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

In the Matter of
NEW YORK CITY DEPARTMENT OF EDUCATION
v.
NATALIE WILLIAMS
Section 3020-a Education Law Proceeding (File #8,253)

DATE: April 1, 2009
TIME: 1:30 p.m. to 2:30 p.m.
LOCATION: NYC Department of Education
Office of Legal Services
49-51 Chambers Street
New York, New York 10007
BEFORE: ARTHUR RIEGEL, ESQ.
Hearing Officer
One Willow Lane
Hewlett Harbor, NY 11557

1 Natalie Williams - 4/1/09
 2 APPEARANCES:
 3 FOR THE COMPLAINANT:
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1 Natalie Williams - 4/1/09
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1 Natalie Williams - 4/1/09
 2 EXHIBIT INDEX
 3 Marked as Description
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 4 Thirteen 478-06
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 5
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 6 Arrest Notification
 7 Fifteen 495-03
 Arrest Notification
 8
 Respondent
 9 Six 510-19
 Charise Smith letter
 10
 11
 12
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1 Natalie Williams - 4/1/09
 2 (The hearing resumed at 1:30
 3 p.m.)
 4 THE HEARING OFFICER: We were
 5 intending to go on the record as of one p.m.
 6 today. There was a brief delay, but we are now
 7 prepared to go forward. Prior to beginning the
 8 testimony for the day, there are two items that
 9 need to be made part of the record. First,
 10 there is a student who will be testifying later
 11 today, and I requested a copy of her records,
 12 which I reviewed in camera earlier today. The
 13 records had a series of transcripts of grades
 14 which were not relevant to this proceeding.
 15 Her attendance -- the student's attendance
 16 record was part of the -- was part of the
 17 record, and I directed the Department to
 18 provide the record of the student's attendance
 19 and it has done so.
 20 Second, earlier this week, in
 21 an e-mail dated March 30th, which was two days
 22 ago, the Department sent an e-mail to me and to
 23 Ms. Williams identifying the witnesses who
 24 would be testifying today as -- and I believe

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1 Natalie Williams - 4/1/09
 2 included was a copy of Chancellor's Regulation
 3 C-105. Chancellor's Regulation C-105 is
 4 pertinent to this matter since Specification
 5 Three alleges the violation of that regulation.
 6 That being the case, I've marked Chancellor's
 7 Regulation C-105 as Department Exhibit number
 8 Thirteen.
 9 (Department's Thirteen is
 10 marked for identification.)
 11 THE HEARING OFFICER: Second,
 12 within that same e-mail -- in that same e-mail,
 13 the Department decides -- the Respondent does,
 14 the identity of the witnesses who will be
 15 testifying today. Are there any other
 16 housekeeping matters that we need to address
 17 before we take this witness's testimony?
 18 MS. JOHN-STULL: Not from the
 19 Department. Thank you.
 20 THE HEARING OFFICER:
 21 Anything from Respondent?
 22 MS. WILLIAMS: I'm wondering
 23 if we're going to need more meeting times and
 24 what they are and if so --

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1 Natalie Williams - 4/1/09
 2 truth?
 3 MS. HORAN: Yes.
 4 THE HEARING OFFICER: Okay.
 5 Good.
 6 JEAN HORAN; Sworn
 7 DIRECT EXAMINATION
 8 BY MS. JOHN-STULL:
 9 Q. Thank you. Good afternoon.
 10 **A. Good afternoon.**
 11 Q. Ms. Horan, who do you work
 12 for?
 13 **A. The New York City Department**
 14 **of Education, Office of Personnel**
 15 **Investigation.**
 16 Q. Thank you. How long have you
 17 been employed by the New York City Department
 18 of Education?
 19 **A. Over ten years.**
 20 Q. And how long have you worked
 21 in the Office of Personnel Investigation?
 22 **A. Ten years.**
 23 Q. Okay. And what, briefly tell
 24 us, what are your responsibilities --

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1 Natalie Williams - 4/1/09
 2 THE HEARING OFFICER: Next
 3 week, as a matter of fact, the answer is yes
 4 and the dates are already in the calendar, and
 5 I will give them to you before. I believe
 6 earlier I gave you all the March dates, today I
 7 will give you all the April dates. I have no
 8 idea what we'll be able use. There will be
 9 April dates where we have -- I will give you
 10 all the dates in April so that everyone's
 11 calendar is -- is clear as to when we will
 12 reconvene. If we need more days, we will use
 13 more days. Okay. I believe now we are
 14 prepared to take the testimony of the witness.
 15 Please be seated. Can I have your full name,
 16 please?
 17 MS. HORAN: Jean J-E-A-N,
 18 Horan H-O-R-A-N.
 19 THE HEARING OFFICER: Okay.
 20 I'm going to swear you in, and then Ms.
 21 John-Stull is going to ask you some questions.
 22 Raise your right hand, please. Do you swear
 23 the testimony you're about to give is the
 24 truth, the whole truth, and nothing but the

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1 Horan - Direct - John-Stull
 2 withdrawn. What is your current title?
 3 **A. My current title is**
 4 **specialist.**
 5 Q. Okay. And tell us what are
 6 your responsibilities as specialist in the
 7 Office of Personnel Investigation?
 8 **A. At this present time I**
 9 **interview the cleaners that work for the New**
 10 **York City Department of Education, the**
 11 **applicants that applied for that position.**
 12 Q. Okay. Do you have --
 13 THE REPORTER: Ask the
 14 witness to speak a little bit louder?
 15 THE HEARING OFFICER: Yes, I
 16 agree.
 17 THE REPORTER: I cannot hear
 18 what you --
 19 **A. Okay. I -- I -- I am a**
 20 **specialist, and I work with interviewing the**
 21 **new applicants as cleaners for the Department**
 22 **of Education, and I do a background check on**
 23 **them.**
 24 **BY MS. JOHN-STULL:**

3 (Pages 478 to 481)

1 **Horan - Direct - John-Stull**
 2 Q. Thank you. And the Office of
 3 Personnel Investigation -- it does the
 4 fingerprinting for new employees, correct?
 5 **A. Yes.**
 6 Q. And does it have anything to
 7 do with current D.O.E. employees being
 8 arrested?
 9 **A. Yes.**
 10 Q. Tell us about that.
 11 **A. That's the main duty of**
 12 **Office of Personnel Investigation. We handle**
 13 **the arrests that come in from Division of**
 14 **Criminal Justice, and we process them.**
 15 Q. Okay. Are you familiar with
 16 an employee by the name of Natalie Williams?
 17 **A. Yes.**
 18 Q. Okay. And have you had the
 19 opportunity to review the O.P.I. file of
 20 Natalie Williams?
 21 **A. Yes, I have.**
 22 Q. And when was the last time
 23 you reviewed Natalie Williams' file?
 24 **A. Today and yesterday.**

1 **Horan - Direct - John-Stull**
 2 Q. Okay. I am going to direct
 3 your attention to on or about October 28, 2005.
 4 To your knowledge, does Natalie Williams have
 5 an arrest around that time?
 6 **A. Yes.**
 7 Q. Tell us how is it that O.P.I.
 8 learned of the arrest?
 9 **A. The arrest -- we received**
 10 **notification through Division of Criminal**
 11 **Justice, which -- we have a computer that we**
 12 **look at to get these arrests out of, and we**
 13 **print them out. And --**
 14 Q. Continue.
 15 **A. And that's how we process**
 16 **them, by first checking to see if this person**
 17 **is active for the New York City Department of**
 18 **Education.**
 19 Q. And what do you mean, if the
 20 person is active?
 21 **A. If they're on payroll.**
 22 Q. Okay.
 23 **A. Then we look and see -- well,**
 24 **we look to see if they have a file, then we**

1 **Horan - Direct - John-Stull**
 2 **look to see if they're active, and then we**
 3 **generate an arrest notice for the particular**
 4 **arrest that comes in that day.**
 5 Q. Okay. The arrest that I just
 6 asked you about, the October 27th arrest, do
 7 you remember when it was that O.P.I. was
 8 notified of this arrest?
 9 **A. I believe it was October 27.**
 10 Q. Okay. And do you recall how
 11 it is that O.P.I. was first notified?
 12 **A. Through the Division of**
 13 **Criminal Justice.**
 14 Q. Okay. Now what is the -- are
 15 you familiar with Chancellor's Regulation
 16 C-105?
 17 **A. Yes. C-105 -- well, for an**
 18 **employee that works for the New York City**
 19 **Department of Education, it tells them that**
 20 **when they get arrested they must report it in**
 21 **writing immediately that they were arrested to**
 22 **Office of Personnel Investigation and to notify**
 23 **their immediate supervisor.**
 24 Q. Okay. To your knowledge, was

1 Horan - Direct - John-Stull
 2 this particular arrest -- was -- withdrawn.
 3 Did Natalie Williams report it to O.P.I.? Do
 4 you remember, or do you need to refresh your --
 5 **A. I need -- I need to refresh.**
 6 **MS. JOHN-STULL: I am going**
 7 **to show the witness a three page document that**
 8 **I would like to have to be deemed marked D**
 9 **number Fourteen for the purpose of**
 10 **identification. Do you need one?**
 11 **THE HEARING OFFICER: D**
 12 **Fourteen is the arrest notification from the**
 13 **Division of Criminal Justice.**
 14 **(Department's Fourteen is**
 15 **marked for identification.)**
 16 **MS. JOHN-STULL: Mr. Riegel,**
 17 **there's actually a fourth page with it not**
 18 **stapled.**
 19 MS. WILLIAMS: Can I pencil
 20 out my social security number?
 21 MS. JOHN-STULL: Oh, yes.
 22 MS. WILLIAMS: I'll do it.
 23 MS. JOHN-STULL: Okay. So
 24 Ms. Horan, tell us -- wait a minute. Take a

1 Horan - Direct - John-Stull
 2 few minutes to -- yes.
 3 THE HEARING OFFICER: The
 4 official document has a social security number
 5 redacted, but I just want you to see it because
 6 of -- well, obviously identity theft and other
 7 concerns. This record does get that from the
 8 State Education Law. I just want Ms. Williams
 9 to be clear that this identifying information
 10 is not going to be included.
 11 MS. JOHN-STULL: Okay. Also,
 12 Mr. Riegel, the -- I didn't get a chance to
 13 redact all the information there, but when I
 14 get the other arrest, you will see that I have
 15 redacted those other identifying numbers like
 16 social security number, her NYSUT number, and
 17 her D.O.B., and I will make sure that at the
 18 end of the testimony that I will redact those.
 19 BY MS. JOHN-STULL: (Cont'g.)
 20 Q. Okay. Ms. Horan, if you take
 21 a few minutes and review the documents, please,
 22 because I have some questions.
 23 **A. Okay. Yes.**
 24 Q. Tell us -- the arrest, the

1 Horan - Direct - John-Stull
 2 October arrest, what date was that?
 3 **A. It was October 27, 2005.**
 4 Q. Okay. And you were, you
 5 being O.P.I., was notified on what date?
 6 **A. October 28, 2005.**
 7 **BY MS. JOHN-STULL: (Cont'g.)**
 8 Q. And how is it that O.P.I.
 9 was -- withdrawn. Did Natalie Williams report
 10 her arrest to O.P.I.?
 11 **A. For this particular arrest?**
 12 Q. Yes.
 13 **A. Yes.**
 14 Q. And how did she do that?
 15 **A. May I look at the document?**
 16 Q. Sure. You can -- may refresh
 17 your recollection.
 18 **A. Okay.**
 19 Q. Not reading off it.
 20 **A. Okay. Yes.**
 21 Q. Okay. How did she report it?
 22 **A. She called us on October 31st**
 23 **by phone.**
 24 Q. Ms. Horan, what I would like

1 Horan - Direct - John-Stull
 2 for you to do is once again look through these
 3 four pieces of paper and tell us do you
 4 recognize that?
 5 **A. Yes. This one I do.**
 6 Q. And tell us what the first
 7 page is.
 8 **A. The first page is the actual**
 9 **arrest notice coming from the Division of**
 10 **Criminal Justice telling us about Ms. Williams'**
 11 **arrest.**
 12 Q. And about the -- tell us
 13 about the second page.
 14 **A. The second page is our arrest**
 15 **notification that is sent out to -- at that**
 16 **time it was the Operation Center. It goes**
 17 **right down to the personnel manager, and it**
 18 **explains to them that Ms. Williams was**
 19 **arrested, whether she had sent -- and whether**
 20 **she notified us of her arrest, if she was**
 21 **placed on the ineligible list, the date of the**
 22 **arrest, what the charge was against her.**
 23 Q. Okay. Tell us about the next
 24 page. What's that?

1 Horan - Direct - John-Stull
 2 **A. The next page is a letter**
 3 **that is sent to Ms. -- to the applicant -- to**
 4 **the -- I mean, to the employee asking them for**
 5 **a disposition and a criminal complaint to**
 6 **comply with the Chancellor's C-105.**
 7 Q. Thank you. And tell us about
 8 the fourth page.
 9 **A. The fourth page is the page**
 10 **that Ms. Williams called to notify us of this**
 11 **arrest.**
 12 Q. Thank you. Now these
 13 documents, have you seen these documents prior
 14 to coming here today?
 15 **A. Yes.**
 16 Q. And where did you see these
 17 documents?
 18 **A. In Ms. Williams' file folder.**
 19 Q. Now Ms. Williams' file
 20 folder, is that -- are these documents kept in
 21 the normal course of business --
 22 **A. Yes.**
 23 Q. -- with the Department of
 24 Education O.P.I.?

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1 Horan - Direct - John-Stull
 2 **A. Yes.**
 3 Q. Now with respect to this
 4 first page, it's the notice that's received
 5 from D.C.J.S. -- when you receive this notice,
 6 does it have the handwritten notes that we see
 7 on the document?
 8 **A. No.**
 9 Q. Okay. Now why are those --
 10 withdrawn. Those handwritten notes that are on
 11 this document, are those notes that are written
 12 on every hit that you received from D.C.J.S.?
 13 **A. No. The hit comes in -- it's**
 14 **clear with no written marks on it. What**
 15 **happens is, when we get it and we're looking to**
 16 **see if Ms. Williams was active with the Board**
 17 **of Ed, we'll go into the computer, put in her**
 18 **social and name, and up comes the screen that**
 19 **tells us that -- whether she has been arrested**
 20 **or not.**
 21 Q. Let me ask you this. The
 22 notes, the handwritten notes, are those -- when
 23 you receive this -- this hit from D.C.J.S. it
 24 does not have the handwritten notes, correct?

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1 Horan - Direct - John-Stull
 2 MS. JOHN-STULL: Okay. I
 3 will now ask what's been identified as D number
 4 Fourteen to be entered into evidence as D
 5 Fourteen.
 6 MS. WILLIAMS: I have no
 7 objections.
 8 THE HEARING OFFICER: D
 9 Fourteen is moved into evidence.
 10 (Department's Fourteen is
 11 admitted in evidence.)
 12 THE HEARING OFFICER: I
 13 assume also, by the way, that -- I identified
 14 Chancellor's Regulation C-105 as D Thirteen.
 15 Do you have any objection to that being moved
 16 into evidence?
 17 MS. WILLIAMS: I do not.
 18 THE HEARING OFFICER: Okay.
 19 Then D Thirteen and D Fourteen are moved into
 20 evidence.
 21 (Department's Thirteen is
 22 admitted in evidence.)
 23 BY MS. JOHN-STULL: (Cont'g.)
 24 Q. Thank you. Ms. Horan, I am

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1 Horan - Direct - John-Stull
 2 **A. No.**
 3 Q. Now the handwritten notes,
 4 those -- they -- they're put there by a
 5 specialist?
 6 **A. Well, yeah, she's a**
 7 **specialist also --**
 8 Q. Okay.
 9 **A. -- in that field.**
 10 Q. All right. And so -- but the
 11 notes that are there, it's notes that put by a
 12 D.O.E. employee, and this is all kept in the
 13 normal course of business, correct?
 14 **A. Yes.**
 15 **MS. JOHN-STULL: Okay. I**
 16 **will now ---**
 17 MS. WELLES: I have an
 18 objection.
 19 THE HEARING OFFICER: Beg
 20 your pardon?
 21 MS. WELLES: I said that was
 22 leading.
 23 MS. WILLIAMS: Leading.
 24 THE HEARING OFFICER: It was.

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1 Horan - Direct - John-Stull
 2 now going to direct your attention to another
 3 arrest involving Ms. Williams. And this arrest
 4 was on December 13, 2005.
 5 **A. The 13th?**
 6 **THE HEARING OFFICER: The**
 7 **13th, yes.**
 8 **BY MS. JOHN-STULL: (Cont'g.)**
 9 Q. Do recall reviewing Ms.
 10 Williams' file pertaining to that arrest?
 11 **A. December?**
 12 **MS. JOHN-STULL: Yes,**
 13 **December 13, 2005. And do you recall --**
 14 **(call disconnected)**
 15 THE REPORTER: Okay. Go
 16 ahead. The last thing that we left off at is
 17 "Do you recall how O.P.I. --". So if you just
 18 ask that question again, that's fine.
 19 BY MS. JOHN-STULL: (Cont'g.)
 20 Q. Thank you. Ms. Horan, do you
 21 recall how O.P.I. was, you know, informed of
 22 Ms. Williams' December 13, 2005 arrest?
 23 **A. Yes, from the Division of**
 24 **Criminal Justice.**

6 (Pages 490 to 493)

1 **Horan - Direct - John-Stull**
 2 Q. Okay. And to your knowledge,
 3 did Ms. Williams ever personally inform O.P.I.
 4 of that December 13th arrest?
 5 **A. Yes.**
 6 Q. Okay. Do you recall what
 7 form of communication it was?
 8 **A. I believe that one was she**
 9 **wrote a letter.**
 10 **MS. JOHN-STULL: Okay. I am**
 11 **now going to show you a -- six pieces of paper**
 12 **that I would like to have be deemed marked D**
 13 **number Fifteen for purposes of identification.**
 14 **(Department's Fifteen is**
 15 **marked for identification.)**
 16 **BY MS. JOHN-STULL: (Cont'g.)**
 17 Q. And as you can see, Ms.
 18 Williams' numbers are deleted from the
 19 document. Ms. Horan, tell us, do you recognize
 20 this six page document?
 21 **A. Yes, I do.**
 22 Q. And without testifying in
 23 detail as to what is written on the page, tell
 24 us basically what that sheet of paper is.

1 Horan - Direct - John-Stull
 2 So --
 3 **A. Okay. The first one is the**
 4 **arrest notification, again from the Division of**
 5 **Criminal Justice.**
 6 Q. Very good.
 7 **A. The second one is the arrest**
 8 **notification that was generated by our office**
 9 **and sent out to the region. And the third page**
 10 **is the report that Ms. Williams sent in a**
 11 **letter to report her arrest. And then we have**
 12 **the letter that she -- she submitted to me**
 13 **telling me about the arrest, and it went to the**
 14 **Office of Personnel Investigation. And then**
 15 **there's the -- the letter that we sent asking**
 16 **for the disposition and the criminal complaint.**
 17 Q. Thank you. And again, Ms.
 18 Horan, did you see these documents before
 19 testifying here today?
 20 **A. Yes.**
 21 Q. Where did you see them?
 22 **A. In her file.**
 23 Q. Okay. And is the file kept
 24 in a normal course of business?

1 Horan - Direct - John-Stull
 2 **A. Yes, it is.**
 3 **THE HEARING OFFICER: D**
 4 **Fifteen relates to the arrest of 12/13/05. Any**
 5 **objection?**
 6 **MS. WELLES: No.**
 7 **THE HEARING OFFICER: D**
 8 **Fifteen is in evidence.**
 9 **(Department's Fifteen is**
 10 **admitted in evidence.)**
 11 **MS. JOHN-STULL: Thank you,**
 12 **Mr. Riegel. No further questions at this time.**
 13 **THE HEARING OFFICER: Okay.**
 14 Ms. Welles, do you have any -- do you have some
 15 cross examination for Ms. Horan?
 16 **MS. WELLES: Just -- just a**
 17 **couple. I'll be short.**
 18 **THE HEARING OFFICER: Okay.**
 19 **Go ahead.**
 20 **CROSS EXAMINATION**
 21 **BY MS. WELLES:**
 22 Q. The purpose of this
 23 requirement that the teacher or employee notify
 24 your office is to put -- to confirm what you

1 Horan - Cross - Welles
 2 already know?
 3 **A. Yes.**
 4 **MS. WELLES: And -- no**
 5 **further questions.**
 6 **THE HEARING OFFICER: Okay.**
 7 **Thanks very much, Ms. Horan.**
 8 **THE WITNESS: Am I finished?**
 9 **MS. JOHN-STULL: Yes. Thank**
 10 **you. I'll go get my next witness.**
 11 **(Off the record)**
 12 **THE HEARING OFFICER: The**
 13 **young woman who has just entered in the room, I**
 14 **believe is Ch. Sm., who is or was a student at**
 15 **John F. Kennedy High School. I'm going to --**
 16 **I'm going to swear you in. And then just**
 17 **because you're young I'm just going to order**
 18 **you to answer the questions as they're posed to**
 19 **you. If they are to be answered with a yes or**
 20 **no just do that. The process will be that Ms.**
 21 **John-Stull will ask you some questions. After**
 22 **she's finished the lady in the purple blouse,**
 23 **Ms. Welles, will have some follow-up questions**
 24 **for you. I'm going to ask you to swear to tell**

1 Horan - Cross - Welles
 2 the truth. Okay. Could you raise your right
 3 hand, please? Do you swear the testimony
 4 you're about to give is the truth, the whole
 5 truth, and nothing but the truth?
 6 MS. SM.: Yes.
 7 CH. SM.: Sworn.
 8 THE HEARING OFFICER: Okay.
 9 Go ahead.
 10 DIRECT EXAMINATION
 11 BY MS. JOHN-STULL:
 12 Q. Thank you. Good afternoon.
 13 A. **Good afternoon.**
 14 Q. What is your full name?
 15 A. **Ch. Sm.**
 16 **MS. JOHN-STULL: Okay.**
 17 **Ch. --**
 18 MS. WELLES: Speak a little
 19 louder.
 20 BY MS. JOHN-STULL: (Cont'g.)
 21 Q. Okay. Yes, Ch., the
 22 conversation in this room is being recorded.
 23 Do us a favor and keep your voice up.
 24 A. **Okay.**

1 **Ch.Sm. - Direct - John-Stull**
 2 Q. If you do not understand my
 3 question or you don't hear me, just let me know
 4 and if Ms. Welles asks a question it's the same
 5 thing. If you don't understand, just let us
 6 know, okay?
 7 **A. Okay.**
 8 THE REPORTER: I'm sorry. I
 9 don't mean to interrupt. Could you ask to have
 10 the witness spell her first name for me,
 11 please?
 12 THE WITNESS: (name spelled)
 13 THE REPORTER: Thank you.
 14 BY MS. JOHN-STULL: (Cont'g.)
 15 Q. Thank you. Ch., are you in
 16 school currently?
 17 **A. Yes.**
 18 Q. Where are you attending?
 19 **A. Bronx Community College.**
 20 Q. Okay. And prior to attending
 21 the Bronx Community College, did you attend any
 22 other college or university?
 23 **A. Bowie State University.**
 24 Q. Okay. And how long were you

1 Ch.Sm. - Direct - John-Stull
 2 at Bowie State University for?
 3 **A. A couple of months.**
 4 Q. Okay. And prior to attending
 5 Bowie State University, did you attend high
 6 school in New York City?
 7 **A. Yes, I did.**
 8 Q. What high school was that?
 9 **A. I attended my freshman year,**
 10 **John F. Kennedy. My freshman and sophomore**
 11 **year, I attended John F. Kennedy, but I had**
 12 **left. And starting my junior year I went to**
 13 **another school, Marie Curie --**
 14 Q. Yes.
 15 **A. -- for nursing and health**
 16 **professions.**
 17 Q. Okay. And what are you
 18 studying now?
 19 **A. Nursing.**
 20 Q. Did you have Ms. --
 21 withdrawn. Are you familiar with Natalie
 22 Williams as a teacher?
 23 **A. Yes.**
 24 Q. Did you have her as a teacher

1 Ch.Sm. - Direct - John-Stull
 2 at John F. Kennedy High School?
 3 **A. Yes.**
 4 Q. Do you recall what grade it
 5 was?
 6 **A. Tenth grade.**
 7 Q. Okay. I am going to -- can I
 8 just have a moment, please? I am going to
 9 direct your attention to the month of November
 10 and December of the year 2005. In the fall --
 11 withdrawn. When you had Ms. Natalie Williams
 12 as a teacher, did she teach you for the entire
 13 school year?
 14 **A. No.**
 15 Q. Okay. Do you remember
 16 approximately how long she taught your class
 17 for?
 18 **A. I'm not quite sure. About**
 19 **three months, maybe.**
 20 Q. Okay. And now I'm going to
 21 direct your attention to on or about November
 22 1st, 2005 to December 19th, 2005. This is the
 23 time when Ms. Williams was no longer in the
 24 school. Do you recall seeing Ms. Williams

1 Ch.Sm. - Direct - John-Stull
 2 outside of the school?
 3 **A. Yes.**
 4 Q. Tell us about that.
 5 **A. She was outside, and she had**
 6 **put up a poster. I believe the poster was**
 7 **"J.F.K. is Jail For Kids", and the first time I**
 8 **had saw her I was in my mother's car and she**
 9 **was driving me to school. I had got out the**
 10 **car to say hello to her.**
 11 Q. And by her, you're referring
 12 to Ms. Williams?
 13 **A. Ms. Williams. I had said**
 14 **hello to Ms. Williams, because I had missed her**
 15 **and I had not seen her and was wondering what**
 16 **happened to her. She was handing out fliers**
 17 **and had gave me a handful and told me -- asked**
 18 **me if I could hand them out. I handed about --**
 19 **I handed out about three of them, and then my**
 20 **mom was honking the horn for me to go to class**
 21 **I handed her back the fliers and went to class.**
 22 **I saw her -- I didn't see her afterwards,**
 23 **but --**
 24 Q. Her being Ms. Williams?

1 Ch.Sm. - Direct - John-Stull
 2 **A. Sorry. Yes. I didn't see**
 3 **Ms. Williams afterwards, but going to my fifth**
 4 **period class, I -- I was approached by a boy**
 5 **who said that Ms. Williams had given me -- had**
 6 **given me a bag -- bags of shirts to give out to**
 7 **people. I had no idea who this boy was, and**
 8 **each bag had a period -- the class period and**
 9 **the times that they were supposed to be given**
 10 **out. I had given out about three of the bags,**
 11 **and I had given one to a friend and she had**
 12 **came back to me because she -- the principal or**
 13 **the dean had told her that she was -- she might**
 14 **be in trouble as she might have come into**
 15 **contact with Ms. Williams, so that's when I had**
 16 **wrote my statement.**
 17 Q. Okay. Now did you -- did
 18 keep any of the t-shirts for yourself?
 19 **A. I did, because some of the**
 20 **classrooms were not there, so I kept, like, one**
 21 **bag, but I gave them out to friends during gym**
 22 **because, you know, they needed, you know,**
 23 **shirts and stuff, so I had the extras, so I**
 24 **kept the --.**

1 **Ch.Sm. - Direct - John-Stull**
 2 Q. I'm going to show the witness
 3 what's already in evidence as D number Six.
 4 Okay. I would like for you to -- it's a two
 5 page document and I would like for you to tell
 6 us if you recognize any of these t-shirts.
 7 There are three on the first page and three on
 8 the second page. Tell us the -- of the
 9 t-shirts that you gave out, or you saw being
 10 given out by Ms. Williams -- not by Ms.
 11 Williams -- from Ms. Williams -- any of the
 12 t-shirts appear on this -- in this copy?
 13 **A. I didn't look in all the**
 14 **bags, but on the first page the second t-shirt**
 15 **was one that I had, but I had took off the**
 16 **sticky thing because it was already -- it was**
 17 **like a glue-type writing, so it just comes off**
 18 **in the wash, so I just pulled it all off.**
 19 Q. Okay. When you say "I had",
 20 that you kept for yourself?
 21 **A. That's the ones that I kept**
 22 **for myself.**
 23 Q. Okay. And turn the page and
 24 tell us, do you recognize any of the other

1 Ch.Sm. - Direct - John-Stull
 2 t-shirts?
 3 **A. The third one on the second**
 4 **page.**
 5 Q. And it says students.com?
 6 JFKstudents.com?
 7 **A. Uh-huh.**
 8 Q. Is that a t-shirt that you
 9 kept for yourself also?
 10 **A. Yes.**
 11 **MS. JOHN-STULL: Okay. D**
 12 **number Nine, that's I.D. only, I'm going to**
 13 **show the witness the last page of the document.**
 14 **Ch., tell us, do you recognize this document?**
 15 MS. WELLES: Hold on a
 16 second. I don't have that.
 17 MS. JOHN-STULL: D Nine.
 18 MS. WELLES: D Nine?
 19 MS. JOHN-STULL: Yes.
 20 MS. WELLES: All right.
 21 THE HEARING OFFICER: Okay.
 22 On the last page there's -- there's a document
 23 which has -- at the top. Okay.
 24 MS. JOHN-STULL: That's not

1 Ch.Sm. - Direct - John-Stull
 2 the one that I'm showing her.
 3 BY MS. JOHN-STULL: (Cont'g.)
 4 Q. Ch., you testified before
 5 that you wrote a statement, correct?
 6 **A. Yes.**
 7 Q. Do you recognize this
 8 document?
 9 **A. Yes.**
 10 Q. And what is it?
 11 **A. This is a statement I had**
 12 **written explaining why I had given the bags of**
 13 **the t-shirts to my friends and what happened.**
 14 Q. Okay. Now is this document
 15 in your entire handwriting?
 16 **A. Yes.**
 17 Q. Now other than your date of
 18 birth and the telephone number that's deleted
 19 at the bottom of the document, does it -- is
 20 this a complete copy of your statement?
 21 **A. Yes.**
 22 **MS. JOHN-STULL: Thank you.**
 23 **No further questions for this witness.**
 24 **THE HEARING OFFICER: Okay.**

1 Ch.Sm. - Direct - John-Stull
 2 Ch., as I indicated to you, the lady sitting
 3 second over is Ms. Welles. She is here working
 4 with Ms. Williams, and she's going to have some
 5 questions for you. You swore to tell the truth
 6 in answering Ms. John-Stull's questions.
 7 You're under the same obligations with Ms.
 8 Welles.
 9 THE WITNESS: Okay.
 10 CROSS EXAMINATION
 11 BY MS. WELLES:
 12 Q. You testified that you missed
 13 Ms. Williams, is that correct?
 14 **A. Yes.**
 15 Q. And would that be because she
 16 was a good teacher?
 17 **A. Yes.**
 18 MS. WELLES: And would that
 19 be because you felt that you were learning the
 20 subject matter from her?
 21 MS. JOHN-STULL: Objection.
 22 THE HEARING OFFICER: It's --
 23 it's part of -- it was part of her direct
 24 testimony. She can answer the question. Go

1 Ch.Sm. - Cross - Welles
 2 ahead.
 3 **A. (Cont'g.) Can I just hear the**
 4 **question again?**
 5 BY MS. WELLES: (Cont'g.)
 6 Q. Would that be -- would you
 7 have missed her because she was teaching you in
 8 a way that you were learning the subject
 9 matter?
 10 **A. Yes.**
 11 Q. And you also testified that a
 12 boy handed you the package that you didn't
 13 know.
 14 **A. Yes.**
 15 Q. So is it your testimony that
 16 you didn't receive a package from Ms. Williams?
 17 **A. No. Not directly.**
 18 Q. Okay. Now did -- at any
 19 time, did you write a letter in support of Ms.
 20 Williams?
 21 **A. I can't remember. I believe**
 22 **that they did ask us to write letters.**
 23 Q. Who asked?
 24 **A. I'm not -- I -- I'm not sure.**

1 **Ch.Sm. - Cross - Welles**
 2 Q. I want to show you for
 3 identification purposes --
 4 **A. Uh-huh.**
 5 **MS. JOHN-STULL: Can I see**
 6 **what you're showing? Can I just see first what**
 7 **you're showing?**
 8 MS. WELLES: Okay, but --
 9 THE HEARING OFFICER: Hold it
 10 one second. Well, what are we referring to?
 11 MS. WELLES: On the front
 12 page on the lower right.
 13 MS. WELLES: Dated --
 14 THE HEARING OFFICER:
 15 10/19/05?
 16 MS. WELLES: Yeah.
 17 THE HEARING OFFICER: Okay.
 18 Thanks.
 19 MS. JOHN-STULL: Wait. What
 20 is the relevance of even showing her this?
 21 MS. WELLES: She wrote it.
 22 MS. JOHN-STULL: Can you just
 23 hold on?
 24 THE HEARING OFFICER: Hold on

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1 Ch.Sm. - Cross - Welles
 2 one second. The -- there -- there -- there
 3 will be a -- there will be a question as to
 4 whether or not -- it says J.F.K. High School
 5 students and the question, I assume, is going
 6 to be whether she is the author of this letter.
 7 MS. WELLES: Correct.
 8 THE HEARING OFFICER: Okay.
 9 Hold on one second. Let's give -- let's give
 10 Ms. John-Stull the chance to read it.
 11 MS. JOHN-STULL: I read it.
 12 THE HEARING OFFICER: Go
 13 ahead.
 14 BY MS. WELLES: (Cont'g.)
 15 Q. Okay. Just read this and
 16 tell me if you recognize it.
 17 **A. Yes, I do.**
 18 Q. And -- and -- and you -- are
 19 you the author of this letter?
 20 **A. Yes.**
 21 MS. WELLES: Thank you. I
 22 have no further questions.
 23 THE HEARING OFFICER: We're
 24 going to -- we're going to mark this as R Six.

Page 512

1 Ch.Sm. - Redirect - John-Stull
 2 Were you -- you wrote this letter on your own
 3 or it was something done in conjunction with
 4 other students?
 5 **A. We were all sitting in class**
 6 **and we were asked to write a letter regarding**
 7 **how we felt about Ms. Williams not -- you know,**
 8 **getting put out of school.**
 9 Q. Okay. Now at the time, was
 10 Ms. Williams still in the school when this
 11 letter was written?
 12 **A. No, I don't believe so.**
 13 Q. Okay. And now do you know
 14 why Ms. Williams was not in the school?
 15 **A. At the time, no.**
 16 Q. Okay.
 17 **A. But she did explain herself a**
 18 **couple of times and, you know, people would**
 19 **come into her class and hand her papers, and**
 20 **she would tell us, "You know, I may not be here**
 21 **for much longer. They're trying to find ways**
 22 **to get rid of me." And I believe she just --**
 23 **you know, she kept explaining herself, "I may**
 24 **not be here. You might have a substitute**

Page 511

1 Ch.Sm. - Cross - Welles
 2 MS. WELLES: Okay. Can we
 3 take a brief recess for a moment?
 4 THE HEARING OFFICER: Go
 5 ahead.
 6 (Off the record)
 7 MS. WELLES: No further
 8 questions for this witness.
 9 THE HEARING OFFICER: Okay.
 10 Do you have anything for redirect?
 11 MS. JOHN-STULL: I do.
 12 THE HEARING OFFICER: Go
 13 ahead.
 14 MS. JOHN-STULL: Yes.
 15 REDIRECT EXAMINATION
 16 BY MS. JOHN-STULL:
 17 Q. Ch., do you recall how is it
 18 that you came to write this letter?
 19 **A. I believe we were asked to**
 20 **write it.**
 21 Q. Do you remember who asked you
 22 to write the letter?
 23 **A. No.**
 24 Q. Was this letter -- withdrawn.

Page 513

1 **Ch.Sm. - Redirect - John-Stull**
 2 **teacher. It's okay. Nobody's going to fail**
 3 **you. It's going to be okay." And I can't**
 4 **remember anything after that.**
 5 Q. Okay. And here where it
 6 says, "I have only had her for a couple of
 7 months". In the few months that you had Ms.
 8 Williams as a teacher would you say -- would
 9 you -- withdrawn. In -- in the school year
 10 2005-2006, you only had Ms. Williams as a
 11 teacher for about three months, correct?
 12 **A. I believe so.**
 13 Q. And now did you -- did you
 14 know a whole lot about Ms. Williams in terms of
 15 her personality?
 16 **A. I knew she -- well, from the**
 17 **way she had started teaching she was very**
 18 **strong.**
 19 Q. What do you mean by strong?
 20 **A. Like when kids would, you**
 21 **know, scream, yell, or something like that, she**
 22 **had a very calm attitude. She'd be like, you**
 23 **know, "Look, if you don't do the work, I can't**
 24 **help you". She wasn't -- she was very**

11 (Pages 510 to 513)

1 **Ch.Sm. - Redirect - John-Stull**
 2 **respectful to us as -- you know, I guess with**
 3 **an understanding personality, knowing that we**
 4 **all have, you know, troubled pasts and stuff**
 5 **like that. She was a very good teacher.**
 6 Q. Okay. Now in terms of her
 7 relationship with the administration, did you
 8 know anything about how they got along or
 9 didn't get along?
 10 **A. Can you explain the**
 11 **administration? The faculty?**
 12 Q. Yes. And the -- and the
 13 principals and supervisors.
 14 **A. I don't know anything about**
 15 **the principal or the supervisors, but with the**
 16 **other faculty she seemed okay. I mean, she**
 17 **would talk to them in the hallways, "How are**
 18 **you doing?" And she acted friendly.**
 19 Q. Now you said here that you've
 20 only had her for a couple of months --
 21 **A. Uh-huh.**
 22 Q. -- and she made learning fun.
 23 One second, please. Ms. -- you said that you
 24 don't feel -- feel that she should be fired for

1 Ch.Sm. - Redirect - John-Stull
 2 speaking her mind, correct?
 3 **A. Right.**
 4 **MS. JOHN-STULL: And when you**
 5 **say speaking her mind, Ms. Williams encouraged**
 6 **the students at J.F.K. to -- to boycott the**
 7 **school, correct?**
 8 MS. WELLES: Objection.
 9 Leading.
 10 THE HEARING OFFICER: Why
 11 don't you rephrase it?
 12 BY MS. JOHN-STULL: (Cont'g.)
 13 Q. When you said -- what are
 14 some of the things that Ms. Williams encouraged
 15 the students to do that was against the
 16 administration of the school?
 17 **A. I don't know what she was**
 18 **encouraging. She just, you know, told us**
 19 **about, you know, the way they treat the**
 20 **students, some of the teachers and stuff, and**
 21 **the faculty. The way they treat you students**
 22 **isn't right, and I felt the same way.**
 23 Q. Okay. But you had mentioned
 24 that you saw Ms. -- the day you saw Ms.

1 Ch.Sm. - Redirect - John-Stull
 2 Williams when you were in your mother's car,
 3 she -- some of the fliers that she was giving
 4 out had said "jail for kids", correct?
 5 **A. Yes.**
 6 Q. And did you see any other
 7 fliers?
 8 **A. No. That was the only one.**
 9 Q. Do you recall there being
 10 protests at the school?
 11 **A. No.**
 12 Q. Okay. Do you recall there
 13 being any rallies at the school?
 14 **A. I believe I was at one, but**
 15 **it ended badly. I forget who was there and why**
 16 **they were there.**
 17 Q. Uh-huh.
 18 **A. I don't remember what**
 19 **happened. They just said to come and support,**
 20 **but I don't think it was anything about Ms.**
 21 **Williams.**
 22 Q. Okay. And when you say it
 23 ended badly, what do you mean?
 24 **A. There was a lot of kids and I**

1 **Ch.Sm. - Redirect - John-Stull**
 2 **think one of the -- it must be a higher -- how**
 3 **do you say that? That someone in a higher**
 4 **positioning from the Board of Education had**
 5 **come in, and kids ran up to him and, you know,**
 6 **asked questions, "Why you doing this?" and**
 7 **then the student aides came in and people ran**
 8 **because they -- I guess they were trying to**
 9 **arrest people. I believe they did arrest a**
 10 **couple of people.**
 11 Q. And now were there -- at John
 12 F. Kennedy High School, at the time you were
 13 there, did anybody ever get shot either inside
 14 or outside of the school?
 15 **A. During this time? During**
 16 **this school year?**
 17 MS. WELLES: Objection.
 18 Asking -- she's -- she's asking -- asking the
 19 witness does she know. I don't -- I don't
 20 think based upon --
 21 THE HEARING OFFICER: I
 22 think -- I -- the point is -- I think the point
 23 is taken. Did you -- do you know of anyone
 24 being shot inside or outside of the school?

1 Ch.Sm. - Redirect - John-Stull
 2 **A. (Cont'g.) I know of the**
 3 **first -- the first couple of months, during my**
 4 **freshman year someone had got stabbed, like, a**
 5 **little after -- like, maybe about two, three**
 6 **weeks into it -- my freshman year someone had**
 7 **got stabbed, like, a couple of blocks down from**
 8 **the school.**
 9 THE HEARING OFFICER: Okay.
 10 MS. WILLIAMS: One second.
 11 MS. JOHN-STULL: Now the --
 12 MS. WILLIAMS: One second,
 13 please.
 14 BY MS. JOHN-STULL: (Cont'g.)
 15 Q. You mentioned in your letter
 16 the cheating on the Regents. Do you have any
 17 firsthand knowledge that the principal, Mr.
 18 Rotunno, had anything to do with that?
 19 **A. No.**
 20 Q. Okay. And did Mr. Rotunno --
 21 withdrawn. Did you -- did you ever give this
 22 letter to Mr. Rotunno?
 23 **A. I believe he collected it. I**
 24 **didn't give it directly to him.**

1 **Ch.Sm. - Redirect - John-Stull**
 2 **MS. JOHN-STULL: Okay. I**
 3 **have no further questions at this time.**
 4 **THE HEARING OFFICER:**
 5 **Anything further?**
 6 MS. WELLES: I have one more
 7 question.
 8 RECROSS EXAMINATION
 9 BY MS. WELLES:
 10 Q. As you read this letter
 11 today --
 12 **A. Uh-huh.**
 13 Q. -- does -- does it reflect
 14 your sincere feelings about Ms. Williams as a
 15 teacher?
 16 **A. Yes.**
 17 MS. WELLES: No further
 18 questions.
 19 THE HEARING OFFICER: Ch.,
 20 thank you for coming.
 21 MS. WELLES: Good luck on
 22 your future.
 23 THE WITNESS: Thank you.
 24 THE HEARING OFFICER: You're

1 Ch.Sm. - Recross - Welles
 2 excused.
 3 MS. JOHN-STULL: Okay. I'm
 4 just going to take her back and then I'll come
 5 back.
 6 THE HEARING OFFICER: I just
 7 need to -- unless -- are you marking this?
 8 MS. WELLES: I will if --.
 9 THE HEARING OFFICER: Well,
 10 okay.
 11 MS. WILLIAMS: You can make
 12 copies of it if you'd like.
 13 MS. JOHN-STULL: Well, if
 14 it -- if it's in evidence we have to have a
 15 copy of it.
 16 MS. WILLIAMS: Yeah, so you
 17 can.
 18 MS. WELLES: We'd like to put
 19 it in evidence.
 20 THE HEARING OFFICER: I'll
 21 tell you what. When we come back next time
 22 give me a copy of it. We'll mark it at that
 23 time.
 24 MS. JOHN-STULL: Okay.

1 Natalie Williams - 4/1/09
 2 THE HEARING OFFICER: Okay?
 3 (Off the record)
 4 THE HEARING OFFICER: The
 5 calendar going forward is our next hearing date
 6 will be one p.m. on April 6th. The next
 7 hearing date after that is one p.m. on April
 8 20th. Next hearing date after that is ten a.m.
 9 on April 22nd. And the last hearing date in
 10 April is April 29th. The Department has
 11 indicated that it intends to produce its final
 12 witness on April 6th. They will rest at that
 13 point. And it is anticipated that the Defense
 14 will commence on April 20th.
 15 MS. JOHN-STULL: Okay.
 16 MS. WILLIAMS: Can I clarify
 17 the times? April 6th, what time?
 18 THE HEARING OFFICER: April
 19 6th, one o'clock.
 20 MS. WILLIAMS: April 20th?
 21 THE HEARING OFFICER: April
 22 20th, one o'clock. April 22nd, ten a.m.
 23 MS. WILLIAMS: April 29th?
 24 THE HEARING OFFICER: April

1 Natalie Williams - 4/1/09
 2 29th, one p.m.
 3 MS. WELLES: One p.m.
 4 THE HEARING OFFICER: It's --
 5 it is understood that the dates beyond April
 6 20th are available. Of course, that will --
 7 that will be -- how many of those days we use
 8 will be governed by the amount of time that
 9 the -- that the Defense will take.
 10 MS. WELLES: Okay.
 11 THE HEARING OFFICER: You can
 12 have any or all of those dates. Okay. It's
 13 now two twenty-five. We are adjourned and will
 14 reconvene on April 6th.
 15 (The hearing adjourned at
 16 2:25 p.m.)
 17
 18
 19
 20
 21
 22
 23
 24

1 Natalie Williams - 4/1/09
 2 I, Michael France, do hereby certify that the
 3 foregoing was taken by me, in the cause, at the
 4 time and place, and in the presence of counsel,
 5 as stated in the caption hereto, at Page 473
 6 hereof; that before giving testimony said
 7 witness(es) was (were) duly sworn to testify
 8 the truth, the whole truth and nothing but the
 9 truth; that the foregoing typewritten
 10 transcription, consisting of pages number 473
 11 to 522, inclusive, is a true record prepared by
 12 me and completed by Associated Reporters
 13 Int'l., Inc. from materials provided by me.
 14
 15
 16 _____
 17 Michael France, Reporter
 18
 19 _____ Date
 20
 21
 22
 23
 24

1 Natalie Williams - 4/1/09
 2 E R R A T A S H E E T
 3 Case: Natalie Williams, File #8,253
 4 Date: April 15, 2009
 5 CORRECTIONS:
 6 Page _ _ line _
 7 _____
 8
 9 _____ Word or phrase: _____
 10 Corrected to: _____
 11 _____ Word or phrase: _____
 12 Corrected to: _____
 13 _____ Word or phrase: _____
 14 Corrected to: _____
 15 _____ Word or phrase: _____
 16 Corrected to: _____
 17 _____ Word or phrase: _____
 18 Corrected to: _____
 19 _____ Word or phrase: _____
 20 Corrected to: _____
 21 _____ Word or phrase: _____
 22 Corrected to: _____
 23 _____ Word or phrase: _____
 24 Corrected to: _____

1 Natalie Williams - 4/1/09
 2 Student Index
 3 Ryan Chase Rn. Ca.
 4 Laura Delacruz Lr. Dc.
 5 Joelle Delasantos JI. Ds.
 6 Sharella Drakes Sh. Dk.
 7 Crisaly Duran Cy. Dn.
 8 Christian Haley Cs. Hl.
 9 Fanta Kaba Ft. Kb.
 10 Fantanguah Kaba Fn. Kb.
 11 Zuinda Leon Zn. Ln.
 12 Natalie Puntier Nt. Pt.
 13 Charise Smith Ch. Sm.
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