERRATA SHEET  
 3 Case: Boubakar Fofana, File #8,234  
 Date: June 1, 2008  
 4  
 5 CORRECTIONS:  
 Page - line  
 6 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 Corrected to: \_\_\_\_\_  
 7  
 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 8 Corrected to: \_\_\_\_\_  
 9 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 Corrected to: \_\_\_\_\_  
 10  
 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 11 Corrected to: \_\_\_\_\_  
 12 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 Corrected to: \_\_\_\_\_  
 13  
 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 14 Corrected to: \_\_\_\_\_  
 15 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 Corrected to: \_\_\_\_\_  
 16  
 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 17 Corrected to: \_\_\_\_\_  
 18 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 Corrected to: \_\_\_\_\_  
 19  
 \_\_\_\_\_ Word or phrase: \_\_\_\_\_  
 20 Corrected to: \_\_\_\_\_  
 21  
 22  
 23  
 24

1  
 2 NAME INDEX  
 3 Allyne, Nikita Ni.Ae.  
 DeVignes, Curleen Cr.Dv.  
 4 Duvall, Dwight (phonetic spelling) Dw.Du.  
 James, Loikel Lk.Jm.  
 5 Jones, Jalissa Jl.Jn.  
 Kakesha (phonetic spelling) Kk.  
 6 Mercedes Mc.  
 Monifa (phonetic spelling) Mf.  
 7 Trotman, Lisa-Marie Ls.Tr.  
 Trotman, Curleen Cr.Tr.  
 8 Yusuf, Mohammed Mh.Ys.  
 9  
 10  
 11  
 12  
 13  
 14  
 15  
 16  
 17  
 18  
 19  
 20  
 21  
 22  
 23  
 24

<b>A</b>		
<b>aback</b> 1819:8	<b>accuser</b> 1658:2	1819:23 1821:6,19,20
<b>abide</b> 1658:4	<b>accusers</b> 1658:9 1844:12	1822:6 1825:8,13,22,24
<b>ability</b> 1648:11 1750:21	<b>action</b> 1826:8 1854:21	1826:16 1833:12 1852:4
<b>able</b> 1693:16 1709:19	1871:16	1852:10
1718:22 1719:8,11,12	<b>actions</b> 1654:5	<b>Adonai's</b> 1856:21
1769:11 1791:14 1811:17	<b>active</b> 1812:14	<b>adults</b> 1741:14
1834:16 1840:16 1855:11	<b>activity</b> 1811:23	<b>advance</b> 1779:15 1846:18
1880:5,14	<b>acts</b> 1786:5	<b>advantage</b> 1880:12 1882:2
<b>abort</b> 1771:18	<b>actual</b> 1712:20,23 1866:17	<b>adverse</b> 1870:11
<b>aborted</b> 1649:11	<b>adamant</b> 1759:2	<b>adversely</b> 1654:19
<b>abortion</b> 1771:18	<b>add</b> 1844:13,18	<b>advice</b> 1798:23
<b>absolutely</b> 1650:22	<b>added</b> 1707:20 1748:20	<b>affect</b> 1682:17
1652:11 1657:18 1721:9	1820:18	<b>affirm</b> 1663:15 1721:14
1746:14 1779:11 1790:4	<b>addition</b> 1658:22	<b>affirmation</b> 1749:22
1792:4,17 1826:23	<b>additional</b> 1656:4 1826:20	<b>afforded</b> 1658:2,8 1723:6
1839:8 1849:10 1854:22	<b>address</b> 1660:11 1725:14	<b>affording</b> 1770:19
1859:6 1866:12 1869:11	1725:17 1726:5 1741:3	<b>afield</b> 1765:23
1874:6	1776:22 1786:18 1805:7	<b>African</b> 1729:5
<b>abuse</b> 1649:9 1726:14	1822:17 1842:19 1848:2	<b>afternoon</b> 1720:15
1734:16 1736:2	1867:18	<b>agree</b> 1653:23 1679:6,22
<b>abused</b> 1795:2	<b>addressed</b> 1713:20 1741:9	1682:16 1820:13,14
<b>academic</b> 1743:8 1809:11	1861:11	1828:5 1851:21
<b>accept</b> 1789:12,19 1792:9	<b>addressing</b> 1727:4 1728:2	<b>agreement</b> 1653:24
1855:21	<b>Adelphi</b> 1645:15 1729:9	<b>Ah</b> 1673:13 1791:7
<b>acceptable</b> 1852:6	1733:22 1734:8	1802:15
<b>accepted</b> 1761:22	<b>adjourn</b> 1883:2	<b>ahead</b> 1859:19
<b>accepting</b> 1788:20	<b>administer</b> 1809:4	<b>Alan</b> 1656:22 1736:15
<b>access</b> 1667:23 1668:2	<b>administration</b> 1775:20	<b>alert</b> 1871:14
1670:12,19 1674:22	1859:4	<b>alerting</b> 1870:18
1676:22 1678:18 1679:4	<b>administrative</b> 1658:18	<b>aligned</b> 1761:20
1679:8 1686:9 1692:5	<b>admissible</b> 1658:17	<b>allegation</b> 1648:3,15,17
1693:4,16,19,21 1702:21	<b>admission</b> 1860:19	1649:12,13,19 1650:24
1703:8 1704:4,11	<b>admissions</b> 1728:15	1656:12 1771:11 1790:16
1708:16 1711:18 1717:13	<b>admit</b> 1661:12,16 1686:4	1828:7,10 1858:15
1717:14 1719:22 1839:17	1731:23 1760:12 1844:19	1860:18,24 1862:19
1880:9,14	<b>admits</b> 1819:24	1874:24
<b>accessed</b> 1702:6 1703:5	<b>admitted</b> 1650:21 1657:16	<b>allegations</b> 1649:5,8,9
<b>accesses</b> 1692:6	1688:16 1730:3 1757:10	1652:17,20 1654:14
<b>accommodate</b> 1769:5	1757:11 1794:6 1833:13	1737:21 1739:19 1786:19
<b>accountability</b> 1877:4,21	<b>admittedly</b> 1777:18,19	1828:14 1857:15 1861:21
<b>accounting</b> 1781:9	<b>Adonai</b> 1772:24 1773:7	<b>alleged</b> 1783:19
<b>accurate</b> 1730:12	1794:4 1802:16,16	<b>allegedly</b> 1648:13 1649:9
<b>accusation</b> 1772:24	1803:18 1810:14 1811:8	<b>alleges</b> 1819:17 1845:19
	1815:8,24 1816:23	1847:21

<p><b>alleging</b> 1853:15  <b>alleviate</b> 1866:17 1867:13  <b>allow</b> 1655:7,23 1688:13  1688:16 1702:14 1715:16  1721:23 1725:12,17,21  1726:5,7 1727:18  1742:16 1762:24 1768:7  1783:22 1786:9 1829:4  1841:10,22 1848:9  1861:9 1880:2,13  <b>allowed</b> 1688:24 1848:11  1850:3  <b>allowing</b> 1765:17  <b>allows</b> 1716:19  <b>Allyne</b> 1888:3  <b>American</b> 1734:12  <b>amount</b> 1865:22 1866:2,11  1875:12  <b>ample</b> 1859:24  <b>and/or</b> 1875:8  <b>Anne</b> 1785:2  <b>announced</b> 1742:24  <b>annoying</b> 1825:4 1839:12  1839:14  <b>annual</b> 1864:21  <b>answer</b> 1698:20 1749:11  1749:13 1750:20,20  1751:14,14  <b>answered</b> 1701:3,23  1805:19  <b>answering</b> 1684:2  <b>anybody</b> 1674:21 1681:24  1703:15,22,22  <b>anyway</b> 1727:17 1810:11  <b>apparently</b> 1648:4 1759:2  1789:24  <b>appear</b> 1691:15 1751:4,6,7  <b>APPEARANCES</b> 1643:2  <b>appeared</b> 1685:23  <b>appears</b> 1680:17 1689:10  1756:20 1822:22 1831:10  <b>application</b> 1761:20  <b>applied</b> 1729:18 1730:9  1761:19</p>	<p><b>apply</b> 1679:23 1680:11,16  1781:9  <b>appointed</b> 1734:21  <b>appreciate</b> 1684:2 1853:22  <b>approached</b> 1803:17  <b>appropriate</b> 1654:24  1821:3  <b>approximately</b> 1764:16  1784:19 1787:6,10  <b>April</b> 1754:2,4 1845:20,23  1853:7,7,11,11 1858:16  1858:16 1860:14,14  <b>Apt</b> 1643:9  <b>argue</b> 1737:19 1786:4  1809:2 1822:3 1825:23  <b>argument</b> 1655:14 1739:11  1790:9 1791:2 1792:4  1802:7,8,10 1806:23  1808:15 1821:23 1822:13  1827:6,9 1830:10,12  1836:6 1837:2 1843:3  1844:21 1855:5 1859:15  1865:5 1870:4  <b>argumentation</b> 1791:24  1824:3  <b>arguments</b> 1658:7 1661:7  1844:24  <b>arose</b> 1660:16  <b>arrested</b> 1774:22 1775:3  1776:4  <b>arrive</b> 1800:21  <b>arrow</b> 1839:14,15  <b>articles</b> 1675:12  <b>ascertain</b> 1755:11  <b>aside</b> 1732:6  <b>asked</b> 1649:14 1650:4  1685:20 1715:5 1729:20  1755:6 1773:8 1789:11  1789:18 1811:22 1816:24  1838:10 1839:22 1841:7  1868:2 1871:10  <b>asking</b> 1671:23 1690:18  1701:18 1702:17 1714:21  1714:22 1750:19 1777:3</p>	<p>1779:3 1809:14 1812:14  <b>asks</b> 1778:23  <b>aspect</b> 1738:4  <b>aspects</b> 1657:21  <b>assign</b> 1761:23 1799:12  1800:19  <b>assigned</b> 1764:13  <b>assignment</b> 1751:24  <b>assignments</b> 1753:23  <b>assistant</b> 1729:12  <b>Associated</b> 1886:11  <b>assume</b> 1696:9 1778:16  <b>assuming</b> 1784:6 1819:20  <b>assure</b> 1654:12  <b>attached</b> 1657:12 1659:4  1694:24 1785:9 1811:3  <b>attachee</b> 1694:24  <b>attachment</b> 1685:8  <b>attempt</b> 1682:17  <b>attend</b> 1813:9  <b>attendance</b> 1646:6 1831:3  1832:12 1863:11,19  1869:5,7,13,16  <b>attention</b> 1680:13 1681:17  1849:9  <b>attitude</b> 1840:20  <b>Audubon</b> 1643:9  <b>authenticate</b> 1745:15  <b>authored</b> 1750:15  <b>available</b> 1667:17,24  1668:21 1669:12,15  1670:11 1673:7 1677:6  1677:10 1701:15 1799:7  1864:19 1865:11 1866:6  1880:18  <b>Avenue</b> 1643:9  <b>avocado</b> 1781:23  <b>avoid</b> 1824:3  <b>awarded</b> 1728:17 1729:12  1732:12 1740:6  <b>awards</b> 1835:16  <b>aware</b> 1852:18 1857:5  <b>A-420</b> 1738:16  <b>a.m</b> 1642:11 1647:3 1883:7</p>
--	--	---

<p><b>A.T.R</b> 1757:9 1789:8,12,22</p> <hr/> <p style="text-align: center;"><b>B</b></p> <hr/> <p><b>B</b> 1645:2 1729:5 1863:24 1864:6</p> <p><b>bachelor's</b> 1728:11</p> <p><b>back</b> 1696:10 1754:17,22 1755:7 1758:3,9 1759:4 1760:4 1761:13 1766:15 1771:14 1774:2,17 1775:2 1776:4,20 1780:7 1782:23 1784:20 1787:20 1788:24 1789:20 1797:18 1798:5,19 1799:2,20,20 1800:19 1801:20,21 1803:23 1804:7 1812:7 1813:20 1818:19 1820:4 1824:10 1827:16 1852:24 1854:4 1859:23 1862:20 1863:7 1865:4 1880:24 1881:5</p> <p><b>background</b> 1739:19 1758:7 1765:18 1769:23 1770:3</p> <p><b>bad</b> 1786:5</p> <p><b>bag</b> 1811:5,6</p> <p><b>balance</b> 1857:18</p> <p><b>banking</b> 1734:2</p> <p><b>Barbara</b> 1753:18</p> <p><b>based</b> 1709:24 1711:12 1723:10 1752:20 1830:12</p> <p><b>basic</b> 1838:10,16</p> <p><b>basically</b> 1668:16,19 1728:10 1730:8 1812:19 1824:13 1842:10 1874:3</p> <p><b>basis</b> 1652:2 1658:19 1661:19 1724:13 1742:7 1785:10 1827:20 1831:12 1847:19 1864:21</p> <p><b>bathroom</b> 1843:14</p> <p><b>bear</b> 1794:19</p> <p><b>beating</b> 1701:24</p> <p><b>beginning</b> 1793:22 1810:22 1811:7 1826:10</p>	<p>1852:12</p> <p><b>begins</b> 1663:12</p> <p><b>behave</b> 1803:24 1818:21</p> <p><b>behaved</b> 1652:21 1766:14 1816:17 1820:8</p> <p><b>behavior</b> 1819:3 1827:15 1848:24</p> <p><b>behaviors</b> 1656:13</p> <p><b>belief</b> 1648:9</p> <p><b>believe</b> 1648:24 1651:10 1658:3 1660:17 1671:21 1729:8 1734:19 1769:12 1771:16,17,18 1790:4 1852:23 1854:10 1884:5</p> <p><b>belligerent</b> 1803:14</p> <p><b>belong</b> 1826:10</p> <p><b>benefit</b> 1653:11 1660:20</p> <p><b>best</b> 1643:4 1650:17 1660:18 1721:22 1722:6 1726:6 1750:21 1848:21 1854:15,17</p> <p><b>better</b> 1689:12 1813:5 1829:21 1877:5</p> <p><b>beyond</b> 1707:9 1719:19 1726:18 1827:22 1884:7</p> <p><b>bias</b> 1844:18</p> <p><b>big</b> 1815:7 1882:9</p> <p><b>billion</b> 1865:13</p> <p><b>birds</b> 1767:4</p> <p><b>bit</b> 1664:18 1702:11 1727:10 1755:10 1758:10 1806:6 1812:3 1840:18 1840:19</p> <p><b>bizarre</b> 1812:15</p> <p><b>blah</b> 1807:17 1819:3,4,4</p> <p><b>blank</b> 1869:16</p> <p><b>block</b> 1741:12,15</p> <p><b>blocked</b> 1702:21</p> <p><b>blue</b> 1795:16</p> <p><b>Board</b> 1729:19</p> <p><b>boils</b> 1706:5</p> <p><b>boss</b> 1762:12</p> <p><b>bother</b> 1781:13</p> <p><b>bothered</b> 1821:7</p>	<p><b>bothering</b> 1874:17</p> <p><b>bottom</b> 1694:10,22,23 1695:21 1706:3 1745:2 1747:22 1846:13 1857:3 1867:12 1882:14</p> <p><b>Boubakar</b> 1642:7 1643:1,9 1644:1,7 1645:1 1646:1 1647:1,9 1648:1 1649:1 1650:1 1651:1 1652:1 1653:1 1654:1 1655:1 1656:1 1657:1 1658:1 1659:1 1660:1 1661:1 1662:1 1721:19 1750:15 1887:3</p> <p><b>bought</b> 1879:15,22,22 1880:2</p> <p><b>bowled</b> 1783:15</p> <p><b>boy</b> 1729:6 1851:19</p> <p><b>Brantley</b> 1651:21 1657:8 1657:20 1658:13 1661:17 1661:23 1666:2 1682:5 1682:24 1683:5 1684:4 1690:18 1691:12 1700:14 1715:12 1723:5 1724:4 1727:16,24 1730:23 1731:7 1737:3 1743:20 1746:23 1748:24 1760:6 1760:11 1767:12 1768:10 1777:14 1778:4,16 1783:2 1785:13 1817:23 1831:17 1832:19 1878:7 1883:8 1884:13</p> <p><b>break</b> 1659:8 1732:5 1762:16,17 1787:5 1788:7 1843:14,22</p> <p><b>brief</b> 1791:23</p> <p><b>briefly</b> 1664:6 1666:23</p> <p><b>bring</b> 1750:6 1816:8 1847:4 1857:18 1862:15 1863:17 1884:21</p> <p><b>broad</b> 1731:19</p> <p><b>Brooklyn</b> 1664:8,9</p> <p><b>brought</b> 1753:15</p> <p><b>bud</b> 1816:19</p>
---	--	---

<p><b>build</b> 1732:17 1882:4  <b>building</b> 1767:3 1770:12  1773:9,11,23 1776:21  1779:4,6  <b>business</b> 1715:10 1735:2  1752:13 1816:2</p> <hr/> <p style="text-align: center;"><b>C</b></p> <hr/> <p><b>C</b> 1644:2 1670:24 1863:24  1864:6,8  <b>cafeteria</b> 1781:22  <b>cake</b> 1838:22  <b>calculation</b> 1809:15  <b>calculator</b> 1809:13,21  1837:16 1838:2,15  1840:6,21 1841:17  <b>calculators</b> 1841:20,21  <b>call</b> 1667:9 1729:2 1755:15  1787:20 1802:2 1808:18  1809:22 1810:6 1814:4  1814:23 1815:16 1816:3  1820:21 1840:11 1844:11  1847:9 1851:13 1864:17  1864:17 1868:8 1869:3,3  1869:4,19  <b>called</b> 1663:4 1666:20,21  1683:16 1716:15 1729:5  1773:10 1776:20 1782:9  1814:6 1816:20 1848:15  1848:19,19,20 1853:24  1877:2 1881:10,10  <b>calling</b> 1651:24 1662:6  1721:7  <b>Canarsie</b> 1740:21,22  1742:19 1784:17,18  1785:4  <b>candor</b> 1828:17  <b>capacity</b> 1647:7  <b>capital</b> 1729:4  <b>caption</b> 1886:5  <b>card</b> 1764:8,8  <b>career</b> 1734:17 1738:4  <b>carefully</b> 1811:20  <b>case</b> 1647:17 1648:3</p>	<p>1658:15,20 1884:17  1887:3  <b>cached</b> 1881:14  <b>cat</b> 1761:10  <b>cause</b> 1886:3  <b>caused</b> 1868:24  <b>center</b> 1762:4  <b>central</b> 1729:5  <b>certain</b> 1654:5,11 1656:12  1656:13 1680:18 1709:8  1733:24 1828:10 1839:11  <b>certainly</b> 1677:8 1712:9  1736:11 1795:6 1847:14  1852:23  <b>certified</b> 1801:5  <b>certify</b> 1886:2  <b>cetera</b> 1762:8 1811:23  1814:3 1824:20 1835:17  1856:24 1866:19 1874:3  <b>Chambers</b> 1642:13 1643:6  <b>chance</b> 1660:15 1661:18,23  <b>chancellor</b> 1738:20  1824:20,24  <b>Chancellor's</b> 1778:24  <b>change</b> 1680:8,15 1704:4  1821:4 1872:14  <b>changes</b> 1680:18  <b>chaos</b> 1869:2 1870:20,24  <b>chaotic</b> 1803:10,10,12  1810:19,19  <b>chapter</b> 1816:9  <b>character</b> 1865:13  <b>characterize</b> 1761:16  <b>charge</b> 1653:19 1658:20  1660:21,22 1725:2,8,11  1725:18,21 1727:2  1741:14 1786:11 1790:24  1828:7 1843:9 1847:21  <b>charged</b> 1652:3 1857:23  <b>charges</b> 1648:18 1649:20  1656:23 1658:12 1735:21  1736:13,14,20 1737:20  1740:7,8 1741:21 1768:4  1774:15 1779:16 1783:18</p>	<p>1785:16 1828:22 1829:17  1858:4,8  <b>chase</b> 1772:24  <b>check</b> 1659:9 1875:9  1879:12,16 1880:20,22  1881:2,13  <b>chicken</b> 1781:23  <b>children</b> 1795:3  <b>choice</b> 1792:21 1875:9  1877:22  <b>choose</b> 1792:4,17 1802:22  <b>chooses</b> 1884:21  <b>chose</b> 1838:3  <b>chosen</b> 1782:6  <b>citizen</b> 1734:12  <b>city</b> 1642:5 1643:10 1647:8  1710:14 1729:4,24  <b>civil</b> 1849:2  <b>claim</b> 1791:16 1806:9  1860:5  <b>claimed</b> 1806:17  <b>claims</b> 1791:16  <b>clarification</b> 1864:12  <b>clarify</b> 1779:10 1863:23  <b>clarity</b> 1861:15  <b>class</b> 1741:9 1781:20  1784:19 1793:18,19,23  1797:2 1800:15 1803:8  1803:21,23 1804:13  1808:3,3,23 1811:11  1816:13 1820:9 1824:16  1826:10 1827:4 1829:23  1830:6,13 1839:2  1840:24 1846:15,17  1869:12 1872:12  <b>classes</b> 1800:22 1803:12  1835:11 1872:14  <b>classroom</b> 1735:8 1802:14  1807:14 1842:17  <b>classwork</b> 1846:18  <b>clean</b> 1654:8 1867:21  <b>clear</b> 1651:4 1655:15  1690:17 1693:19 1737:19  1796:18 1839:20 1844:18</p>
---	--	--

<p>1866:22  <b>clearer</b> 1655:13  <b>clearly</b> 1771:13 1775:18  1778:23 1789:6,7  1822:14 1834:9 1853:3  <b>click</b> 1668:8 1669:4 1679:7  1679:15 1680:4,4,16  1692:6 1693:5 1705:4,17  1707:15 1713:3,16,24  1714:10,16 1719:4  1764:9,9,9,15,15 1838:13  1882:9,9  <b>clicked</b> 1692:10  <b>clicking</b> 1679:21 1711:24  1719:19  <b>clicks</b> 1882:5  <b>clinic</b> 1732:16  <b>close</b> 1676:7 1775:23  1792:11 1793:7,9 1823:5  1823:20  <b>closest</b> 1839:19  <b>closing</b> 1791:5,13 1822:13  1823:16  <b>Coast</b> 1728:20,24  <b>cocky</b> 1882:6  <b>code</b> 1708:9 1718:21  <b>codes</b> 1708:10  <b>Cohen</b> 1710:15  <b>coherent</b> 1747:18 1822:15  <b>Cold</b> 1642:16  <b>collaborate</b> 1820:21  <b>collateral</b> 1652:2  <b>colleagues</b> 1763:6  <b>college</b> 1642:5 1664:4,8,9  1728:21 1742:21 1754:18  1755:20 1784:14,20  1801:6  <b>Colon</b> 1738:17 1739:12  <b>color</b> 1716:18  <b>combination</b> 1706:15  <b>combined</b> 1882:10  <b>come</b> 1686:17 1697:23  1698:3 1700:19 1702:22  1703:5,7 1750:5 1755:5</p>	<p>1758:3,9 1759:4 1760:3  1773:4 1774:2,6,8,17,23  1775:2,3,7 1776:4,20  1777:9 1803:21 1813:24  1814:2,13,20,23 1820:23  1851:18,20 1863:7  1869:10 1880:23  <b>comes</b> 1784:17 1815:2  <b>comfortable</b> 1803:11  <b>coming</b> 1664:3 1712:2  1752:4 1762:6 1776:23  1777:8 1804:2,8 1810:17  1818:14  <b>commendations</b> 1786:10  <b>comment</b> 1819:3 1857:19  1874:10,11  <b>comments</b> 1650:15  1654:11 1726:17,22  1835:21  <b>commission</b> 1728:18  <b>commitment</b> 1846:22  <b>committee</b> 1801:22  <b>common</b> 1680:3 1779:24  1833:9 1838:14,20  <b>company</b> 1728:23 1864:21  <b>compare</b> 1878:11  <b>comparing</b> 1711:10  <b>competition</b> 1866:5  <b>competitions</b> 1854:12  <b>complain</b> 1812:16  <b>COMPLAINANT</b> 1643:3  <b>complainants</b> 1656:16  <b>complained</b> 1741:20  1804:4,18 1859:12  <b>complaining</b> 1795:2  <b>complaint</b> 1859:11  <b>complete</b> 1660:20 1732:18  <b>completed</b> 1886:11  <b>completely</b> 1857:4  <b>completion</b> 1761:22  <b>complicated</b> 1702:12  <b>components</b> 1666:19  1713:19,22  <b>composing</b> 1782:9</p>	<p><b>computer</b> 1664:12 1665:2  1667:2,8,12 1670:22  1671:3,4 1676:9 1695:4,7  1698:11 1701:17 1716:18  1718:20 1730:10 1732:18  1732:21 1733:19 1743:9  1743:9 1748:13 1839:17  1856:7 1869:23  <b>concept</b> 1838:2,16 1842:10  1880:6  <b>conceptual</b> 1838:16  <b>concern</b> 1873:21  <b>concerned</b> 1650:20  1823:20  <b>conclude</b> 1710:22 1882:17  1882:18  <b>concluded</b> 1738:4 1885:6  <b>conclusion</b> 1758:21  <b>concrete</b> 1781:14  <b>conduct</b> 1735:8 1834:10  1835:18  <b>conducted</b> 1740:23 1785:2  <b>conducting</b> 1783:4  <b>confer</b> 1851:16  <b>conference</b> 1815:5 1818:23  <b>confirm</b> 1826:13  <b>confirmation</b> 1705:6,20  <b>confuse</b> 1810:9  <b>Consciously</b> 1869:13  <b>consequence</b> 1870:23,24  <b>consider</b> 1655:12  <b>considered</b> 1654:15 1884:4  <b>consistent</b> 1810:6  <b>consistently</b> 1870:22  <b>consisting</b> 1886:9  <b>consists</b> 1782:4 1868:13  <b>constellation</b> 1680:17  <b>constraints</b> 1858:8  <b>construction</b> 1852:11,12  1852:14,21 1855:21  1856:11  <b>consult</b> 1722:9 1727:11  1847:9  <b>contain</b> 1675:22,23</p>
---	--	---

<p>1708:14  <b>contained</b> 1749:4 1846:3  <b>contains</b> 1718:5,9  <b>contending</b> 1800:15  1864:9  <b>contention</b> 1649:18  1797:10 1859:4  <b>contentious</b> 1738:12  1863:15  <b>context</b> 1828:22 1856:18  1863:5 1867:23  <b>continue</b> 1664:5 1666:15  1691:13 1700:14 1715:16  1732:8 1752:24 1779:19  1781:4 1788:11 1797:22  1801:15 1824:14 1841:13  1841:13 1844:4  <b>continued</b> 1788:9  <b>contract</b> 1729:3,3 1823:8  1823:13  <b>contradict</b> 1648:11 1649:2  <b>contrary</b> 1660:5  <b>Cont'g</b> 1664:23 1666:17  1668:18 1670:6 1674:14  1682:14 1685:18 1689:7  1691:14 1693:17 1694:14  1694:21 1696:7,21,24  1697:13 1698:23 1700:5  1700:17 1701:6,12  1702:18 1707:4 1708:23  1714:9 1715:18 1717:17  1717:19 1749:2,15,17  1751:2,17 1802:11  1808:16 1812:10,13  1813:14 1817:3 1818:10  1818:15 1820:3 1824:8  1825:12 1827:13 1833:4  1833:22 1836:13 1837:23  1838:23 1841:12 1842:5  1842:7 1847:12 1850:7  1850:11,16 1858:13  1861:23 1865:9,14  1867:9 1870:9 1872:7,20  1875:17 1879:6</p>	<p><b>conversation</b> 1825:21  1851:16  <b>convey</b> 1811:17  <b>convince</b> 1703:20  <b>cooperative</b> 1873:10  <b>coordination</b> 1806:17,18  <b>coordinator</b> 1815:10  <b>copies</b> 1672:5 1731:8  1732:5 1744:5 1768:12  <b>copy</b> 1645:10,12,14  1659:13 1672:7 1673:4  1676:8,15,16 1677:3,4  1682:12 1683:19 1693:12  1724:9 1730:23 1731:4  1732:23 1733:7,23  1743:20 1761:11 1768:9  1768:16 1778:4,5  1831:17 1864:5 1881:6  <b>corporal</b> 1736:21 1741:19  <b>correct</b> 1657:16 1658:6  1663:5,8,9 1665:7,11  1666:18 1667:14,18  1668:19 1669:17 1670:2  1670:13 1673:20 1677:5  1677:22 1678:14 1679:9  1679:19 1680:19 1682:19  1684:19 1696:4 1700:20  1703:8,14 1704:9  1705:11,23 1706:4,7  1714:4,5 1719:23 1734:9  1736:16 1749:5 1750:15  1751:15 1763:3 1768:22  1790:3 1800:16 1830:13  1831:3 1832:4 1853:16  1863:4 1882:19  <b>Corrected</b> 1887:6,8,9,11  1887:12,14,15,17,18,20  <b>CORRECTIONS</b> 1887:4  <b>correctly</b> 1706:20 1707:6  1763:5  <b>cost</b> 1841:21  <b>counsel</b> 1643:4,4 1886:4  <b>counselors</b> 1869:14  <b>counted</b> 1869:8</p>	<p><b>country</b> 1729:5 1733:21  1854:15  <b>counts</b> 1731:20  <b>couple</b> 1706:14 1762:17,20  1780:21 1840:19,20  <b>course</b> 1679:17 1704:3  1715:10 1757:21,22  1804:5 1814:7,22  <b>courses</b> 1645:10 1665:12  1730:14  <b>cover</b> 1815:3  <b>Cr</b> 1815:13  <b>crap</b> 1758:17  <b>create</b> 1852:9  <b>created</b> 1726:13 1734:14  1745:14 1747:10,11  1749:4,20 1750:2 1752:9  1761:13 1793:23 1803:8  1846:11 1852:16  <b>credentials</b> 1728:10  1734:10  <b>credibility</b> 1650:5 1790:5  <b>credible</b> 1791:17  <b>credit</b> 1732:17  <b>cross</b> 1644:4 1684:1,10  1685:1 1686:1 1687:1  1688:1 1689:1 1690:1  1691:1 1692:1 1693:1  1694:1 1695:1 1696:1  1697:1 1698:1 1699:1  1700:1 1701:1 1702:1  1703:1 1797:12 1880:21  <b>cross-examination</b> 1655:4  1684:5 1702:11 1780:2  1883:10  <b>cross-examine</b> 1658:2,8  1723:6  <b>cross-examined</b> 1723:24  1774:24 1844:12  <b>crucial</b> 1771:8 1791:20  <b>Cr.Dv</b> 1794:7 1888:3  <b>Cr.Tr</b> 1796:10 1803:2  1810:12 1814:6,7 1816:6  1819:17 1821:8 1824:12</p>
---	---	---

<p>1825:15,22 1888:7  <b>Curie</b> 1728:12  <b>curiosity</b> 1816:10  <b>Curleen</b> 1888:3,7  <b>customers</b> 1703:24  <b>cut</b> 1768:6 1772:13,23  <b>C.D</b> 1676:18 1718:9  <b>C.V</b> 1666:10</p> <hr/> <p style="text-align: center;"><b>D</b></p> <p><b>d</b> 1644:2,2 1645:2 1766:17  1863:24 1864:6,8 1888:2  <b>daily</b> 1846:20  <b>data</b> 1874:15  <b>date</b> 1642:10 1647:14  1656:5 1686:6 1695:20  1695:22 1696:13 1746:11  1746:12,14 1754:3  1835:2 1846:16 1886:15  1887:3  <b>dated</b> 1645:17 1745:13  1746:6 1756:17 1759:11  1817:6  <b>dates</b> 1783:12  <b>daughter</b> 1796:22 1814:8  1819:7 1820:8,20 1821:2  1824:16 1826:4 1829:22  <b>day</b> 1647:10 1661:2  1720:16 1738:18 1764:16  1773:23 1796:23,24  1799:14 1803:6 1804:4  1805:8,8 1808:12,17  1809:7,8 1810:17 1814:2  1814:10 1816:16 1820:5  1820:15 1825:8 1833:21  1835:3 1836:15 1837:14  1838:7 1839:2 1846:13  1882:22  <b>days</b> 1647:13 1762:17,20  1764:17 1783:18  <b>deal</b> 1657:3 1727:5 1764:3  1829:18  <b>dealing</b> 1741:6 1786:11  <b>deals</b> 1656:11 1757:2</p>	<p><b>dealt</b> 1736:15  <b>deans</b> 1741:7  <b>death</b> 1781:13  <b>December</b> 1845:8 1862:7,9  1875:2  <b>decide</b> 1739:8 1749:11  1792:10  <b>decided</b> 1656:23 1721:10  1761:10 1810:20 1816:9  1816:10  <b>decision</b> 1656:20 1658:23  1659:4 1736:15 1737:5,8  1740:6,9  <b>decisions</b> 1659:24  <b>default</b> 1680:8 1715:22  1716:2,19 1717:6  <b>defense</b> 1792:2  <b>definitely</b> 1764:12 1863:22  <b>degree</b> 1645:13,15  <b>delving</b> 1765:18  <b>demonstrate</b> 1813:4  <b>denial</b> 1783:17,17 1860:19  <b>denied</b> 1779:19 1794:4  1798:21  <b>denominator</b> 1838:21  <b>deny</b> 1652:14 1772:20  1783:16 1841:2 1882:11  <b>department</b> 1642:2,5,12  1643:5 1647:9 1651:24  1673:9 1685:14 1692:9  1752:7 1785:3,4 1786:4  1792:10 1795:7 1823:12  1828:5 1841:16 1857:22  1858:5 1870:16 1872:19  1872:22 1884:16  <b>Department's</b> 1648:3,5  1783:9 1842:21 1853:15  <b>depends</b> 1712:22  <b>depict</b> 1825:24  <b>deputy</b> 1789:10  <b>describe</b> 1683:13 1863:12  <b>Description</b> 1645:2  <b>deserving</b> 1849:9  <b>designated</b> 1647:6</p>	<p><b>designed</b> 1864:24  <b>desktop</b> 1866:17  <b>destroyed</b> 1734:17  <b>details</b> 1743:7 1754:10  1757:24 1779:12  <b>determination</b> 1658:19  <b>detrimental</b> 1746:24  <b>DeVignes</b> 1888:3  <b>devise</b> 1809:6  <b>diagram</b> 1782:7  <b>different</b> 1647:13 1665:12  1671:7 1691:19 1708:14  1782:5,8 1810:9 1868:22  1876:4,11  <b>dinner</b> 1781:21  <b>dinners</b> 1782:4  <b>diploma</b> 1732:20 1733:18  1733:24  <b>dire</b> 1644:8 1747:1,5,7  1748:1 1749:1 1750:1  1751:1 1752:1  <b>direct</b> 1644:4,7,8 1648:3  1655:3 1657:2 1663:1,24  1664:1 1665:1 1666:1  1667:1 1668:1 1669:1  1670:1 1671:1 1672:1  1673:1 1674:1 1675:1  1676:1 1677:1 1678:1  1679:1 1680:1 1681:1  1682:1 1683:1 1728:1,7  1729:1 1730:1 1731:1  1732:1 1733:1 1734:1  1735:1 1736:1 1737:1  1738:1 1739:1 1740:1  1741:1 1742:1 1743:1  1744:1 1745:1 1746:1  1753:1,11 1754:1 1755:1  1756:1 1757:1 1758:1  1759:1 1760:1 1761:1  1762:1 1763:1 1764:1  1765:1 1766:1 1767:1  1768:1 1769:1 1770:1  1771:1 1772:1 1773:1  1774:1 1775:1 1776:1</p>
--	--	---

<p>1777:1 1778:1 1779:1  1780:1 1781:1,5 1782:1  1783:1 1784:1 1785:1  1786:1 1787:1 1788:1,9  1789:1 1790:1 1791:1  1792:1 1793:1 1794:1  1795:1 1796:1 1797:1  1798:1 1799:1 1845:9  1882:18  <b>directly</b> 1727:12 1770:22  <b>director</b> 1799:3,9,9  <b>directory</b> 1709:17  <b>directs</b> 1714:11  <b>disable</b> 1679:7,15,16  1682:17 1705:4  <b>disabled</b> 1705:7,8,9,21  1706:5 1713:12  <b>disappear</b> 1841:20  <b>disciplinary</b> 1735:17  1826:8 1854:21  <b>discipline</b> 1741:4,5 1786:6  <b>discovered</b> 1858:21  <b>discreet</b> 1783:12  <b>discuss</b> 1754:4 1762:22  1796:11,21 1803:22  1804:3  <b>discussed</b> 1787:4 1797:24  <b>discussion</b> 1662:24  1683:10,22 1717:16  1718:3 1721:4 1764:7  1781:2 1782:16 1797:17  1797:20 1817:15 1844:2  1865:8  <b>discussions</b> 1721:7  <b>disgraceful</b> 1854:22  <b>disk</b> 1745:2,3,7 1747:16,19  1748:12  <b>dismiss</b> 1656:10,23 1660:4  1660:14,21,22  <b>dismissed</b> 1656:18 1658:12  1660:15 1737:20 1740:13  <b>disorderly</b> 1747:15  <b>disputable</b> 1866:24  <b>dispute</b> 1770:7 1775:19</p>	<p>1861:4  <b>disputed</b> 1794:23  <b>disrespectful</b> 1809:23  <b>disruptive</b> 1809:23,23  <b>Doctor</b> 1666:10,10,11  1720:10  <b>doctoral</b> 1730:3,18  1732:15  <b>document</b> 1657:5,10  1661:12,24 1668:21  1671:22 1678:19 1686:11  1686:14 1689:9 1691:2  1695:21 1696:14 1710:11  1710:11,18 1724:2  1745:13 1747:9,18  1748:2 1749:5,7,8,21  1750:2,3,4,14,22 1751:19  1752:10 1756:2,10  1767:12 1769:3 1781:11  1781:14 1783:24 1785:15  1794:8 1830:2,3,4,15  1831:24 1833:24 1834:2  1834:9 1844:16 1870:16  1877:15,20 1878:8  1879:2  <b>documentation</b> 1785:7  1847:4 1875:20,22  <b>documents</b> 1667:23  1669:18 1671:20 1690:13  1691:16,23 1692:11,19  1708:18,24 1710:10  1718:9 1719:22 1773:13  1785:7 1811:4 1835:3  1846:24 1847:7  <b>doing</b> 1739:23 1819:6  1835:7 1838:24  <b>dollars</b> 1732:13 1753:22,24  1841:21 1875:12 1879:16  1879:19,19  <b>Don</b> 1789:10  <b>door</b> 1742:22 1743:3  <b>double</b> 1728:14  <b>download</b> 1839:23  <b>Dr</b> 1645:4,16 1648:4,6,12</p>	<p>1648:14 1649:12,18  1651:24 1652:16 1654:10  1663:19 1664:3 1666:13  1666:18 1670:20 1674:19  1684:15 1685:19 1689:8  1691:16 1720:17,21  1744:18 1746:17 1747:12  1751:4,8,19 1753:13  1754:5 1755:3,6 1756:2  1757:9 1758:2,24  1761:14 1762:14,23  1764:2,10,18 1766:11  1777:3 1778:23 1779:5  1789:3 1791:17 1794:21  1794:23 1795:3 1798:24  1806:17,18 1833:6,11,23  1834:10 1836:19 1840:24  1841:24 1852:3 1859:10  1868:2 1873:8 1881:10  <b>drafted</b> 1745:16,17  <b>draw</b> 1680:13 1681:17  <b>drive</b> 1670:24 1695:8  <b>driving</b> 1813:21 1814:4  <b>due</b> 1752:7  <b>duly</b> 1886:6  <b>Duvall</b> 1888:4  <b>dwell</b> 1757:23 1769:4  <b>Dwight</b> 1888:4  <b>Dw.Du</b> 1888:4  <b>D-Six</b> 1876:14  <b>D.O.E</b> 1673:6,17 1674:2  1684:24 1685:3,11,21  1689:14 1690:13,20  1693:19,20,21 1694:11  1694:23 1699:24 1706:16  1706:24 1708:19 1710:11  1718:5 1769:6 1848:5</p> <hr/> <p style="text-align: center;"><b>E</b></p> <hr/> <p><b>E</b> 1644:2,2,2 1645:2,2  1887:2,2,2 1888:2,2  <b>earlier</b> 1669:10 1705:3  1733:21 1756:23 1768:20  1813:24 1814:2</p>
--	---	---

<p><b>ease</b> 1689:23  <b>easy</b> 1676:14 1840:14  1880:11  <b>Economics</b> 1728:16  <b>Ed</b> 1692:9 1823:12  <b>Education</b> 1642:2,5,8,12  1643:5 1647:7,9 1653:12  1653:16 1654:4 1661:14  1729:15,20  <b>educational</b> 1749:7  <b>effect</b> 1658:20 1679:16  1680:18 1681:4 1828:11  <b>effective</b> 1781:17,18  <b>effort</b> 1824:3  <b>egregious</b> 1737:21 1834:16  <b>eight</b> 1861:10 1867:18  1874:20  <b>eighty-nine</b> 1879:2  <b>either</b> 1668:23,23 1699:5  1703:15 1708:9 1746:13  1783:16  <b>elapsed</b> 1705:10  <b>elements</b> 1863:21  <b>eleven</b> 1732:13  <b>elicited</b> 1740:22  <b>emphasize</b> 1660:23  1801:12  <b>enable</b> 1677:22,22 1678:2  1679:22 1699:10 1703:12  1703:14 1704:8  <b>enabled</b> 1678:11 1694:6  1697:19,21 1699:7  1700:22 1701:10,21  1702:5 1703:5,8 1704:13  1704:15 1706:6 1709:18  1713:9 1719:15,18  <b>ended</b> 1735:2 1741:18  1762:6 1798:5 1804:21  1804:24  <b>enforced</b> 1790:2  <b>engage</b> 1808:3,3  <b>engaged</b> 1654:5 1656:13  <b>English</b> 1729:21  <b>enter</b> 1728:15</p>	<p><b>entitled</b> 1710:14  <b>entity</b> 1752:13  <b>entree</b> 1782:5  <b>entrees</b> 1781:22,24  <b>epilog</b> 1829:13  <b>Erasmus</b> 1734:21 1740:19  <b>error</b> 1682:18 1683:20  1703:9 1705:12,19  <b>especially</b> 1650:21 1763:5  1805:7 1808:20  <b>ESQ</b> 1642:15 1643:4  <b>essence</b> 1656:14 1863:19  <b>essential</b> 1762:22 1812:18  <b>essentially</b> 1831:23  1862:15  <b>et</b> 1762:8 1811:22 1814:3  1824:20 1835:17 1856:23  1866:19 1874:3  <b>European</b> 1728:18  <b>evaluation</b> 1808:18,18  1809:4 1810:7  <b>evaluations</b> 1763:4  <b>event</b> 1825:23 1829:13  <b>events</b> 1654:9 1742:7  <b>everybody</b> 1667:9 1761:10  1764:10 1809:9 1880:12  <b>evidence</b> 1657:6 1660:18  1660:24 1661:7 1666:9  1671:21 1672:23 1681:23  1685:15 1686:4 1688:16  1740:23 1749:12 1753:4  1760:12 1761:4 1768:8  1783:23 1794:11 1796:4  1796:6,17,19 1874:17  1876:8,12,19  <b>evince</b> 1660:2  <b>evoke</b> 1736:2  <b>evoked</b> 1734:20  <b>exact</b> 1698:5  <b>exactly</b> 1652:15 1699:17  1700:18 1718:20 1719:24  1813:19 1819:5 1820:10  <b>exam</b> 1728:15,15 1729:21  1831:11</p>	<p><b>examination</b> 1644:4,4,5,5  1644:6,8,9 1655:3  1663:24 1684:10 1704:24  1706:1,17 1707:1 1708:1  1709:1 1710:1 1711:1  1712:10 1747:7 1781:5  1800:1,11 1801:1 1802:1  1803:1 1804:1 1805:1  1806:1 1807:1 1808:1  1809:1 1810:1 1811:1  1812:1 1813:1 1814:1  1815:1 1816:1 1817:1  1818:1 1819:1 1820:1  1821:1 1822:1 1823:1  1824:1 1825:1 1826:1  1827:1 1828:1 1829:1  1830:1 1831:1 1832:1  1833:1 1834:1 1835:1  1836:1 1837:1 1838:1  1839:1 1840:1 1841:1  1842:1 1843:1 1844:1  1845:1 1846:1 1847:1  1848:1 1849:1 1850:1  1851:1 1852:1 1853:1  1854:1 1855:1 1856:1  1857:1 1858:1 1859:1  1860:1 1861:1 1862:1  1863:1 1864:1 1865:1  1866:1 1867:1 1868:1  1869:1 1870:1 1871:1  1872:1 1873:1 1874:1  1875:1 1876:1 1877:1  1878:1 1879:1 1880:1  1881:1 1882:1 1883:1  1884:1 1885:1 1886:1  <b>example</b> 1675:9 1676:17  1676:18 1711:4 1716:12  1784:5 1807:7 1840:7  1847:11 1871:4 1880:24  <b>Examples</b> 1645:18  <b>excelling</b> 1849:8  <b>excessed</b> 1881:11  <b>excessive-absenteeism</b>  1740:8</p>
--	---	---

<p><b>excited</b> 1880:3  <b>exclude</b> 1661:19  <b>excuse</b> 1758:16 1810:7  1838:9 1869:3  <b>exhibit</b> 1650:22 1673:9  1689:20 1690:6,13  1692:10 1755:16 1795:7  1795:24 1827:2  <b>exhibits</b> 1674:9 1743:11  <b>exonerated</b> 1740:7  <b>expanded</b> 1789:9  <b>expected</b> 1883:9  <b>expecting</b> 1806:3  <b>experience</b> 1711:12 1758:7  <b>experienced</b> 1796:22  <b>expert</b> 1662:9 1863:17  <b>explain</b> 1652:14 1717:15  1726:12 1736:5 1767:16  1835:8,9 1837:5,13  1867:23 1874:11  <b>explained</b> 1733:21 1784:18  1800:7  <b>explaining</b> 1714:19  1741:17 1773:19 1819:2  1819:9 1872:3  <b>explains</b> 1769:10  <b>explanation</b> 1686:12  1748:20  <b>expression</b> 1816:19  <b>extension</b> 1880:17  <b>extra</b> 1824:3  <b>eyewitness</b> 1656:15  1660:17  <b>eyewitnesses</b> 1657:2  1845:9  <b>e-mail</b> 1648:2 1657:15  1659:4,9 1875:23</p> <hr/> <p style="text-align: center;"><b>F</b></p> <hr/> <p><b>F</b> 1644:2  <b>fabrication</b> 1863:14  <b>fact</b> 1655:2 1716:14  1738:15 1743:12 1757:24  1787:4 1789:5,8 1819:24</p>	<p>1819:24 1826:24 1836:2  1841:6 1856:3 1871:9  <b>facts</b> 1763:15 1857:14  <b>faculty</b> 1765:4 1766:22  <b>failing</b> 1809:19  <b>fair</b> 1660:5 1671:16  1702:11 1707:10 1727:5  1818:24 1873:6  <b>fairly</b> 1715:9  <b>fall</b> 1770:23  <b>familiar</b> 1665:4,8  <b>far</b> 1705:11 1714:8  1765:23 1770:2 1812:20  <b>fashion</b> 1835:8  <b>favor</b> 1775:22  <b>February</b> 1735:7  <b>fee</b> 1864:19  <b>feel</b> 1650:4 1655:15,16  1791:17 1822:17 1837:9  1883:20  <b>feeling</b> 1724:4 1802:4  1826:15  <b>feels</b> 1878:7  <b>feet</b> 1819:5,22  <b>fellow</b> 1692:4  <b>fellowship</b> 1728:17  1732:12,13  <b>felt</b> 1761:9 1815:21  1819:10 1854:6 1871:14  1880:19  <b>fictional</b> 1869:5,13  <b>field</b> 1680:17  <b>fifteen</b> 1680:24 1815:15  1817:7 1835:19 1872:11  1881:3  <b>fifth</b> 1838:18  <b>fifty</b> 1753:22,23  <b>fifty-one</b> 1787:6  <b>figure</b> 1794:13 1877:2  <b>figuring</b> 1699:13  <b>file</b> 1642:8 1645:6 1670:16  1716:9,17,21 1745:3,6  1825:9 1887:3  <b>files</b> 1667:13,21 1669:11</p>	<p>1669:12,15,23 1670:7  1671:3,6,6,10 1675:17,23  1675:24 1676:3 1692:7  1693:12 1695:5,8,13  1699:10 1716:24  <b>fill</b> 1738:18  <b>filled</b> 1739:5  <b>final</b> 1792:4  <b>finally</b> 1757:10 1854:9  1881:20  <b>find</b> 1685:5 1691:24  1701:16 1708:8,15  1718:22 1719:3,9,11  1846:19  <b>fine</b> 1694:19,20 1775:24  1778:11 1780:15,15  1816:7 1835:13,13,13  1867:6 1878:13,15  <b>finger</b> 1819:6  <b>finish</b> 1653:5 1872:5  <b>finished</b> 1744:24 1804:20  1819:2 1885:2  <b>fired</b> 1868:2,6 1873:14,15  <b>firmly</b> 1660:17  <b>first</b> 1656:9 1657:2  1658:15 1662:5 1674:16  1686:3,6 1694:5 1696:15  1701:8,19 1707:11  1710:3,24 1726:21  1728:8 1758:4 1765:11  1783:23 1788:22 1793:16  1793:18,20 1796:9,23,24  1799:16 1800:15 1803:6  1803:8,8 1804:4 1808:17  1809:7 1813:22,22  1814:22 1815:4 1816:16  1818:13 1826:17 1830:20  1831:7,9,9 1834:13,22,22  1840:12 1864:13  <b>fish</b> 1694:4 1708:15  1719:10  <b>fishing</b> 1708:5 1709:16  <b>fishy</b> 1801:23  <b>five</b> 1711:4 1753:23 1782:3</p>
--	---	---

<p>1789:5 1794:16 1843:19  1845:16 1848:5,6 1849:5  1849:11 1855:9 1857:10  1857:10 1872:9,9  <b>fix</b> 1814:6  <b>flabbergasted</b> 1881:9  <b>flimsy</b> 1741:23  <b>floor</b> 1643:6 1815:4  1862:20  <b>floppy</b> 1745:2,3 1747:16  1747:19 1748:12  <b>flux</b> 1660:10  <b>focused</b> 1858:3 1869:17  <b>focusing</b> 1857:14  <b>Fofana</b> 1642:7 1643:1,9  1644:1,4,5,6,7,8 1645:1  1645:17 1646:1,4 1647:1  1647:9,24 1648:1,16,21  1649:1,21 1650:1,2,6  1651:1,6,12,15,19 1652:1  1652:4,8,11,22 1653:1,2  1653:6,9,13,17,21 1654:1  1654:2,6,16,20 1655:1,5  1655:9,18,21 1656:1,2,9  1657:1,13,22 1658:1,10  1659:1,6,19,22 1660:1,7  1661:1,12,15 1662:1,5,8  1662:11,14,20,23 1663:1  1663:3,5,22,23 1664:1,2  1664:19,23 1665:1,17,19  1665:23 1666:1,7,16,17  1667:1 1668:1,14,18  1669:1 1670:1,6 1671:1  1671:24 1672:1,4,10  1673:1,3,4,10,15,18,22  1674:1,4,8,13,14 1675:1  1676:1 1677:1 1678:1  1679:1 1680:1 1681:1,22  1682:1,10,13,14,21  1683:1,2,15,21,23  1685:20 1686:5,20  1687:2,7,11,15,19,24  1688:9 1689:6,18,21  1690:2,10,15,21 1691:4,9</p>	<p>1694:12,16 1698:13,17  1701:2,11,22 1702:3,4,10  1702:15 1704:1,18,22  1705:1,2 1706:8,21  1707:3 1714:18,22  1715:3,5,7,13,17 1717:22  1718:11 1720:13 1721:6  1721:9,18,19,23 1727:24  1728:1,6 1729:1 1730:1  1731:1 1732:1 1733:1  1734:1 1735:1 1736:1,8  1737:1 1738:1 1739:1,10  1740:1 1741:1 1742:1,6  1743:1 1744:1 1745:1,15  1746:1 1747:1 1748:1  1749:1 1750:1,15 1751:1  1752:1 1753:1 1754:1  1755:1 1756:1 1757:1  1758:1 1759:1 1760:1  1761:1 1762:1 1763:1  1764:1 1765:1,17 1766:1  1767:1 1768:1 1769:1  1770:1 1771:1 1772:1,13  1773:1,3 1774:1 1775:1,9  1776:1 1777:1 1778:1  1779:1,14 1780:1,8  1781:1,4 1782:1 1783:1,3  1783:4,15,23 1784:1  1785:1 1786:1,19 1787:1  1788:1,9,10 1789:1,20  1790:1,8 1791:1 1792:1  1793:1 1794:1 1795:1  1796:1 1797:1,22 1798:1  1799:1 1800:1 1801:1,6  1802:1 1803:1 1804:1  1805:1 1806:1 1807:1  1808:1 1809:1 1810:1  1811:1 1812:1 1813:1  1814:1 1815:1 1816:1,13  1817:1 1818:1,18 1819:1  1819:14 1820:1 1821:1  1822:1,17 1823:1 1824:1  1825:1,15,19 1826:1  1827:1 1828:1 1829:1,21</p>	<p>1830:1 1831:1 1832:1,22  1833:1 1834:1 1835:1  1836:1 1837:1 1838:1  1839:1 1840:1,20 1841:1  1842:1 1843:1 1844:1,4  1845:1 1846:1 1847:1,14  1848:1 1849:1 1850:1,2  1851:1,18,20 1852:1,5  1853:1 1854:1 1855:1,9  1856:1,4 1857:1,18  1858:1 1859:1,15 1860:1  1861:1 1862:1 1863:1  1864:1 1865:1 1866:1  1867:1 1868:1 1869:1,7  1870:1 1871:1 1872:1  1873:1 1874:1 1875:1  1876:1 1877:1,20 1878:1  1879:1 1880:1 1881:1  1882:1,20,23 1883:1,4,11  1883:13,14,16,19 1884:1  1884:2,9,14,19 1885:1,5  1886:1 1887:3  <b>Fofana's</b> 1645:10,12,14,18  1648:9  <b>folder</b> 1670:21 1675:13  1676:8,20,23,24 1691:24  1692:14 1693:9 1695:17  1696:22 1697:8,23  1698:2 1700:22 1701:9  1701:16,17 1703:2  1710:6 1712:2,13  1715:22 1716:3,9,23  1719:5,8,13  <b>folders</b> 1671:2 1675:21  1701:5 1707:16 1708:14  1719:4,11  <b>folks</b> 1687:22 1809:10  <b>follow</b> 1780:7  <b>following</b> 1677:19 1826:19  1826:21,22,22 1846:6  <b>forbid</b> 1717:7  <b>forbidden</b> 1683:20 1698:2  1713:13  <b>forced</b> 1769:9 1863:17</p>
--	---	---

<p><b>foregoing</b> 1886:3,8  <b>forever</b> 1776:2  <b>forget</b> 1758:22 1835:6  <b>forgotten</b> 1725:14 1726:4  <b>form</b> 1658:18 1737:8  1738:16,19,22  <b>formal</b> 1647:11 1804:19,23  1804:23  <b>forms</b> 1785:9  <b>forty-five</b> 1789:17 1875:12  <b>forty-six</b> 1789:17  <b>forward</b> 1740:17 1879:12  <b>found</b> 1653:19 1801:22  1812:15 1854:22  <b>foundation</b> 1689:2 1742:10  <b>founded</b> 1653:4,8  <b>four</b> 1656:11 1788:16  1789:16,17 1794:16  1801:24 1802:2 1830:13  1831:24 1835:12 1844:7  <b>Fourteen</b> 1685:15,22  1690:20 1692:10 1693:19  1693:20 1694:11,23  1699:24 1777:22 1778:21  <b>four-page</b> 1877:15  <b>frame</b> 1745:16  <b>Fran</b> 1762:10 1763:22  <b>France</b> 1886:2,14  <b>Frankly</b> 1826:5  <b>free</b> 1732:14 1814:14  1882:2  <b>French</b> 1728:15  <b>freshman</b> 1842:15  <b>frivolous</b> 1736:13  <b>front</b> 1763:22 1781:14  1815:9 1821:2  <b>full</b> 1650:8  <b>function</b> 1735:9  <b>furios</b> 1761:14  <b>furnish</b> 1659:13  <b>furnished</b> 1738:23  <b>further</b> 1644:6,8 1704:17  1706:9,11 1720:12  1732:17 1753:1,11</p>	<p>1754:1 1755:1 1756:1  1757:1 1758:1 1759:1  1760:1 1761:1 1762:1  1763:1 1764:1,7 1765:1  1766:1 1767:1 1768:1  1769:1 1770:1 1771:1  1772:1 1773:1 1774:1  1775:1 1776:1 1777:1  1778:1 1779:1 1780:1  1781:1 1782:1 1783:1  1784:1 1785:1 1786:1  1787:1 1788:1 1789:1  1790:1 1791:1 1792:1  1793:1 1794:1 1795:1  1796:1 1797:1 1798:1  1799:1 1824:10 1855:8  1857:10 1858:15 1864:11  1870:17,17 1871:5  1883:17</p> <hr/> <p style="text-align: center;"><b>G</b></p> <hr/> <p><b>G</b> 1644:2 1886:2,14  <b>Gabon</b> 1729:5  <b>Gabriel</b> 1644:3 1663:7,20  <b>general</b> 1643:4 1670:13  1814:16 1846:23  <b>gentleman</b> 1767:8  <b>getting</b> 1713:23 1804:8  1808:5 1868:12  <b>gig</b> 1865:12  <b>gigabyte</b> 1865:12  <b>gigs</b> 1865:11  <b>girlfriend</b> 1753:14  <b>give</b> 1661:17 1663:16  1668:24 1672:4 1701:9  1715:12 1721:15 1724:9  1724:21 1726:2 1746:17  1751:12 1755:13 1764:11  1765:17 1769:10 1773:12  1778:3 1781:19,20  1792:18 1805:5 1814:10  1825:8 1840:21 1841:17  1847:2 1859:23 1862:19  1867:10 1874:12 1879:14</p>	<p>1881:5,23  <b>given</b> 1646:4 1668:6  1702:11 1747:13 1757:22  1758:7 1769:22 1776:24  1779:14 1788:17 1794:23  1882:22 1883:20  <b>gives</b> 1716:4  <b>giving</b> 1760:11 1803:19  1807:7 1873:11 1874:12  1886:6  <b>glance</b> 1725:21  <b>Gloria</b> 1776:19,19  <b>go</b> 1656:7 1662:12,18  1666:5 1669:6 1675:16  1676:23 1677:19,23  1679:11 1681:7,7 1682:8  1693:15 1696:10 1697:6  1700:10 1701:23 1709:20  1710:23 1711:2,3,5  1713:6 1719:5,13 1721:3  1732:17 1737:9,24  1743:6 1754:17,22,23  1755:7 1758:17 1759:9  1778:24 1779:22 1780:7  1780:23 1782:12 1786:14  1788:23 1793:5 1795:10  1797:15 1799:2,19  1801:20 1813:19 1814:24  1818:18 1824:19,19,23  1825:2 1826:14 1831:14  1835:6,9,11,14 1838:7,9  1838:10,12,13 1839:8,10  1839:16,19,21 1842:20  1843:14,23 1847:5,9  1848:3 1855:12 1859:22  1861:9 1864:11 1867:20  1867:21,23 1868:11  1875:19 1876:14,14  1880:8  <b>goes</b> 1682:17 1710:2  1749:12  <b>going</b> 1650:12,16 1652:13  1652:14 1657:5 1659:14  1660:21,24 1661:16</p>
--	---	---

<p>1666:5 1669:22 1671:9  1679:7,18 1680:14,24  1681:6,9,13 1685:10,17  1686:4 1688:12,16  1690:6,12 1702:14  1706:24 1708:21 1714:12  1721:3,12 1727:15  1731:23 1734:21 1735:11  1737:8 1739:3,7 1742:2  1743:6 1752:4,20  1760:21 1765:8,16,22  1767:12 1768:7 1769:4  1772:3,13 1776:7  1777:11 1778:17,20  1780:6 1781:18 1782:15  1785:13,15 1793:9  1794:9 1801:21,21  1803:23 1806:22 1817:12  1822:12 1824:23 1827:6  1827:9,22 1828:5 1829:4  1829:4,4 1830:18  1831:17 1832:18 1837:13  1843:11 1844:9 1845:7  1845:15 1850:3 1859:18  1859:22,23 1864:23  1871:17 1874:11,19  1883:2 1884:5,12,21  <b>good</b> 1647:4 1720:15,16  1722:13 1802:24 1811:17  1820:19 1826:5 1847:11  1853:19 1874:7 1881:7  <b>gotten</b> 1672:15  <b>go-between</b> 1753:15,19  <b>grade</b> 1675:10 1711:11,20  1874:10  <b>graded</b> 1809:11  <b>grades</b> 1709:2 1863:9,18  1865:3 1874:5,5  <b>graduated</b> 1728:18  <b>grant</b> 1660:4,13 1775:22  <b>granted</b> 1678:13 1823:22  <b>graphical</b> 1837:24  <b>grave</b> 1649:11,11  <b>great</b> 1661:8 1814:13</p>	<p>1815:7  <b>gross</b> 1836:20  <b>Grow</b> 1789:10  <b>grudge</b> 1812:21  <b>guilty</b> 1653:19  <b>guy</b> 1769:15  <b>guys</b> 1809:13  <b>G-A</b> 1729:5</p> <hr/> <p style="text-align: center;"><b>H</b></p> <hr/> <p><b>H</b> 1645:2 1887:2  <b>half</b> 1872:13  <b>Hall</b> 1734:21 1740:20  <b>hamburgers</b> 1781:24  <b>hand</b> 1663:14 1721:13  1868:17,17 1881:3  <b>handed</b> 1748:5  <b>handout</b> 1785:9  <b>hands</b> 1722:6  <b>happen</b> 1726:12 1734:14  1766:10 1870:11  <b>happened</b> 1738:7 1758:12  1761:11 1762:13 1771:23  1775:10 1799:6 1807:14  1808:11 1816:13,14,24  1818:22 1825:13,17  1826:2 1828:17 1829:7  1829:13 1833:20 1841:7  1861:20 1871:2  <b>happening</b> 1816:11 1837:8  1870:20  <b>happy</b> 1766:24 1849:23  <b>hard</b> 1695:8 1803:19  <b>head</b> 1785:3 1884:10  <b>header</b> 1744:23  <b>hear</b> 1657:7,20,24 1739:16  1763:7 1778:24 1790:13  1790:20 1802:12,19  1804:6 1808:11 1829:3  1829:10  <b>heard</b> 1715:2 1752:8,21  1770:2 1771:15 1777:14  1779:5 1829:5 1858:23  <b>hearing</b> 1642:15 1644:5,9</p>	<p>1647:2,4,6,11,20 1649:16  1649:22 1650:3 1651:2,9  1651:14,17,20 1652:6,10  1652:19,23 1653:3,7,10  1653:14,18,22 1654:3,7  1654:12,17,21 1655:6,10  1655:19,22 1656:3,5,10  1656:21,22 1657:11,14  1657:17,19 1658:5,11  1659:3,7,12,17,19,23,24  1660:3,8,9 1661:4,5,8  1662:4,10,17,21 1663:2,6  1663:10,21 1664:21  1665:16,21,24 1666:4,8  1666:13 1668:9,17  1671:19 1672:2,6,13,20  1672:24 1673:2,8,13,16  1673:19,23 1674:10  1682:4,7,23 1683:4,7,11  1684:3,8 1685:2,7,13  1686:15 1687:22 1688:3  1688:7,10,15,19,23  1689:17,22 1690:4,11,16  1690:24 1691:6,10  1692:8,13,20,24 1694:18  1696:3,19 1698:15,18  1699:15,19,23 1700:13  1702:2,9 1706:1,10,13,18  1706:23 1707:1,4 1708:1  1708:22,23 1709:1  1710:1 1711:1 1712:3,8  1714:3,7,20,24 1715:4,8  1715:14 1717:24 1718:6  1718:13,17 1719:17,21  1720:2,11,14 1721:2,5,11  1721:21 1722:4,15,20,24  1723:9,12,16,20 1724:3  1724:16,19,24 1725:4,7  1725:10,16,20,24  1726:16,20,24 1727:6,14  1727:20,23 1730:15,19  1730:22 1731:3,6,11,14  1731:22 1732:4,9,22  1733:3,6,13,16 1734:3,6</p>
---	--	--

1736:3,4,10,19,23 1737:2 1737:7,11,15,18,23 1738:3,6,9 1739:9,15,18 1739:22 1740:2,5,11,15 1740:23 1742:14 1743:15 1743:19,22 1744:3,7,11 1744:14,17,20 1745:10 1746:22 1747:4,21,24 1748:4,8,14,16,19,23 1749:10 1750:13,18 1751:13 1752:6,12,15,19 1752:23 1753:3,7,10 1754:16,21 1755:21,24 1756:5,9,13,16,19,24 1759:10,13,18,23 1760:5 1760:10,14,17,20 1761:3 1761:6 1763:13,19 1765:12 1766:6,16 1767:11,19,23 1768:5,13 1768:18,23 1769:20 1770:6,10,15,18,21 1771:3,9 1772:10,12,16 1772:19 1773:5,21 1774:7,11,14 1775:8,13 1775:16,24 1777:4,13,20 1777:24 1778:8,12,15,19 1779:13,18 1780:3,13,17 1780:22 1781:3 1782:14 1782:17,21 1783:8,21 1784:4,9 1785:12 1786:3 1786:8,13,16,21 1787:2,8 1787:15,19,22 1788:4,6 1790:7,11,15,19,23 1791:4,5,8,12,15 1792:3 1792:8,13,16,20,22 1793:2,6,7 1794:12,15,18 1795:5,9,13,17,20,23 1796:5,13,16 1797:14,18 1797:21 1798:3,10,14,18 1799:22 1800:1,2,6,12 1801:1 1802:1,6,11 1803:1 1804:1 1805:1 1806:1 1807:1,2,5,10,13 1807:16,19,22 1808:1,2,6	1808:10,14 1809:1 1810:1 1811:1 1812:1,9 1812:11 1813:1,14 1814:1 1815:1 1816:1 1817:1,3,8,18,22 1818:1 1818:2,6,9,15 1819:1,12 1819:16,19 1820:1,3 1821:1,15,18,22 1822:1,2 1822:5,9,16,21,24 1823:1 1823:4,7,11,15,19 1824:1 1824:4,8 1825:1 1826:1 1827:1,5,8,11,19,24 1828:1,4,9,13,16,21 1829:1,2,9,12,16 1830:1 1830:9,16,24 1831:1,6,13 1831:16,19,22 1832:1,3,7 1832:10,14,17,21 1833:1 1833:3,16,19 1834:1 1835:1 1836:1,3,7,10,24 1837:1,4,7,17,21 1838:1 1838:23 1839:1 1840:1 1841:1,9,12 1842:1,7 1843:1,2,5,8,15,18,21 1844:1,3,6,20,23 1845:1 1845:3,6,11,14,18,22 1846:1,2,5 1847:1,12 1848:1 1849:1 1850:1,9 1850:16 1851:1 1852:1 1853:1 1854:1,23 1855:1 1855:4,7,17,24 1856:1,6 1856:9,13,17,20 1857:1,6 1857:8,13,17,21 1858:1,2 1858:7,10,13 1859:1,14 1859:17,21 1860:1,3,7,10 1860:13,17,23 1861:1,8 1861:14,19,23 1862:1 1863:1 1864:1 1865:1,14 1866:1 1867:1,5 1868:1 1869:1 1870:1,3,6,9 1871:1,23 1872:1,4,20 1873:1 1874:1,18,22 1875:1,4,7,11,15 1876:1 1876:3,7,10,18,21,24 1877:1,7,11,14,17,19	1878:1,2,6,14,16,20,24 1879:1,4,6 1880:1 1881:1 1882:1,16,21,24 1883:1,5 1883:12,15,24 1884:1,3 1884:11,15,20,24 1885:1 1885:6 1886:1 <b>hearsay</b> 1658:17 <b>heart</b> 1811:9 <b>help</b> 1741:8 1745:4,5 1758:16 1813:3 1816:4 1846:12 1847:4 1873:20 1877:2 <b>helpful</b> 1689:24 <b>Hemans-Brantley</b> 1643:4 1644:4,8 1648:20 1651:23 1657:9 1658:14 1659:11,16 1661:3 1662:2,13 1666:3 1670:3 1672:11,17,22 1674:6 1682:6,11 1683:6 1684:1 1684:6,11,22 1685:1,4,9 1685:16,18 1686:1,2,18 1686:23 1687:1,4,9,13,17 1687:20 1688:1,14,17,21 1689:1,3,7 1690:1,3 1691:1,14 1692:1,16,21 1693:1,7,10,13,17 1694:1 1694:14,21 1695:1 1696:1,2,7,24 1697:1,13 1698:1,23 1699:1 1700:1 1700:5,12,15,17 1701:1,6 1701:12 1702:1,18 1703:1 1704:16 1706:12 1708:20 1712:1,6,11 1713:1 1714:1,6,9 1715:1 1715:18 1716:1 1717:1 1717:19 1718:1,4,8 1719:1 1720:1,4,7,19,23 1721:1 1722:1 1723:1 1724:1,6,12,17 1725:1 1726:1 1727:1 1731:16 1735:10,13,16,20 1739:2 1741:24 1742:5,11 1745:12,19,24 1746:5,9
---	---	---

<p>1747:1,3,6,8 1748:1  1749:1,2,17 1750:1,11  1751:1,2,17 1752:1,3  1754:12 1757:12,16  1760:8,22 1763:9 1765:7  1765:15,21 1766:2  1767:14,17,21 1768:3  1769:16 1772:2 1773:16  1774:3,19 1775:4 1776:6  1776:9,13,16 1777:10  1778:18 1780:5,11  1782:11 1785:14,18,22  1787:21 1794:10 1796:3  1796:7 1797:4,7,11  1806:21 1812:5 1817:13  1817:24 1821:10 1825:10  1827:17,21 1832:20  1833:14 1835:22 1836:5  1836:22 1837:19 1841:3  1842:3 1843:13,16  1850:5 1855:2,6,15  1867:3 1871:19 1872:16  1876:16 1878:10 1884:23  <b>HEOP</b> 1729:14  <b>hereof</b> 1886:5  <b>hereto</b> 1886:5  <b>hey</b> 1809:9,24 1881:4  <b>hidden</b> 1853:3  <b>high</b> 1642:5 1647:23  1734:22 1740:20,21,22  1742:19,21 1754:18  1755:20 1784:14,17,21  1801:7 1854:12,13  <b>higher</b> 1729:15 1824:19  <b>hire</b> 1764:24  <b>hired</b> 1765:2  <b>hiring</b> 1764:24  <b>history</b> 1726:15 1758:21  <b>hold</b> 1660:24 1662:18  1672:8 1681:10 1718:6  1731:15 1755:21 1780:3  1782:22 1795:13 1876:19  1876:21  <b>home</b> 1671:3 1754:7</p>	<p>1773:24 1774:24 1776:20  1839:18  <b>homes</b> 1741:10  <b>homework</b> 1835:7 1839:4  1846:17  <b>honestly</b> 1825:14  <b>hoopla</b> 1873:23  <b>hope</b> 1736:12  <b>hoping</b> 1826:11  <b>horizons</b> 1762:7  <b>host</b> 1703:12 1867:9  <b>hosting</b> 1683:17 1864:22  <b>hour</b> 1781:21 1814:2  1872:12  <b>hours</b> 1799:14  <b>htm</b> 1691:23 1692:11,18  <b>html</b> 1708:9 1716:17,17,20  <b>http</b> 1695:10 1696:12  1698:6  <b>huh</b> 1747:3 1859:13  <b>hundred</b> 1732:13 1753:22  1841:21 1865:11,13  1875:12 1879:16,18,19  <b>hundreds</b> 1703:24 1854:13  <b>hurt</b> 1874:8,8  <b>H-E-O-P</b> 1729:14,15  <b>H-S</b> 1692:2</p> <hr/> <p style="text-align: center;"><b>I</b></p> <hr/> <p><b>icon</b> 1855:22  <b>icons</b> 1675:21  <b>idea</b> 1881:7  <b>identification</b> 1749:19  1869:22  <b>identify</b> 1838:15 1882:8  <b>idle</b> 1764:18,23  <b>illegally</b> 1687:18  <b>image</b> 1856:10  <b>immediately</b> 1779:4  1782:3 1803:18 1813:12  1814:12 1816:20 1820:18  1882:7  <b>impertinence</b> 1864:15  <b>implies</b> 1669:16,17</p>	<p><b>imply</b> 1704:13,15  <b>important</b> 1679:20 1794:9  1808:19 1809:21 1842:19  1859:7 1863:6 1881:21  1881:21  <b>imposed</b> 1740:13  <b>impossible</b> 1813:8 1835:18  <b>improve</b> 1827:15  <b>inappropriate</b> 1819:11  1825:5  <b>incident</b> 1771:11 1772:6  1798:16 1813:17 1829:10  1863:20  <b>Incidentally</b> 1753:16  <b>inclined</b> 1816:8  <b>include</b> 1757:9 1863:11  <b>included</b> 1767:22 1863:2,3  1863:3,9  <b>including</b> 1697:22 1698:2  1702:24,24 1703:2  1823:2 1846:7  <b>inclusive</b> 1886:10  <b>incompetence</b> 1868:6,7  <b>incompetency</b> 1783:12  1786:11  <b>incorrect</b> 1672:16  <b>incredible</b> 1790:4  <b>independently</b> 1763:24  1764:2  <b>index</b> 1645:6,9 1670:21  1671:16,18 1676:4  1677:22 1678:6 1682:18  1685:21,22 1689:11,14  1689:16 1690:12 1700:19  1701:9 1702:22 1711:2,3  1711:6 1716:4,15,24  <b>indexes</b> 1678:9,12 1691:21  <b>index.html</b> 1716:15  1717:13  <b>indicate</b> 1785:8 1796:6  1811:23  <b>indicated</b> 1647:19 1648:6  1671:17 1684:16 1689:10  1689:18 1724:14 1734:22</p>
---	--	--

<p>1753:13 1783:9,14,22 1788:8,17 1802:2 1818:11 1830:11 1834:9 <b>indicates</b> 1683:20 1749:20 1789:6 1856:10 <b>indicating</b> 1730:14 1744:23 1781:11 <b>indication</b> 1707:8 1750:17 1751:18,21,23 <b>indications</b> 1650:7,9 <b>individual</b> 1648:10 1727:2 <b>information</b> 1730:10 1749:4 1775:18 1811:17 1816:4 1829:24 1846:15 1873:2 <b>initial</b> 1694:2 <b>initially</b> 1811:4 1835:19 <b>initiated</b> 1871:10 <b>injury</b> 1870:2 <b>injustice</b> 1761:9 1790:3 <b>input</b> 1815:20 <b>insecure</b> 1741:12 <b>insensitive</b> 1842:11,12 <b>inside</b> 1692:4 <b>insisted</b> 1769:13 <b>insisting</b> 1767:7 <b>insofar</b> 1654:18 <b>instance</b> 1781:8 1835:5 1840:6 1847:10 1880:6 <b>instances</b> 1656:24 <b>instant</b> 1816:23 <b>instantly</b> 1816:23 <b>Institute</b> 1730:6 1733:17 <b>institution</b> 1749:8 <b>instructed</b> 1648:13,13 1650:10 <b>instructing</b> 1779:9 <b>instruction</b> 1650:16 1881:19 <b>instructions</b> 1780:8 1781:12 1835:4 <b>insubordination</b> 1813:10 <b>insult</b> 1650:13 <b>Intel</b> 1854:11</p>	<p><b>intelligence</b> 1650:13 <b>intend</b> 1651:13 1723:23 1781:7 <b>intended</b> 1717:10 1723:14 1726:15 1794:24 <b>intending</b> 1674:5 1767:2 1813:3 <b>intends</b> 1884:16 <b>intensive</b> 1872:9,10,13 <b>intention</b> 1851:23 1867:15 1868:5,5 <b>interaction</b> 1741:16 1806:7 1811:21 1821:6 1850:12 <b>interactions</b> 1770:11 <b>interest</b> 1647:19 1689:19 <b>interesting</b> 1846:19 <b>interjected</b> 1715:6 <b>internal</b> 1869:23 1870:16 <b>Internet</b> 1665:5 1683:20 <b>interrupt</b> 1664:17 1694:13 <b>introduce</b> 1651:13 1690:22 <b>introduced</b> 1691:3 <b>introducing</b> 1735:14 <b>Int'l</b> 1886:11 <b>invent</b> 1766:22 <b>investigate</b> 1648:15 1649:14 1650:4,18 1777:3 1778:23 <b>investigation</b> 1739:6 <b>investigator</b> 1738:17 1844:15 <b>investigator's</b> 1739:4 <b>involved</b> 1656:21 1745:6 1763:8 1783:12 1806:6 <b>involvement</b> 1770:7 <b>involves</b> 1661:13 <b>involving</b> 1661:15 1783:11 <b>Ira</b> 1647:21 1762:13,13 1766:24 1779:8,11 <b>ironically</b> 1811:18 <b>irregular</b> 1834:14 <b>irregularity</b> 1834:14,16 <b>irrelevant</b> 1746:14 <b>issue</b> 1652:2 1659:20</p>	<p>1660:13,16 1679:20 1702:13 1776:22 1779:10 1815:18 1818:21 1829:18 1829:20 1833:2 1842:19 <b>issued</b> 1647:21 1650:20 1660:12 1875:9 <b>issues</b> 1655:7 1660:11 1661:9 1779:15 <b>item</b> 1805:4 1879:21 <b>items</b> 1834:5 1876:11 1880:23 <b>Ivory</b> 1728:20,24 <b>I.D</b> 1685:17 1690:20 1743:17 1753:4 1766:17 1768:24 1777:22 1817:10 1831:20 1841:18</p> <hr/> <p style="text-align: center;"><b>J</b></p> <hr/> <p><b>Jalissa</b> 1888:5 <b>Jamaican</b> 1753:18 <b>James</b> 1888:4 <b>January</b> 1729:9,11 <b>Jay</b> 1642:15 1647:5 <b>Jersey</b> 1643:10,10 1730:5 1733:17 <b>Jl.Jn</b> 1888:5 <b>Jm</b> 1851:18 <b>job</b> 1729:22 1758:23 1834:5 <b>Joel</b> 1741:2 1742:21 <b>Jones</b> 1888:5 <b>Journey</b> 1710:15 <b>July</b> 1765:5 1766:21 <b>jumped</b> 1819:5,22 1822:7 <b>June</b> 1642:10 1647:14 1656:6 1695:24 1696:9 1758:2 1759:3,11 1883:7 1887:3 <b>juniors</b> 1842:17 <b>justify</b> 1826:8</p> <hr/> <p style="text-align: center;"><b>K</b></p> <hr/> <p><b>Kakesha</b> 1888:5 <b>keep</b> 1733:2,5 1742:15</p>
--	---	--

<p>1850:14 1864:3  <b>keeping</b> 1742:15 1858:3  <b>kept</b> 1824:21 1853:16  1854:5 1858:20  <b>keys</b> 1838:15 1839:11  <b>kids</b> 1811:18 1842:13  1849:17,23 1854:15  1869:14 1870:12,13  1871:3,17 1872:10  <b>kill</b> 1767:4  <b>kind</b> 1660:9 1706:15  1750:16 1765:17 1784:5  1809:6,14 1816:2  <b>King</b> 1675:10  <b>Kk</b> 1888:5  <b>knew</b> 1673:14,20 1753:17  1754:3 1852:8 1859:5  1870:16  <b>know</b> 1649:3 1650:12,24  1652:11 1656:23 1658:23  1659:2,9 1664:8 1665:10  1669:9 1672:23 1674:5  1674:21 1680:6 1681:3  1682:2 1683:12 1685:5  1686:6,7,8,8,9,10,12,13  1694:9 1696:21 1697:7  1698:21 1701:15 1705:6  1706:2 1707:18,20  1708:6,19 1709:7,15,22  1709:22 1710:6 1716:21  1719:15 1722:9,17  1724:13 1726:11 1727:11  1727:16 1728:2,9  1729:14 1730:4,11  1734:11 1737:3,19  1738:12,15,23 1740:24  1741:14,14,20 1742:19  1742:20 1745:14,21  1746:13,14,21 1747:14  1748:10 1750:5,7  1753:13,16,19 1754:24  1755:11,12,12 1762:12  1762:16,17 1763:5  1764:6,12,12,14,19,21,21</p>	<p>1765:2 1766:12 1767:4,7  1767:7 1769:5,22  1770:22 1771:12,14  1781:11 1783:17 1784:17  1784:18 1785:6 1788:14  1789:6,9,18,19,19,24  1791:23 1793:14,18  1794:4 1798:15 1799:3  1799:11 1803:13,13,18  1804:9,9,20,23 1805:6  1806:5 1807:6 1808:19  1809:3,4,6,11,12,15,18  1809:18 1811:9,10,19  1812:3,19,20 1813:5,11  1813:17 1814:17,17,18  1815:2,13,19 1816:10  1817:2,5 1819:2,24  1820:14,20 1822:6,6,13  1822:13,14 1824:23  1825:4,17 1826:4,4,7,13  1826:24 1827:3 1828:6  1829:23 1833:6,8,9  1834:2 1835:17,18  1836:16,18,21 1837:12  1837:12 1838:16,17,18  1839:11,22 1840:17,24  1841:16,23,24 1842:13  1842:18,22,23 1843:11  1844:14,15,15,16,18  1848:24 1850:14,14  1851:14,15,21 1852:6,7  1853:21 1854:3,11,11,20  1854:20 1855:11,16  1861:5 1863:16,16,17,18  1864:14 1865:20 1866:18  1868:4,4,16,19,19,20,24  1869:16 1870:18 1871:22  1873:8,15,20 1874:2,2,2  1874:7 1875:22 1879:22  1880:18,24 1881:12,18  1881:18,19 1882:12,12  1883:22  <b>knowledge</b> 1746:17 1869:9  <b>knows</b> 1650:14 1701:18</p>	<p>1718:20</p> <hr/> <p style="text-align: center;"><b>L</b></p> <hr/> <p><b>lack</b> 1661:6  <b>lady</b> 1794:24 1815:12  1819:4 1826:3  <b>language</b> 1758:16  <b>laptop</b> 1867:13  <b>large</b> 1815:5 1864:18,18,18  1873:20  <b>larger</b> 1706:24  <b>late</b> 1817:7  <b>latitude</b> 1702:12 1769:23  1779:14  <b>laugh</b> 1812:17  <b>laughing</b> 1881:12  <b>LAURA</b> 1643:4  <b>law</b> 1642:8 1647:7 1653:12  1653:15 1654:4,13  1658:15,20 1661:14  <b>layman</b> 1791:23 1865:12  <b>lead</b> 1783:17 1786:17  <b>leader</b> 1816:9  <b>leads</b> 1870:21,21  <b>learning</b> 1865:7  <b>leave</b> 1764:11 1773:8,9,20  1773:24 1779:3 1785:10  1785:11  <b>led</b> 1740:24  <b>leeway</b> 1814:11  <b>left</b> 1761:17 1773:23  1853:18  <b>legal</b> 1642:13 1643:5  1815:9  <b>lend</b> 1811:15  <b>length</b> 1881:22  <b>lesson</b> 1781:8 1782:3  1783:4,6,16 1784:5,16,24  1785:5,10 1790:17  1804:19 1807:23 1810:15  1810:16,18,23 1811:2,3,9  1811:13,16 1813:22  1814:22 1833:6 1835:18  1837:14 1839:13 1840:7</p>
---	---	---

<p>1840:17 1846:16 1880:5  <b>lessons</b> 1645:19 1786:10  1881:19  <b>letter</b> 1645:16 1650:11,20  1650:21,23 1651:3  1755:14,19 1757:8,8  1758:19 1759:3,7,8,16,17  1759:22 1760:7,12  1761:23 1773:14 1776:24  1777:3,5,18,19 1778:22  1794:6,6,22 1801:5,5  1803:3 1810:4 1816:15  1825:8  <b>letters</b> 1675:12  <b>letter-of-reprimand</b>  1740:12  <b>letting</b> 1765:17  <b>let's</b> 1680:13 1681:8  1705:15 1710:7 1718:14  1718:14 1731:15 1750:23  1754:17,17,21 1758:22  1774:8,8 1779:22 1819:9  1824:9 1825:7 1830:17  1835:11,14 1840:10  1842:8 1867:20  <b>level</b> 1730:18 1838:18,19  1842:16 1847:7 1879:24  <b>leveled</b> 1736:13  <b>liaison</b> 1816:3  <b>liar</b> 1819:5,7 1825:16  <b>library</b> 1839:20  <b>Libreville</b> 1729:4  <b>license</b> 1729:24  <b>life</b> 1735:6 1771:16  1842:14  <b>light</b> 1734:20  <b>limited</b> 1742:16 1828:6  1860:4  <b>limits</b> 1669:8 1670:2  <b>line</b> 1706:3 1846:13  1852:15 1857:3 1867:12  1880:8 1882:15 1887:5  <b>link</b> 1668:22 1669:4  1670:14 1677:10 1680:16</p>	<p>1694:6 1697:6 1707:19  1707:22,22,23 1708:2,12  1708:13 1709:13,14,24  1710:5 1711:2,6 1712:16  1712:17,20,23 1713:24  1714:10 1719:6 1773:7  1860:15,22 1871:6  <b>linked</b> 1711:14,14  <b>links</b> 1668:8 1677:9 1700:9  1700:10 1711:4,4  1713:24 1718:16  <b>Lisa-Marie</b> 1888:7  <b>list</b> 1692:7 1716:4,24  1763:23 1764:6 1766:21  1870:21  <b>listed</b> 1870:14  <b>listen</b> 1790:6 1803:18  1816:11  <b>listening</b> 1764:6  <b>listing</b> 1674:2 1870:15  <b>litmus</b> 1804:22  <b>little</b> 1664:18 1671:2  1675:7 1727:10 1755:10  1758:10 1779:10 1806:6  1812:3 1840:18,18  1843:7 1854:16 1862:24  <b>live</b> 1845:9 1869:8  <b>Lk.Jm</b> 1846:8 1851:6  1888:4  <b>locate</b> 1759:5 1840:11  <b>located</b> 1695:14  <b>LOCATION</b> 1642:12  <b>locator</b> 1668:13  <b>log</b> 1676:4  <b>Loikel</b> 1888:4  <b>long</b> 1664:7 1708:11  1719:6,6 1793:13  1799:19 1846:10 1851:15  <b>longer</b> 1770:13  <b>look</b> 1661:18,23 1674:18  1675:6,19 1681:14  1685:20,21 1689:9,13,14  1689:14 1690:18 1694:10  1694:22 1708:7,24</p>	<p>1709:10,10,20 1710:3,24  1723:24 1726:3 1727:8  1731:7 1760:7,11  1765:10 1820:7 1824:24  1831:14 1852:24 1869:10  <b>looking</b> 1665:17 1671:22  1673:24 1706:15 1710:10  1718:2 1799:10,16,17  <b>looks</b> 1676:4 1685:24  1710:24 1711:3 1831:2  <b>lost</b> 1716:10  <b>lot</b> 1659:24 1667:13 1767:8  1769:23 1846:14 1850:7  <b>lots</b> 1671:6  <b>louder</b> 1664:18  <b>lounge</b> 1764:24 1814:18  <b>Lowe</b> 1815:10,24  <b>Ls</b> 1809:9,20 1812:14  1815:13 1816:17 1817:21  1826:24 1830:21  <b>Ls.Tr</b> 1646:4 1888:7  <b>luck</b> 1709:18,19 1719:14  <b>lunch</b> 1782:4 1787:5  1788:7 1881:17  <b>luncheon</b> 1788:2  <b>lunches</b> 1782:5,8  <b>lying</b> 1825:16,18,19,20</p> <hr/> <p style="text-align: center;"><b>M</b></p> <hr/> <p><b>M</b> 1642:15 1675:10 1888:2  <b>maiden</b> 1794:7  <b>main</b> 1668:4 1677:14  1712:13 1713:23 1766:11  <b>maintained</b> 1845:23  <b>maintaining</b> 1846:14  <b>major</b> 1728:14 1730:6  1731:17 1873:21  <b>making</b> 1651:3 1660:22  1687:14 1761:11 1791:2  1819:2 1834:17 1835:20  1835:20  <b>malicious</b> 1854:8  <b>management</b> 1730:4,7,7,9  1804:12</p>
--	--	--

<p><b>Management's</b> 1731:19  <b>manner</b> 1822:15 1849:20  <b>March</b> 1743:2 1756:17,21  1757:2 1789:4,21  <b>Marie</b> 1728:12  <b>mark</b> 1685:17 1793:14  <b>marked</b> 1645:2 1759:24  1777:21  <b>market</b> 1734:2  <b>marketing</b> 1731:20  <b>market-research</b> 1728:23  <b>mass</b> 1866:10  <b>massive</b> 1866:11  <b>mastering</b> 1808:23  <b>master's</b> 1732:18,20  1733:18  <b>material</b> 1711:18 1722:8  1724:5 1835:21 1836:16  <b>materials</b> 1722:7 1886:12  <b>math</b> 1728:14 1729:19  1742:24 1755:4 1763:6  1764:19,22 1785:4  1789:23 1799:7 1804:11  1834:18 1835:11 1838:19  1841:15 1842:13  <b>mathematics</b> 1728:12  1730:8  <b>mathspell</b> 1879:23,23,24  <b>mathspell.com</b> 1846:3  1853:6 1858:17 1860:15  <b>matter</b> 1642:4 1654:22  1656:4,17 1681:12  1743:12 1754:4 1757:19  1757:24 1760:23 1789:4  1789:8 1799:11,14  1826:24 1871:9 1885:2  <b>matters</b> 1647:12 1727:24  1869:14  <b>Max</b> 1756:14  <b>ma'am</b> 1749:16 1772:5  1814:16 1820:17,19  1855:19 1865:6  <b>Mc</b> 1888:6  <b>mean</b> 1668:11 1672:19</p>	<p>1678:23 1685:5 1686:5  1693:20 1699:15 1702:19  1708:4 1719:9 1724:7  1726:17 1736:11 1742:21  1751:6 1765:16 1772:11  1805:12 1807:6 1826:6  1827:23 1839:15 1868:9  1878:19,22  <b>meaning</b> 1669:10 1699:16  1730:5 1818:12 1823:12  1846:14 1848:14 1863:24  <b>means</b> 1678:13 1679:8  1680:23 1695:2,3  1852:20 1872:10  <b>meant</b> 1670:21 1822:7  1852:13  <b>mechanical</b> 1838:3  <b>mechanism</b> 1668:2  <b>media</b> 1775:7 1776:4  <b>meet</b> 1743:3 1814:9  <b>meeting</b> 1796:11,21 1803:9  1810:12 1818:19,22  1824:11  <b>Melamed</b> 1756:14  <b>memorize</b> 1839:11  <b>memory</b> 1726:8 1838:12  1839:11 1864:18  <b>mental</b> 1809:15  <b>mentally</b> 1810:2  <b>mention</b> 1677:20 1756:22  1834:17 1835:20 1836:19  <b>mentioned</b> 1669:10  1712:18,19 1743:13  1771:12,20 1772:8  1810:12 1812:10,14  1826:24 1836:16 1842:11  <b>Mercedes</b> 1888:6  <b>message</b> 1682:19 1683:19  1698:3 1703:10 1713:13  <b>met</b> 1682:18 1743:4  1746:18 1754:17 1755:2  1758:23 1789:9 1793:18  1814:6 1820:21  <b>Mf</b> 1888:6</p>	<p><b>Mh.Ys</b> 1888:8  <b>Michael</b> 1643:4 1743:2  1886:2,14  <b>microcosm</b> 1854:16  <b>middle</b> 1642:5 1647:17  1742:20 1754:18 1755:20  1784:14,20 1793:21  1801:6 1814:23  <b>Mike</b> 1745:5 1754:5,6,6  <b>mildly</b> 1825:9  <b>mind</b> 1662:12 1722:3  1805:4 1814:9 1880:21  <b>mine</b> 1672:3 1758:14  <b>minor</b> 1730:9  <b>minute</b> 1689:9 1722:2  1755:22 1795:14 1817:14  1872:11  <b>minutes</b> 1662:15,19  1680:24 1681:7,12  1684:4 1705:10 1754:9  1780:21 1811:11 1817:7  1835:19 1843:19 1880:7  <b>mischaracterizing</b> 1736:12  <b>misconduct</b> 1863:12,19  <b>mismanagement</b> 1868:8,10  1868:13  <b>mismatch</b> 1868:23  <b>mission</b> 1766:12  <b>misspoke</b> 1673:2  <b>mistake</b> 1679:21 1789:21  <b>mistaken</b> 1705:21 1706:4  1733:11 1755:15 1756:20  <b>mix</b> 1757:21  <b>modeling</b> 1819:17  <b>models</b> 1730:8  <b>Mohammed</b> 1888:8  <b>moment</b> 1680:12 1760:6  1760:11 1766:13 1780:18  1780:24 1797:16 1805:5  1834:24 1843:24  <b>Monday</b> 1883:7  <b>Monifa</b> 1888:6  <b>month</b> 1732:16 1793:21  1853:2,2 1854:18</p>
--	--	---

<p>1874:24  <b>monthly</b> 1732:13  <b>morning</b> 1647:5  <b>mother</b> 1649:10 1771:19  1816:21  <b>motion</b> 1657:3 1660:13  <b>motions</b> 1660:4  <b>move</b> 1659:15 1686:4  1725:18 1727:2 1742:17  1750:23 1769:6 1774:8  1775:10 1790:24 1793:11  1805:21 1813:12 1832:23  1842:8 1843:9 1845:15  1874:19  <b>murky</b> 1779:10  <b>MS5</b> 1793:19 1800:15  1842:16  <b>MS6</b> 1842:16  <b>M-C-H</b> 1692:2 1712:19  <b>M-C-H-S</b> 1645:9 1674:19  1675:7 1690:12 1695:19  1699:16,18 1705:11  1707:12,20 1712:19  <b>M.B.A</b> 1645:14 1729:9  1733:22,23,24 1734:8</p> <hr/> <p style="text-align: center;"><b>N</b></p> <hr/> <p><b>N</b> 1644:2,2 1645:2 1888:2  1888:2  <b>name</b> 1647:5 1668:16,24  1695:4 1696:22 1697:8  1697:23 1698:2 1699:14  1701:15,17 1703:2  1709:16 1710:6 1712:2  1712:12 1716:23 1719:12  1767:10 1794:7 1826:18  1831:10 1848:22,23  1856:23,23 1868:15  1873:2 1879:12 1881:15  1883:22  <b>named</b> 1863:13,19  <b>names</b> 1694:9 1708:14  1718:23 1719:3,11  1766:23 1826:18 1846:6</p>	<p>1847:22 1848:5,6,10  1853:6,10 1858:17  1863:2,4,6 1867:19  1870:14,22,23  <b>National</b> 1728:16  <b>nature</b> 1680:3 1739:11  1790:8  <b>neat</b> 1867:21  <b>necessary</b> 1679:24  <b>need</b> 1662:15 1663:12  1664:17 1670:11 1682:11  1684:16 1686:7,10,13,13  1697:16 1701:7,8 1702:5  1712:23 1721:12,24  1722:8 1727:11 1737:12  1751:10 1757:5 1778:5,7  1779:11 1780:18,18,21  1786:4 1790:12 1798:19  1799:15 1802:19 1805:9  1816:18 1822:11,11,14  1822:17 1823:20 1837:18  1863:23 1864:2,2  1866:19  <b>needed</b> 1755:10 1794:3  <b>needs</b> 1737:3 1815:19  <b>network</b> 1665:10  <b>networks</b> 1665:5  <b>never</b> 1754:3 1772:22  1814:6 1819:7 1820:21  1820:22 1858:23 1859:2  1873:21  <b>nevertheless</b> 1811:16  <b>new</b> 1642:2,5,14,14,16  1643:6,6,10 1647:8  1710:14 1729:24 1730:5  1733:17 1742:24 1798:23  1803:23 1804:12 1834:3  1834:3 1838:2 1839:13  <b>nice</b> 1700:3 1849:20  <b>Night</b> 1710:16  <b>Nikita</b> 1888:3  <b>nine</b> 1735:4 1749:19  1753:8 1814:14  <b>Nineteen</b> 1666:6,7</p>	<p><b>nip</b> 1816:18  <b>Ni.Ae</b> 1846:8 1851:5  1888:3  <b>noisily</b> 1820:24  <b>nonpublic</b> 1669:18,18  <b>nonsensical</b> 1874:6  <b>note</b> 1773:13 1856:3  <b>noted</b> 1783:10  <b>notepad</b> 1815:8  <b>notes</b> 1725:5,12,21,22  1726:3,9 1780:9,12  1796:6 1806:11,13  <b>notice</b> 1811:20 1830:21  1833:12 1835:16 1846:23  1848:4 1871:4  <b>noticeably</b> 1743:4  <b>noticed</b> 1826:9  <b>November</b> 1830:20  <b>number</b> 1650:17,19 1651:7  1672:8 1733:11 1779:7,8  1780:12 1803:15 1810:9  1869:21,22 1876:11  1877:9 1886:9  <b>Numerous</b> 1665:12  <b>Nuremberg</b> 1825:2  <b>nutshell</b> 1799:6  <b>NYC</b> 1642:12 1643:5  <b>N.J.I.T</b> 1645:12 1730:5</p> <hr/> <p style="text-align: center;"><b>O</b></p> <hr/> <p><b>o</b> 1644:2,2 1794:16  <b>oath</b> 1648:4 1723:7  1727:21 1772:17  <b>object</b> 1651:24 1659:2  1727:16 1728:3 1731:12  1735:11 1739:3 1742:2  1746:3 1752:4 1765:8  1766:5,5 1772:3 1773:17  1776:7 1777:11 1785:15  1806:22 1821:13 1852:4  1871:22  <b>objected</b> 1738:14 1783:5  1789:2  <b>objecting</b> 1752:8 1765:13</p>
---	--	--

<p>1774:4 1778:16 1833:15  <b>objection</b> 1666:2 1682:5  1683:5 1745:11 1754:13  1757:13 1760:21 1763:10  1763:14 1766:5 1767:12  1769:17 1774:20 1775:5  1783:3,10 1785:13  1812:6,6 1817:11,23  1821:11,13 1825:11  1827:18 1829:5 1832:18  1835:23 1836:4,23  1837:20 1841:4 1842:4  1842:22 1850:6 1855:3  1867:4 1871:20 1872:17  <b>objectionable</b> 1854:2  <b>objections</b> 1760:15  1777:15  <b>obliged</b> 1846:21  <b>observation</b> 1646:2  1784:13,16,24 1804:23  1811:16,19 1812:3,22  1813:2 1833:7 1834:7,7,8  1837:16  <b>observe</b> 1804:15  <b>observed</b> 1810:14 1835:2  <b>obtained</b> 1686:22,24  1687:3 1728:11 1729:23  1732:18 1733:23 1734:11  <b>obvious</b> 1677:16 1686:9  1806:11  <b>obviously</b> 1678:23 1679:13  1727:21 1728:3 1731:24  1761:13 1763:2 1788:7  1794:4 1800:13 1820:6  1846:11 1855:5 1856:2  1856:14 1884:12  <b>occasion</b> 1811:15  <b>occasions</b> 1659:21  <b>occur</b> 1654:9  <b>occurred</b> 1656:5 1800:16  <b>October</b> 1783:14 1788:21  1788:21 1790:21 1824:11  1829:7 1834:20,23,24  1869:9</p>	<p><b>offer</b> 1688:20  <b>offers</b> 1781:22  <b>office</b> 1642:13 1643:5  1686:19,21,24 1687:3  1755:8 1804:7 1814:16  <b>officer</b> 1642:15 1644:5,9  1647:4,6,20 1649:16,22  1650:3 1651:2,9,14,17,20  1652:6,10,19,23 1653:3,7  1653:10,14,18,22 1654:3  1654:7,13,17,21 1655:6  1655:10,19,22 1656:3,10  1656:22,22 1657:11,14  1657:17,19 1658:5,11  1659:3,7,12,17,20,23,24  1660:8,9 1661:4,5,9  1662:4,10,17,21 1663:2,6  1663:10,21 1664:21  1665:16,21,24 1666:4,8  1666:13 1668:9,17  1671:19 1672:2,6,13,20  1672:24 1673:2,8,13,16  1673:19,23 1674:10  1682:4,7,23 1683:4,7,11  1684:3,8 1685:2,7,13  1686:15 1687:22 1688:3  1688:7,10,15,19,23  1689:17,22 1690:4,11,16  1690:24 1691:6,10  1692:8,13,20,24 1694:18  1696:3,19 1698:15,18  1699:15,19,23 1700:13  1702:2,9 1706:1,10,13,18  1706:23 1707:1,4 1708:1  1708:22,23 1709:1  1710:1 1711:1 1712:3,8  1714:3,7,20,24 1715:4,8  1715:14 1717:24 1718:6  1718:13,17 1719:17,21  1720:2,11,14 1721:2,5,11  1721:21 1722:4,15,20,24  1723:9,12,16,20 1724:3  1724:16,19,24 1725:4,7  1725:10,16,20,24</p>	<p>1726:16,20,24 1727:6,14  1727:20,23 1730:15,19  1730:22 1731:3,6,11,14  1731:22 1732:4,9,22  1733:3,6,13,16 1734:3,6  1736:3,10,19,23 1737:2,7  1737:11,15,18,23 1738:3  1738:6,9 1739:9,15,18,22  1740:2,5,11,15 1742:14  1743:15,19,22 1744:3,7  1744:11,14,17,20  1745:10 1746:22 1747:4  1747:21,24 1748:4,8,14  1748:16,19,23 1749:10  1750:13,18 1751:13  1752:6,12,15,19,23  1753:3,7,10 1754:16,21  1755:21,24 1756:5,9,13  1756:16,19,24 1759:10  1759:13,18,23 1760:5,10  1760:14,17,20 1761:3,6  1763:13,19 1765:12  1766:6,16 1767:11,19,23  1768:5,13,18,23 1769:20  1770:6,10,15,18,21  1771:3,9 1772:10,12,16  1772:19 1773:5,21  1774:7,11,14 1775:8,13  1775:16,24 1777:4,13,20  1777:24 1778:8,12,15,19  1779:13,18 1780:3,13,17  1780:22 1781:3 1782:14  1782:17,21 1783:8,21  1784:4,9 1785:12 1786:3  1786:8,13,16,21 1787:2,8  1787:15,19,22 1788:6  1790:7,11,15,19,23  1791:4,8,12,15 1792:3,8  1792:13,16,20,22 1793:2  1793:6 1794:12,15,18  1795:5,9,13,17,20,23  1796:5,13,16 1797:14,18  1797:21 1798:3,10,14,18  1799:22 1800:1,2,6,12</p>
---	--	---

1801:1 1802:1,6,11 1803:1 1804:1 1805:1 1806:1 1807:1,2,5,10,13 1807:16,19,22 1808:1,2,6 1808:10,14 1809:1 1810:1 1811:1 1812:1,9 1812:11 1813:1,14 1814:1 1815:1 1816:1 1817:1,3,8,18,22 1818:1 1818:2,6,9,15 1819:1,12 1819:16,19 1820:1,3 1821:1,15,18,22 1822:1,2 1822:5,9,16,21,24 1823:1 1823:4,7,11,15,19 1824:1 1824:4,8 1825:1 1826:1 1827:1,5,8,11,19,24 1828:1,4,9,13,16,21 1829:1,2,9,12,16 1830:1 1830:9,16,24 1831:1,6,13 1831:16,19,22 1832:1,3,7 1832:10,14,17,21 1833:1 1833:3,16,19 1834:1 1835:1 1836:1,3,7,10,24 1837:1,4,7,17,21 1838:1 1838:23 1839:1 1840:1 1841:1,9,12 1842:1,7 1843:1,2,5,8,15,18,21 1844:1,3,6,20,23 1845:1 1845:3,6,11,14,18,22 1846:1,2,5 1847:1,12 1848:1 1849:1 1850:1,9 1850:16 1851:1 1852:1 1853:1 1854:1,23 1855:1 1855:4,7,17,24 1856:1,6 1856:9,13,17,20 1857:1,6 1857:8,13,17,21 1858:1,2 1858:7,10,13 1859:1,14 1859:17,21 1860:1,3,7,10 1860:13,17,23 1861:1,8 1861:14,19,23 1862:1 1863:1 1864:1 1865:1,14 1866:1 1867:1,5 1868:1 1869:1 1870:1,3,6,9 1871:1,23 1872:1,4,20	1873:1 1874:1,18,22 1875:1,4,7,11,15 1876:1 1876:3,7,10,18,21,24 1877:1,7,11,14,17,19 1878:1,2,6,14,16,20,24 1879:1,4,6 1880:1 1881:1 1882:1,16,21,24 1883:1,5 1883:12,15,24 1884:1,3 1884:11,15,20,24 1885:1 1886:1 <b>officers</b> 1660:3 <b>officer's</b> 1736:4 <b>official</b> 1657:23 1749:6 1750:17 1752:17 <b>officially</b> 1661:22 1750:14 <b>off-the-record</b> 1662:24 1683:10,22 1717:16 1718:3 1721:4,6 1781:2 1782:16 1797:17,20 1817:15 1844:2 1865:8 <b>oh</b> 1673:8 1678:6,6 1682:13 1722:15 1744:3 1744:7 1748:16 1756:4 1759:18 1762:20 1768:13 1768:21 1778:2 1795:8 1795:19 1806:10,13 1813:19 1814:13 1851:16 1851:18 1855:19,19 1859:16 1863:2 1866:4 1875:23 1878:9,9 <b>okay</b> 1651:14,17 1655:21 1657:19 1659:22 1662:10 1662:20 1663:2,21 1664:20 1665:9 1667:14 1667:19,22 1668:17 1669:7,20 1670:20 1671:15 1672:24 1673:20 1673:21 1674:13,15 1677:4 1679:19 1681:5 1684:22 1685:10,16 1686:2 1688:10,14,17 1689:6 1691:4,10,18 1692:2,16 1693:7,10,13 1693:18,23 1694:7	1695:9,15 1696:2,8 1698:4,17 1702:15 1703:7,17,19 1704:2,6,10 1704:16,18 1705:24 1707:3 1708:22 1710:13 1711:8 1712:3,22 1714:6 1714:7,13 1716:7,10 1717:9,17 1718:14,15,21 1718:23 1719:9 1720:4 1720:17,21 1721:21,24 1722:3,16 1723:2,20,22 1725:9 1726:10 1728:8 1733:3 1734:13 1736:19 1737:6,10 1738:9 1740:15,18 1744:11 1754:14 1756:4,12,18 1759:19 1761:3 1763:18 1770:24 1771:20 1773:5 1773:21 1780:22 1781:6 1787:15,21 1791:7,12 1792:19,20 1793:3 1795:5,19 1796:2,7,20 1797:4,14,21 1798:14 1799:5,10,12,22 1800:2 1801:3,8,11,14 1802:18 1805:18,23 1808:13,16 1810:3,10,13 1812:9 1813:15,20 1814:15,19 1817:5,20 1818:16,24 1821:15,24 1822:4 1824:4,6 1827:5 1829:3 1830:16 1831:16,21 1832:21 1833:3,4,18 1835:10,11 1837:23 1838:10 1843:4 1844:3,5 1844:22 1845:5,14 1848:3 1851:4 1854:10 1857:6,16,24 1858:6,12 1859:16 1861:8 1862:14 1862:21 1863:2,3,12 1866:7 1870:5 1871:13 1873:10 1876:20 1882:15 1882:21 1883:14 1884:11 1884:23
--	---	--

<p><b>once</b> 1676:7,9,11,11 1682:16 1683:3 1692:6 1693:3,11,15,15,15 1697:21 1748:11 1766:9 1842:15 1855:10 1873:18</p> <p><b>one's</b> 1818:20</p> <p><b>one-thirty</b> 1787:11,11</p> <p><b>one-thirty-five</b> 1787:14,17</p> <p><b>ongoing</b> 1775:19</p> <p><b>online</b> 1838:7,12 1858:20 1880:3</p> <p><b>open</b> 1693:9 1762:5 1791:5</p> <p><b>opens</b> 1692:7</p> <p><b>operate</b> 1768:16</p> <p><b>operation</b> 1838:11</p> <p><b>opinion</b> 1660:12 1661:9 1711:12</p> <p><b>opportunity</b> 1658:8 1715:12 1723:6 1724:22 1726:2 1729:16 1770:19</p> <p><b>opposite</b> 1710:9</p> <p><b>option</b> 1684:18,20</p> <p><b>oral</b> 1729:21 1792:6 1822:12 1882:10</p> <p><b>orally</b> 1792:11</p> <p><b>orchestrated</b> 1788:19</p> <p><b>order</b> 1696:16 1701:9 1723:17</p> <p><b>ordinary</b> 1715:9</p> <p><b>organization</b> 1745:3,7</p> <p><b>origin</b> 1686:8,10 1744:23 1753:18</p> <p><b>original</b> 1811:19</p> <p><b>originally</b> 1753:8</p> <p><b>outburst</b> 1819:10</p> <p><b>overcrowding</b> 1794:3</p> <p><b>overload</b> 1869:24</p> <p><b>owner</b> 1668:20 1669:24 1670:9 1677:6 1678:24 1684:17,18 1704:7,12</p> <p><b>owners</b> 1703:18,21</p> <p><b>owns</b> 1703:13</p> <p><b>O-N</b> 1729:6</p>	<p style="text-align: center;"><b>P</b></p> <hr/> <p><b>P</b> 1644:2</p> <p><b>package</b> 1673:11</p> <p><b>pad</b> 1815:9,11</p> <p><b>page</b> 1644:2 1666:20 1667:22 1668:4,7,7,22,24 1669:3 1670:14 1677:14 1697:5,5 1700:3,4,8 1708:10 1709:10 1710:12 1712:13,21 1713:7,23 1715:20 1716:8,13,14 1717:4 1718:16,21 1719:3 1789:5,16 1834:8 1886:5 1887:5</p> <p><b>pages</b> 1886:9</p> <p><b>Page-Line</b> 1645:2</p> <p><b>paid</b> 1879:18</p> <p><b>paper</b> 1738:22 1746:12</p> <p><b>papers</b> 1722:5</p> <p><b>paragraph</b> 1796:10</p> <p><b>paraphrase</b> 1866:10</p> <p><b>parent</b> 1794:7 1814:11 1815:10,16,18 1819:2 1828:11 1848:9 1859:11</p> <p><b>parents</b> 1740:24 1848:11 1849:14 1850:12 1851:12 1859:11 1870:19</p> <p><b>parent-teacher</b> 1818:23</p> <p><b>parent/teacher</b> 1741:13</p> <p><b>Paris</b> 1728:13</p> <p><b>part</b> 1652:18 1660:3 1666:20 1673:11,17,17 1674:2,8 1689:13 1690:13,19 1708:13,18 1722:13 1735:11 1738:19 1743:11 1747:22 1748:5 1748:9 1764:21 1826:2 1873:7,20</p> <p><b>particular</b> 1653:19 1656:13 1658:19 1769:13 1771:19 1829:18 1881:23</p> <p><b>particularly</b> 1786:10 1828:19</p> <p><b>parties</b> 1660:24 1787:4</p>	<p><b>parts</b> 1667:4</p> <p><b>party</b> 1822:22</p> <p><b>pass</b> 1772:14 1808:22</p> <p><b>passed</b> 1729:21 1773:13 1808:22</p> <p><b>password</b> 1697:17 1698:12 1703:16 1704:5,7,12</p> <p><b>paste</b> 1857:2</p> <p><b>pattern</b> 1726:14 1766:15</p> <p><b>Paul</b> 1647:22 1648:8 1762:11</p> <p><b>pause</b> 1780:23 1843:24</p> <p><b>pay</b> 1864:19,21</p> <p><b>paying</b> 1867:10</p> <p><b>payroll</b> 1762:7,9,10</p> <p><b>peer</b> 1649:23 1779:9</p> <p><b>peers</b> 1650:14</p> <p><b>pen</b> 1815:9</p> <p><b>penalty</b> 1740:12</p> <p><b>penny</b> 1867:11</p> <p><b>people</b> 1670:17 1671:13 1679:20 1762:6 1763:5,6 1800:5 1816:4 1852:15 1867:11 1871:14,16</p> <p><b>perfectly</b> 1855:20</p> <p><b>performance</b> 1809:12</p> <p><b>performance-improvem...</b> 1805:12</p> <p><b>period</b> 1659:8 1781:14 1793:19 1813:23 1814:14 1835:12,12 1872:12</p> <p><b>permanent</b> 1729:23</p> <p><b>permanently</b> 1847:8</p> <p><b>permission</b> 1670:11 1674:24 1675:2,3 1677:20,21 1678:13 1686:13 1701:10 1854:6</p> <p><b>permissions</b> 1676:12 1697:12 1700:21 1701:14</p> <p><b>person</b> 1703:11,13 1867:9 1883:20</p> <p><b>personal</b> 1820:23 1881:17</p> <p><b>personnel</b> 1799:3,9</p> <p><b>pertaining</b> 1648:18</p>
---	---	---

<p><b>pertinent</b> 1737:21  <b>phase</b> 1742:17,19  <b>phone</b> 1755:11  <b>phonetic</b> 1647:22 1785:3  1789:11 1888:4,5,6  <b>photographed</b> 1848:9  <b>photographs</b> 1846:7  1847:23 1849:17 1851:8  1858:18  <b>photos</b> 1718:23 1848:6,8  <b>phrase</b> 1669:22 1708:5,8  1887:6,7,9,10,12,13,15  1887:16,18,19  <b>phrases</b> 1707:8  <b>phrasing</b> 1820:12  <b>physics</b> 1728:14  <b>Ph.D</b> 1664:12 1665:2  <b>pick</b> 1740:3 1755:11  1782:3  <b>picked</b> 1754:7  <b>picture</b> 1650:8 1655:13,15  1681:17,19 1848:12,23  1850:22 1852:13 1855:22  <b>pictures</b> 1854:13 1859:9  <b>piece</b> 1727:10 1838:22  1857:2  <b>Pierre</b> 1728:12  <b>pinpoint</b> 1754:3  <b>pizza</b> 1781:24  <b>place</b> 1676:8 1788:22  1811:24 1825:21 1864:13  1886:4  <b>plan</b> 1662:19 1784:24  1805:5,10,11,12 1806:3  1806:10,14 1807:23  1811:3  <b>planned</b> 1806:15  <b>planning</b> 1730:7,7  <b>plans</b> 1806:3 1810:24  <b>planted</b> 1812:4  <b>played</b> 1737:16  <b>please</b> 1663:13 1664:6,18  1688:6 1689:10 1694:13  1715:16 1721:13 1758:22</p>	<p>1765:10 1773:12 1776:3  1850:14 1880:7  <b>plenty</b> 1867:10,13 1882:5  <b>plus</b> 1732:14,14 1758:15  1766:23 1813:9 1874:9  <b>point</b> 1647:17 1658:15  1672:15 1737:24 1738:11  1739:5 1740:16 1760:24  1762:2 1766:3 1769:7  1770:22 1773:7 1780:6  1786:17 1791:16 1830:2  1841:23 1848:4 1859:7  1862:5 1863:15 1868:13  1873:4 1879:17 1881:21  1883:18  <b>pointed</b> 1758:11 1819:20  1834:9  <b>pointing</b> 1819:6  <b>points</b> 1738:12 1780:2  <b>policies</b> 1842:21 1876:8  <b>policy</b> 1841:16 1842:2  <b>Porter</b> 1879:14  <b>position</b> 1658:24 1664:9  1729:12,19 1736:8  1763:2 1764:13 1799:12  <b>possibilities</b> 1698:22  <b>possible</b> 1699:2 1782:5,8  1836:12,12  <b>possibly</b> 1719:22 1830:3  <b>post</b> 1834:23 1835:3  1850:22 1852:20 1874:4  1882:7  <b>posted</b> 1671:14 1834:23  1839:3 1848:9  <b>poured</b> 1769:8  <b>power</b> 1726:14 1734:16  1866:3  <b>practically</b> 1769:9 1815:23  <b>practice</b> 1808:22 1838:7  <b>praise</b> 1849:9  <b>praying</b> 1826:12  <b>precedent</b> 1736:2  <b>precisely</b> 1734:16  <b>predates</b> 1785:16</p>	<p><b>preface</b> 1766:11  <b>prefatory</b> 1726:17,22  1727:17  <b>prefer</b> 1774:9 1878:3  <b>preobservation</b> 1804:18  1805:2 1813:9 1833:10  1833:12 1834:11 1842:24  <b>prepare</b> 1781:10 1813:24  1814:3 1882:5  <b>prepared</b> 1689:4 1722:13  1723:22 1724:5 1726:8  1747:14 1886:10  <b>preparing</b> 1840:7  <b>presence</b> 1886:4  <b>present</b> 1738:22 1747:17  1782:7 1783:5 1784:6  1874:16  <b>presented</b> 1768:20 1783:24  1856:7  <b>press</b> 1839:13 1840:10,12  <b>presumably</b> 1815:12  <b>presuming</b> 1657:15  <b>pretend</b> 1781:19  <b>prevailed</b> 1816:10  <b>prevent</b> 1717:13,14  <b>preventing</b> 1766:13  <b>previous</b> 1808:23  <b>previously</b> 1743:16  <b>pre-prepared</b> 1723:14  <b>primarily</b> 1783:10  <b>principal</b> 1647:22 1648:7  1649:23 1738:18 1739:6  1741:2,11 1743:2 1751:3  1760:23 1785:2 1803:5  1875:16  <b>principals</b> 1762:14 1781:9  1834:2  <b>principal's</b> 1815:5  <b>principle</b> 1658:3  <b>print</b> 1839:23 1840:8  <b>printout</b> 1645:6,9 1683:14  1709:23 1711:10,11  <b>prior</b> 1652:17 1656:20  1661:14 1735:14 1746:18</p>
--	---	---

<p>1770:4,7 1784:13,22 1786:5 1838:6 <b>Pro</b> 1643:9 <b>probability</b> 1781:9 <b>probably</b> 1655:16 1689:23 1700:7 1703:24 1741:3 1754:8 1803:11 1832:23 <b>problem</b> 1688:18,22 1689:4 1717:23 1724:11 1754:24 1769:13 1771:2 1771:5 1814:8 1816:16 1817:2 1820:22,23 1826:14 1849:3 1851:21 1880:22 1882:9 <b>problems</b> 1741:5 1781:12 1796:21 1850:15 1873:21 <b>procedural</b> 1647:12 <b>procedure</b> 1726:7 <b>procedures</b> 1765:22 <b>proceed</b> 1760:18 <b>proceeding</b> 1642:8 1647:8 1652:18 1653:20 1654:23 1657:12 1658:3,18 1661:14 1738:13 1853:22 1883:2,6,17 <b>proceedings</b> 1649:7 <b>process</b> 1721:22 <b>produce</b> 1811:13 <b>produced</b> 1664:5 <b>production</b> 1754:8 <b>professional</b> 1735:6 <b>program</b> 1648:7 1652:24 1729:9,16 1730:3,4 1733:22 1745:6 1749:20 1757:20 1764:7,11 1766:14 1769:10 1868:15 1868:21 1871:3,4 <b>programming</b> 1743:9,10 1748:13 1868:8,9 1870:24 <b>programs</b> 1765:22 <b>prohibits</b> 1823:8 <b>project</b> 1745:6 <b>promised</b> 1757:23 1803:24</p>	<p><b>prompt</b> 1698:11 <b>proof</b> 1688:20 1794:5,5 1797:2 <b>proper</b> 1748:11 1854:6 <b>properly</b> 1790:3 <b>protect</b> 1880:10 <b>protected</b> 1715:21,23,24 1716:2,6,9 <b>protection</b> 1880:13 <b>proud</b> 1849:21 <b>prove</b> 1866:23 1868:5,12 1869:2 <b>proven</b> 1654:18 <b>provide</b> 1658:16,21 1755:17 1769:23 1829:23 1841:18 <b>provided</b> 1673:5 1738:16 1759:6 1775:18 1875:22 1886:12 <b>public</b> 1667:6,17,21,23 1668:2,6 1669:8,12,16,24 1670:9 1674:21 1677:7 1710:15 1711:18 1715:21 1729:24 1834:3 1839:19 1870:19 <b>pull</b> 1672:3 1699:21 1700:10 1707:9 1816:15 <b>pulls</b> 1700:3,8 <b>punish</b> 1851:23 <b>punishment</b> 1736:21 1741:19 1851:24 <b>pure</b> 1863:14 <b>purely</b> 1869:23 <b>purpose</b> 1796:11,21 1877:21 1881:19 <b>purposes</b> 1770:3 <b>pursuant</b> 1654:4 <b>put</b> 1657:5 1665:17,20,23 1668:4 1676:9,17 1681:23 1690:5 1697:3 1697:16 1708:4 1713:20 1723:22 1725:5 1744:24 1747:14 1748:11,12 1766:18 1778:20 1783:23</p>	<p>1786:5,9 1788:19 1791:22,24 1806:2 1822:12 1838:8,8 1843:12 1846:14,15 1848:22 1852:15,21 1854:16 1863:5 1864:13 1866:18,20 1867:13,16 1867:19,24 1869:2,5,15 1871:6 1872:24 1874:10 1874:11 1880:3,7,16 <b>putting</b> 1689:19 1777:15 1874:13 <b>P.A</b> 1814:22 <b>p.m</b> 1642:11,11,11 1788:3 1788:5 1885:7</p> <hr/> <p style="text-align: center;"><b>Q</b></p> <p><b>question</b> 1648:22 1664:6 1670:4 1671:23 1674:15 1690:7 1693:24 1698:14 1698:16 1701:3,22 1702:14,20 1735:24 1748:24 1749:11,13,23 1750:7,10,19,21,23 1783:19 1791:20 1805:19 1808:12 1809:14 1813:18 1816:24 1829:20 1854:5 1871:6 <b>questioning</b> 1818:20 1855:16 <b>questions</b> 1683:24 1684:2 1688:13 1691:13 1704:17 1706:9,14 1712:5,7 1714:23 1715:2,5,16 1720:12 1723:4 1735:23 1811:22 1812:15 <b>quick</b> 1762:17 1771:24 <b>quickly</b> 1802:3 1882:4 <b>quiet</b> 1814:18 <b>quit</b> 1840:10,12,13 <b>quote</b> 1796:10 1854:7</p> <hr/> <p style="text-align: center;"><b>R</b></p> <p><b>R</b> 1644:2 1744:17 1753:3</p>
---	---	---

<p>1766:17 1768:17 1817:17 1887:2,2 <b>raise</b> 1663:13 1721:13 <b>raised</b> 1649:6 1660:13 1815:18 1820:9 <b>ran</b> 1648:6 <b>rating</b> 1804:21,24 1805:6,9 <b>ratings</b> 1788:16 1802:2 <b>rational</b> 1788:20 1865:2 1874:12 <b>raw</b> 1874:15 <b>reach</b> 1677:17 1682:18 1741:22 1742:4 1847:7 <b>read</b> 1680:14 1682:2 1724:15 1727:18 1811:19 1837:16,18 1840:15 <b>ready</b> 1684:5,7 1786:18 1787:9,16 1815:10 1867:22 1884:17 <b>real</b> 1700:4,8 1750:8 1764:21 1869:4,7,14 <b>realize</b> 1716:23 1717:7 <b>really</b> 1661:19 1683:24 1716:21 1774:9 1790:12 1803:19 1807:6 1810:16 1812:16,17 1815:22 1825:3 1827:3 1841:22 1842:6 1847:24 1848:12 1849:20 1851:15 1854:20 1861:3,5 1863:6 1873:9 1873:21 1874:17 1879:11 <b>reason</b> 1669:9 1679:22 1719:15 1742:6 1802:5 1810:19 1848:6 1854:10 1863:10,12 <b>reasonable</b> 1797:2 <b>reasonably</b> 1866:24 <b>reasons</b> 1652:12 1699:3 1752:8 1810:18 <b>reassign</b> 1799:4 <b>reassigned</b> 1740:21 1742:20 1770:16 1801:6 <b>reassignment</b> 1746:18 1755:14,14,20 1757:3,6,7</p>	<p>1784:14,22 1789:3 <b>reassure</b> 1866:5 <b>rebuttal</b> 1689:4 1884:17,22 <b>recall</b> 1702:10 1740:8 1812:23 1816:18 1859:10 1867:24 <b>receipt</b> 1879:18 <b>receive</b> 1664:12,24 1831:12 1856:14 <b>received</b> 1659:5 1746:12 1801:4 1811:4 1869:12 1879:12,13,17 <b>recess</b> 1788:2 <b>reclarify</b> 1715:15 <b>recollection</b> 1722:8 1739:4 <b>recommence</b> 1883:6 <b>reconsider</b> 1883:21 <b>reconvene</b> 1662:19 <b>record</b> 1647:18 1648:24 1649:19 1651:4,11 1654:8 1655:7 1656:7 1657:12,16 1660:15,20 1661:13,18,20 1665:18 1671:22 1689:23 1690:8 1690:17 1710:12 1721:3 1735:17 1737:4,9 1742:8 1755:16 1776:14 1777:6 1777:16 1778:17 1782:13 1782:24 1783:2,11 1786:14 1787:3 1793:9 1797:15 1812:12 1819:13 1822:19 1823:21 1837:22 1843:23 1856:3 1861:15 1869:12 1886:10 <b>recorded</b> 1875:20 <b>records</b> 1694:9 1863:11 <b>Recross</b> 1712:1,10 1713:1 1714:1 1715:1 1716:1 1717:1 1718:1 1719:1 1720:1 1721:1 1722:1 1723:1 1724:1 1725:1 1726:1 1727:1 <b>recruit</b> 1763:5 <b>recruited</b> 1764:18</p>	<p><b>recruitment</b> 1764:4 1801:22 <b>Redirect</b> 1644:5,6 1704:1 1704:23,24 1705:1 <b>refer</b> 1794:9 1835:4 <b>reference</b> 1651:3,10 <b>referenced</b> 1712:13 <b>referral</b> 1646:4 1817:6 1818:7,8 <b>referrals</b> 1874:3 <b>referring</b> 1671:17 1677:21 1759:9 <b>reflect</b> 1654:19 1690:8 1819:13 <b>reflected</b> 1671:21 <b>refresh</b> 1838:11 1862:23 <b>refund</b> 1875:8 <b>refusal</b> 1741:18 <b>refuse</b> 1789:14 <b>refused</b> 1648:14 1764:10 1764:11 1799:19 1810:2 1810:2,11 1812:24 1840:21 1844:16 1875:8 <b>regarding</b> 1756:3 <b>regardless</b> 1811:14 <b>regards</b> 1686:3 1767:2 <b>regular</b> 1697:4 1789:23 1811:5 1872:11 1874:2 <b>Regulation</b> 1738:20 <b>Regulations</b> 1779:2 <b>reinforce</b> 1882:3 <b>rejecting</b> 1789:3 <b>related</b> 1648:17,23 1649:20 1664:4 1665:10 1665:13 1727:12 1772:7 1834:5 1868:7 <b>relating</b> 1736:21 <b>relationship</b> 1741:13 1758:21 <b>relevance</b> 1750:9 1766:3 1767:15 1785:19 1786:2 1827:23 1861:6 <b>relevant</b> 1652:19 1655:11 1728:3 1735:17 1828:18</p>
--	--	---

<p>1828:18,24 1829:17 1865:21,24 1884:6 <b>reluctance</b> 1660:3 <b>reluctant</b> 1660:20 <b>reluctantly</b> 1757:10 <b>remaining</b> 1828:22 <b>remark</b> 1771:24 <b>remarks</b> 1727:18 1824:15 <b>remember</b> 1690:23 1755:18 1765:3 1771:17 1798:16,22 1799:8 1805:3 1813:23 1820:4 1834:19 1837:8 1848:21 1850:3,13 1852:10 1876:2 <b>remind</b> 1727:21 <b>remove</b> 1773:11 1826:4 1853:17,24 1858:22 1859:9,12 1871:4 <b>removed</b> 1735:8 1741:2,21 1771:15 1784:19 1803:15 1862:5,6 1868:3 1873:15 <b>rendered</b> 1790:17 <b>renew</b> 1655:12,23 <b>repeat</b> 1670:4 1749:15 1796:23 1810:21 1822:11 1833:7 1839:10 1863:14 1874:5 <b>repeated</b> 1810:17,24 <b>Repeatedly</b> 1738:14 <b>rephrase</b> 1669:13 <b>replace</b> 1815:3 <b>report</b> 1646:2 1711:20 1739:6 1802:17 1819:3 1833:9 1834:17 1844:14 1854:3 1877:4,21 <b>Reporter</b> 1664:16 1688:5 1886:14 <b>Reporters</b> 1886:11 <b>reports</b> 1863:21 <b>request</b> 1651:18 1652:14 1655:12,23 1656:10,15 1679:14 1755:4 1779:19 1788:23 1804:10 1814:9</p>	<p>1816:6 1824:19 <b>requesting</b> 1801:20 1809:13 <b>require</b> 1858:4 <b>required</b> 1875:13 <b>requirement</b> 1840:2 <b>requirements</b> 1654:13 1813:6 <b>requires</b> 1809:15 <b>research</b> 1729:12 <b>resentful</b> 1840:23 <b>reserve</b> 1670:10 <b>resolved</b> 1769:14 <b>resonance</b> 1661:8 <b>resource</b> 1668:13 1839:6 <b>resources</b> 1880:18 1882:12 <b>respect</b> 1752:7 1838:4 <b>respond</b> 1724:2 1772:8 1816:5 <b>responded</b> 1651:16 1811:22 <b>Respondent</b> 1643:8 1647:16,18 1656:12,20 1786:9 1791:21 <b>Respondent's</b> 1645:3 1656:14 1666:6 1682:8 1683:8 1689:20 1690:5,8 1690:19 1691:7 1693:21 1706:16 1707:7 1731:24 1733:8 1734:7 1749:19 1753:8 1777:22 1778:21 1795:24 1827:2 1830:12 1830:13 1831:20,24 1832:11 <b>response</b> 1651:21 1839:15 <b>rest</b> 1667:12 1740:13 1789:12 1808:15 1821:23 <b>restart</b> 1787:10 <b>restricted</b> 1857:12 <b>result</b> 1656:17 1715:15 1728:17 <b>resume</b> 1645:4 1662:14 1664:5 1665:17 1666:10 1788:8 1801:23</p>	<p><b>resumed</b> 1647:2 1788:4 <b>return</b> 1798:22 1862:12 1875:8 1881:12,13 1882:6 <b>review</b> 1660:15 1662:15 1724:22 1725:12 1737:4 1780:9,18 1847:10 1856:2,14 <b>reward</b> 1848:23 1851:24 1854:14 <b>rewarding</b> 1849:23,24 <b>rgmf/tcww/plal</b> 1886:17 <b>right</b> 1649:2 1656:2,4 1657:14 1658:5 1662:18 1663:11,14,22 1665:14 1665:22 1666:5 1668:23 1669:5 1671:24 1673:18 1673:22,24 1674:4,11 1676:2,19 1678:7,12,20 1679:10,12,13,18 1680:2 1680:12,22 1681:3,5,9,11 1682:8 1683:8 1684:9 1685:17 1686:16 1691:3 1691:5,9,11 1692:12,15 1693:22 1696:18,20 1697:18 1699:22,22 1700:2,2,16,23 1701:19 1703:9 1705:7,15,16 1706:6,8 1707:13,13 1709:11,12 1710:17,20 1713:14 1714:2,14,15 1719:20,24 1720:3 1721:3,12,13 1722:5,11 1724:16 1726:23 1727:3 1727:6,15,19 1728:5,13 1731:7,13,23 1732:3,7 1733:7,15,15,20 1734:4,7 1736:23 1738:8 1740:4 1740:19 1743:16 1745:8 1748:14 1749:14 1752:7 1753:9 1754:20,22 1756:7 1757:4,4 1759:14 1759:19 1760:13 1761:5 1763:17,21 1766:7,18</p>
---	--	---

<p>1767:20,24 1769:2,18  1770:9 1771:9 1772:8  1774:8 1775:9 1777:7,21  1778:13,20,21 1779:21  1780:14 1781:4 1782:6  1782:18,22 1786:17,22  1788:7 1791:10,22  1792:18,22,24 1793:10  1793:16 1795:3 1797:13  1797:23 1798:19,20  1799:21 1800:3 1801:14  1801:17 1802:21 1805:14  1805:20 1807:2 1809:20  1816:12,12 1817:9,23  1818:3,9,19 1820:6  1823:16,17,23 1824:9  1826:15 1827:10,12,24  1830:9,17 1831:2,23  1832:7,16,22 1833:16,22  1835:15 1837:6 1838:6  1838:14 1839:5 1840:9  1840:14 1841:11,14  1842:8,9 1843:5 1845:7  1846:4,9 1847:13  1850:23 1852:16 1854:19  1854:24 1855:9,17,20  1856:2,12,16,22 1857:7,9  1858:23 1859:14,18  1861:9 1862:14 1865:15  1865:17 1867:6 1869:18  1870:7,7 1871:8 1873:12  1873:18 1874:19 1875:6  1875:14,17 1877:23  1879:3,5 1882:4,17  1883:4,24 1885:2  <b>rights</b> 1880:10  <b>rigid</b> 1654:13  <b>Rivera</b> 1762:10 1763:23,23  <b>Robert</b> 1738:16  <b>Robeson</b> 1647:22 1648:8  1762:11  <b>ROC</b> 1798:23 1799:2,24  <b>Rock</b> 1642:16  <b>room</b> 1750:5 1799:24</p>	<p>1801:13 1811:5,5  1814:19 1815:4,5  1868:21 1881:22  <b>roster</b> 1646:6 1826:12,17  1826:22 1831:3,10  1832:12 1868:23 1869:11  <b>rosters</b> 1830:5,13 1831:11  1868:18  <b>routine</b> 1815:16  <b>row</b> 1678:4,11  <b>rubber</b> 1801:13 1881:21  <b>rude</b> 1818:11  <b>ruins</b> 1872:15  <b>rules</b> 1868:17  <b>ruling</b> 1652:12 1660:6,23  1661:10,22 1853:23  <b>run</b> 1730:4 1873:6  <b>Rutgers</b> 1645:11 1730:3  1732:12 1733:14  <b>R-Five</b> 1755:19,19 1756:2  1758:20 1761:11  <b>R-Four</b> 1827:2  <b>R-Nine</b> 1743:16 1744:18  1747:5 1753:4,5  <b>R-One</b> 1827:2  <b>R-Six</b> 1756:10,13  <b>R-Sixteen</b> 1877:12,13,18  <b>R-Thirteen</b> 1766:17  1768:8,19  <b>R-Twenty</b> 1683:14  <b>R-Twenty-eight</b> 1786:14  <b>R-Twenty-four</b> 1733:17  <b>R-Twenty-nine</b> 1817:9,17  1817:17  <b>R-Twenty-one</b> 1683:18  <b>R-Twenty-seven</b> 1784:2  <b>R-Twenty-six</b> 1759:24  1760:3 1761:4  <b>R-Twenty-three</b> 1733:12</p> <hr/> <p style="text-align: center;"><b>S</b></p> <hr/> <p><b>s</b> 1644:2 1803:2 1816:6  1851:6 1887:2  <b>safe</b> 1696:8</p>	<p><b>salad</b> 1781:23,23,23  1782:4  <b>salads</b> 1781:22,22  <b>sample</b> 1783:4,5 1847:2,2  <b>sanitized</b> 1825:9  <b>satisfactory</b> 1785:6  <b>satisfy</b> 1813:5  <b>save</b> 1797:12  <b>saw</b> 1681:18,21 1700:19  1852:22 1855:13,20  <b>saying</b> 1649:3 1657:24  1675:18 1686:21 1697:15  1700:23 1701:4,20  1745:17 1747:22 1779:6  1789:9,24 1821:7  1836:20 1839:18 1849:5  1850:13 1855:21 1864:7  1867:20 1882:6  <b>says</b> 1671:18 1678:8  1680:22 1694:24 1695:10  1696:6,11 1710:19  1731:17 1750:14 1805:11  1814:15 1873:13 1877:20  1881:5  <b>scenes</b> 1718:19 1719:10  <b>scheduled</b> 1883:6  <b>school</b> 1642:5 1647:23  1648:7 1728:16 1734:22  1734:24 1740:20,21,22  1742:20,21 1746:19  1751:24 1754:18,19  1755:20 1758:2 1761:20  1761:24 1762:3,6 1764:4  1764:13 1765:14 1767:22  1769:9 1771:23 1776:21  1784:10,15,17,21  1788:23 1789:20 1793:21  1793:22 1798:5,22  1800:8,19 1801:7,9  1813:22 1824:18 1834:3  1834:3 1839:18 1854:12  1854:13 1859:5 1862:2,7  1862:12 1869:22 1871:12  1871:17 1873:5 1875:23</p>
--	--	---

<p>1879:13 1880:23 1882:7  <b>schools</b> 1710:15 1729:24  1762:4,5 1781:21  <b>school-wide</b> 1868:19  <b>science</b> 1664:13 1665:2  1732:19,21 1733:18,19  <b>scold</b> 1820:24  <b>screen</b> 1674:20 1681:18  1683:15,17 1685:23  1698:7 1856:7  <b>Screenshot</b> 1645:7  <b>scripts</b> 1880:15  <b>se</b> 1643:9 1753:14 1801:13  <b>searching</b> 1699:13 1719:2  <b>seat</b> 1825:18  <b>second</b> 1657:4 1672:8  1755:2 1776:12,12,18  1782:13 1796:14 1812:24  1813:23 1826:2 1880:21  <b>secret</b> 1724:10 1848:13  <b>secretary</b> 1742:24 1762:7  1762:10,11  <b>Section</b> 1642:8 1647:7  1653:12 1661:14  <b>secure</b> 1864:16  <b>secured</b> 1686:14  <b>securing</b> 1684:18  <b>security</b> 1684:21 1869:20  1869:21,21  <b>see</b> 1650:8 1661:19 1663:3  1667:21 1671:2 1672:7  1672:21 1675:17 1680:12  1684:23 1692:17,18  1697:4,4 1703:21  1705:18 1708:8,11,16  1709:13,14,20 1716:22  1718:4 1719:3 1722:5  1743:13 1744:8 1745:3  1750:9 1751:8 1753:22  1758:8 1760:15 1763:24  1765:11 1767:9,10,15  1773:6 1785:19 1796:9  1810:5 1811:12 1813:4  1814:15 1825:7 1827:23</p>	<p>1830:17 1836:13 1840:2  1840:6 1848:5 1863:2  1864:19 1865:6,9,10  1869:4 1874:13 1877:5  <b>seeing</b> 1707:17  <b>seen</b> 1658:22 1659:24  1673:14,20 1683:19  <b>self-serving</b> 1812:4  <b>semester</b> 1729:11 1789:12  1806:4 1841:19  <b>senior</b> 1851:19,19  <b>seniors</b> 1842:17  <b>sense</b> 1650:22 1762:11  1767:5 1810:24 1813:2  1818:13 1863:2 1867:17  <b>sent</b> 1755:6 1758:8  1759:22 1761:23 1762:3  1784:20 1788:23 1801:20  1834:2 1868:20 1875:23  1875:24  <b>sentence</b> 1776:3,19  <b>sentences</b> 1775:22,23  <b>separate</b> 1676:15 1689:19  1830:22  <b>September</b> 1734:22  1783:13,13 1788:22  1790:16,21 1793:17  1796:24 1800:14,23,24  1801:15 1802:13,14  1804:15 1807:11 1818:4  1852:20  <b>serious</b> 1813:10 1815:18  1874:4  <b>seriously</b> 1654:14  <b>serve</b> 1647:6  <b>server</b> 1666:21 1667:16,20  1669:8,11,15,24 1670:2,8  1670:8,10 1671:4,10,14  1678:24 1680:17 1684:18  1686:10 1695:13 1703:18  1703:21,23 1704:8  1863:21 1864:10,13  1866:15 1869:24 1874:16  <b>service</b> 1680:16</p>	<p><b>Services</b> 1642:13 1643:5  <b>session</b> 1872:8,15  <b>set</b> 1681:8 1701:20 1722:2  1732:5 1765:18 1782:8  1804:13  <b>settings</b> 1678:5 1680:16  <b>settle</b> 1758:18  <b>setup</b> 1802:3  <b>seven</b> 1710:12 1795:24  1796:2 1859:19 1860:4  <b>seventh</b> 1647:10  <b>Shapiro</b> 1741:2 1742:22  <b>share</b> 1884:13  <b>shares</b> 1667:8  <b>shed</b> 1734:20  <b>sheet</b> 1869:7  <b>short</b> 1741:6 1787:5  1824:15 1843:22  <b>shortage</b> 1764:20,22  <b>shoulder</b> 1708:21  <b>show</b> 1649:3 1674:11  1677:19 1682:15,24  1683:3 1713:10 1716:13  1716:16 1730:20 1738:11  1769:3 1777:8 1781:7,20  1794:20,24 1813:11  1826:19 1827:3 1829:24  1830:5 1831:7,17 1834:4  1834:20 1838:14 1840:16  1852:13 1854:14 1868:14  1869:5  <b>showing</b> 1707:6 1708:17  1708:19 1711:20 1717:3  1747:18 1761:10 1803:2  1830:5  <b>shown</b> 1717:11 1742:22  <b>shows</b> 1716:17 1750:2  1803:5  <b>shrimp</b> 1781:23  <b>shut</b> 1722:6  <b>sic</b> 1656:6 1728:3 1734:15  1781:5  <b>Siegel</b> 1642:15 1647:5  1658:16 1684:7,23</p>
--	---	--

<p>1687:5 1705:17 1713:19 1724:14 1872:8 <b>Sigma</b> 1728:23 <b>sign</b> 1825:8 <b>signature</b> 1751:4,9,10,11 <b>signatures</b> 1752:17 <b>signed</b> 1653:23 1877:24 <b>significance</b> 1861:6 <b>silly</b> 1881:6 <b>similar</b> 1656:23 1689:11 1691:15 <b>similarly</b> 1708:17 <b>simple</b> 1719:19 1848:7,12 1852:9 <b>simply</b> 1654:12 1660:4,23 1661:13 1699:20 1710:18 1823:21 1825:19 1854:16 1860:4 1880:17 <b>single</b> 1693:5 1723:24 1835:3 <b>sir</b> 1653:6 1656:2 1665:14 1669:19 1673:11 1676:6 1679:6,23 1682:16,16 1683:24 1690:22 1694:17 1720:20 1733:11 1742:13 1758:16 1773:12 1795:12 1821:6 1825:18 1834:21 1853:8 1867:24 <b>site</b> 1666:19 1667:11 1668:16,20 1671:10 1678:16 1687:21 1703:13 1703:23 1707:19 1709:24 1710:4 1712:20 1715:20 1726:13 1734:15 1762:15 1834:18 1835:21 1836:17 1836:18 1840:11 1846:3 1846:11 1847:6,8 1852:19 1853:6,11 1856:10 1857:4 1860:11 1863:5 1864:9,22 1866:13 1868:15 <b>sites</b> 1665:11 1671:13 <b>sitting</b> 1764:17,23 1769:15 1815:8,11 1821:7</p>	<p><b>situation</b> 1660:10 1761:14 1764:14 1769:7 1771:19 1825:4 <b>six</b> 1838:13 1859:23 1861:10 1862:16 1879:18 <b>sixty</b> 1879:16,19,19 <b>six-B</b> 1864:8 <b>skip</b> 1771:6 1859:18 <b>slash</b> 1696:20 1699:16,17 1719:8 <b>slip</b> 1646:4 <b>slowly</b> 1707:2 <b>social</b> 1869:19,20,20,21 <b>socials</b> 1870:15 <b>software</b> 1879:15 1880:2 1880:12 <b>solution</b> 1794:2 <b>somebody</b> 1678:24 1697:18 1699:12 1707:8 1723:3 <b>somewhat</b> 1660:5 <b>sorry</b> 1653:6 1657:10,22 1664:16 1669:19 1670:4 1678:7 1684:12 1696:9 1716:11 1720:21 1731:18 1731:19 1745:23 1760:9 1762:21 1771:8 1782:12 1784:24 1786:2,7 1788:21 1812:17 1830:5 1834:22 1835:8,14 1855:19 1865:23 1867:7 1867:8,22 1875:20 <b>sort</b> 1719:5 <b>space</b> 1865:13 1866:11,21 1867:10,13 <b>speak</b> 1664:18 1688:8 1739:12 1790:20 1802:22 1829:14 1845:7 <b>speaker</b> 1750:9 <b>speaking</b> 1734:17 1738:24 1756:11 1762:9 1765:5 1853:18 <b>speaks</b> 1750:22 <b>spec</b> 1780:9,12 1845:15</p>	<p>1857:10 <b>special</b> 1763:4 1849:9 <b>specific</b> 1674:24 1738:12 1786:18 1828:14 1880:6 <b>specifically</b> 1695:13 1819:24 1847:23 <b>specification</b> 1656:11 1723:18 1772:7 1779:22 1779:22,23 1788:13,14 1812:20 1813:12,16 1820:13 1827:22 1828:6 1833:5,5 1843:17 1844:7 1855:9 1857:10 1859:19 1860:4 1861:7 1862:16 1864:8 1874:20,23 <b>specifications</b> 1652:3 1660:16 1727:4,13 1767:18 1783:11 1861:10 <b>specs</b> 1780:6 <b>speculate</b> 1650:16 <b>spelling</b> 1647:22 1785:3 1789:11 1888:4,5,6 <b>spend</b> 1835:19 1846:21 <b>spending</b> 1881:15,16 <b>spent</b> 1801:9 1846:13 1880:22 <b>split</b> 1734:24 <b>spoke</b> 1837:24 1848:16 <b>spoken</b> 1800:14 <b>spot</b> 1810:8,10 <b>spring</b> 1642:16 1729:10 1770:11 <b>staff</b> 1740:24 1761:12 <b>stand</b> 1662:7 1708:21 <b>standard</b> 1852:15 <b>stands</b> 1668:12 1712:19 1729:15 <b>start</b> 1726:21 1728:9 1787:16 1809:5 1810:21 1826:17 <b>started</b> 1729:13,22 1735:5 1797:3 1801:23 1810:15 1814:21 1838:5 1881:11 <b>state</b> 1642:2,2 1822:18</p>
--	--	--

<p><b>stated</b> 1705:4 1743:7 1796:10 1804:18 1828:10 1886:4</p> <p><b>statement</b> 1648:4 1680:14 1687:14 1755:12 1830:4 1830:7 1844:9 1845:12 1847:19 1853:5,9 1860:19 1873:16 1877:3 1877:20</p> <p><b>statements</b> 1648:12,24</p> <p><b>states</b> 1647:24 1729:8 1789:7</p> <p><b>statistics</b> 1757:21</p> <p><b>status</b> 1765:4</p> <p><b>stay</b> 1858:5</p> <p><b>steps</b> 1838:13</p> <p><b>stick</b> 1655:16 1676:8 1763:15</p> <p><b>stipend</b> 1732:14</p> <p><b>stipulation</b> 1653:24</p> <p><b>stone</b> 1767:4</p> <p><b>stood</b> 1819:19 1820:2</p> <p><b>stop</b> 1679:12 1816:20 1824:22</p> <p><b>stopped</b> 1754:6 1880:14</p> <p><b>storage</b> 1866:2,11</p> <p><b>stored</b> 1667:16 1670:8</p> <p><b>story</b> 1737:12 1789:15</p> <p><b>straight</b> 1754:24 1879:11</p> <p><b>strategy</b> 1809:6</p> <p><b>Street</b> 1642:13,16 1643:6</p> <p><b>stress</b> 1763:7</p> <p><b>stricken</b> 1776:14</p> <p><b>strictly</b> 1868:7</p> <p><b>stringent</b> 1841:22</p> <p><b>strongly</b> 1864:24</p> <p><b>structure</b> 1798:23 1857:3</p> <p><b>student</b> 1741:19 1771:16 1811:22 1812:14 1818:21 1821:3 1826:17 1827:3 1827:15 1830:6,20 1838:12 1839:14 1840:8 1840:8 1842:20 1846:7 1848:7 1849:19 1851:5,5</p>	<p>1853:2 1854:17,17 1868:15 1871:12 1873:2 1882:11</p> <p><b>students</b> 1649:10 1656:14 1741:10,15 1769:8 1781:11,21 1782:2,7 1784:6 1785:8 1803:7,9 1803:10,13,19 1804:8,9 1808:19,21 1810:16,20 1812:21 1835:4 1839:17 1840:15,19 1841:17,18 1844:11 1846:6,7,12,22 1847:4,22,23 1848:11,20 1848:22 1849:5,12 1853:6,10 1854:14 1858:17,18 1863:3,4,6,10 1863:13 1865:3 1868:20 1869:8,15 1871:10,15 1872:14 1873:19,22 1874:8 1880:8,19 1882:8</p> <p><b>student's</b> 1863:11 1869:20</p> <p><b>studies</b> 1728:16 1732:15 1869:19</p> <p><b>study</b> 1722:18</p> <p><b>stuff</b> 1874:4</p> <p><b>sub</b> 1818:12 1820:10,11</p> <p><b>subdirectories</b> 1717:13</p> <p><b>subdirectory</b> 1695:16 1699:14</p> <p><b>subject</b> 1746:15,15 1868:16</p> <p><b>subjects</b> 1665:10</p> <p><b>submission</b> 1792:5,6</p> <p><b>submissions</b> 1823:22</p> <p><b>submit</b> 1679:15,15 1682:22 1730:13 1732:20 1738:19 1743:10,14 1757:5 1784:12,23 1791:22,24 1792:5 1812:24 1823:16 1830:15 1833:24 1844:16 1875:18 1876:6,15</p> <p><b>submits</b> 1656:20</p> <p><b>submitted</b> 1737:4 1794:8 1810:4 1811:10 1846:24</p>	<p><b>subpoena</b> 1647:21</p> <p><b>subschoool</b> 1735:3</p> <p><b>subschoools</b> 1734:24</p> <p><b>subsequent</b> 1829:17</p> <p><b>subsequently</b> 1660:14</p> <p><b>substance</b> 1820:11,11 1826:5</p> <p><b>substitute</b> 1729:22 1764:18 1765:2 1818:12</p> <p><b>successful</b> 1741:11</p> <p><b>sufficient</b> 1770:3</p> <p><b>suggesting</b> 1673:9 1692:9</p> <p><b>suicidal</b> 1874:6</p> <p><b>summer</b> 1648:6 1761:17 1761:18,18,19,19 1762:5 1764:4 1765:13 1767:22 1769:8 1770:16 1771:22 1775:11 1798:9 1870:20 1871:11,17 1872:8 1873:5</p> <p><b>summer-school</b> 1652:24</p> <p><b>super</b> 1815:19</p> <p><b>superintendent</b> 1650:11 1755:6 1758:8 1761:21 1761:22 1763:4 1773:10 1776:20 1789:10 1790:2</p> <p><b>superintendent's</b> 1755:7</p> <p><b>supervisor</b> 1741:8</p> <p><b>supervisors</b> 1859:8</p> <p><b>supervisor's</b> 1815:20</p> <p><b>support</b> 1656:19</p> <p><b>suppose</b> 1819:9</p> <p><b>suppress</b> 1746:20</p> <p><b>sure</b> 1651:7 1672:12 1680:5,6 1682:13 1699:6 1702:13 1709:7,15 1715:11,17 1730:11 1743:23 1793:8 1796:15 1796:18 1843:15,20 1851:18 1878:7,21</p> <p><b>surprise</b> 1815:8,14</p> <p><b>surprised</b> 1811:12 1836:18</p> <p><b>sustain</b> 1783:9 1829:5</p> <p><b>sustained</b> 1763:14 1812:12</p>
--	--	---

<p><b>swear</b> 1663:12,15 1721:12 1721:14</p> <p><b>sworn</b> 1644:3,7 1663:20 1721:20 1886:7</p> <p><b>system</b> 1808:20 1815:15 1834:4</p> <p><b>systems</b> 1730:10</p> <p><b>S.C.I</b> 1858:21</p> <hr/> <p style="text-align: center;"><b>T</b></p> <hr/> <p><b>T</b> 1645:2 1887:2,2</p> <p><b>table</b> 1815:6</p> <p><b>taint</b> 1649:6</p> <p><b>take</b> 1675:6 1679:16 1680:18,24 1681:6,13 1685:20 1707:2,2 1710:24 1725:22 1727:8 1728:4 1729:20 1731:7 1740:16 1762:16 1780:23 1787:4 1806:3 1811:8 1812:7,8 1825:21 1843:19 1846:10 1848:12 1848:22 1854:21 1856:3 1865:4 1872:10 1878:3,4 1879:23 1880:12,24 1881:24</p> <p><b>taken</b> 1767:10 1788:2 1842:13 1871:16 1886:3</p> <p><b>takes</b> 1654:13 1681:8 1682:17 1705:5</p> <p><b>talk</b> 1652:9 1681:24 1767:8 1771:10 1802:13 1804:10 1838:20 1839:12</p> <p><b>talked</b> 1836:17</p> <p><b>talking</b> 1682:3 1765:10 1840:9 1842:15,16 1863:20 1870:22</p> <p><b>tandem</b> 1730:5 1762:15</p> <p><b>tangential</b> 1654:23</p> <p><b>tape</b> 1880:5,7</p> <p><b>taught</b> 1665:9 1728:20 1729:7 1781:7 1842:13</p> <p><b>teach</b> 1769:11 1770:19 1781:16 1785:8 1838:4</p>	<p>1846:12,24 1862:12</p> <p><b>teacher</b> 1653:11 1710:19 1729:22 1736:2 1742:24 1755:4 1764:23 1779:3 1789:23 1796:23 1799:7 1805:6 1809:3 1813:8 1821:2 1849:24 1868:16 1869:7</p> <p><b>teacherabuse.com</b> 1695:10 1696:12 1698:6 1699:21 1707:9 1709:6 1711:10 1711:13 1860:11 1862:19</p> <p><b>teachers</b> 1762:7 1763:6 1764:22 1814:18 1868:22</p> <p><b>teachersabuse</b> 1863:5</p> <p><b>teacher's</b> 1710:15 1764:23 1875:8 1877:21</p> <p><b>teaching</b> 1664:8 1729:3,13 1729:24 1730:2 1764:17 1837:15,24 1861:24</p> <p><b>technique</b> 1848:24</p> <p><b>technology</b> 1730:6 1733:18 1735:3</p> <p><b>telephone</b> 1642:17 1643:7 1848:15</p> <p><b>tell</b> 1652:12 1668:10 1672:9 1679:13,23 1689:15 1691:18 1694:11 1694:15,23 1695:2,9 1698:5,9 1707:21 1755:9 1772:23 1785:20 1798:4 1801:16 1803:22 1810:5 1821:5 1836:8 1841:8 1849:22 1850:12 1880:8</p> <p><b>telling</b> 1695:4,12 1750:6 1758:20 1759:3 1767:6 1788:15 1804:15</p> <p><b>tells</b> 1718:19</p> <p><b>ten</b> 1662:19 1673:17,18 1674:2 1684:24 1685:3 1689:14 1690:14 1706:16 1706:24 1708:19 1710:11 1718:5 1746:18 1764:17 1788:17 1848:5 1880:7</p>	<p>1883:7</p> <p><b>tended</b> 1649:6</p> <p><b>tense</b> 1758:11 1840:19</p> <p><b>tenured</b> 1653:11 1734:23</p> <p><b>Ten-A</b> 1690:3</p> <p><b>terminology</b> 1865:12</p> <p><b>terms</b> 1651:4 1661:11 1707:9 1816:3</p> <p><b>Terry</b> 1675:10</p> <p><b>test</b> 1804:22 1808:18,18 1809:4,16,19</p> <p><b>testament</b> 1867:11</p> <p><b>tested</b> 1707:8</p> <p><b>testified</b> 1738:17 1752:9,16 1760:23</p> <p><b>testifies</b> 1662:16</p> <p><b>testify</b> 1647:20 1648:11 1683:16 1689:5 1722:7 1723:3,10 1725:8 1726:2 1726:7 1766:19 1767:2 1779:11 1780:12 1821:19 1833:20 1837:9 1844:10 1862:22 1866:2 1886:7</p> <p><b>testifying</b> 1724:4 1725:11 1742:7 1865:21</p> <p><b>testimony</b> 1644:7,8 1648:2 1650:8 1656:16 1659:18 1660:18 1663:11,16 1706:20 1707:6 1709:5 1721:15 1722:13 1726:11 1728:1,7 1729:1 1730:1 1731:1 1732:1 1733:1 1734:1 1735:1 1736:1 1737:1 1738:1 1739:1,4 1739:12,16 1740:1 1741:1 1742:1,16 1743:1 1744:1,15 1745:1 1746:1 1752:20,24 1753:1,11 1754:1 1755:1 1756:1 1757:1 1758:1 1759:1 1760:1,24 1761:1 1762:1 1763:1 1764:1 1765:1,13 1766:1 1767:1 1768:1 1769:1,21 1770:1 1771:1</p>
---	---	--

<p>1771:13 1772:1 1773:1  1774:1,4 1775:1,18  1776:1 1777:1 1778:1  1779:1,20 1780:1 1781:1  1782:1 1783:1 1784:1  1785:1 1786:1 1787:1  1788:1,9 1789:1 1790:1  1791:1,9 1792:1 1793:1  1793:11 1794:1 1795:1  1796:1 1797:1 1798:1  1799:1 1806:10 1829:6  1841:10 1845:4,9  1847:15,24 1850:18  1851:5 1856:21 1861:16  1861:17 1866:9 1872:24  1882:18 1884:5 1886:6  <b>thank</b> 1662:2,21 1663:23  1664:3,21 1665:14  1666:15 1704:18,22  1712:4 1720:7,9,13,14,17  1720:19 1753:2 1761:6  1769:2 1787:22,24  1788:12 1798:6 1801:18  1805:24 1823:18,24  1824:5 1885:4  <b>they'd</b> 1709:19  <b>thing</b> 1657:3 1676:15  1696:17 1697:6,22  1699:5,8 1702:7,24  1706:4 1709:14 1746:11  1806:20 1815:16 1816:5  1834:13 1844:13 1846:20  1852:15 1858:20 1866:5  <b>things</b> 1680:3 1700:10,11  1715:15 1726:12 1731:21  1734:13 1766:10 1767:8  1808:24 1814:3 1838:21  1840:17 1857:23 1866:19  1867:14 1881:17  <b>think</b> 1649:6,17 1654:22  1655:11 1657:2 1680:21  1684:6 1689:22 1720:5  1722:6 1723:12 1724:15  1724:20 1725:13 1726:6</p>	<p>1727:15,17 1737:12  1740:19 1750:17 1755:17  1757:14 1759:6,19  1765:18,22 1770:2  1780:7 1787:3 1792:23  1816:19 1821:3,14  1828:18 1870:10,15  1871:17 1876:18 1877:24  <b>thinking</b> 1660:11 1724:20  <b>third</b> 1841:19  <b>Thirteen</b> 1685:14  <b>Thirty</b> 1831:20 1832:11  <b>thirty-one</b> 1789:5  <b>thought</b> 1672:14,15 1674:9  1799:13 1872:6 1881:13  <b>thousands</b> 1704:3  <b>threatened</b> 1824:17  <b>three</b> 1728:24 1734:24  1744:2,5 1768:12,12,14  1779:23 1788:14 1830:22  1833:5,5 1840:10,10,13  1849:11 1863:14 1865:11  1865:13 1871:12,13,13  1871:13 1872:14  <b>threw</b> 1873:13  <b>throwing</b> 1857:22  <b>thrown</b> 1736:17,24  1741:21  <b>time</b> 1642:11 1654:8  1655:24 1660:22 1661:9  1662:5 1680:19 1681:8  1681:14 1688:5,8,11  1694:19 1705:5 1722:10  1726:3,5 1727:7 1729:14  1733:24 1741:18 1742:21  1744:19 1745:16 1754:6  1755:2 1764:8 1768:20  1787:3,20 1789:23  1791:18 1793:18,20  1799:15 1802:4 1803:19  1811:6 1818:13 1826:16  1830:20 1831:7 1834:23  1846:14,21 1847:9  1859:7,8,24 1880:23</p>	<p>1881:22 1882:2,3,18,22  1882:22 1883:8 1886:3  <b>times</b> 1702:6 1809:24  1871:10,12,13,13,13  1872:14  <b>timing</b> 1823:21  <b>today</b> 1656:6 1814:13  1883:3 1885:2  <b>today's</b> 1647:14  <b>told</b> 1722:19 1754:10  1755:3,4 1758:2,4,5,14  1760:3 1763:22 1773:24  1798:16 1799:8,8,9  1801:5 1809:9,24 1811:7  1811:8 1825:21 1833:23  1838:7 1852:10 1858:22  <b>tomorrow</b> 1775:2  <b>top</b> 1678:4,11,12 1719:13  1748:5,8  <b>topic</b> 1725:13 1846:17  <b>Tr</b> 1794:7 1810:9 1813:17  1815:13 1821:9 1828:11  1829:10,13  <b>transcript</b> 1682:2 1730:13  1733:14 1739:13 1789:6  1789:16 1806:12 1819:23  1856:15  <b>transcription</b> 1886:9  <b>transferred</b> 1804:10  1871:11  <b>translate</b> 1806:14  <b>transparent</b> 1724:11  <b>tree</b> 1782:7  <b>tremendous</b> 1741:5  <b>tremendously</b> 1840:14  <b>trespassing</b> 1774:17  <b>trial</b> 1853:20  <b>tried</b> 1680:23 1741:12  1868:14  <b>Trotman</b> 1888:7,7  <b>trouble</b> 1758:15 1868:18  <b>true</b> 1649:4 1654:15  1738:23 1789:2 1819:10  1826:16 1861:4 1886:10</p>
---	--	---

<p><b>trust</b> 1849:2  <b>truth</b> 1663:17,17,18  1721:16,16,17 1886:7,7,8  <b>try</b> 1659:14 1681:5 1708:7  1708:15 1713:6 1721:22  1722:7,18 1746:20  1749:12 1750:20 1759:5  1763:15 1772:13 1809:5  1850:3 1854:19 1859:18  1884:17  <b>trying</b> 1669:21 1685:5  1709:17 1711:9 1763:20  1768:6 1794:13 1805:3  1834:21  <b>tuition</b> 1732:14  <b>turkey</b> 1781:24  <b>turn</b> 1735:6 1780:11  <b>turned</b> 1815:12 1875:24  <b>tutorial</b> 1835:6,16 1846:18  <b>twelve</b> 1787:6  <b>twenty</b> 1680:24 1682:9  1683:13 1705:10 1754:8  1754:8  <b>twenty-five</b> 1734:8  1787:10  <b>twenty-four</b> 1733:9,10  1799:14  <b>Twenty-Nine</b> 1817:19,21  <b>Twenty-one</b> 1683:9,13  <b>twenty-seven</b> 1879:2  <b>Twenty-three</b> 1731:24  <b>twenty-two</b> 1690:9,19  1691:8 1693:21 1706:16  1707:7 1834:8  <b>two</b> 1650:19 1654:8  1666:19 1699:12 1706:5  1706:22 1713:18,19,22  1725:18,22 1728:20  1740:7 1753:20,21  1762:14 1767:4 1775:21  1775:23 1778:9 1779:8  1783:12 1788:16 1793:19  1810:18 1813:13,16  1815:17,17 1828:6,14</p>	<p>1835:12 1840:10,11,13  1847:23 1848:6,10,11  1851:17 1858:18 1861:11  1875:12  <b>twofold</b> 1656:8  <b>two-page</b> 1690:12  <b>type</b> 1674:19 1696:16,17  1696:22 1697:8,22  1702:20,23 1704:10  1705:11,16,22 1709:6  1719:14 1730:14 1731:20  <b>typed</b> 1696:13 1697:15,24  1698:5 1699:20 1700:18  1700:24 1748:2,6  <b>typewritten</b> 1886:8  <b>Typically</b> 1781:10  <b>T-83</b> 1838:11</p> <hr/> <p style="text-align: center;"><b>U</b></p> <hr/> <p><b>U</b> 1788:16 1802:2 1804:21  1805:6,8  <b>Uh-huh</b> 1650:2 1651:19  1652:22 1653:2,9,13,17  1653:21 1654:2,6,16,20  1655:5,9,18 1658:10  1659:11,16 1660:7  1661:3 1667:3,7,10  1668:5,14 1669:2  1670:15,18,20,23 1671:5  1671:8,11 1672:10  1675:8,11 1677:11,13,15  1679:3 1689:21 1690:2  1690:10,15 1691:22  1692:3,21 1694:3 1695:6  1695:18,23 1697:2,10,20  1698:24 1699:4,9,11  1700:6,12 1701:13  1703:3 1709:3 1713:2,5,8  1713:11 1715:7,13  1716:5 1717:2,5 1723:15  1724:23 1725:3,6,15,19  1725:23 1727:22 1737:14  1737:17,22 1738:2,5  1739:17 1743:18 1744:13</p>	<p>1747:23 1752:11,14,18  1755:23 1760:16,19  1770:5,14,17 1777:23  1779:17 1780:10 1783:7  1783:20 1784:3 1785:17  1787:7,18 1790:10,22  1791:3 1803:4 1807:9,12  1807:18,21,24 1817:4  1819:15,18 1821:21  1822:20,23 1823:3,6,10  1823:14 1828:8,12,15,20  1829:11,15 1831:18  1832:2,13 1837:3 1845:2  1845:17,21,24 1847:20  1849:7,13 1851:10  1855:6 1856:5 1857:20  1859:20 1860:2,9,12  1861:12,13,18,22 1862:3  1862:17 1865:19 1873:3  1874:21 1875:3,10  1876:9 1882:23 1883:11  1884:19  <b>ultimately</b> 1736:7 1737:3  1749:11  <b>unbecoming</b> 1735:9  <b>undermine</b> 1650:5 1841:24  <b>understand</b> 1648:17  1649:17 1651:18 1687:10  1698:16,19 1699:20  1702:13 1706:19 1707:5  1709:5 1711:9 1715:11  1720:5,24 1721:6 1736:7  1736:14 1745:4,5  1748:22 1769:15 1775:10  1775:17 1805:17 1819:4  1847:18 1849:4 1859:3  1863:7 1872:23  <b>understanding</b> 1653:15  1883:16  <b>understood</b> 1711:15  1851:3  <b>undertaken</b> 1647:12  <b>uneasy</b> 1743:4  <b>unequivocally</b> 1822:18</p>
--	---	--

<p><b>uneventful</b> 1735:4  <b>unfortunate</b> 1758:6  1808:21  <b>unfortunately</b> 1771:7  1826:21  <b>uniform</b> 1668:13  <b>United</b> 1729:8  <b>university</b> 1642:2 1645:11  1645:15 1728:13 1729:10  1729:13 1730:3 1732:12  1733:22  <b>unsatisfactory</b> 1790:17  1802:17  <b>untenable</b> 1769:8  <b>untouched</b> 1853:19  <b>unusual</b> 1687:5 1724:14  <b>unusually</b> 1723:2  <b>upset</b> 1755:10 1820:7,7  1824:24 1841:15  <b>urge</b> 1813:11  <b>usage</b> 1865:10  <b>use</b> 1674:5 1782:7,10  1809:13 1837:15 1838:14  1867:12 1882:11  <b>user</b> 1680:10  <b>users</b> 1671:7  <b>usual</b> 1699:8 1716:3  1836:15,17 1879:13  <b>usually</b> 1671:12 1700:9  1717:8 1813:24 1814:10  1814:23 1815:14,16  1816:7  <b>U.F.T</b> 1798:24 1816:9  1823:12  <b>U.R.L</b> 1668:7,10,12</p> <hr/> <p style="text-align: center;"><b>V</b></p> <hr/> <p><b>v</b> 1642:6  <b>vacancies</b> 1769:4  <b>vacation</b> 1761:18 1771:14  <b>vacuum</b> 1726:12 1734:14  1766:10  <b>Velassiano</b> 1785:2  <b>vendetta</b> 1761:15 1766:12</p>	<p><b>verbal</b> 1649:9 1773:15,19  <b>verbally</b> 1758:5,6,13  <b>verbatim</b> 1724:15  <b>verify</b> 1755:7  <b>version</b> 1825:12  <b>versus</b> 1711:11  <b>Viani</b> 1656:22 1736:15  1737:5,8 1740:6  <b>Viani's</b> 1660:5  <b>video</b> 1880:3  <b>view</b> 1650:23 1660:19  1728:2 1736:4 1856:18  <b>viewpoint</b> 1793:15  <b>visiting</b> 1741:9  <b>visual</b> 1882:10  <b>voir</b> 1644:8 1747:1,5,7  1748:1 1749:1 1750:1  1751:1 1752:1</p> <hr/> <p style="text-align: center;"><b>W</b></p> <hr/> <p><b>wait</b> 1680:12 1681:9  1776:8,8 1782:11  1796:12 1852:17  <b>waited</b> 1799:13,18,18  1814:19,19,24  <b>waiting</b> 1662:9 1793:13  1801:10  <b>walk</b> 1814:17,24  <b>want</b> 1656:7 1661:17,17,21  1665:15 1669:24 1670:9  1670:17 1671:20,21  1672:7 1676:16,18  1679:21 1680:11 1698:21  1702:13 1704:5,20  1705:16 1708:4 1715:10  1715:11 1723:11 1724:15  1735:24 1747:5 1754:9  1758:15,16,17 1760:6  1763:7 1770:12 1775:23  1790:12,19,20 1796:12  1796:17 1797:24 1799:2  1802:12,13 1803:14  1808:11 1809:16,24  1813:4 1814:12 1819:13</p>	<p>1824:16,23 1829:3  1831:14 1840:7 1849:15  1850:15 1853:21 1857:22  1864:2,2 1865:3 1866:19  1876:15  <b>wanted</b> 1772:23 1773:3  1786:5 1881:24  <b>wants</b> 1668:20 1690:5  <b>wasn't</b> 1702:21 1709:23  1851:23  <b>way</b> 1650:17 1653:4,8  1668:3 1671:4 1672:9  1676:16 1678:15,18,20  1678:21 1690:17 1693:3  1708:3 1709:15 1710:2,3  1710:10 1711:21,24  1713:21 1715:19 1723:22  1725:22 1727:5 1742:8  1745:13,15,20 1746:2  1748:11 1752:16,16  1766:14 1804:3 1806:2  1809:3 1810:3 1816:17  1819:6 1820:8 1825:17  1825:20,24 1836:14  1847:4 1853:17 1854:11  <b>ways</b> 1772:5 1873:5  <b>Web</b> 1665:13 1666:19,20  1667:9,11,22 1668:4,7,7  1668:16,20,22,24 1669:3  1670:14 1671:10 1677:9  1678:16 1683:16 1684:17  1684:17 1687:21 1697:5  1697:5 1700:3,4,8  1703:13,23 1707:19  1708:10 1709:10,24  1710:4 1712:13,20,21  1713:7,23 1715:20,20  1716:13,14 1717:4  1726:13 1734:14 1834:18  1835:21 1836:17,18  1846:3,11 1847:6,8  1852:19 1853:6,11  1856:10 1860:11 1863:4  1864:9,22 1866:13</p>
--	--	--

<p>1868:14  <b>week</b> 1646:6 1764:16  1830:22 1832:4,15  <b>weekly</b> 1646:6 1831:2,10  1831:12 1832:6,11  <b>weeks</b> 1788:17 1872:9,9  <b>weird</b> 1764:14  <b>welcome</b> 1662:23 1666:16  1885:5  <b>welfare</b> 1741:15  <b>went</b> 1687:18,19 1692:4  1705:13 1728:19 1738:13  1766:15 1773:2,24  1774:24 1790:24 1798:22  1799:5 1804:7 1814:21  1815:3 1824:15 1879:13  <b>Westin</b> 1647:21 1648:14  1649:23 1650:10 1652:2  1762:13,13 1764:2  1766:24 1769:12,22  1773:2,3,8,24 1775:2  1779:8,11 1883:22  <b>we'll</b> 1680:12 1681:14  1694:19 1701:23,23  1721:22 1725:17 1727:2  1728:4 1731:24 1733:7  1787:20 1793:6 1823:21  1843:23 1847:5  <b>we're</b> 1671:22 1673:24  1682:2 1721:3 1739:23  1741:14 1742:15,15,15  1765:5 1777:15,15  1780:6 1782:15,23,23  1786:11 1791:19 1793:9  1799:10 1822:3 1827:21  1842:14,16 1845:15  1853:18 1857:14,14  1859:22 1874:19 1883:2  <b>we've</b> 1671:16 1694:18  1752:21 1766:18 1769:24  1788:7  <b>whispered</b> 1815:23  <b>white</b> 1839:13,15  <b>wide</b> 1779:14</p>	<p><b>willing</b> 1724:9 1792:9  <b>Wiltshire</b> 1645:16 1648:5  1648:6,12,14 1649:13,18  1650:12 1652:16 1654:10  1743:3 1744:18 1746:17  1747:12 1751:4,19  1753:13 1754:5 1755:3,6  1756:3 1757:10 1758:2  1758:24 1761:14 1762:14  1762:23 1764:3,10,18,24  1766:11 1770:8 1771:12  1777:3 1778:23 1779:5  1789:3,7,13 1790:5  1791:17 1794:21,23  1795:3 1798:24 1805:8  1806:17,19 1833:11,23  1834:10 1836:19 1840:22  1840:24 1841:24 1842:23  1847:3 1852:3 1854:7  1859:10 1861:16 1868:2  1869:19 1873:9 1875:16  1881:5,10  <b>Wiltshire's</b> 1650:13 1751:4  1751:8 1833:6  <b>wish</b> 1655:11 1657:15  1771:19 1808:7 1860:18  <b>wishes</b> 1661:12 1760:18  1792:11 1823:5  <b>witness</b> 1649:2 1662:6,9  1663:4 1664:17 1666:11  1668:12,15 1674:12  1683:15 1688:24 1689:4  1690:18 1692:12,15,18  1692:22 1693:2,8,11,14  1696:5 1698:20 1699:17  1699:22 1700:2 1702:7  1702:16 1704:20 1714:5  1714:8 1718:15,18  1719:20,23 1720:6  1721:8,24 1722:11,17,22  1723:8,11,15,19,21  1724:8,23 1725:3,6,9,15  1725:19,23 1726:10,19  1726:23 1727:3,7,19,22</p>	<p>1728:8 1730:17,21,24  1731:5,10,13,18 1732:3,7  1732:11,24 1733:4,10,15  1733:20 1734:5,9  1735:12,15,19,22 1736:9  1736:17,20,24 1737:6,10  1737:14,17,22 1738:2,5,8  1738:10 1739:7,14,17,21  1739:24 1740:4,10,14,18  1742:3,9,13,18 1743:18  1743:21,24 1744:5,9,13  1744:16,19,22 1745:18  1745:22 1746:3,7,10,24  1747:23 1748:3,6,10,15  1748:18,21 1749:14  1750:16,24 1751:16  1752:5,9,11,14,18,22  1753:2,5,9,12 1754:14,20  1754:23 1755:23 1756:4  1756:7,12,15,18,22  1757:4,14,18 1759:12,16  1759:21 1760:2,9,13,16  1760:19 1761:2,5,8  1763:11,17,21 1765:9,20  1765:24 1766:4,8,20  1767:16 1768:2,11,15,21  1769:2,18 1770:5,9,14,17  1770:20,24 1771:5,10  1772:4,11,15,18,21  1773:6,18,22 1774:5,10  1774:13,16,21 1775:6,12  1775:15,21 1776:2,8,11  1776:15,18 1777:7,12,17  1777:23 1778:2,3,6,10,14  1778:22 1779:17,21  1780:10,15,20 1781:6  1782:19 1783:7,20  1784:3,8,11 1785:17,20  1785:24 1786:7,12,15,20  1786:23 1787:7,13,18,24  1788:12 1789:18 1790:10  1790:14,18,22 1791:3,7  1791:10,13,19 1792:7,12  1792:15,19,21,23 1793:4</p>
--	--	---

<p>1793:12 1794:14,17,20  1795:8,11,15,19,22  1796:2,8,15,20 1797:5,9  1797:13,23 1798:6,12,15  1798:20 1799:23 1800:4  1800:9 1802:9 1806:23  1807:4,9,12,15,18,21,24  1808:4,9,13 1812:7  1817:16,20 1818:4,8  1819:15,18,21 1821:12  1821:16,21,24 1822:4,8  1822:10,20,23 1823:3,6  1823:10,14,18,24 1824:6  1827:7,10 1828:2,8,12,15  1828:20,23 1829:8,11,15  1829:19 1830:14,19  1831:4,8,15,18,21 1832:2  1832:5,8,13,16,24  1833:18 1835:24 1836:9  1837:3,6,11 1841:5,11  1843:4,6,10,20 1844:5,8  1844:22 1845:2,5,10,13  1845:17,21,24 1846:4,9  1855:10,18 1856:5,8,12  1856:16,19,22 1857:7,11  1857:16,20,24 1858:6,9  1858:11 1859:16,20  1860:2,6,9,12,16,21  1861:2,12,18,22 1863:18  1865:6 1867:7 1870:5,8  1871:21 1872:2,18  1874:21 1875:3,6,10,14  1876:5,9,13,20,23 1877:3  1877:9,13,16,18,23  1878:5,9,12,15,18,22  1879:3  <b>witnesses</b> 1648:5 1847:16  1883:17 1884:8,18  <b>witness(es)</b> 1886:6  <b>wonderful</b> 1783:15  <b>wondering</b> 1875:21  <b>word</b> 1657:23 1757:15  1887:6,7,9,10,12,13,15  1887:16,18,19</p>	<p><b>words</b> 1693:3 1694:5  1698:8 1706:5 1708:5  1711:16 1712:14,15,18  1716:2 1718:19,24  1719:18 1801:4 1805:13  1828:10 1831:11 1859:6  <b>work</b> 1665:10 1680:16  1719:19 1728:22 1732:16  1743:8,10 1744:18,24,24  1746:12,16 1747:13  1748:12 1753:15,21  1754:7 1757:9 1787:11  1823:21 1881:23  <b>worked</b> 1762:18  <b>working</b> 1735:5 1762:15  1801:23 1804:14 1852:17  <b>worrisome</b> 1816:16  <b>worry</b> 1758:13 1799:17  1809:10,18  <b>worse</b> 1735:7 1804:8  <b>worthwhile</b> 1837:9  <b>wouldn't</b> 1677:8 1697:4  1812:16 1813:2 1857:22  1867:17,17  <b>write</b> 1650:11,14 1813:5  1825:14 1834:16 1839:10  <b>writing</b> 1722:14 1743:13  1781:13 1791:23,24  1792:14 1822:14 1823:5  1823:16 1843:12 1853:3  <b>written</b> 1724:5 1725:2  1726:9 1729:20 1749:24  1792:5 1882:9  <b>wrong</b> 1668:20 1679:14  1815:22  <b>wrote</b> 1758:19 1759:3  1869:13  <b>www.mathspell.com</b>  1834:18  <b>www.teacherabuse.com</b>  1710:19  <b>ww.teacherabuse</b> 1734:15</p> <hr/> <p style="text-align: center;"><b>X</b></p> <hr/>	<p><b>X</b> 1644:2 1645:2,2 1807:17  1822:7 1888:2</p> <hr/> <p style="text-align: center;"><b>Y</b></p> <hr/> <p><b>Y</b> 1807:17 1822:7  <b>Yarmish</b> 1644:3 1663:1,7  1663:9,11,19,20 1664:1,4  1664:20 1665:1 1666:1  1666:14,18 1667:1  1668:1 1669:1 1670:1,20  1671:1 1672:1 1673:1  1674:1,19 1675:1 1676:1  1677:1 1678:1 1679:1  1680:1 1681:1 1682:1  1683:1 1684:1,13,15,15  1685:1,19 1686:1 1687:1  1688:1 1689:1,8 1690:1  1691:1,16 1692:1 1693:1  1694:1 1695:1 1696:1  1697:1 1698:1 1699:1  1700:1 1701:1 1702:1  1703:1 1704:1 1705:1  1706:1 1707:1 1708:1  1709:1 1710:1 1711:1  1712:1 1713:1 1714:1  1715:1 1716:1 1717:1  1718:1 1719:1 1720:1,17  1720:21 1721:1 1722:1  1723:1 1724:1 1725:1  1726:1 1727:1  <b>Yarmish's</b> 1645:4  <b>yeah</b> 1650:6 1664:11  1672:17 1674:17 1677:18  1677:24 1678:2,15  1680:5 1681:13 1684:20  1685:9 1688:9 1690:21  1701:11 1705:9 1708:7  1723:8 1726:19 1731:5  1731:10,19 1733:2  1739:14,21,24 1743:21  1744:22 1750:24 1752:22  1753:7 1754:16 1759:19  1759:21 1761:2 1765:15  1769:20 1771:4 1774:10</p>
--	--	---

1775:12,15 1778:10,14 1781:20 1784:8,11 1786:12,15 1789:13 1790:14 1792:12,15 1794:17,20 1800:21 1807:4,5,6 1808:9 1826:3 1827:19 1830:14,19 1832:5 1841:9,11 1847:17 1849:16,18 1850:20 1851:7,13 1856:8,19 1860:6 1861:2 1872:7,7 1876:23 1878:14,18 <b>year</b> 1729:18,18 1735:2 1758:2 1784:10,20 1789:4 1793:21,22 1799:19 1801:10 <b>years</b> 1728:20,24 1735:5 1746:18 1800:8 1815:15 <b>yellow</b> 1675:7,13,21 1691:24 1815:9 <b>yesterday</b> 1811:9 <b>York</b> 1642:2,5,14,14,16 1643:6,6 1647:8 1710:14 1729:24 1834:3 <b>Yusuf</b> 1888:8 <b>Y-A-R-M-I-S-H</b> 1663:7	<b>1</b>	1817 1646:3 1830 1646:5 1885 1886:10 19 1645:4,12 1835:16 1981 1728:19 1992 1730:2 1994 1743:8 1744:21 1754:2,5 1996 1730:2 1998 1735:6,7
<b>Z</b> <b>Z</b> 1807:17 1822:7	<b>2</b>	2 1798:12,12 1862:9 20 1645:5 1743:2 1759:3 1802:13 1834:19,20 1845:23 1853:7,11 1858:16 1860:14 2000 1789:19 1795:18 1858:21 2001 1664:14,15 1665:3,4 2002 1734:12 1756:17 2003 1743:2 1756:21 1757:3 1765:5,6 1770:23 1789:4,21 1798:13 2004 1765:5 1766:15 1771:4,8 1783:13,14 1788:22 1790:17 1793:17 1796:24 1798:11 1800:14 1801:2,15 1802:14 1807:11 1824:11 1829:7 1834:24 1845:8 1852:8 1861:21 1862:8,9 2004-2005 1784:7 2005 1732:19 1862:4 2006 1845:23 1853:7,12 1858:16 1860:14,14 1866:23 1869:6 1875:5 2008 1642:10 1647:15 1696:3,9 1862:9 1887:3 21 1645:7 212 1643:7 22 1645:8 23 1645:10,14 1646:2,5 1759:11
<b>#</b> #402 1643:9 #8,234 1642:8 1887:3	1 1824:11 1829:7 1886:5 1887:3 1:00 1642:11 1:30 1642:11 1788:4 10:15 1642:11 1647:2 10007 1642:14 1643:6 10516 1642:16 11 1642:10 1647:14 11th 1656:6 11/29/04 1646:6 1832:15 12 1642:16 1643:9 1645:8 1645:10 12th 1795:18 1845:22 1853:7,11 1858:16 1860:14 12:50 1788:3 123 1815:4 14 1756:17 14th 1756:21 16th 1883:7 1642 1886:9 1663 1644:3,4 1665 1645:4 1681 1645:5 1682 1645:7 1684 1644:4 1690 1645:8 17 1645:4,5 1757:2 1704 1644:5 1706 1644:5 1712 1644:6 1721 1644:7 1728 1644:7 1730 1645:10 17305 1643:10 1732 1645:12 1733 1645:14 1747 1644:8 1753 1644:8 1759 1645:16 1784 1645:18 1646:2 18 1645:7 1800 1644:9	
<b>0</b> 0 1770:11 02 1645:16 03 1759:11 1770:11 04 1645:18 1675:10 1790:21 1859:5 04-05 1800:8 05 1646:3 06 1874:24		

<b>23rd</b> 1759:3 <b>24</b> 1645:12 <b>24th</b> 1686:7 <b>25</b> 1645:14 <b>25th</b> 1834:20 <b>26</b> 1645:16 <b>265-3124</b> 1642:17 <b>27</b> 1645:18 <b>28</b> 1646:2 1800:14 <b>28th</b> 1793:17,17 1796:24 1801:15 1803:6,9 1804:5 1810:15 1817:7 1818:5 <b>29</b> 1646:3 1814:5 1830:20 <b>29th</b> 1804:6 1810:15,18 <hr/> <b>3</b> <hr/> <b>3:30</b> 1642:11 1885:7 <b>30</b> 1646:5 1790:16,21 1802:14 1807:11 <b>30th</b> 1804:14 1810:20 1811:2 1814:5 <b>3020-a</b> 1642:8 1647:8 1652:18 1653:12,16 1654:4 1657:13 1661:14 1740:20 1741:22 1786:5 <b>374-6770</b> 1643:7 <hr/> <b>4</b> <hr/> <b>4th</b> 1695:24 1696:9 1800:23 <b>49-51</b> 1642:13 1643:6 <hr/> <b>5</b> <hr/> <b>5</b> 1834:24 <b>5th</b> 1869:9 <hr/> <b>6</b> <hr/> <b>6th</b> 1643:6 1845:8 <b>6-11-2008</b> 1643:1 1644:1 1645:1 1646:1 1647:1 1648:1 1649:1 1650:1 1651:1 1652:1 1653:1 1654:1 1655:1 1656:1 1657:1 1658:1 1659:1 1660:1 1661:1 1662:1	<b>6/23/03</b> 1645:17 <hr/> <b>7</b> <hr/> <b>7th</b> 1765:5 <b>70s</b> 1664:10 <hr/> <b>8</b> <hr/> <b>8th</b> 1862:7,10 <b>81</b> 1728:19 <b>845</b> 1642:17 <b>88</b> 1729:7 <b>89</b> 1729:17,22 1735:5 <hr/> <b>9</b> <hr/> <b>9</b> 1735:7 <b>94</b> 1734:23 1770:8 <b>95</b> 1734:23	
---	---	--