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RE: I-LEAD CHARTER SCHOOL HEARING  
(VOLUME IV)

BEFORE: Jeffrey D. Litts, Hearing Officer

DATE AND TIME: Friday, February 5, 2016  
at 9:35 a.m.

LOCATION: Reading School District  
Administration Building  
800 Washington Street  
Reading, Pennsylvania

APPEARANCES:

LEVIN LEGAL GROUP PC  
By: Allison S. Petersen, Esquire  
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Representing Reading School District

O'DONNELL ASSOCIATES  
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Representing I-LEAD Charter School

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I N D E X

<u>WITNESS</u>	<u>EXAMINED BY</u>	<u>PAGE</u>
Christopher J. Celmer	Mr. Ciani	682
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Barbara	Mr. Stacey	777
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HEARING OFFICER: Let's go on the record.

Good morning, it is Friday, February 5th, at approximately 9:30 a.m. We are officially reconvening the public hearing involving the Reading School District and I-LEAD Charter School.

When we last recessed, the School District was presenting its witnesses, and so I will turn it back over to the School District Counsel to call their next witness.

MR. CIANCI: Thank you, Mr. Litts. The School District calls Chris Celmer.

CHRISTOPHER J. CELMER

was called as a witness and, having been first duly sworn  
by the Reporter-Notary Public, was examined and testified  
as follows:

BY MR. CIANCI:

Q. Good morning, Mr. Celmer.

A. Good morning.

Q. Could you state your full name for the record, please?

A. Yes. Christopher J. Celmer, C-E-L-M-E-R.

Q. By whom are you currently employed?

A. Reading School District.

Q. And what is your position in the District?

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1           A.     Yes. I actually -- I began my career in a  
2     manufacturing private sector. 1997 through '99 I worked  
3     for Glidden Paint in Reading, Pennsylvania. And then 1999  
4     through 2003 I worked with Behr Process Corporation, which  
5     is Behr Paint.

6 And in 2003 I made a transition -- I should  
7 say in 2002 I also began a part-time endeavor with Reading  
8 Area Community College where I was an instructor in their  
9 ESL G.E.D. 1 and 2 program. I did that part-time off and  
10 on through 2011.

11 Full-time in 2003 I joined the Berks County  
12 Intermediate Unit. I held several positions at the  
13 Intermediate Unit. My last position prior to coming to  
14 Reading was Assistant Director in the Business Support  
15 Services area. And then I've been at Reading since October  
16 of 2014.

17 Q. You did, in some broad strokes, describe  
18 your duties and responsibilities as Assistant  
19 Superintendent. Do you need to describe any further what  
20 your responsibilities are in that position or could you do  
21 that for us?

22 A. Sure. I mean, part of the role, again, is  
23 also supporting the Superintendent. So there's many  
24 matters that come through the Superintendent's office that  
25 I'm involved with. Oversight, I'm also involved with right

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**A. Assistant Superintendent for Business Support Services.**

○. When did you first enter into that position?

A. **October, 2014.**

Q. And describe, if you would, your qualification for that position.

A. Currently, I have a Superintendent's Commission, a letter from the State of Pennsylvania through Act 82. And then my role here at the District is much of the internal operations. I oversee support services, that's support teaching and learning.

I also work a lot with the Finance Department on matters, Human Resources and information technology, etcetera.

**Q. If you would, summarize for us your educational background since and including college.**

A. Okay. In 1999 I graduated from Reading Area Community College with an Associates degree in Business. In 2001 I graduated from Alvernia -- it was College, now University -- with a Bachelor's degree in Business Administration. And in 2007 I earned a Master's degree in Education with a focus on School Business Leadership from Wilkes University.

**Q. With respect to your post-educational work experience, could you describe that for us?**

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1 to know matters, other legal matters pertaining to the  
2 District, negotiations for the bargaining units, and  
3 anything else that would normally come through a  
4 Superintendent's office.

5 And, again, I also provide daily support to  
6 Dr. Mumin, you know, in fulfilling his duties as  
7 Superintendent.

8 Q. And in your capacity as Assistant  
9 Superintendent, you've, of course, become aware of I-LEAD  
10 Charter School?

11 A. That's correct.

12 Q. Have you reviewed the Charter School's  
13 performance from time to time?

14           A.     I have in my role. Yes.

15 Q. If I could kind of focus your memory back to  
16 July of 2014, do you recall attending a meeting in that  
17 month among you, Allison Petersen, who is Counsel for the  
18 School District, Bob O'Donnell, who is Counsel for the  
19 Charter School and Jeffrey Stacey's colleague, and Dr.  
20 Mumin?

21 A. I do. And I want to clarify because there  
22 is a period in time where from January, '14, through  
23 October, 2014, I worked with the District, but it was on  
24 assignment through a contract with the Berks County  
25 Intermediate Unit that the Board of Directors of Reading

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1 entered into. The District was in a very difficult  
2 situation financially so that the Board at that time  
3 attained the services of the Berks County Intermediate Unit  
4 to have oversight of the administrative functions of the  
5 District.  
6 So during that time I worked 95, a hundred  
7 percent of my time was with Reading, but I was still a  
8 Berks County Intermediate Unit employee. So when I was at  
9 that meeting that you just referred to, I was present, but  
10 I just want to clarify because I said my start date was  
11 October, '14 --  
12 Q. Right.  
13 A. -- that I was at that meeting in that  
14 capacity under that agreement.  
15 Q. So while working for the IU, you had a role  
16 -- a specific role with respect to the Reading School  
17 District?  
18 A. I did.  
19 Q. And just to be clear, could you describe  
20 specifically what that role was?  
21 A. Yeah. At that point I was Assistant to the  
22 Superintendent, which at that point was Dr. John George.  
23 So Dr. George and I were -- among other Administrators, did  
24 provide support to Reading, but Dr. George and I were here  
25 the majority of the time, five days a week in those roles,

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1 but we were still Berks County Intermediate Unit employees.  
2 Q. So in your capacity as IU employee  
3 overseeing the Reading School District's operations --  
4 A. Yes.  
5 Q. -- in that capacity you had this meeting in  
6 July of 2014?  
7 A. That is correct.  
8 Q. Do you recall in general terms what was  
9 discussed at that meeting?  
10 A. The meeting was held to get a better  
11 understanding of I-LEAD operationally, academically, just  
12 to, again, start to get a feel for the Charter School. I  
13 know for my purposes, just to get a better understanding of  
14 what I-LEAD was, I had a little bit of knowledge of I-LEAD  
15 being at the Berks County Intermediate Unit 'cause they  
16 provided some support services to I-LEAD, but it was really  
17 to get more intimate knowledge of the Charter School.  
18 Q. So if you had that meeting in July of 2014,  
19 just so we understand, about how long before then had you  
20 started in that oversight role?  
21 A. The oversight role was at the end of  
22 January, '14, is when the Intermediate Unit began the  
23 service to Reading School District.  
24 Q. If you could look in the binder containing  
25 the Joint Exhibits and turn to Joint Exhibit 22.

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1 A. (Witness complies.)  
2 Okay.  
3 Q. You have it up there, sir?  
4 A. I do.  
5 Q. Do you recognize this document?  
6 A. I do.  
7 Q. Could you identify it for us, please?  
8 A. It is a letter to Mr. Bob O'Donnell, and it  
9 was a follow-up from the meeting that we had back about two  
10 weeks prior to the letter. And the letter is memorializing  
11 information the Administration was looking for from I-LEAD.  
12 Q. Did you instruct Ms. Petersen to put this  
13 letter together and send it?  
14 A. I did.  
15 Q. So this list that's in the letter, there's a  
16 list of 12 items -- you don't have to read them, but these  
17 are 12 pieces of information that are requested from the  
18 Charter School?  
19 A. Correct. We were looking for information  
20 based on their organization, financial information, Board  
21 meeting information, audit information, so, yes, that's  
22 just -- but there were 12 items we were requesting.  
23 Q. And why were those requests being made?  
24 A. It was as a follow-up to the meeting we  
25 had. Again, we felt it's our responsibility to start to

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1 evaluate the Charter School, and we believed these key  
2 pieces of information would give us the basis to start that  
3 evaluation of the Charter School, again, trying to get more  
4 familiar with their operation and a better understanding of  
5 how they operate, how they're governed, and their financial  
6 situation.  
7 Q. On the first page of the letter you can see  
8 a date of July 28, 2014?  
9 A. Correct.  
10 Q. As far as you know, is that on or about the  
11 date the letter was sent out?  
12 A. Yes.  
13 Q. And you received a copy of the letter?  
14 A. I did.  
15 Q. On the second page can you identify the  
16 deadline stated in the letter as to when a response was  
17 requested?  
18 A. Yes. The District asked that the documents  
19 identified above be provided within 20 days or earlier, if  
20 possible.  
21 Q. So if you could now then turn to Joint  
22 Exhibit 23.  
23 A. (Witness complies.)  
24 Okay.  
25 Q. Could you identify -- first of all, let me

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1 ask you whether you recognize this letter?  
2 A. I do.  
3 Q. Could you identify it for us?  
4 A. Yes. It's a letter dated September 8,  
5 2014, and it was a follow-up from the July 28th, '14  
6 letter, basically, a second request of the information that  
7 was requested in the first letter, that the information was  
8 requested and it was asked that it would go to our  
9 attorney, which would be Ms. Petersen.  
10 Q. And this letter was sent because nothing had  
11 been received?  
12 A. That's correct.  
13 Q. And this letter is from Allison Petersen to  
14 the Charter School's Counsel?  
15 A. Correct.  
16 Q. And is the information requested in the  
17 letter basically the same as that information requested in  
18 the prior letter?  
19 A. Yes, it is.  
20 Q. So then turn, if you would, to the next  
21 exhibit, Joint Exhibit 24.  
22 A. (Witness complies.)  
23 Q. Do you recognize this letter?  
24 A. I do.  
25 Q. And you wrote this letter; correct?

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1 A. It was jointly prepared by Ms. Petersen and  
2 myself.  
3 Q. It's over your signature?  
4 A. It is.  
5 Q. Your signature is not contained in this  
6 precise copy, but you signed this letter?  
7 A. I did.  
8 Q. And this is a letter dated February 16,  
9 2015, to David Castro and Angel Figueroa?  
10 A. It is.  
11 Q. And what was the purpose of this letter?  
12 A. We were, again, as a follow-up to the  
13 August letter, still -- we were still desiring documents  
14 that were not received based on the prior two letters --  
15 the documents requested in those letters.  
16 In addition, there was a meeting that  
17 occurred with some members of Reading School District on  
18 the academic side in November of '14, and then we also  
19 added those three requests based on that meeting into this  
20 letter.  
21 Q. And those requests are on the second page of  
22 the letter?  
23 A. They're on the second page. Yes.  
24 Q. Had any information been received by the  
25 School District with respect to the prior two requests?

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1 A. I believe we received one piece of  
2 documentation, if I recall correctly, but the majority of  
3 the information was not received.  
4 Q. So turn, if you would, to the next exhibit,  
5 Joint Exhibit 25.  
6 A. (Witness complies.)  
7 Okay.  
8 Q. Do you recognize this document, sir?  
9 A. I do.  
10 Q. And could you identify it for us?  
11 A. This was a cover letter sent to me on  
12 February 26th from Mr. Angel Figueroa, and it says:  
13 Enclosed will find documents that we requested from I-LEAD  
14 Charter School. And then there's a Table of Contents also  
15 provided.  
16 Q. And as far as you know, it was signed on  
17 Page 1 by Angel Figueroa?  
18 A. As far as I know, yes.  
19 Q. On the third page of the exhibit it says  
20 Table of Contents.  
21 A. Yes.  
22 Q. Is this a Table of Contents of the documents  
23 that the Charter School provided you?  
24 A. This is a Table of Contents they provided  
25 to us as part of the -- it was attached with the letter and

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1 then the documents.  
2 Q. Turn, if you would, to the next document,  
3 Joint Exhibit 26.  
4 A. (Witness complies.)  
5 Okay.  
6 Q. Could you identify this document for us?  
7 A. Yes. It says Bylaws, I-LEAD Charter  
8 School, Reading.  
9 Q. Are these the bylaws that you received from  
10 Mr. Figueroa?  
11 A. Yes.  
12 Q. And these bylaws consist of four pages, at  
13 least the document we have, even though they --  
14 A. Right. Yes, we have four pages. Although  
15 at the top it says Page 1 of 8, we have Page 1 through 4.  
16 Q. So if I could direct your attention to  
17 Article 3.1, which is on Page 1.  
18 A. Okay.  
19 Q. Could you read the second sentence of that  
20 first paragraph?  
21 A. It says: The Board shall have the  
22 authority to decide all matters regarding the operation and  
23 functioning of the corporation, included but not limited to  
24 the authority to. And then there's a list of items.  
25 Q. And then if you could read Sub C.

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1 A. Sub C, Approve the appointment of a  
2 Principal.  
3 Q. And if you would read Sub G.  
4 A. Appoint or dismiss School Administrators or  
5 staff members.  
6 Q. Did the Charter School provide you any other  
7 documentation with respect to the bylaws?  
8 A. This is all we received.  
9 Q. Could you also read into the record, sir,  
10 Sub G -- I'm sorry, Sub H?  
11 A. Sub H, Adopt the annual budget and conduct  
12 an annual independent audit of the school's finances.  
13 Q. Thank you. And if you would read Subsection  
14 O.  
15 A. Determine compensation and terms and  
16 conditions or employment of Administrators, teachers and  
17 other employees of the school.  
18 Q. So if you could turn back, sir, to Joint  
19 Exhibit 3.  
20 A. (Witness complies.)  
21 Okay.  
22 Q. So could you identify this document, sir?  
23 A. Yes. This is a document dated June 5th,  
24 2015, to Mr. Robert O'Donnell regarding I-LEAD Charter  
25 School.

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1 Q. And it's from District's Counsel, Allison  
2 Petersen?  
3 A. It is.  
4 Q. Did you instruct Ms. Petersen to send this  
5 letter?  
6 A. We did.  
7 Q. And you're copied at the end of the letter?  
8 A. Yes, I am.  
9 Q. You received a copy when the letter was  
10 sent?  
11 A. I did.  
12 Q. If I could direct your attention to Page 2.  
13 A. Okay.  
14 Q. Recognizing that we won't do a lot of  
15 reading into the record, but also recognizing the  
16 importance of this language, would you please read the  
17 second paragraph?  
18 A. The two entities share common Board members  
19 and/or employees. Administrators at the Charter School  
20 also serve as Administrators at I-LEAD, Inc. For example,  
21 four of the five Board of Trustee members are affiliated  
22 with I-LEAD, Inc. Mr. Natalini serves as the Board  
23 President of the Charter School, and also serves on the  
24 Board of I-LEAD, Inc. Mr. Kirkland serves on the Board of  
25 the Charter School and is the Vice President of Operations

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1 at I-LEAD, Inc. Mr. Castro serves on the Board of the  
2 Charter School and is the CEO and President of I-LEAD, Inc.  
3 Mr. Thomas serves on the Board of the Charter School and is  
4 the Vice-President of Higher Education Programs for I-LEAD,  
5 Inc. Two Administrators at the Charter School also work  
6 for I-LEAD, Inc. The CEO of the Charter School, Mr.  
7 Figueroa, is the Vice-President of Resource Development for  
8 I-LEAD, Inc., and the CFO of the Charter School. Nick  
9 Sykes serves in the same role for I-LEAD, Inc. Contrary to  
10 this setup, Charter Schools are required to operate  
11 independently from management companies or other vendors.  
12 Q. So this letter is dated June 5, 2015.  
13 A. Correct.  
14 Q. At any time since that date, has the Charter  
15 School provided any information indicating that at that  
16 time the information cited in that paragraph was not  
17 correct?  
18 A. They did not.  
19 Q. Now, turn back to Joint Exhibit 28, if you  
20 would.  
21 A. (Witness complies.)  
22 Okay.  
23 Q. Could you identify this document for us?  
24 A. It is a Statement of Financial Interests  
25 for Robert Natalini.

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1 Q. And there are five Statements of Financial  
2 Interest here; correct?  
3 A. That is correct.  
4 Q. And there is one person represented per  
5 page?  
6 A. That is correct.  
7 Q. Could you please list all five people.  
8 A. Yes. Again, first page is Robert Natalini,  
9 second page Phillip Thomas, third page is Denise  
10 Kirkland-Nash, fourth page is Robert Jefferson, fifth page  
11 is David Castro.  
12 Q. And are these the Statements of Financial  
13 Interest provided to you by Mr. Figueroa in February, 2015?  
14 A. Yes.  
15 Q. Are these all of the Statements of Financial  
16 Interest that were provided to you then?  
17 A. Yes.  
18 Q. So with respect to the Statement of  
19 Financial Interest for Mr. Natalini, he's on the Charter  
20 School Board; correct?  
21 A. Correct.  
22 Q. Did he reveal in this document that he was  
23 on the Board of I-LEAD, Inc.?  
24 A. No.  
25 Q. And if you'll turn to Mr. Thomas's

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<p>1 Statement, he's on the Charter School Board as well?</p> <p>2 A. Yes.</p> <p>3 Q. Did he reveal in this document that he was</p> <p>4 the Vice President of Higher Education Programs for I-LEAD,</p> <p>5 Inc.?</p> <p>6 A. No.</p> <p>7 Q. And with respect to Ms. Kirkland, she was on</p> <p>8 the Charter School Board as well?</p> <p>9 A. It says, Board member, I-LEAD Charter</p> <p>10 School.</p> <p>11 Q. Did she reveal the fact that she was</p> <p>12 Vice-President of Operations for I-LEAD, Inc.?</p> <p>13 A. No.</p> <p>14 Q. Turning to Mr. Castro's Statement, Mr.</p> <p>15 Castro is on the Charter School Board; correct?</p> <p>16 A. Yes.</p> <p>17 Q. Or was at the time?</p> <p>18 A. Yes, according to this Financial Interest</p> <p>19 Statement.</p> <p>20 Q. He states that he was President and CEO of</p> <p>21 I-LEAD, Inc.; correct?</p> <p>22 A. Yes.</p> <p>23 Q. So you implicitly answered this question</p> <p>24 earlier, but I just want to state it clearly now. Did</p> <p>25 Administrators of the Charter School provide any Statements</p> <p style="text-align: right;">698</p>	<p>1 such.</p> <p>2 Q. So Mr. Figueroa, according to the letter</p> <p>3 that you read earlier, the February 26, 2015 letter, he was</p> <p>4 the CEO of the Charter School; right?</p> <p>5 A. Yes.</p> <p>6 Q. And he did not provide a Statement of</p> <p>7 Financial Interest?</p> <p>8 A. No.</p> <p>9 Q. So he, obviously, did not indicate that he</p> <p>10 was the Vice-President of Resource Development for I-LEAD,</p> <p>11 Inc.; correct?</p> <p>12 A. No.</p> <p>13 Q. And Ms. Sykes, Barbara Sykes, was the CFO of</p> <p>14 the Charter School.</p> <p>15 A. I believe so, yes.</p> <p>16 Q. And she did not provide a Statement of</p> <p>17 Financial Interest?</p> <p>18 A. No.</p> <p>19 Q. And so she, obviously, did not indicate that</p> <p>20 she was also CFO of I-LEAD, Inc.?</p> <p>21 A. No, there was no Financial Interest</p> <p>22 Statement.</p> <p>23 Q. If you could turn to Joint Exhibit 27.</p> <p>24 A. (Witness complies.)</p> <p>25 Okay.</p> <p style="text-align: right;">700</p>
<p>1 of Financial Interest for themselves?</p> <p>2 A. No. What we received in the packet is</p> <p>3 what's contained here.</p> <p>4 Q. Turning to the first page of Joint</p> <p>5 Exhibit 28, Mr. Natalini's Statement --</p> <p>6 A. Okay.</p> <p>7 Q. -- could you confirm whether there is a year</p> <p>8 provided in Block 7.</p> <p>9 A. There is no year provided.</p> <p>10 Q. And for Mr. Thomas?</p> <p>11 A. Yes.</p> <p>12 Q. Could you indicate the year that is provided</p> <p>13 there.</p> <p>14 A. 2012.</p> <p>15 Q. And if you could look at the bottom of that</p> <p>16 page, what is the date that accompanies the signature?</p> <p>17 A. 9/17/2014.</p> <p>18 Q. Would you have anticipated receiving</p> <p>19 Statements of Financial Interest with respect to the</p> <p>20 Administrators of the school?</p> <p>21 A. Yes.</p> <p>22 Q. Why?</p> <p>23 A. What I know as far as the requirements with</p> <p>24 the Ethics Commission based on Statement of Financial</p> <p>25 Interest, that level position would require a filing of</p> <p style="text-align: right;">699</p>	<p>1 Q. So could you identify what these documents</p> <p>2 are.</p> <p>3 A. It appears to be Minutes, different dates,</p> <p>4 of I-LEAD Charter School Board meeting, is the title of the</p> <p>5 document. And then they have listed who's in attendance.</p> <p>6 Q. I just want to confirm precisely the Minutes</p> <p>7 that are here.</p> <p>8 A. Okay.</p> <p>9 Q. If we page through, we have Minutes from</p> <p>10 September 26th, 2013?</p> <p>11 A. That's correct.</p> <p>12 Q. March 25, 2014?</p> <p>13 A. Correct.</p> <p>14 Q. May 20, 2014?</p> <p>15 A. Correct.</p> <p>16 Q. August 20, 2014?</p> <p>17 A. Correct.</p> <p>18 Q. September 25, 2014?</p> <p>19 A. Correct.</p> <p>20 Q. And December 11, 2014?</p> <p>21 A. Correct.</p> <p>22 Q. And are these all of the Minutes that you</p> <p>23 received from Mr. Figueroa?</p> <p>24 A. Yes.</p> <p>25 Q. So these Minutes indicate the persons who</p> <p style="text-align: right;">701</p>

1 were in attendance --  
2 A. Correct.  
3 Q. -- for these meetings. Could you identify  
4 the I-LEAD, Inc. Board members who were in attendance for  
5 these meetings.  
6 A. The I-LEAD, Inc., Board members in  
7 attendance, it would be David Castro --  
8 MR. STACEY: Objection. Foundation.  
9 They haven't provided anything that would suggest that  
10 Mr. Celmer knows who the Board members of I-LEAD, Inc.  
11 Were at this time.  
12 MR. CIANCI: Can I respond to that?  
13 HEARING OFFICER: Sure.  
14 MR. CIANCI: Mr. Celmer testified a few  
15 minutes ago about a letter from the District Counsel  
16 saying that five specific persons were Board members on  
17 I-LEAD, Inc. And he also testified that in response to  
18 that letter, there was no indication that those persons  
19 were not Board members of I-LEAD, Inc. And that letter  
20 stated that there was a problem, as far as the School  
21 District was concerned, as to the propriety of that  
22 arrangement.  
23 HEARING OFFICER: I'm going to allow the  
24 question and answer. The witness can try to answer the  
25 question to the best of his understanding, and I'm sure,

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1 Mr. Stacey, we're probably going to hear from your folks.  
2 MR. STACEY: Can I just note for the  
3 record that the basis in fact for the foundation of this  
4 testimony is a letter from opposing Counsel.  
5 HEARING OFFICER: I understand. Like I  
6 said, I think we've had some earlier testimony from Mr.  
7 Castro and he identified some of his affiliations  
8 earlier. Like I said, I fully anticipate we're going to  
9 have some additional information from both folks about  
10 that.  
11 But I understand your concern. I'm going  
12 to let people present stuff and, like I said, if there's  
13 a factual dispute or lack of foundation as far as from an  
14 evidentiary standpoint, then that's something, I'm sure,  
15 both Counsel will bring to my attention, so I'll allow  
16 the question.  
17 MR. CIANCI: Thank you.  
18 BY MR. CIANCI:  
19 Q. And I don't think that we need to go through  
20 these documents anyway and specify who you think the Board  
21 members were who were present. We've put into the record  
22 the Board members or at least the information that we had  
23 with respect to the Board members, so we will simply just  
24 compare them to the documents.  
25 A. Okay.

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1 Q. Are the documents that comprise Joint  
2 Exhibit 27 true and accurate copies of the documents that  
3 you received from Mr. Figueroa?  
4 A. Yes.  
5 Q. So with respect to these Resolutions, do  
6 these documents --  
7 HEARING OFFICER: Resolutions or Minutes?  
8 MR. CIANCI: I'm sorry. Thank you. I  
9 misspoke.  
10 BY MR. CIANCI:  
11 Q. With respect to these Minutes, do they  
12 authorize any budgetary documents for the Charter School?  
13 A. No.  
14 Q. Or any budget at all?  
15 A. No.  
16 Q. Do they authorize either the hiring or the  
17 firing of any employees?  
18 A. No.  
19 Q. You have reviewed these documents; correct?  
20 A. I have.  
21 Q. And you reviewed them before coming here  
22 today?  
23 A. I did.  
24 Q. And do the Minutes authorize the entering  
25 into of any contracts?

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1 A. Not that I seen, no.  
2 Q. Do they authorize the taking of any  
3 expenditures at all?  
4 A. No.  
5 Q. Do the Minutes authorize or memorialize any  
6 money changing hands between the Charter School and I-LEAD,  
7 Inc.?  
8 A. Not that I seen, no.  
9 Q. Turn, if you would, to Joint Exhibit 30.  
10 A. (Witness complies.)  
11 Okay.  
12 Q. Could you identify what this document is  
13 sir.  
14 A. This is an Office Lease Agreement between  
15 I-LEAD Charter School, Inc., as Tenant, and the Institute  
16 for Leadership, Education, Advancement and Development,  
17 Inc., as Landlord.  
18 Q. And the Institute for Leadership, Education  
19 Advancement and Development, Inc., that's I-LEAD, Inc.;  
20 correct?  
21 A. Yes.  
22 Q. And is this a true and correct copy of the  
23 document that you received from M. Figueroa?  
24 A. Yes.  
25 Q. And this lease pertains to what building?

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1 A. 401 Penn Street, Reading, Pennsylvania.  
2 Q. And if I could direct your attention to the  
3 first page of text --  
4 A. Okay.  
5 Q. -- where the header states Office Lease  
6 Agreement.  
7 A. Yes.  
8 Q. If you could turn or direct your attention  
9 down to Section 3, Term.  
10 A. Okay.  
11 Q. What is the stated term of the lease?  
12 A. It says the term of the lease shall  
13 commence on April 1, 2014, and shall expire at midnight on  
14 June 30, 2015.  
15 Q. Now, there is a page at the end of this  
16 exhibit that I'd like you to turn to. Turn to that last  
17 page, and could you identify what this document is.  
18 A. (Witness complies.)  
19 It appears to be a signed Lease Agreement.  
20 Q. And is it between the same entities as that  
21 stated in the Lease Agreement at the beginning of Joint  
22 Exhibit 30?  
23 A. Yes, it appears so. Yes.  
24 Q. And is the premises the same?  
25 A. It is for 401 Penn Street. Yes.

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1 Q. And if you could take a look at the third  
2 paragraph, what is the term of the lease?  
3 A. The term of the lease shall commence on  
4 October 1, 2013, and end upon such date as the parties  
5 shall negotiate another lease or terminate this lease.  
6 Q. This agreement is signed by the parties;  
7 correct?  
8 A. It is.  
9 Q. And who signed for I-LEAD, Inc.?  
10 A. David Castro, President, CEO.  
11 Q. That's dated what?  
12 A. 10/2/2013.  
13 Q. And who signed for the Charter School?  
14 A. It appears to be David Castro, Board Chair,  
15 10/2/2013.  
16 Q. If you could take a look at the fourth  
17 paragraph there.  
18 A. Okay.  
19 Q. It's very short so could you read it,  
20 please?  
21 A. I-LEAD Charter School shall have no  
22 obligations pursuant to this lease and shall be entitled  
23 through this lease to all of the rights to use of the  
24 premises during the lease term that are held by I-LEAD.  
25 Q. This one page, as far as you know, is the

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1 entire lease for that period?  
2 A. As far as I know.  
3 Q. That's all that's been provided?  
4 A. Yes.  
5 Q. If you could turn to Joint Exhibit 32.  
6 A. (Witness complies.)  
7 Yes.  
8 Q. Could you identify this document, sir.  
9 A. This is Financial Statements for I-LEAD  
10 Charter School year ended June 30, 2013.  
11 Q. So for a year ended June 30, 2013 when must  
12 the audit be completed?  
13 A. December 31st of that year.  
14 MR. STACEY: I'm sorry, Paul, what  
15 exhibit are we on?  
16 MR. CIANCI: Joint Exhibit 32.  
17 BY MR. CIANCI:  
18 Q. And do you know when this audit was  
19 completed?  
20 A. The Independent Auditor's Report is signed  
21 June 5, 2014.  
22 Q. And that is on the fourth page of the  
23 exhibit?  
24 A. It says this is Page 3 of 18.  
25 Q. Yes. And the accounting firm is Dreslin &

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1 Company, Inc.?  
2 A. Yes.  
3 Q. D-R-E-S-L-I-N?  
4 A. Yes.  
5 Q. So if you could turn to Page 8, which is on  
6 the bottom where it says Page 8 of 18.  
7 A. (Witness complies.)  
8 Okay.  
9 Q. If you could read that second paragraph, The  
10 operations of.  
11 A. The operations of ILCS are governed --  
12 Q. Pardon me for butting in, ILCS is I-LEAD  
13 Charter School?  
14 A. It is the Institute for Leadership,  
15 Education, Advancement and Development, Inc., I-LEAD, Inc.,  
16 in parentheses.  
17 Q. Let me just clarify based on --  
18 A. ILCS is the Charter School, I-LEAD Charter  
19 School.  
20 Q. Go ahead, The operations of.  
21 A. The operations of ILCS are governed by  
22 I-LEAD, Inc., a related party. Pursuant to ILCS's bylaws,  
23 I-LEAD, Inc., appoints the members of the ILCS's Board.  
24 The President and CEO of I-LEAD, Inc., serves as the Board  
25 Chair of ILCS. Two executives of I-LEAD, Inc., serve on

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1 the Board of ILCS, along with community members.  
2 Q. So the document states that two executives  
3 of I-LEAD, Inc., serve on the Board of the Charter School,  
4 but it doesn't specify who those persons are?  
5 A. Correct.  
6 Q. So if you could turn ahead to Page 11 and  
7 Section 7, which is entitled Due to Related Party.  
8 A. (Witness complies.)  
9 Yes.  
10 Q. Could you read that short paragraph for us.  
11 A. In connection with the start-up costs of  
12 ILCS, I-LEAD, Inc., has provided ILCS with unsecured  
13 interest free loans for certain expenditures paid on behalf  
14 of ILCS. Repayments against the loans during the year  
15 ended June 30th, 2013 totaled \$172,540. As of June 30,  
16 2013, the amount due I-LEAD, Inc., totaled 2100 payable on  
17 demand.  
18 Q. So that paragraph is making reference to  
19 interest free related party debt?  
20 A. Yes.  
21 Q. And it's making reference to repayments of  
22 loans of \$172,540?  
23 A. It is.  
24 Q. And a small amount being due to I-LEAD,  
25 Inc., of 2100 as of June 30, 2013?

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1 A. Correct.  
2 Q. Was any Promissory Note provided to the  
3 School District with respect to any of that debt?  
4 A. No.  
5 Q. Were there any Minutes or any Resolutions  
6 provided authorizing or memorializing any of that related  
7 party debt?  
8 A. No.  
9 Q. Was there any indication given that the debt  
10 was authorized at a meeting that was publicized and  
11 conducted in accordance with the Sunshine Act?  
12 A. No.  
13 Q. Are you familiar in general terms with the  
14 requirements of the Sunshine Act?  
15 A. General terms, yes.  
16 Q. If I could direct your attention to Section  
17 8 there entitled Long-term Debt.  
18 A. Okay.  
19 Q. This section makes reference to the Charter  
20 School having loans where interest was actually charged?  
21 A. Correct.  
22 Q. And with respect to those loans, were any  
23 loan documents provided?  
24 A. No.  
25 Q. Were any Minutes or Resolutions provided

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1 that authorized the debt?  
2 A. No.  
3 Q. Again, was there any indication given that  
4 the debt was authorized at a meeting given in accordance  
5 with the Sunshine Act?  
6 A. No.  
7 Q. Turn, if you would, to Joint Exhibit 33,  
8 which is the next document.  
9 A. (Witness complies.)  
10 Okay.  
11 Q. Could you identify this document for us.  
12 A. This is I-LEAD Charter School, Reading,  
13 Financial Statements, June 30, 2014.  
14 Q. So June 30, 2014, and who is the auditor for  
15 this audit?  
16 A. Barbara Kane Thornton & Company.  
17 Q. And that's indicated on the third page?  
18 A. Yes, it is.  
19 Q. And when was this audit completed?  
20 A. The letterhead is dated March 5, 2015, for  
21 the Independent Auditor's Report.  
22 Q. For year end June 30, 2014, when was the  
23 audit to be completed by?  
24 A. December 31st, 2014.  
25 Q. If you could turn ahead to Page 11.

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1 MR. STACEY: I'm going to object and move  
2 to strike that because I don't think there was a  
3 foundation laid for that. It's also asking for a legal  
4 conclusion.  
5 MR. CIANCI: For what?  
6 MR. STACEY: For the witness's last  
7 statement about when an audit is due.  
8 HEARING OFFICER: I'll tell you what --  
9 MR. CIANCI: To the best of his  
10 knowledge.  
11 HEARING OFFICER: Let's lay a little bit  
12 of a foundation here.  
13 MR. CIANCI: I can do that.  
14 HEARING OFFICER: So I'll sustain the  
15 objection and allow you to ask a couple questions to  
16 establish what his testimony or belief is based upon.  
17 MR. CIANCI: I would argue, if I could,  
18 really quickly, that the objection is waived being that  
19 we already discussed it for the prior year.  
20 HEARING OFFICER: I heard you, but let's  
21 ask the questions.  
22 BY MR. CIANCI:  
23 Q. Are you familiar with what the deadlines are  
24 as to when an audit must be completed?  
25 A. I mean, based on my experience with the

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1 School District, the audit has to be completed by -- if  
2 it's -- the fiscal year is July 1st to June 30th, so it has  
3 to be completed by December 31st at the end of that year.  
4 So if it's 2013/14, it has to be completed by December 31,  
5 '14, for that school year. That was my understanding.  
6 Q. As you testified, this Audit Report is dated  
7 March 5, 2015?  
8 A. Correct.  
9 Q. If you could turn to Page 11.  
10 A. (Witness complies.)  
11 Okay.  
12 Q. In Note 12 in that first paragraph, just  
13 cutting to the chase, the last sentence of that paragraph  
14 indicates that three executives of I-LEAD, Inc., serve on  
15 the Board of the School along with community members. Did  
16 I read that correctly?  
17 A. Yes, that's correct.  
18 Q. The prior year's Audit Report said two?  
19 A. Correct.  
20 Q. So this Related Party Transactions section  
21 makes reference to some transactions. Could you read the  
22 second paragraph, please.  
23 A. As has been done in the years past, I-LEAD,  
24 Inc., provided the School with unsecured interest free  
25 loans during the year for certain expenses paid by the

714

1 School. Loans in the amount of 1.5 million were available  
2 to the School through 2014 with the largest balance  
3 outstanding at any one time being \$450,000. All loan  
4 balances were paid off during the year ended June 30, 2014,  
5 including 2100 due to I-LEAD, Inc., from the year ended  
6 June 30, 2013.  
7 Q. So in general terms, the loan balances  
8 discussed in this year are more significant than those in  
9 the prior year; correct?  
10 A. Correct.  
11 Q. And were any loan documents provided with  
12 respect to these transactions?  
13 A. No.  
14 Q. Were any Minutes or Resolutions provided  
15 authorizing any of the debt?  
16 A. No.  
17 Q. Was there any indication that the  
18 transactions were authorized in accordance with the  
19 Sunshine Act?  
20 A. No.  
21 Q. Take a look, if you would, at the next page,  
22 which is Note 13 entitled In-Kind Contributions.  
23 A. (Witness complies.)  
24 Okay.  
25 Q. If you could read the first sentence.

715

1 A. The School is provided with furniture,  
2 fixtures and equipment from I-LEAD, Inc. These assets are  
3 the property of I-LEAD, Inc. and, as a result, the School  
4 recognizes in-kind revenue and expense on a straight line  
5 basis over the estimated economic life of the asset.  
6 Q. Thank you. Now, if you could jump to the  
7 last sentence of that paragraph, in-kind furniture.  
8 A. In-kind furniture, fixtures and equipment  
9 recognized for the year ended June 30, 2014, is 37,504 and  
10 is included in rental expense in the Financial Statements.  
11 Q. Were any documents provided memorializing  
12 these transactions?  
13 A. No.  
14 Q. There were no Minutes or Resolutions  
15 provided that authorized them?  
16 A. Not that I seen, no.  
17 Q. No information with respect to compliance  
18 with the Sunshine Act?  
19 A. No.  
20 Q. And then in Note 15, Subsequent Events.  
21 A. Yes.  
22 Q. If you could take a look at the third  
23 sentence, The school will pay.  
24 A. The school will pay I-LEAD, Inc., a  
25 below-market rent for use of the space.

716

1 Q. And then if you could read the next  
2 sentence.  
3 A. All leasehold improvements made to  
4 accommodate the School were paid by I-LEAD, Inc.  
5 Q. I don't recall if I asked you this  
6 specifically, and forgive me if I did, but with respect to  
7 the Lease Agreements, those two Lease Agreements in Joint  
8 Exhibit 30, were any Minutes or Resolutions provided that  
9 authorized them?  
10 A. Not that I seen, no.  
11 Q. Or any indication given that they were  
12 approved in accordance with the Sunshine Act?  
13 A. No.  
14 Q. Turn, please, sir, to Joint Exhibit 34.  
15 A. (Witness complies.)  
16 Okay.  
17 Q. Could you identify this for us, please.  
18 A. Yes. This is a Reading School District  
19 Board Policy, No. 140, related to charter schools.  
20 Q. What is the purpose of this policy?  
21 A. It lays out, again, a policy related to  
22 charter school, how charter schools should be evaluated,  
23 renewed, transportation, and any other legal requirements  
24 related to statute, our School statute. It also outlays a  
25 process for amendments as well.

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1 Q. Is this document available to the public  
2 online?  
3 A. It is.  
4 Q. Now, I have to ask you to flip back to Joint  
5 Exhibit 4.  
6 A. (Witness complies.)  
7 Okay.  
8 Q. Could you identify this document for us,  
9 please.  
10 A. Yes. This is a letter dated September 29,  
11 2015, to Robert Natalini, Chair, Board of Trustees of  
12 I-LEAD Charter School. At the top it gives notice of  
13 Charter revocation proceedings.  
14 Q. And did you participate in the creation of  
15 this letter?  
16 A. Yes.  
17 Q. And were you aware that it was sent out when  
18 it was sent out?  
19 A. Yes.  
20 Q. Did you review it before it was sent?  
21 A. I did see it before it was sent. Yes.  
22 Q. If I could ask you to turn to the second  
23 page, at the bottom it says Motion and Voting?  
24 A. Yes.  
25 Q. Were you present when the Board voted on the

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1 Resolution?  
2 A. I was.  
3 Q. Is the vote, as indicated here, true and  
4 correct as far as you know?  
5 A. Yes.  
6 Q. So following that page is a document  
7 entitled Resolution?  
8 A. Yes.  
9 Q. And I won't ask you to read each of these  
10 subsections, but if you could direct your attention to the  
11 violations stated in 2(b), 2(c), 2(d) and 3(a).  
12 A. Okay.  
13 Q. Are you familiar with those allegations?  
14 A. I am.  
15 Q. Are those allegations true and correct, to  
16 the best of your knowledge?  
17 A. Yes.  
18 Q. Were you present here when Mr. Castro  
19 testified?  
20 A. I was.  
21 Q. Do you recall his testimony or were you  
22 otherwise aware that he stepped down from the Charter  
23 School's Board after June, 2015?  
24 A. I recall his testimony stating that. I was  
25 not aware of that prior to his testimony.

719

1 Q. Do you recall his testimony that Mr.  
2 Natalini and Mr. Jefferson are the only remaining members  
3 of the Charter School's Board?  
4 A. Yes, I do recall it.  
5 Q. And do you recall the testimony that Ms.  
6 Kirkland and Mr. Thomas also resigned from the Charter  
7 School's Board in June of 2015?  
8 A. Yes.  
9 Q. With respect to those two pieces of  
10 information, had that information been delivered to you?  
11 A. No.  
12 Q. Or, to your knowledge, to the School  
13 District?  
14 A. To my knowledge, no.  
15 Q. Do you recall Mr. Castro's testimony that  
16 after Ms. Petersen sent her June 5, 2015, letter to the  
17 Charter School, that the Board of the Charter School  
18 formally approved its Promissory Note with I-LEAD, Inc.?  
19 A. I honestly don't recall that part of his  
20 testimony.  
21 Q. I will represent to you that we have learned  
22 their position or their statement that after June 5, 2015,  
23 the Charter School Board formally approved its Note with  
24 I-LEAD, Inc. Have you been informed of that?  
25 A. No.

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1 Q. To your knowledge, has the District been  
2 informed?  
3 A. No.  
4 Q. Were you present when Dr. Smith testified?  
5 A. I was.  
6 Q. Do you recall her stating that she resigned  
7 from her position in June of 2015?  
8 A. Yes, I do recall.  
9 Q. Were you aware that that resignation  
10 occurred after Ms. Petersen's letter?  
11 A. No.  
12 Q. Was the District informed of Dr. Smith's  
13 resignation when it occurred?  
14 A. No.  
15 Q. When did you learn about it?  
16 A. I learned about Mr. Natalini from the  
17 newspaper being -- I'm sorry, not Mr. Natalini. I learned  
18 through the newspaper that Dr. Smith was no longer there  
19 and then Mr. Jim Bohan was being appointed, and I learned  
20 that through, I believe, a newspaper article I seen in the  
21 Reading Eagle.  
22 Q. I will represent to you that we asked  
23 Counsel for the District, learned that after Ms. Petersen's  
24 June, 2015, letter that the Charter School Board approved  
25 the appointment of Dr. Bohan as CAO, Chief Academic

721

1 Officer.  
2 A. Okay.  
3 Q. Was the Board informed of that when it  
4 occurred?  
5 A. No.  
6 Q. I'm sorry. I said Board. What I meant was,  
7 was the District informed?  
8 A. District Administration was not informed of  
9 that.  
10 Q. As far as you know, was the District  
11 informed that Dr. Bohan, as CAO, was going to be present in  
12 the School less than two days a week?  
13 A. No.  
14 Q. How did you learn that?  
15 A. I learned it through listening to his  
16 testimony.  
17 Q. Here in these proceedings?  
18 A. Here in these proceedings, yes.  
19 Q. I will also represent to you that we, as  
20 Counsel, learned that after Allison's June 5, 2015, letter  
21 that the Charter School Board approved the appointment of  
22 Duane Brown as Vice Principal. Was the District informed  
23 of that, to your knowledge?  
24 A. No.  
25 Q. Was the District informed, as far as you

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1 know, that Mr. Brown would be in charge of the I-LEAD  
2 Charter School building for more than three days a week?  
3 A. No.  
4 Q. And that Dr. Bohan would not be present  
5 during those days?  
6 A. No, we were not made aware of that, to the  
7 best of my knowledge.  
8 Q. To the best of your knowledge, was the  
9 District informed that Mr. Brown did not have a Principal's  
10 Certification?  
11 A. No.  
12 Q. When did you learn anything with respect to  
13 his Certification?  
14 A. Based on these proceedings and prior  
15 testimony.  
16 Q. I will also represent to you that we have  
17 learned that in August, 2015, Joseph Amprey, A-M-P-R-E-Y --  
18 if I'm saying that correctly -- was appointed as a Board  
19 member for the Charter School. Was the School District  
20 informed of that, as far as you know?  
21 A. As far as I know, no.  
22 MR. STACEY: What was the date you just  
23 said?  
24 MR. CIANCI: August, 2015.  
25 BY MR. CIANCI:

723

1 Q. I will represent to you that we have learned  
2 that in October, 2015, the Charter School Board adopted a  
3 Resolution authorizing the borrowing of funds from I-LEAD,  
4 Inc., and a Promissory Note regarding that debt, that  
5 borrowing. Was the District informed of this authorization  
6 or the Note, as far as you know?  
7 A. To the best of my knowledge, no.  
8 MR. CIANCI: Excuse me for one second.  
9 (Discussion was held off the record.)  
10 BY MR. CIANCI:  
11 Q. Let me clarify some matters with respect to  
12 Joint Exhibit 27, Mr. Celmer.  
13 A. Okay.  
14 Q. How many school years are included within  
15 these Minutes?  
16 A. Well, they start September of '13, and I  
17 believe the last was December -- December 11th, '14, is the  
18 last set of Minutes. So that would be the '13/14 school  
19 year and then partial of the '14/15 school year.  
20 Q. So how many Board meetings, based on these  
21 documents, were held in the '13/14 school year?  
22 A. (Witness reviewed document.)  
23 It appears three. I'm sorry, I may have  
24 counted wrong. Maybe five total. Let me just page through  
25 here.

724

1 (Witness reviewed document.)  
2 It looks like there were three meetings  
3 held, September 26th, '13, March 25th, '14, and then May  
4 20th, '14. And then for the '14/15 school year it would be  
5 August 20, '14 and then December 11, 2014, for a total of  
6 five.  
7 Q. Thank you. Did you ever conduct any review  
8 of the Charter School's Minutes that may be available  
9 online?  
10 A. I'm sorry. Are you asking if I -- go  
11 ahead, please. Can you ask that again?  
12 Q. Sure. Sure. Did you ever look online to  
13 determine whether you could find any additional Minutes  
14 from the Charter School?  
15 A. I did look online.  
16 Q. When you looked, what did you find?  
17 A. I could not find Board meeting Minutes  
18 listed online. I looked at I-LEAD, Inc., and I looked --  
19 there was a link to I-LEAD Charter School, and I could not  
20 find Board meeting Minutes online.  
21 Q. And you're saying you couldn't find any, not  
22 that you couldn't find additional?  
23 A. I couldn't find any.  
24 Q. When are budgets for public schools required  
25 to be developed, as far as you know?

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1 A. For the upcoming school year, usually that  
2 process starts in the spring. And then they have to be  
3 approved and adopted by June 30th, you know, before the  
4 next school year starts July 1st.  
5 Q. And as you testified earlier, there was no  
6 official action with respect to budgets contained in the  
7 Minutes that you received?  
8 A. Not what I reviewed, no.  
9 Q. Then, finally, did the Charter School Board  
10 approve the lease between the Charter School and I-LEAD,  
11 Inc., in any of the Minutes that we received?  
12 A. Not that I seen, no.  
13 MR. CIANCI: Thank you, Mr. Celmer.  
14 THE WITNESS: Thank you.  
15 HEARING OFFICER: Do you need to take a  
16 break, or are you okay?  
17 MR. STACEY: I'd like a few minute break.  
18 HEARING OFFICER: Why don't we take a  
19 five-minute break.  
20 (Short recess was taken.)  
21 HEARING OFFICER: We're back from our  
22 five-minute break. We'll go back on the record, and at  
23 this point in time, Mr. Stacey, you may cross-examine the  
24 witness.  
25 BY MR. STACEY:

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1 Q. Good morning, Mr. Celmer.  
2 A. Good morning, Mr. Stacey.  
3 Q. You stated that -- I don't know whether it  
4 was the District or your office personally has, quote, the  
5 responsibility to evaluate the Charter School.  
6 A. The School District has the responsibility.  
7 Yes.  
8 Q. What's your role in that?  
9 A. Currently, my role is I'm an active  
10 participant in that process since I arrived at Reading. So  
11 what we've gone through this morning, the letters, the  
12 documents, that's all -- I've been part of that entire  
13 process of seeking information to try to evaluate the  
14 Charter School.  
15 Q. Can you turn to Joint Exhibit 34?  
16 A. Sure.  
17 (Witness complies.)  
18 Okay.  
19 Q. You had testified about this. This was  
20 Reading School District's policy regarding charter schools.  
21 A. This is their Board policy. Yes.  
22 Q. Can you flip to Page 2?  
23 A. (Witness complies.)  
24 Q. Do you see on the left there where it says,  
25 SC1728-A?

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1 A. 1728-A, yes.  
2 Q. Can you read what it says right next to  
3 there?  
4 A. The Board shall annually assess whether  
5 each charter school is meeting the goals of its Charter and  
6 shall require each charter school to submit an Annual  
7 Report no later than August 1st of each year.  
8 Q. What steps has your office taken in  
9 fulfillment of that requirement?  
10 MR. CIANCI: Objection to form.  
11 HEARING OFFICER: Overruled. You can  
12 answer the question.  
13 THE WITNESS: In the correspondence  
14 that's been shared today, part of that correspondence has  
15 been asking for copies of the Financial Reports.  
16 BY MR. STACEY:  
17 Q. I'm correct that this is an annual  
18 assessment?  
19 A. Yes, annually.  
20 Q. So for which years did you take those steps?  
21 A. It would have been for -- October, '14, so  
22 for '14/15 through current.  
23 Q. So for those two school years?  
24 A. Since -- I've been employed since October,  
25 '14, by Reading School District, so, again, I would say

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1 from the summer of '14 on is when I've been involved with  
2 this process.  
3 Q. And it says, Requires each charter school to  
4 submit an Annual Report no later than August 1 of each  
5 year?  
6 A. Correct.  
7 Q. And those reports were sent to you? Did you  
8 ever receive an Annual Report from the Charter School?  
9 A. We received in the documentation from the  
10 February letter when Mr. Figueroa gave us information.  
11 That's when we received those reports.  
12 Q. Turn to Joint Exhibit 23, please.  
13 A. (Witness complies.)  
14 23 you said?  
15 Q. Yep. Do you see in the middle of the  
16 paragraph it says, The documents supplied by I-LEAD to the  
17 School District?  
18 A. Right. Correct. During this document --  
19 the only document supplied by I-LEAD -- I stand corrected  
20 -- is the issuance of the said letter was the Charter  
21 School's Annual Report for the '13/14 school year, received  
22 August 1, 2014.  
23 Q. And that Annual Report, according to the  
24 Board policy, triggers the annual review by your office?  
25 A. I don't believe it really states that in

729

1 the policy.

2 Q. After your receipt of that Annual Report,

3 what did you do to assess whether the Charter School was

4 meeting the goals of its Charter?

5 A. Well, the assessment actually began prior

6 to receiving that document, and the meeting we had in July

7 with Mr. O'Donnell and a number of the I-LEAD

8 Administrators, that is when the review started.

9 Again, being a new Administrator to the

10 District, for me there was a requirement here, but there

11 was also a requirement, as an Administrator, to fulfill

12 that obligation of doing a review of the Charter School.

13 Q. So that review consisted of requesting

14 documents?

15 A. It did.

16 Q. And then what else did it consist of?

17 A. That was the primary -- we had meetings

18 which have been memorialized in the letters, and we

19 actually had a meeting -- one or two meetings that I don't

20 even think were documented in the letters to discuss the

21 Charter School, and then also through the documentation

22 that was requested.

23 Q. So your understanding of that requirement is

24 the District requests a document and then has a couple

25 meetings?

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1 A. My understanding is I don't know that there

2 is a formal process on that requirement other than that we

3 have to evaluate. I'm not aware of the formal process on

4 how you go about doing that, other than we have an

5 obligation to evaluate.

6 Q. Where can we see what the evaluation was?

7 A. There was no -- If you're referring to like

8 a summary report, there was no summary report given.

9 Again, we were not -- at the same time, we weren't

10 receiving, as memorialized in the letters, the majority of

11 the information we requested.

12 Q. Let's talk about the dates of those

13 requests.

14 A. Okay.

15 Q. I believe it was Joint Exhibit 22.

16 A. (Witness reviewed document.)

17 Okay.

18 Q. The date of that is July 28, 2014?

19 A. That is correct.

20 Q. And then Joint Exhibit 23.

21 A. 23.

22 Q. That's the follow-up request?

23 A. That is, September 8, 2014.

24 Q. Can you turn to Joint Exhibit 2?

25 A. (Witness complies.)

731

1 Okay.

2 Q. Do you recognize this document?

3 A. (Witness reviewed document.)

4 Yes.

5 Q. What is it?

6 A. It is a letter to I-LEAD Charter School.

7 It references a meeting that happened on July 18th, and it

8 discusses some of the topics that came up during that

9 meeting.

10 Q. And the date of this letter is August 8th,

11 2014?

12 A. That's correct.

13 Q. So this is in between your two document

14 requests of July 28th and September 8th?

15 A. Correct.

16 Q. This August 8th letter proposes terms for a

17 renewal Charter. Is that correct? On Pages 3 through 15

18 of the document?

19 A. Correct.

20 Q. So you --

21 MR. CIANCI: Pardon me. What document

22 are we looking at?

23 MR. STACEY: Joint Exhibit 2.

24 MR. CIANCI: Thank you.

25 BY MR. STACEY:

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1 Q. Did you authorize Ms. Petersen to send this

2 letter to the Charter School's attorneys?

3 A. Yes.

4 Q. After you requested documents at the July

5 28th letter, you authorized Ms. Petersen to issue a letter

6 to I-LEAD Charter School containing a proposed Charter

7 Agreement.

8 A. Yes, based on the meeting, we did authorize

9 her to outline what could potentially be an agreement.

10 Q. Even though you hadn't received any

11 documents?

12 A. Correct.

13 Q. And you hadn't done your evaluation?

14 A. We did not do the full evaluation.

15 Q. On Page 3 of Joint Exhibit 2, which is the

16 first page of the -- I guess the attachment to that.

17 A. So not 3 of the --

18 Q. It says 1 of 12.

19 A. 1 of 12. Okay. All right. I have it.

20 Q. Paragraph 2, Location --

21 A. Yes.

22 Q. -- specifies that the Charter School shall

23 operate at 401 Penn Street?

24 A. It does.

25 Q. And 2(b) states that the parties acknowledge

733

1 that the Institute for Leadership, Education, Advancement  
2 and Development, Inc., who is the owner of 401 Penn Street,  
3 may be seeking other tenants for the property?  
4 A. That's correct.  
5 Q. So at this point you knew that I-LEAD, Inc.,  
6 owned the building?  
7 A. Yes, it's in this document that they owned  
8 it.  
9 Q. And the District was aware of that  
10 arrangement?  
11 A. Wasn't aware of the -- not the terms of the  
12 arrangement. We know that they were at 401 Penn Street.  
13 Q. And that Inc. was going to lease at least  
14 some of the space to the Charter School?  
15 A. According to this, yes.  
16 Q. On the next page, 2 of 12, Subsection (c) of  
17 that same paragraph, so right at the top.  
18 A. Okay.  
19 Q. This proposes that the Charter School give  
20 to the District an executed lease between I-LEAD, Inc., and  
21 the Charter School?  
22 A. It does.  
23 Q. Can you flip to Joint Exhibit 3, please?  
24 A. (Witness complies.)  
25 Okay.

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1 Q. And Page 2.  
2 A. Page 2.  
3 (Witness complies.)  
4 Okay.  
5 Q. You testified to that second paragraph?  
6 A. Correct.  
7 Q. The two entities share common Board members  
8 and/or employees.  
9 A. Correct.  
10 Q. And that was an issue that you had with  
11 I-LEAD Charter School?  
12 A. We had an issue with a lack of  
13 understanding of how I-LEAD Charter and I-LEAD, Inc., were  
14 functioning.  
15 Q. If you'd flip to Joint Exhibit 5.  
16 A. (Witness complies.)  
17 Okay.  
18 Q. I'll ask you to go to Page 54.  
19 A. 54?  
20 Q. Strike that. 52.  
21 A. 52.  
22 (Witness complies.)  
23 Okay.  
24 Q. Do you know what Joint Exhibit 5 is?  
25 A. I've seen Joint Exhibit 5. Yes.

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1 Q. Is it the Application for I-LEAD Charter  
2 School filed with the Reading School District?  
3 A. Yes. And it says Revised 6/2010.  
4 Q. At the top of Page 52 it says Governance?  
5 A. Okay.  
6 Q. And then it says, The Reading Leadership  
7 Institute Charter School Board of Trustees will consist of  
8 the seven member I-LEAD Board of Directors?  
9 A. It says that. Yes.  
10 Q. So at the time of the application, the  
11 Charter School was representing that I-LEAD, Inc., was  
12 going to have the same Board as the Charter School?  
13 A. So the Reading Leadership, that would be  
14 I-LEAD. So you're saying that's I-LEAD Charter School?  
15 Q. That is what eventually became I-LEAD  
16 Charter School. Correct.  
17 A. Okay. The way that reads, yes.  
18 Q. So I apologize if I'm jumping around in  
19 dates.  
20 A. Okay.  
21 Q. You testified that when you attended a  
22 meeting in the summer of 2014, that was for the purpose of  
23 getting more information about the Charter School?  
24 A. Correct.  
25 Q. Prior to that meeting, did you review the

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1 Charter Application?  
2 A. I looked at it. Yes.  
3 Q. Did you specifically review the part about  
4 who should be on the Board?  
5 A. I don't recall.  
6 Q. I believe you also testified that you  
7 attended a meeting with the Charter School in November of  
8 2014 which was geared towards academics?  
9 A. I was not at that meeting, but there was a  
10 meeting held. There was another Administrator that was at  
11 that meeting. It was not me.  
12 Q. Who was that Administrator?  
13 A. I believe it was Curriculum, so it was  
14 probably either Dr. Kandace Williams or Dr. Juliette  
15 Pennyman, I believe, but I'm not a hundred percent sure.  
16 Q. Do you know what the purpose of that meeting  
17 was?  
18 A. I believe it was to discuss academic goals  
19 and thresholds for the Charter School.  
20 Q. Meaning academic goals for a new Charter?  
21 A. It was to discuss academic -- for a new  
22 Charter, or are you talking about a memorialized Charter?  
23 Q. I'm just asking what you recall.  
24 MR. CIANCI: Objection. If you're asking  
25 for his understanding of what the purpose of the meeting

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<p>1 that he didn't attend was, then I just want that to be 2 clear.</p> <p>3 THE WITNESS: Yeah, my understanding, it 4 was based to discuss academics with I-LEAD Charter. 5 BY MR. STACEY:</p> <p>6 Q. If I could have you go back to Joint 7 Exhibit 3.</p> <p>8 A. (Witness complies.) 9 Okay.</p> <p>10 Q. Page 2.</p> <p>11 A. (Witness complies.) 12 Okay.</p> <p>13 Q. The same paragraph we were reading at the 14 bottom that you had read earlier.</p> <p>15 A. Yes.</p> <p>16 Q. Contrary to this setup, charter schools are 17 required to operate independently from management 18 companies. Is I-LEAD, Inc., a management company of the 19 Charter School, in your view?</p> <p>20 A. In my view, there was a lack of clarity on 21 what it was.</p> <p>22 Q. So is the answer no?</p> <p>23 A. The answer is there was a lack of clarity 24 on the relationship and what I-LEAD, Inc., versus I-LEAD 25 Charter School and then that setup was.</p> <p style="text-align: right;">738</p>	<p>1 to the Board for approval?</p> <p>2 A. It was discussed at the Board level.</p> <p>3 Q. It was discussed?</p> <p>4 A. It was.</p> <p>5 Q. Can you tell us about those discussions?</p> <p>6 A. I mean, to summarize those discussions, 7 there was concern -- again, administratively we proposed 8 this document, and there was still concerns, from what I 9 recall, of the academic progress not being aggressive 10 enough for where they wanted to see I-LEAD in relation to 11 the School District as far as academic performance.</p> <p>12 Q. So I just want to be clear about this.</p> <p>13 A. Sure.</p> <p>14 Q. So the proposed Charter was relayed to the 15 Charter School. The Charter School agreed. You were aware 16 of that, and so the Administration and the Charter School 17 tentatively agreed to a new Charter?</p> <p>18 A. No. I would say this was framework that we 19 wanted to then take and propose. I don't believe that's an 20 agreement.</p> <p>21 Q. Do you know when the Charter was renewed?</p> <p>22 A. I believe it was October, 2013, I believe.</p> <p>23 Q. Do you know what the first year of the 24 renewed Charter term would have been?</p> <p>25 A. I believe they still had one more existing</p> <p style="text-align: right;">740</p>
<p>1 Q. After your review of the documents you've 2 seen, do you believe that I-LEAD, Inc., is a management 3 company?</p> <p>4 A. Again, I know that I-LEAD, Inc., based on 5 Mr. Castro's testimony, has a wide array of services. I 6 don't know that I can answer whether they're a management 7 company or not.</p> <p>8 Q. Am I correct that this Joint Exhibit, Joint 9 Exhibit 3, proposes terms for a renewal Charter to the 10 Charter School?</p> <p>11 A. It does.</p> <p>12 Q. Were you present for Mr. Castro's testimony 13 when he testified that the Charter School had agreed to 14 those proposed terms?</p> <p>15 A. I was present.</p> <p>16 Q. Were you ever notified that the Charter 17 School had agreed to those terms?</p> <p>18 A. Yes, I was.</p> <p>19 Q. So did you think there was going to be a new 20 Charter Agreement?</p> <p>21 A. At that point, I did not know because, 22 ultimately, the Board of Directors would have to approve 23 any agreement.</p> <p>24 Q. Do you know whether the proposed Charter 25 that was agreed to by I-LEAD Charter School was ever given</p> <p style="text-align: right;">739</p>	<p>1 year, so it would have been '14/15 if I'm not mistaken.</p> <p>2 Q. So the '14/15 school year is year one of the 3 current year Charter term?</p> <p>4 A. For the five year, I believe that's 5 correct.</p> <p>6 Q. Turn to Joint Exhibit 28, please.</p> <p>7 A. (Witness complies.) 8 Okay.</p> <p>9 Q. You had read the dates at the bottom of 10 these Statements of Financial Interest, and they were filed 11 in September and October of 2014?</p> <p>12 A. Are you talking about the Financial --</p> <p>13 Q. I'm on Joint Exhibit 28.</p> <p>14 A. 28, I'm sorry. Thank you. Can you ask 15 that question again, please?</p> <p>16 Q. Sure. The dates of these Statements of 17 Financial Interest are in September and October of 2014.</p> <p>18 A. And you're talking about when they were 19 signed?</p> <p>20 Q. Yes, the dates --</p> <p>21 A. The dates they were signed, yes, if 22 September for, I believe, three of them -- four of them and 23 October for one. Four of the Statement of Interest were a 24 September, '14, month, year, and I believe one was in 25 October, '14, month, year.</p> <p style="text-align: right;">741</p>

1 Q. Am I correct that Statements of Financial  
2 Interest are filed for each calendar year?  
3 A. Yes, I believe that's correct.  
4 Q. So if these were 2014, it would have been  
5 from January 1, 2014, to December 31, 2014?  
6 A. That's my understanding. Yes.  
7 Q. So these Statements of Financial Interest  
8 that are presented to you represent the first half of the  
9 first school year of the current Charter term?  
10 A. Yes. Well, it would have been the end of  
11 the first -- the end of one year and then the beginning --  
12 the next six months of the next school year. So it would  
13 have been the end of one school year and then six months of  
14 the next school year.  
15 Q. So half of the '14/15 school year --  
16 A. Basically, yes.  
17 Q. -- which is the first year of the Charter  
18 term?  
19 A. Correct.  
20 MR. CIANCI: I object for the record to the  
21 extent that that question mischaracterized the evidence.  
22 HEARING OFFICER: If he's mischaracterizing  
23 the evidence, I know what you're going to ask on redirect,  
24 I think, and I'll let you clarify it then.  
25 BY MR. STACEY:

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1 Q. Let's go through these one by one. On the  
2 first page, this is for Robert Natalini?  
3 A. Yes.  
4 Q. Did you testify that at the time Robert  
5 Natalini signed this, it's your understanding that he was  
6 on I-LEAD, Inc.'s Board of Directors?  
7 A. My understanding.  
8 Q. On the next page for Phillip Thomas, do you  
9 know when he was a Board member of the I-LEAD, Inc.?  
10 A. I do not.  
11 Q. For Mr. Thomas, under No. 10, does this form  
12 indicate that one of his sources of income is I-LEAD?  
13 A. It does. It says I-LEAD, and then there's  
14 an address of Bryn Mawr.  
15 Q. The Bryn Mawr address, do you know that to  
16 be the address of I-LEAD, Inc.?  
17 A. I don't know.  
18 Q. You don't know?  
19 A. No.  
20 Q. You testified that you had not received, as  
21 of February, '15, Statements of Financial Interest from  
22 school Administrators?  
23 A. Correct.  
24 Q. Have you reviewed any Statements of  
25 Financial Interest since February, 2015, for Administrators

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1 or Board members of the Charter School?  
2 A. I have not.  
3 Q. So you haven't reviewed any Statements of  
4 Financial Interest for about a year?  
5 A. Correct.  
6 Q. So the only ones that you have are from the  
7 second half of the '14 calendar year, which is the first  
8 half of the five-year Charter term of I-LEAD Charter  
9 School?  
10 A. What is in the exhibit is what we have.  
11 Yes.  
12 Q. Have you ever attended a Board meeting of  
13 the I-LEAD Charter School?  
14 A. I have not.  
15 Q. Board meetings are open to the public;  
16 correct?  
17 A. Correct.  
18 Q. Since you haven't reviewed anything since  
19 February of 2015, you testified that the District was not  
20 informed by the Charter School about a number of things,  
21 appointment of Dr. Bohan, the August, 2015, appointment of  
22 Board member Joe Amprey, the appointment of Duane Brown to  
23 his position?  
24 A. Correct.  
25 Q. Or loan documents which may have been

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1 adopted by their Board?  
2 A. Correct.  
3 Q. Is it your view that the Charter School is  
4 obligated to keep you informed of all of these matters?  
5 A. It is my view. Yes.  
6 Q. Go to Joint Exhibit 7, please.  
7 A. (Witness complies.)  
8 Q. Do you recognize this document?  
9 A. I've seen this document. Yes.  
10 Q. Is it the Charter Agreement between the  
11 District and the Charter School?  
12 A. Yes.  
13 Q. Can you show me where it says the Charter  
14 School is supposed to keep the Reading School District  
15 Administration informed of everything that happens at the  
16 Charter School?  
17 A. That statement, as you just posed it, is  
18 not in this document.  
19 Q. Is it in the Charter School Law?  
20 A. I am not sure if it's written as you just  
21 said in the Charter School Law.  
22 Q. Is it in the Reading School District's  
23 policy regarding charter schools?  
24 A. As you stated it, no.  
25 Q. Let me ask it this way. What is the Charter

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1 School supposed to keep the School District Administration  
2 informed of?

3 A. Again, as the authorizer of the Charter  
4 School, it's my understanding that the District has  
5 oversight and obligation to review the Charter School and,  
6 also, the Board has an obligation to keep abreast of the  
7 Charter School.

8 So major changes to their operation,  
9 changes that impact the daily operation in the building  
10 with our Reading students is something we feel we should be  
11 apprised of.

12 Q. Changes that affect the daily operations of  
13 the school?

14 A. In that case, like you mentioned about a  
15 Principal changing, as for an example, we should be aware  
16 of that and notified of that.

17 Q. Did you ever notify the Charter School that  
18 it was not informing you of these things?

19 A. We asked for a number of requests through  
20 the documentation provided in this hearing.

21 Q. Do any of those requests say, you have an  
22 obligation, Charter School, to keep us informed of  
23 everything that goes on?

24 A. I don't believe that says that specifically  
25 in writing.

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1 Q. Does it say, you have to keep us informed of  
2 whether you have a new Principal or not?

3 A. It does not state that like you just stated  
4 in the document.

5 Q. I'll ask you to go to Joint Exhibit 30.

6 A. (Witness complies.)

7 Okay.

8 Q. I'll take a couple minutes here. You  
9 testified that this was the Lease Agreement that you  
10 received for the 401 Penn Street property; correct?

11 A. Yes, through Mr. Figueroa. Yes.

12 Q. If you'd flip to Page 10.

13 A. (Witness complies.)

14 Okay.

15 Q. I just want to be clear, Page 10 is the  
16 signature page for this lease document. Is that correct?

17 A. There's two -- there's this signature page,  
18 and there was the one that I testified to earlier.

19 Q. The one that you testified to earlier, is  
20 that for this Lease Agreement, or is that a separate Lease  
21 Agreement?

22 A. The one I testified to earlier also  
23 references 401 Penn Street, same location.

24 Q. The one you testified to earlier, does it  
25 say, This lease shall commence October 1, 2013, and end

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1 upon such date as the parties shall negotiate another lease  
2 or terminate this lease?

3 A. It does state that. Yes.

4 Q. The date of that signature page is  
5 October 2nd, 2013?

6 A. Correct.

7 Q. And the date on the front of Joint  
8 Exhibit 30 is March 25th, 2014?

9 A. On the front page, yes.

10 Q. So it's safe to say that the parties  
11 negotiated another lease?

12 A. Where the parties memorialized and signed a  
13 lease, there's no dates provided.

14 Q. So are you saying that the signatures  
15 contained on Page 10 are not part of the March 25, 2014,  
16 lease?

17 A. All I'm stating is that unlike the prior  
18 document where the dates were contained where the parties  
19 signed, there's no dates contained on this signature page.  
20 The front of the lease, as you mentioned earlier, does  
21 state March of '14, the cover page.

22 MR. CIANCI: Pardon me. Mr. Litts, we  
23 will stipulate that they're separate leases.

24 MR. STACEY: I don't have any more  
25 questions on that.

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1 BY MR. STACEY:

2 Q. When did you review the March 25, 2014,  
3 lease, would this have been in February of 2015?

4 A. I don't recall the first time I looked. It  
5 would have been after -- the information came in, I  
6 probably reviewed it within one to two weeks of receiving  
7 it.

8 Q. It came in when Mr. Figueroa sent you the  
9 letter?

10 A. Correct, when he sent the letter, yes, and  
11 delivered the information.

12 Q. Since then have you asked for whether any  
13 new Lease Agreements have been amended or executed?

14 A. I don't believe so. No.

15 Q. Do you know whether School District's  
16 Counsel has submitted a right-to-know request to the  
17 Charter School for that information?

18 A. I know they submitted a right-to-know  
19 request. Again, without it in front of me, I don't know  
20 remember every item that was on that request.

21 Q. So you don't know whether this lease has  
22 been amended?

23 A. I am not aware of that at this point.

24 Q. And you haven't asked for that?

25 A. I haven't asked from who?

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1 Q. For any amended Lease Agreements?  
2 A. No. What I -- the right-to-know request  
3 was to ask for updated information. I have not reviewed  
4 that information yet that was -- whatever information was  
5 received, I have not reviewed that yet at this point.  
6 Q. In your view, though, this is something that  
7 should have been provided to the School District  
8 Administration?  
9 A. I believe so, yes.  
10 Q. Since February of 2015, has your office made  
11 any request to the Charter School for additional documents?  
12 A. Since February, '15? We did the  
13 right-to-know request -- no, not -- other than anything  
14 that's documented within the Joint Exhibits, letters from  
15 our legal Counsel to their legal Counsel, that's what we  
16 requested officially.  
17 Q. You testified to the policy which states  
18 that annually you need to assess the Charter School.  
19 A. Yes.  
20 Q. So following the '14/15 school year, what  
21 steps did you take in fulfillment of that obligation?  
22 A. I believe, again, the documents contained  
23 within Joint Exhibits show several letters continually  
24 requesting documents and information. I believe, you know,  
25 that is -- that is part of the process we were undertaking

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1 to get an understanding of, again, I-LEAD Charter and how  
2 the Charter was performing.  
3 In addition, we reviewed documents that are  
4 publicly available like School Performance Profile.  
5 Q. So you said the last time you requested  
6 documents was about a year ago?  
7 A. Officially, it would have been February.  
8 Yes.  
9 Q. What is your involvement with the audit  
10 process for the School District? And let me just say that  
11 what I mean by that is when the School District is audited  
12 independently, what is your role in that process?  
13 A. My role -- very little role in that.  
14 That's handled through our Finance office. I'm aware of  
15 when the auditors are here. I'm aware of the process. I'm  
16 present during presentations on that, but I am not directly  
17 involved with the audit.  
18 Q. And you stated that it's your view that  
19 audits are due on December 31 of each year?  
20 A. That's my understanding.  
21 Q. Do you know whether the Reading School  
22 District has complied with that requirement for the year  
23 ended June 30, 2015?  
24 A. I believe -- I don't believe they did. No.  
25 Q. They did not?

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1 A. No.  
2 Q. What about the year ended June 30, 2014?  
3 A. No.  
4 Q. What about the year ended June 30, 2013?  
5 A. That I don't know.  
6 Q. May I approach?  
7 HEARING OFFICER: Sure.  
8 BY MR. STACEY:  
9 Q. Do you recognize this document (indicating)?  
10 A. (Witness reviewed document.)  
11 No. I know it's an audit document, but I  
12 -- for June, 2013, I wasn't with the District.  
13 Q. Is that -- and you can thumb through it.  
14 A. Okay.  
15 (Witness reviewed document.)  
16 I mean, it's a financial audit document for  
17 the Reading School District ending June 30th of '13.  
18 Q. So that's an Independent Auditor's Report?  
19 A. It is. Yes.  
20 Q. That's the document that, in your view, is  
21 due December 31 of each year?  
22 A. Yes.  
23 Q. I believe it's Page 4, but I might be wrong  
24 about that. Can you tell me the date indicated on which  
25 that was prepared?

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1 A. March 19th, 2014.  
2 Q. So that was filed after the due date?  
3 A. That was filed after the December 31st  
4 timeline. Yes.  
5 Q. So for at least the past three fiscal years,  
6 the District hasn't filed audits by December 31 of those  
7 years?  
8 A. Correct.  
9 Q. And so it was a real concern to you that the  
10 Charter School hadn't filed by December 31?  
11 MR. CIANCI: Objection. That's  
12 argumentative.  
13 HEARING OFFICER: I'll sustain the  
14 objection.  
15 BY MR. STACEY:  
16 Q. You testified to the Minutes contained in  
17 Joint Exhibit 27?  
18 A. 27. Okay.  
19 Q. And you stated that these were the Minutes  
20 you received from Mr. Figueroa; correct?  
21 A. That's correct.  
22 Q. Do you know if these are all of the Minutes  
23 for all Board meetings occurring in the time period that  
24 you requested?  
25 A. Based on the Minutes and then you look at

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1 the subsequent dates that they're scheduled to have a  
2 meeting, they seem to align, but this is what we requested,  
3 and this is what we received.  
4 So, for example, September 26th meeting  
5 Minutes it says the next meeting would be December 12th,  
6 which we didn't receive Minutes for that. And then it was  
7 March 25th was the next time we received the Minutes.  
8 Q. So you don't know whether there were special  
9 meetings, for example, that may have happened in between  
10 there for which you don't have Minutes?  
11 A. I have the Minutes provided in here is what  
12 we received.  
13 Q. When was the first time you visited the  
14 Charter School?  
15 A. I believe it was June or July of 2014.  
16 Q. And that would have been the 401 Penn Street  
17 location?  
18 A. Yes, it would have been the 401 Penn Street  
19 location.  
20 Q. Do you recall the purpose of that visit?  
21 A. The purpose of the visit was to look at the  
22 location at 401 Penn Street. The Board made a request that  
23 Administration go down and tour the building and take a  
24 look at the building.  
25 Q. Do you recall the purpose of the Board's

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1 request?  
2 A. Just to take a look at the conditions, make  
3 sure, from our opinion, that it was suitable for a teaching  
4 and learning environment.  
5 Q. Did the Reading School District ever appeal  
6 the zoning of 401 Penn Street?  
7 A. Yes.  
8 Q. When did that occur?  
9 A. I believe it was the summer of '14, if I'm  
10 not mistaken.  
11 Q. So at the same time you visited, that was  
12 the same time the School District appealed the zoning?  
13 A. Correct.  
14 Q. Do you remember the basis for that appeal?  
15 A. There was concern about the process of how  
16 the zoning permit was issued, and that's why we were  
17 appealing.  
18 MR. CIANCI: Could you say that again?  
19 THE WITNESS: There was a concern over  
20 the process of how the zoning permit was issued to  
21 I-LEAD.  
22 BY MR. STACEY:  
23 Q. Do you recall whether a hearing was held on  
24 that appeal?  
25 A. It was, over at City Hall.

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1 Q. Did you attend that hearing?  
2 A. I did.  
3 Q. And was the School District represented by  
4 Counsel at that hearing?  
5 A. It was. Yes.  
6 Q. Do you remember by which firm?  
7 A. Levin Legal Group.  
8 Q. Do you recall what you testified about?  
9 A. No, I don't recall. I mean, I was asked  
10 some questions based on timelines, process. I know, I  
11 believe, Mr. Figueroa was asked some questions if I'm not  
12 mistaken, but I don't remember every detail of what was  
13 testified to.  
14 Q. Were you part of the team that proposed to  
15 the Board that the zoning for 401 Penn Street be appealed?  
16 A. Was I part of the team?  
17 Q. Let me ask it this way. Did you have any  
18 role in that process leading to the filing of the appeal?  
19 A. I did.  
20 Q. What was that role?  
21 A. The role was to, you know -- the zoning  
22 came up as the process was questioned. And I was basically  
23 asked to work with Counsel to appeal the process and --  
24 which ultimately would lead to a hearing on how the zoning  
25 permit was issued.

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1 Ultimately, it was determined we didn't  
2 file that appeal in the proper time frame, so I believe  
3 that I-LEAD -- the zoning stayed as is, and there was no  
4 further appeals on behalf of the School District.  
5 Q. So it's your testimony today that the  
6 purpose of that appeal was to gain more information about  
7 the process by which the zoning permit was issued?  
8 A. There was concern about whether the proper  
9 process was followed to issue that zoning permit to I-LEAD.  
10 Q. If that process wasn't followed, what effect  
11 would that have on whether I-LEAD could operate in that  
12 building?  
13 A. What effect would it have?  
14 Q. Yes.  
15 A. Well, it --  
16 MR. CIANCI: Objection.  
17 HEARING OFFICER: Basis?  
18 MR. CIANCI: It requires him to  
19 speculate.  
20 MR. STACEY: He testified he was part of  
21 the team that said let's file an appeal on the zoning. I  
22 just want to know what they thought they were going to  
23 accomplish by doing that.  
24 HEARING OFFICER: Ask that question.  
25 THE WITNESS: What we were going

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1 accomplish by?  
2 BY MR. STACEY:  
3 Q. Appealing the award of the zoning permit to  
4 I-LEAD Charter School to operate at 401 Penn Street.  
5 A. I don't know if it was about accomplishing.  
6 It was about the fact that there's -- our understanding is  
7 there was a process to be followed to gain zoning permit  
8 for that building, and there was questions on whether that  
9 process was followed, and whether the zoning permit was  
10 issued as it should have been for the school.  
11 So that's why we appealed it and, again,  
12 like I said, ultimately we didn't do that. And it was  
13 deemed that we didn't do that in the proper time. And  
14 there was no further objections from the School District  
15 after that.  
16 Q. So the zoning appeal was denied?  
17 A. It was, yes, on the basis of time frame.  
18 We didn't file timely.  
19 Q. If the School District had been successful,  
20 would the zoning permit have been revoked?  
21 A. I can't answer that. That would have been  
22 a City decision.  
23 Q. If the zoning permit would be revoked, is it  
24 your understanding whether the school would still be  
25 allowed to operate there?

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1 A. I know there's -- I'm sure there's an  
2 appeal process. I don't know what the end result would  
3 have been. I'm assuming there might have been a  
4 possibility that they would not have been able to operate,  
5 but I don't know that for sure.  
6 Q. You stated that as part of your duties you  
7 have responsibility with the right-to-know law.  
8 A. I do. Yes.  
9 Q. Are you the Open Records Officer for the  
10 District?  
11 A. I am listed as the Open Records Officer.  
12 Yes.  
13 MR. CIANCI: Mr. Celmer, if you could  
14 just speak louder.  
15 THE WITNESS: Oh, sorry. Okay.  
16 MR. CIANCI: Thank you very much.  
17 THE WITNESS: You're welcome.  
18 BY MR. STACEY:  
19 Q. And in that position you respond to requests  
20 from the public made pursuant to the right-to-know law?  
21 A. Yes, we do, on behalf of the District.  
22 Q. And you received a right-to-know request  
23 from me, Jeffrey Stacey, dated October 8th, 2015?  
24 A. Yes.  
25 Q. Can you turn to -- a different binder --

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1 Charter School Exhibit 30?  
2 A. (Witness complies.)  
3 HEARING OFFICER: It would be Binder, I  
4 believe, 1 of 2.  
5 MR. STACEY: Yeah. I'm sorry.  
6 THE WITNESS: I see the Cover Sheet 1.  
7 Is it 2 of 2?  
8 HEARING OFFICER: 1 of 2. And we updated  
9 that.  
10 THE WITNESS: So it's in this one  
11 (indicating).  
12 BY MR. STACEY:  
13 Q. Tab 30.  
14 A. (Witness Complies.)  
15 Okay.  
16 Q. Do you recognize this document?  
17 A. I do.  
18 Q. What is it?  
19 A. It is a response to a right-to-know request  
20 submitted October 8, 2015.  
21 Q. And you're the author of this document?  
22 A. Along with our legal Counsel, our  
23 Solicitor.  
24 Q. If I can direct your attention to Page 2, it  
25 should be Request Item 6.

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1 A. Page 2, Request Item 6.  
2 (Witness complies.)  
3 Q. What was that request?  
4 A. E-mails between School Directors or between  
5 School District Administration and School Directors  
6 regarding the renewal of I-LEAD Charter School's Charter.  
7 For purposes of this request, please use the time period  
8 July 1, '13, through November 30, '13.  
9 Q. Thank you. If you flip the page --  
10 MR. CIANCI: I'm sorry. What was just  
11 read?  
12 THE WITNESS: It was the top of --  
13 MR. STACEY: Request Item 6.  
14 HEARING OFFICER: Item requested No. 6.  
15 It was on the second page of the letter.  
16 MR. CIANCI: Thank you.  
17 BY MR. STACEY:  
18 Q. Am I correct that on the following page is  
19 your response to that request?  
20 A. Yes.  
21 Q. And the request was granted?  
22 A. Yes, for No. 6.  
23 Q. Now, am I also correct that this is just the  
24 cover letter to that response?  
25 A. Yes.

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1 Q. The actual response would have contained the  
2 actual documents?  
3 A. This is the cover letter. Yes.  
4 Q. Can I have you flip back to Exhibit 14 in  
5 the same binder?  
6 A. (Witness complies.)  
7 Okay.  
8 Q. I'll give you a chance to review if you need  
9 it.  
10 A. Is this -- are we -- CS-14?  
11 Q. Correct. Is this an e-mail that you gave me  
12 in response to that request?  
13 A. It's an e-mail we pulled. Yes.  
14 Q. Is that the same with Charter School Exhibit  
15 15?  
16 A. Yes.  
17 Q. And Charter School Exhibit 16?  
18 A. Yes.  
19 Q. And Charter School Exhibit 17?  
20 A. Yes.  
21 Q. And Charter School Exhibit 18?  
22 A. Yes.  
23 Q. And lastly, Charter School Exhibit 19?  
24 A. Yes.  
25 Q. So these are all public records of the

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1 District?  
2 HEARING OFFICER: Are these the responses  
3 for Request No. 6?  
4 BY MR. STACEY:  
5 Q. Both. These are responses to Request No. 6.  
6 I think he just answered that.  
7 A. Yes, a response to Request No. 6.  
8 Q. So these are copies of e-mails between  
9 School Directors -- or between Administration and School  
10 Directors?  
11 A. At that time, yes.  
12 Q. At that time. Do you have any reason to  
13 believe that these are not records of the School District?  
14 A. No.  
15 Q. Can I have you turn to Charter School  
16 Exhibit 17?  
17 A. (Witness complies.)  
18 Okay.  
19 Q. Do you know who this e-mail would be from?  
20 MR. CIANCI: Objection. These are just  
21 documents that are turned over, and now he wants Mr.  
22 Celmer -- let me state that more specifically. These are  
23 documents that are turned over pursuant to a  
24 right-to-know request. And now he's asking Mr. Celmer to  
25 testify as to the substance, the sum and substance of

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1 these e-mails, which I do not believe that he is  
2 competent to do.  
3 HEARING OFFICER: He hasn't asked that  
4 question yet. What he asked is, do you know who the  
5 e-mails are from. So I'm going to let him answer that  
6 question. Do you know who this e-mail is from?  
7 THE WITNESS: Based on the -- it says  
8 washingt, which the assumption is Jim Washington.  
9 BY MR. STACEY:  
10 Q. Who is Jim Washington?  
11 A. At the time, he was a Board member.  
12 Q. Who is the e-mail to?  
13 A. It looks like purcellc, which --  
14 MR. CIANCI: I object. Lack of  
15 foundation. There's no testimony that this is a true and  
16 correct copy of the actual e-mail. This is just a  
17 document from a right-to-know request where documents  
18 were turned over.  
19 MR. STACEY: I would hope we would be  
20 able to think that these records are trustworthy.  
21 HEARING OFFICER: Overruled. The witness  
22 already identified these as the responses he gave to the  
23 right-to-know request. Therefore, I'm assuming, assuming  
24 he testified truthfully, that this is an e-mail that he  
25 or someone in his office produced. And to the extent he

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1 can answer questions as to who the e-mail is to or from,  
2 I'm going to let him do it.  
3 I will say on the record most  
4 institutions have e-mail addresses with initials or  
5 names, so I don't think it takes rocket science to  
6 identify who those are, but in the event that this  
7 witness can clarify, great.  
8 Again, guys, I'm going to let you put on  
9 your cases, but I don't know how much relevance a lot of  
10 this stuff both of you are putting into the record, so I  
11 will give it what weight I believe it is due.  
12 So can you answer Mr. Stacey's question  
13 as to who this e-mail was addressed to, to the best of  
14 your knowledge?  
15 THE WITNESS: To the best of my  
16 knowledge, it would be Carlinda Purcell.  
17 BY MR. STACEY:  
18 Q. Can you read what the e-mail says, the first  
19 sentence or question?  
20 A. In preparation for review of I-LEAD  
21 renewal, will someone in the Administration be analyzing  
22 their academic performance for 2012/13 and comparing them  
23 to our result for comparable students.  
24 Q. And then Mr. Washington provided Ms. Purcell  
25 with a link to I-LEAD SPP academic performance?

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1 A. It appears so. Yes.  
2 Q. And Jim Washington was on the Board?  
3 A. Yes.  
4 Q. So he's asking the Superintendent of the  
5 School District about I-LEAD Charter School's academic  
6 performance?  
7 A. According to this e-mail, yes.  
8 Q. I'll have you go to Joint Exhibit 4.  
9 A. (Witness complies.)  
10 Okay.  
11 Q. Beginning on Page 3, is this the Board  
12 Resolution instituting revocation proceedings against  
13 I-LEAD Charter School?  
14 A. It is.  
15 Q. Did you have any participation in preparing  
16 this document?  
17 A. I've seen this document. Yes.  
18 Q. But did you prepare it?  
19 A. I reviewed it, and I helped to prepare some  
20 of it. Yes.  
21 Q. Which portions did you help to prepare?  
22 A. My role was more on the operations  
23 governance side, so if you look at No. 2 (b), (c), (d) and  
24 then 3 (a) were my -- again, I reviewed the whole document,  
25 but my primary role was looking at those areas.

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1 Q. What about the whereas clauses at the top of  
2 the document, did you have any role in those?  
3 A. No. Those were prepared by legal Counsel.  
4 Q. Do you see the third whereas?  
5 A. Okay.  
6 Q. Whereas, prior to its receipt of I-LEAD's  
7 academic data for the '12/13 school year, the Board voted  
8 to renew I-LEAD's Charter?  
9 A. I see that.  
10 Q. You had just testified to an e-mail during  
11 the period prior to the Charter School's Charter?  
12 A. From a right-to-know request.  
13 Q. Is that a yes?  
14 A. Which e-mail are you referring to?  
15 Q. Charter School Exhibit 17. Let's flip back  
16 to it.  
17 A. (Witness complies.)  
18 There were several e-mails you pointed out.  
19 I just want to make sure --  
20 Q. Understood.  
21 A. Okay.  
22 Q. What's the date on that e-mail?  
23 A. It looks like 10/8/2013.  
24 Q. October 8, 2013?  
25 A. Yes.

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1 Q. And you testified previously that the  
2 Charter was renewed on October 30th, 2013?  
3 A. I testified it was October of 2013, was my  
4 understanding when it was renewed.  
5 Q. So in this e-mail a Board member is telling  
6 the Superintendent, hey, here's I-LEAD Charter School's  
7 academic performance with a link to the School Performance  
8 Profile?  
9 A. Yes. They sent an e-mail with a link to  
10 the Performance Profile.  
11 Q. And the Revocation Notice states that the  
12 Board of Directors had not yet seen academic data from  
13 I-LEAD for the '12/13 school year prior to renewal.  
14 A. And that's Joint Exhibit 4?  
15 Q. Joint Exhibit 4, please, third page.  
16 A. (Witness reviewed document.)  
17 I'm sorry. You said third page, not Page  
18 3.  
19 Q. First page of the Resolution.  
20 A. Right. Correct. Okay.  
21 Q. So part of the basis for the revocation is  
22 that the Reading School Board didn't have academic data for  
23 I-LEAD Charter School for the '12/13 year prior to renewal.  
24 Is that correct?  
25 A. Correct.

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1 Q. But at least one Board member, Jim  
2 Washington, brought it to the Administration's attention  
3 that I-LEAD Charter School had School Performance Profile  
4 data as of October 8th, 2013?  
5 A. For the SPP public website, yes, that was  
6 what was in the e-mail.  
7 Q. And that was received prior to renewing the  
8 Charter for five years?  
9 A. Based on the e-mail, yes, that's the way it  
10 appears.  
11 Q. And the charges in this document, which is  
12 the reason we've been here these past few days, includes  
13 academic charges for the years 2011/12 and 2013; correct?  
14 A. Correct.  
15 Q. Other than the zoning appeal, are you aware  
16 of any other lawsuits the School District has filed against  
17 I-LEAD Charter School?  
18 A. Lawsuits?  
19 Q. Let me rephrase that. Are you aware of  
20 whether the School District has appealed the tax assessment  
21 for 401 Penn Street?  
22 A. I am aware of that. Yes.  
23 Q. Do you know what the basis for that appeal  
24 is?  
25 A. The basis is that I-LEAD is asking for a

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<p>1 reduction in their taxes -- and when I say I-LEAD, I</p> <p>2 believe it's I-LEAD, Inc. -- and the School District has</p> <p>3 appealed that. We believe that that building -- we don't</p> <p>4 agree with their proposal on what they believe the tax</p> <p>5 should be that they should pay.</p> <p>6 Q. I assume that means the School District</p> <p>7 believes that I-LEAD, Inc., ought to pay more money?</p> <p>8 A. We believe --</p> <p>9 HEARING OFFICER: That's not necessarily</p> <p>10 accurate.</p> <p>11 MR. STACEY: Understood. I'll withdraw</p> <p>12 the question.</p> <p>13 HEARING OFFICER: Rephrase it, because</p> <p>14 you can file tax assessment appeals, it's not so much you</p> <p>15 pay more. You don't want people paying less in a lot of</p> <p>16 cases. If you want to rephrase the question and ask what</p> <p>17 the basis of his understanding is, that's fine.</p> <p>18 BY MR. STACEY:</p> <p>19 Q. To your understanding, what is the dispute</p> <p>20 with I-LEAD, Inc., in terms of the tax assessment?</p> <p>21 A. The dispute is the worth of the building</p> <p>22 and what the tax amount that the I-LEAD, Inc., should pay</p> <p>23 for that building.</p> <p>24 Q. Can you tell me your title again?</p> <p>25 A. Assistant Superintendent, Business Support</p> <p>770</p>	<p>1 raised a concern about the District's misuse of Title 1</p> <p>2 funds?</p> <p>3 A. During a Cabinet meeting?</p> <p>4 Q. Yes.</p> <p>5 A. No.</p> <p>6 MR. CIANCI: Objection.</p> <p>7 HEARING OFFICER: Basis?</p> <p>8 MR. CIANCI: I object to relevance there,</p> <p>9 Mr. Litts.</p> <p>10 HEARING OFFICER: Mr. Stacey?</p> <p>11 MR. STACEY: My response to that would be</p> <p>12 we've been pretty liberal with the relevance of this</p> <p>13 material. And I would also say that I only have a couple</p> <p>14 of questions.</p> <p>15 MR. CIANCI: We have specific charges.</p> <p>16 HEARING OFFICER: I'm just thinking,</p> <p>17 assuming there is an issue with the School District's</p> <p>18 Title 4, how is that germane to these proceedings?</p> <p>19 MR. STACEY: I can ask another question.</p> <p>20 HEARING OFFICER: Okay.</p> <p>21 BY MR. STACEY:</p> <p>22 Q. During those Cabinet meetings, did any</p> <p>23 Senior Administration Officials present concerns to the</p> <p>24 Superintendent or the Cabinet that the academic data from</p> <p>25 Reading Senior High School was suspicious?</p> <p>772</p>
<p>1 Services.</p> <p>2 Q. And you stated that previous to that, you</p> <p>3 were Assistant to the Superintendent?</p> <p>4 A. Assistant to the Superintendent. That was,</p> <p>5 again, on a contracted basis through the Berks County</p> <p>6 Intermediate Unit.</p> <p>7 Q. In your current role, you still work closely</p> <p>8 with Dr. Mumin?</p> <p>9 A. I do. Yes.</p> <p>10 Q. Are you part of the Cabinet?</p> <p>11 A. I am.</p> <p>12 Q. Are there Cabinet meetings that you</p> <p>13 participate in?</p> <p>14 A. We do have Cabinet meetings. Yes.</p> <p>15 Q. Who is in the Cabinet?</p> <p>16 A. At this point, it's Mr. Wayne Gehris, CFO,</p> <p>17 Dr. Mumin, and then myself, and then depending on the topic</p> <p>18 of the meeting, other members come in. We have a Chief</p> <p>19 Human Resource Officer, a Director of Community Engagement,</p> <p>20 Director of Equity that are included in those meetings.</p> <p>21 And then we also currently have an Acting</p> <p>22 Assistant to the Superintendent for Teaching and Learning</p> <p>23 who is now part of those meetings.</p> <p>24 Q. At any of those Cabinet meetings, say in the</p> <p>25 past year, have any Senior Administration members ever</p> <p>771</p>	<p>1 A. No.</p> <p>2 Q. That never occurred?</p> <p>3 A. No, not that I recall. No.</p> <p>4 Q. What about not at a Cabinet meeting?</p> <p>5 A. No.</p> <p>6 MR. STACEY: That's all I have.</p> <p>7 HEARING OFFICER: Redirect?</p> <p>8 MR. CIANCI: Mr. Litts, may we take five</p> <p>9 minutes?</p> <p>10 HEARING OFFICER: Sure. Before we do</p> <p>11 that, I have a question because I want to be clear in my</p> <p>12 mind, in my notes. The Witness had identified in his</p> <p>13 letter, Joint Exhibit 24, various documents that he</p> <p>14 requested. Are you there?</p> <p>15 THE WITNESS: I am. Yes, sir.</p> <p>16 HEARING OFFICER: Specifically with</p> <p>17 regards to Request No. 3, it says copies of all Board</p> <p>18 Meeting Minutes from July 23 through the current time,</p> <p>19 and a list of all Board meetings scheduled for the '14/15</p> <p>20 school year. Did you ever receive a list of scheduled</p> <p>21 Board meetings?</p> <p>22 THE WITNESS: No.</p> <p>23 HEARING OFFICER: Thank you. If you want</p> <p>24 to take five minutes, we can take five minutes.</p> <p>25 MR. CIANCI: Thank you.</p> <p>773</p>

1 (Short recess was taken.)  
2 HEARING OFFICER: It's 1:55. We're back  
3 from our short break, and we'll go back on redirect.  
4 MR. CIANCI: Thank you, Mr. Litts.  
5 BY MR. CIANCI:  
6 Q. Mr. Celmer, if I could direct your attention  
7 to Joint Exhibit 22.  
8 A. (Witness complies.)  
9 Okay.  
10 Q. And this is the letter about which you  
11 testified that contained the requests for information from  
12 the Charter School?  
13 A. Yes.  
14 Q. And on the second page, No. 7, it states or  
15 it contains a request for, quote, all Statements of  
16 Financial Interest filed with the Charter School within the  
17 last 12 months, closed quote. Did I read that correctly?  
18 A. Yes. Correct.  
19 Q. So the prior 12 months would go back to  
20 July 28, 2013; correct?  
21 A. Correct.  
22 Q. Were any Statements of Financial Interest  
23 provided for that year?  
24 A. No.  
25 Q. With respect to the Statements that you did

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1 receive, those five Statements, you testified that you  
2 received only the one page for each person; correct?  
3 A. Correct.  
4 Q. And are there more pages that are supposed  
5 to come with each Statement of Financial Interest, or is it  
6 just one page?  
7 A. There could be attachments depending on the  
8 information being provided.  
9 Q. So at any point after you received the  
10 documents from Mr. Figueroa in February of 2015, was any  
11 supplemental information provided with respect to the  
12 income of the persons who supplied the Statements of  
13 Financial Interest?  
14 A. No.  
15 MR. CIANCI: Thank you. Mr. Litts, I  
16 have nothing further.  
17 HEARING OFFICER: Mr. Stacey?  
18 MR. STACEY: I have nothing.  
19 HEARING OFFICER: Any reason why this  
20 witness can't be excused at this time?  
21 MR. CIANCI: No, sir.  
22 HEARING OFFICER: Well, it's 11:55. I  
23 think it makes sense to probably take our lunch break  
24 now, and then if we can get back here in an hour, 12:55,  
25 that would be great. So we'll recess until then.

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1 (Lunch recess was taken.)  
2 HEARING OFFICER: We'll go back on the  
3 record. We're back from our lunch break. It's  
4 approximately 1:03 p.m. Where we last left it, the  
5 School District Administration had concluded the  
6 examination of its last witness. Is there anything  
7 further from the School District?  
8 MS. PETERSEN: Not for our case.  
9 HEARING OFFICER: And as we discussed  
10 previously when Mr. Stacey presented his case, both  
11 Counsel have agreed we will be identifying and admitting  
12 exhibits into the record at the end of the proceeding, so  
13 we'll hold off on that housekeeping item.  
14 So at this point in time, I'm assuming,  
15 Mr. Stacey, you would like to present some witnesses?  
16 MR. STACEY: Yes. The Charter School  
17 calls Barbara Sykes.  
18 BARBARA WILKINSON-SYKES  
19 was called as a witness and, having been first duly sworn  
20 by the Reporter-Notary Public, was examined and testified  
21 as follows:  
22 BY MR. STACEY:  
23 Q. Good afternoon, Ms. Sykes. Can you state  
24 and spell your name for the record, please?  
25 A. Barbara -- technically Wilkinson-Sykes,

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1 W-I-L-K-I-N-S-O-N, dash, S-Y-K-E-S.  
2 Q. Ms. Sykes, what is your position at I-LEAD  
3 Charter School?  
4 A. I'm the Chief Financial Officer.  
5 Q. Can you briefly describe your educational  
6 background, including college?  
7 A. Yes. I have a Bachelor's degree from  
8 Widener University, a Bachelor's degree in Business  
9 Administration, major, Accounting. And I have a Master's  
10 degree from Eastern University, Non-Profit Management --  
11 Master's of Non-Profit Management.  
12 Q. Can you briefly describe your professional  
13 experience, including any certifications you may have?  
14 A. I'm a Certified Public Accountant and a  
15 Certified Fraud Examiner. I started with Ernst & Young for  
16 four years, and the past, basically, 26 years of my life  
17 has been working with non-profit organizations, both as  
18 employee and as consultant. I had my own business for  
19 awhile.  
20 Q. How long have you been the CFO of I-LEAD  
21 Charter School?  
22 A. Since 2011 when it started.  
23 Q. So since its inception?  
24 A. Yes, five years.  
25 Q. As CFO, what are your duties?

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1 A. You know, I try to ensure the financial  
2 integrity of all of our information, set up internal  
3 controls, go out bid for auditors, present audits to the  
4 Board, contracts to the Board. I oversee the budgeting  
5 process.  
6 I also supervise the Director of Human  
7 Resources, Payroll, all that kind of thing, financial  
8 projections, you know, all that.  
9 Q. You mentioned oversee the budget process.  
10 Are you involved in developing budgets for the Charter  
11 School?  
12 A. Yes.  
13 Q. Is that an annual event?  
14 A. Yes.  
15 Q. Can you describe the process by which a  
16 budget for the Charter School would be developed?  
17 A. Yes. Prior to the Executive Committee, the  
18 previous CEO and I would get together and talk about the  
19 financial needs of the school, look at projected  
20 enrollment, how many staff are we going need to fulfill the  
21 obligations to help educate these kids.  
22 Since then, it's the EC together, all the  
23 EC members together. We would look at our staffing. I  
24 send a Request for Information to Department Chairs to see  
25 what kind of supplies they need and things like that.

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1 So, basically, the Executive Committee  
2 comes together because between the three of us, we oversee  
3 all the departments in the organization. So we look at  
4 that, like I said, project enrollment.  
5 And then once we feel that it's where it  
6 should be, we present it to the Board for final approval.  
7 Q. When do you present that information to the  
8 Board?  
9 A. It's an ongoing process, actually. We  
10 start around April, but the formal presentation is June.  
11 Q. For the following year's fiscal year budget?  
12 A. Yes. Yes.  
13 Q. And you stated that those budgets are  
14 approved by the Board?  
15 A. Yes.  
16 Q. Has that happened in every year since you've  
17 been at the Charter School?  
18 A. Yes, every June Board meeting.  
19 Q. You said some things happened during the  
20 year. What's your role during the year with respect to the  
21 budget?  
22 A. Just reprojecting based on new information.  
23 So, for instance, our revenue is based on tuition rates  
24 from the sending school districts, and the majority of  
25 those kids come from Reading School District, and their

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1 rate will change throughout the year. So, of course,  
2 that's going to make us rebudget.  
3 If there's any fluctuations in enrollment,  
4 we have to rebudget. So any changes that are done, not a  
5 formal budget revision, but we do reproject constantly.  
6 Q. Are those reprojections shared with the  
7 Board?  
8 A. With David Castro prior to his resigning  
9 and now Bob Natalini, yes, but not the full Board. The  
10 full Board sees the completed master budget in June.  
11 Q. And as CFO, do you attend the Board  
12 meetings?  
13 A. Either by phone or in person, yes.  
14 Q. As the CFO, do you make reports directly to  
15 the Board?  
16 A. Yes.  
17 Q. And those reports include what?  
18 A. The Balance Sheet, which is a Statement of  
19 Financial Position for a non-profit organization and Profit  
20 and Loss, which is a Statement of Activities, and then any  
21 other kind of relevant supporting information that they  
22 might want.  
23 So if I can back up a step, I actually  
24 first present them to the Board Treasurer, and he and I  
25 would talk about them on the phone, and then he presents

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1 them to the full Board.  
2 Q. Were you here this morning during Mr.  
3 Celmer's testimony?  
4 A. Yes.  
5 Q. Did you hear him testify regarding  
6 independent audits of the Charter School?  
7 A. Yes.  
8 Q. And did you hear him testify that the audit  
9 for the year ending June 30, 2013, was not filed until June  
10 of 2014?  
11 A. Yes.  
12 Q. Are you familiar with the circumstances  
13 surrounding why that audit was not completed until June of  
14 2014?  
15 A. Yes.  
16 Q. Can you describe those circumstances?  
17 A. It was actually completed months before  
18 that. And what had happened was the partner in charge of  
19 the audit came to me and said that they had to spend a lot  
20 more time on it this year than the prior year, and they  
21 were going to try and charge double their fees.  
22 I was an auditor. I have a pretty good  
23 idea of how long it should take to audit something, and  
24 that did not make sense to me at all. So I asked them to  
25 please present the billing reports.

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1 And, again, David was the Board Chair at  
2 the time, so I didn't do this on my own. It was just like,  
3 you won't believe what they're doing. And so he agreed,  
4 you know, if they can justify it, we'll pay it, but I did  
5 not see any reason why that should have happened.  
6 So we kept going back and forth with him,  
7 and then I finally called what I believe was the managing  
8 partner of that firm and said -- what I said was, it feels  
9 likes extortion. I feel like if we don't pay double the  
10 fees, then you're going to hold up our audit. So he agreed  
11 to meet with us.  
12 The very last step in any audit is what's  
13 called a management representation letter, and that's why  
14 the audit is dated in June because they didn't give us the  
15 management rep letter to sign until June, then they finally  
16 gave us the audit. And we paid the normal fee.  
17 Q. So you did not pay the double fee?  
18 A. No. What we agreed to do was just because  
19 the management partner took out his time and all that, we  
20 gave him 2500 extra. What they wanted was 12,500 extra.  
21 Q. Do you recall which firm that was?  
22 A. Dreslin.  
23 Q. Did you use that firm for the following  
24 year?  
25 A. No, we didn't. It was a three-year

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1 agreement. No, we did not use them again.  
2 Q. Were you present for the testimony this  
3 morning about the audit for the year ended June 30, 2014,  
4 not being filed until March of 2015?  
5 A. Yes.  
6 Q. Are you aware of the circumstances  
7 surrounding that filing?  
8 A. Yes, because the same auditor did I-LEAD,  
9 Inc., as did I-LEAD Charter School. So we finally received  
10 I-LEAD Charter School's audit in June, and we did not want  
11 to bid out for new auditors until we got the I-LEAD, Inc.,  
12 audit in our hands, too.  
13 So it was really the timing of it, like,  
14 you know, we have to get these audits, and then we'll get  
15 new auditors. So by the time we were able to bid out, it  
16 was already at the end of the summer, so the auditors we  
17 chose were kind of booked up already, so they had to figure  
18 out a way to get us in time to at least have the AFR  
19 completed.  
20 Q. What is the AFR?  
21 A. Annual Financial Report that goes to the  
22 State.  
23 Q. In the binder that says I-LEAD Charter  
24 School Exhibits, Binder 1 of 2 --  
25 A. (Witness complies.)

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1 Okay.  
2 Q. -- can you flip to Charter School  
3 Exhibit 32?  
4 A. Yes.  
5 (Witness complies.)  
6 Okay.  
7 Q. Do you recognize this document?  
8 A. Yes.  
9 Q. What is it?  
10 A. It's the Audit Certification Form.  
11 Q. What does this document do?  
12 A. This is -- per our auditor's understanding,  
13 this is what's due to the State by December 31st, and it  
14 informs the State whether or not your audit has been  
15 completed because if they want the AFR completed, also.  
16 So if you have a change based on your  
17 audit, then you have to revise your AFR. So they wanted to  
18 know is your audit completed or not.  
19 Q. So the AFR needs to be submitted to --  
20 A. PDE. Their deadline is actually  
21 October 31st, but they extend it to November 30th without  
22 any consequence.  
23 Q. So was this document filed by 12/31/2015?  
24 A. Yes.  
25 Q. Are you familiar with other Audit

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1 Certification Forms filed by the Charter School?  
2 A. Yes.  
3 Q. Has an Audit Certification Form ever not  
4 been filed?  
5 A. No.  
6 Q. Have any Audit Certification Forms ever been  
7 filed late?  
8 A. Yes.  
9 Q. How many?  
10 A. One.  
11 Q. So in all of the years of the Charter  
12 School's existence, there has only been one that was filed  
13 late?  
14 A. Yes.  
15 Q. But it was still filed?  
16 A. Yes.  
17 Q. Do you know what year that was for?  
18 A. That would have been the '13/14.  
19 Q. For the year ended June 30, 2014?  
20 A. Yes.  
21 Q. Can you turn back to Charter School  
22 Exhibit 28, please?  
23 A. (Witness complies.)  
24 Okay.  
25 Q. Do you recognize this document?

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1 A. Yes.  
2 Q. I believe there are two pages. Do you  
3 recognize both pages?  
4 A. Yes.  
5 Q. Did you prepare these documents?  
6 A. Yes, I did.  
7 Q. What are these documents? Let's start with  
8 Page 1.  
9 A. Page 1 shows the payments from I-LEAD,  
10 Inc., to I-LEAD Charter School from July 1st, 2011, through  
11 December 31st, 2015.  
12 Q. So that's the entire existence of the  
13 Charter School until the end of the 2015 calendar year?  
14 A. Right.  
15 Q. And where did you obtain the numbers that  
16 are indicated in this document?  
17 A. From our accounting records which tie into  
18 our bank statements.  
19 Q. Can you explain in a little bit more detail  
20 just what we see in these various columns?  
21 A. Well, the no interest loans are what we  
22 heard -- talked about a little bit earlier today, is that  
23 for cash management purposes, I-LEAD, Inc., will loan  
24 I-LEAD Charter School funds at no interest.  
25 We don't get a big payment until two months

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1 after the service is already provided, so until we build up  
2 reserve, there's cash flow problems. I don't want to say  
3 problems. Cash flow timing is what I should say, cash flow  
4 timing differences. It goes out before it comes back in.  
5 Q. So for the time period indicated, which goes  
6 back to before the Charter School began operation, what's  
7 the total amount of no interest loans provided by I-LEAD,  
8 Inc., to I-LEAD Charter School?  
9 A. 4,340,000.  
10 Q. Thank you. Flip the page.  
11 A. (Witness complies.)  
12 That is I-LEAD Charter School's payments to  
13 I-LEAD, Inc.  
14 Q. So this is the converse?  
15 A. Right.  
16 Q. Or the reverse. Excuse me.  
17 MS. PETERSEN: I'm sorry. I only have  
18 one page in the Charter School --  
19 THE WITNESS: It's kind of sticking to  
20 the second one.  
21 MR. STACEY: Do we need copies made? I  
22 know this is a two-page document. I forget how this was  
23 transferred.  
24 (Discussion was held off the record.)  
25 HEARING OFFICER: Back on the record.

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1 Mr. Stacey was asking about Charter School Exhibit 28,  
2 the second page for the witness.  
3 BY MR. STACEY:  
4 Q. Ms. Sykes, can you describe what's going on  
5 on this page of the document?  
6 A. Yeah. So this is payments made -- all  
7 disbursements made from I-LEAD Charter School to I-LEAD,  
8 Inc. So the first column is repaying back loans. And I  
9 have a note there that says some payments are net of  
10 amounts due from I-LEAD, Inc., but those amounts that are  
11 due from I-LEAD, Inc., were actually contributions, so it's  
12 not like a payable due. So I-LEAD, Inc., we might have  
13 borrowed 100,000, and I-LEAD, Inc., is donating 50,000, so  
14 now we're paying 50,000 back. So that's why I have there  
15 about it being net of due. So that's all the no interest  
16 loans that were paid back.  
17 Q. So what's the total amount after adding up  
18 all those numbers that I-LEAD Charter School has paid to  
19 I-LEAD, Inc., for the date range indicated?  
20 A. 3 million 652  
21 Q. And how does that compare with the amount  
22 that I-LEAD, Inc., has paid to the Charter School?  
23 A. It's significantly less, of course. 6,  
24 700,000 less.  
25 Q. So has the Charter School benefactored to

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1 the degree of about \$700,000?  
2 A. Well, yeah. If you look at this, yes, but  
3 I would say more than that that's not on the schedule, but  
4 yes.  
5 Q. Why would you say more than that?  
6 A. As we said earlier, I-LEAD, Inc., had  
7 purchased furniture and equipment for use by the Charter  
8 School. That's all on the Financial Statement notes. Like  
9 we said, the interest is no interest loans to the Charter  
10 School, so our line of credit and interest right now with  
11 the bank is 3.25, so we save interest by taking --  
12 borrowing Inc.'s money.  
13 Q. You can put that binder away. If I can have  
14 you go back to the -- go to the other binder, Joint  
15 Exhibits, and flip to Joint Exhibit 32, please.  
16 A. (Witness complies.)  
17 Okay.  
18 Q. Are you familiar with this document?  
19 A. Yes.  
20 Q. Have you reviewed this document prior to  
21 today?  
22 A. Yes.  
23 Q. Is this the Independent Audit of the Charter  
24 School for the year ended June 30, 2013?  
25 A. Yes.

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1 Q. Did the auditor find any material issues  
2 with the Charter School's Financial Statements?  
3 A. Nothing.  
4 Q. Did the auditor find any deficiencies in  
5 internal controls?  
6 A. None.  
7 Q. Is this what's known as a clean audit?  
8 A. Yes.  
9 Q. Has I-LEAD Charter School ever not had a  
10 clean audit?  
11 A. No.  
12 Q. Has any auditor of the Charter School ever  
13 found any material weaknesses with the Financial  
14 Statements?  
15 A. No.  
16 Q. Has any auditor ever found any material  
17 defects in internal controls?  
18 A. No.  
19 Q. And that's true for the entire existence of  
20 the Charter School?  
21 A. Yes.  
22 MR. STACEY: Thank you. No further  
23 questions.  
24 MS. PETERSEN: Can I have five minutes?  
25 HEARING OFFICER: Sure.

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1 MS. PETERSEN: I want to look at this  
2 more closely since I'm just seeing this now.  
3 HEARING OFFICER: Sure. Take a  
4 five-minute break.  
5 (Short recess was taken.)  
6 HEARING OFFICER: We'll go back on the  
7 record. Ms. Petersen, cross-examine.  
8 MS. PETERSEN: Thank you.  
9 BY MS. PETERSEN:  
10 Q. Good afternoon, Ms. Sykes.  
11 A. Hi.  
12 Q. I want to get a little bit more information  
13 regarding your background and responsibilities. Prior to  
14 your role as serving as the CFO for the Charter School, did  
15 you ever serve in the role as any sort of Business  
16 Administrator for a school?  
17 A. No.  
18 Q. So this is your first experience with the  
19 Charter School in that regard?  
20 A. Yes. Yes.  
21 Q. And how long have you served in that  
22 position for the I-LEAD Charter School?  
23 A. Technically, January, 2011, as soon as the  
24 Charter was approved, right after that.  
25 Q. And you served in that CFO role continuously

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1 since then?  
2 A. Yes.  
3 Q. And you continue in that role today?  
4 A. Right.  
5 Q. Have your duties changed in that role since  
6 January of 2011?  
7 A. Yes. When the Executive Committee was  
8 formed, then all three members of the Executive Committee  
9 now, basically, together jointly manage the school, so we  
10 talk about many other things besides finances.  
11 Q. When you say the three members of the  
12 Executive Committee, who are you referencing?  
13 A. Well, now it's four, but it's the Chief  
14 Academic Officer, the Chief -- it was Operating Officer,  
15 now Executive Officer, Chief Financial Officer, and now the  
16 Director of Human Resources is also part of that, so four  
17 now, four people.  
18 Q. So let's go back and do this by people and  
19 at times, so we're clear.  
20 A. Okay.  
21 Q. When you first started, Dr. Sanchez was in  
22 the role of CEO/Principal; correct?  
23 A. Right.  
24 Q. And it was you and he who were running the  
25 Administration in terms of the top level Administrators at

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1 the school. Is that fair?  
2 A. We're two of them. Yes.  
3 Q. You were making the day-to-day decisions for  
4 the school, the two of you?  
5 A. I would say the COO was making decisions.  
6 I had said the two of us primarily started on the budget,  
7 is what I had said.  
8 Q. Thank you for clarifying. So then Dr.  
9 Sanchez leaves --  
10 A. Right.  
11 Q. -- and then you had mentioned three people.  
12 So you're talking about yourself as the CFO, Mr. Figueroa  
13 as the CEO --  
14 A. Right.  
15 Q. -- and then Dr. Smith as the CAO?  
16 A. Right.  
17 Q. And then that was the nucleus of the  
18 Executive Committee that you were describing?  
19 A. Yes.  
20 Q. Dr. Smith has now resigned we've learned.  
21 A. Right.  
22 Q. And then following her resignation, now who  
23 makes up the nucleus of the Executive Committee?  
24 A. Dr. Bohan, Angel Figueroa, myself, and  
25 Lizette Flowers is the Director of HR.

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1 Q. And that has been the circumstances since  
2 approximately June of 2015?  
3 A. Yes.  
4 Q. And in terms of your duties, I understand  
5 you're also the Chief Financial Officer for I-LEAD, Inc.?  
6 A. I was. I resigned, but yes.  
7 Q. How long were you the Chief Financial  
8 Officer for I-LEAD, Inc.?  
9 A. Probably about eight years.  
10 Q. From what date to what date?  
11 A. Well, I'm gonna say -- I'm guessing now --  
12 from 2008 to 2015. It was part-time.  
13 Q. So you began as the CFO for the Inc. in 2008  
14 and that ended when in 2015?  
15 A. August. If I want to be very clear, I  
16 started with I-LEAD, Inc., as a consultant in 1995, so I  
17 have --  
18 Q. And then transitioned into a CFO role for  
19 the Inc.?  
20 A. Right. Part-time, part-time CFO.  
21 Q. So when the Charter School received its  
22 initial Charter, you were serving in both the roles of CFO  
23 for the Charter School and CFO for the Inc.; correct?  
24 A. Correct.  
25 Q. And then that continued up until August of

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1 2015, when you were serving in both roles?  
2 A. Yes.  
3 Q. What were your duties as the CFO for the  
4 Inc.?  
5 A. Primarily, managing the financial data,  
6 doing reconciliations, overseeing the bookkeeper,  
7 overseeing the audit process, doing the budgets, working  
8 with the President on the budgets, doing cash flow  
9 projections. That's just one day a week, and the Charter  
10 School was only two days a week, so they were both  
11 part-time.  
12 Q. So for the entirety of time where you were  
13 serving both roles, from the inception of the Charter  
14 School up until August of 2015, you were part-time at both  
15 entities?  
16 A. From -- up until January of 2014, I was  
17 part-time with both entities. Starting January, 2014, I  
18 became full-time with the Charter School.  
19 Q. But you were also still working for the  
20 Inc.?  
21 A. Yes.  
22 Q. And in terms of where you were performing  
23 your duties for both entities, can you describe that to us?  
24 A. Yes. I work from my home office in  
25 Delaware County.

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1 Q. For both entities?  
2 A. Yes.  
3 Q. Do you ever perform duties on-site at either  
4 entity?  
5 A. Yeah, I come to Reading for meetings or  
6 just periodically to meet with the staff.  
7 Q. Do you maintain an office at the Charter  
8 School's place of business?  
9 A. No. There is an office for people like me  
10 who, you know, come in periodically.  
11 Q. Who else would that include?  
12 A. Just if we have a consultant coming in for  
13 whatever reason. We have a lunch consultant we have come  
14 in and help us with the lunch program, things like that.  
15 Q. Now, while you were working for both the  
16 Charter School and the Inc. through August of 2015, were  
17 you receiving compensation from both entities?  
18 A. Yes.  
19 Q. How much were you making from each entity?  
20 A. Up until August, 2015, let me see. So in  
21 August, 2015, I was making 35,000 from I-LEAD, Inc., and  
22 110,000 from I-LEAD Charter School.  
23 Q. And did that change at any point in time?  
24 Were you always making that much money?  
25 A. No, nowhere near. So up until January of

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1 2014, I was making 25,000 from I-LEAD, Inc., and about  
2 50,000 from I-LEAD Charter School annually.  
3 Q. Now, you testified regarding various  
4 interactions that you had both with the Executive Committee  
5 and with the Board as well. In terms of how much  
6 interaction you had with the Board of the Charter School,  
7 could you please describe that to us.  
8 A. My primary interaction was with David  
9 Castro, who was the Board Chair up through June, 2015. So  
10 that was pretty much on a daily basis I would discuss  
11 things with him. And then, of course, for the Board  
12 meetings, I would meet ahead of time or actually  
13 teleconference ahead of time with the Board Treasurer about  
14 financial matters, and then either be at the Board meeting  
15 in person or call into the Board meeting.  
16 Q. Would you attend every Board meeting either  
17 in person or through a phone call?  
18 A. I might have missed one or two.  
19 Q. Do you recall how many Board meetings there  
20 have been in each of the years that you've been involved  
21 with the Charter School since its inception?  
22 A. I do believe from this case it would be  
23 four a year except for the one year where there was three.  
24 Q. And you had testified, I believe, that the  
25 Board would be responsible for developing and approving

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1 budgets?  
2 A. Not developing it. Approving it.  
3 Q. So the Executive Committee would develop the  
4 budget?  
5 A. Yes.  
6 Q. Then the Board would approve it?  
7 A. Yes.  
8 Q. Did that take place, in terms of the Board  
9 approval, at a public meeting?  
10 A. Yes.  
11 Q. I'm going to have you turn to Joint  
12 Exhibit 27.  
13 A. (Witness complies.)  
14 Q. Now, were you here this morning --  
15 A. Yes.  
16 Q. -- during Mr. Celmer's testimony?  
17 A. Yes.  
18 Q. And you heard him identify the Board Meeting  
19 Minutes that are contained in Exhibit 27. Do you recall  
20 that?  
21 A. Yes.  
22 Q. Were you involved in collecting the Board  
23 Meeting Minutes for submission to the School District in  
24 response to the School District's request for them?  
25 A. No.

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1 Q. Do you know who did that?  
2 A. I believe it was our Executive Assistant,  
3 Aurora Miller. That's who I believe was responsible for  
4 that.  
5 Q. Now, if you look in Joint Exhibit 27, Mr.  
6 Celmer had identified this morning that there were three  
7 Board Meeting Minutes from the '13/14 school year.  
8 A. Okay.  
9 Q. I believe they -- if you just look within  
10 the first few pages, it looks like September 26, 2013,  
11 March 25, 2014, and May 20th, 2014. Do you see that?  
12 A. Yeah.  
13 Q. There are no meetings for a June, 2014  
14 meeting included within these Minutes. Am I correct on  
15 that? Feel free to look through the rest of the document.  
16 A. Yes, you are correct -- well, yes, that's  
17 what I see.  
18 Q. To your knowledge, sitting here today, was  
19 there, in fact, a Charter School Board meeting in June of  
20 2014?  
21 A. I would have believed so.  
22 Q. But you would agree with me that no meeting  
23 Minutes have been supplied for that?  
24 A. There's no Minutes here. Correct.  
25 Q. Let's look at the May 20th, 2014, Minutes.

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1 Do you see them?  
2 A. Yes.  
3 Q. Where in the Minutes is there any discussion  
4 about a budget?  
5 A. Yeah, I don't see that here.  
6 Q. I'm sorry. I didn't hear that.  
7 A. I said I didn't see that here. I don't see  
8 that here, any discussion of the budget.  
9 Q. You don't see any reference to a budget  
10 being presented --  
11 A. Right.  
12 Q. -- or a budget being approved; correct?  
13 A. Let me relook.  
14 (Witness reviewed document.)  
15 Correct.  
16 Q. So then if you look at the next meeting  
17 Minutes, which appears to be for August 20th, 2014, do you  
18 see those?  
19 A. Yes.  
20 Q. Would you agree with me that that would be  
21 for the following school year, for '14/15 school year?  
22 A. Yeah, I would think so. Let me just read  
23 all this.  
24 (Witness reviewed document.)  
25 Yes.

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1 Q. Was there any reference in those Minutes to  
2 a budget being adopted by the Charter School?  
3 A. No.  
4 Q. If you turn to the next meeting Minutes,  
5 those would be for September 25th, 2014?  
6 A. Yes.  
7 Q. Do you see any reference in the  
8 September 25th meeting Minutes regarding a budget being  
9 adopted for the '14/15 school year?  
10 A. Let me look in here (indicating).  
11 (Witness reviewed document.)  
12 No, I don't.  
13 Q. You had referenced in your testimony that a  
14 majority of the students at the Charter School come from  
15 Reading.  
16 A. Yes.  
17 Q. Is that accurate?  
18 A. Yes.  
19 Q. Do you know how many come from Reading  
20 School District?  
21 A. Well, about, I would say, more than  
22 90 percent. Currently, I would say about 500.  
23 Q. And what is the current total enrollment of  
24 the Charter School?  
25 A. I believe around 509. I haven't looked

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1 this week, but around 509.  
2 Q. Approximately?  
3 A. Yes. Yes.  
4 Q. And has that approximate 509, 510 students  
5 been a consistent enrollment for the Charter School for the  
6 '15/16 school year to date?  
7 A. No, it's fluctuating.  
8 Q. How much has it fluctuated?  
9 A. I think our top enrollment might have been  
10 540, 545, around there somewhere and, like I said, down to,  
11 I think, 509.  
12 Q. So currently where the enrollment is it's  
13 actually at the lowest point for the school year to date?  
14 A. Since I last looked at the enrollment  
15 figures, there could have been orientations and more kids  
16 brought off the waiting list. I'm not sure.  
17 Q. Fair enough. But to your knowledge, that's  
18 at a lower point?  
19 A. That would be the low probably, yes.  
20 Q. And last year for the '14/15 school year,  
21 what was the enrollment in the Charter School?  
22 A. I would say our highest was probably around  
23 530 at one point, I believe.  
24 Q. What was the lowest, approximately?  
25 A. Gosh. I would say 510 maybe.

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1 Q. And is it also true that the majority, 95 or  
2 more percent, of the kids in the '14/15 school year also  
3 were Reading School District residents?  
4 A. Yes.  
5 Q. You had referenced Charter School  
6 Exhibit 32, which was the Audit Certification Form?  
7 A. Yes.  
8 Q. That is the form for the audit for year  
9 ending June 30, 2015; correct?  
10 A. Yes.  
11 Q. Were the Audit Certification Forms filed by  
12 December 31st for the audit for year ending June 30th,  
13 2014?  
14 A. No, that was the late one we said.  
15 Q. For the prior years audit --  
16 A. '12/13?  
17 Q. -- for '12/13, was that Audit Certification  
18 filed by December 31st, 2013?  
19 A. Yes.  
20 Q. We haven't been presented with that document  
21 through your testimony today?  
22 A. I don't know if you've been presented with  
23 it.  
24 Q. You would agree with me that, per your  
25 testimony this morning, the audits would need to be

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1 completed and the certification provided by December 31st  
2 of the following year; correct?  
3 A. No, that's not my understanding. What our  
4 auditors have told us, the December 31st deadline has to do  
5 with filing that form, not that the audit has to be  
6 completed. That's what I have been told.  
7 Q. So it's your understanding it's simply the  
8 form that has to be filed?  
9 A. That has the deadline.  
10 Q. So the audit itself is not required to be  
11 completed prior to December 31st?  
12 A. What I'm telling you is what our auditors  
13 have told us, and both auditing firms have a lot of  
14 experience with school districts, so what they had said to  
15 me is that the whole purpose of that form is for PDE to be  
16 aware that the AFR might not be final because the audit's  
17 not final.  
18 And there's like a little box on there you  
19 check no, that the audit is not completed. So I want to  
20 repeat, I am going on information provided by our  
21 experienced auditors.  
22 Q. You had mentioned that the auditor who was  
23 auditing the books for the '12/13 school year had come to  
24 you and said because of the amount of work that needed to  
25 be done, the charge was going to double?

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1 A. Right.  
2 Q. Was there more work that needed to be done?  
3 Why did he indicate that to you, to the best of your  
4 understanding?  
5 A. That's what he said, and that's why I asked  
6 for the billing reports and to try and understand where was  
7 the extra work needed. It was never described to me where.  
8 That's why we didn't pay it.  
9 Q. Your testimony is that you were not aware  
10 that there was more work to be done for that audit?  
11 A. We were growing, so the typical growth of a  
12 school would require more, I'm assuming, but no, there  
13 was....  
14 Q. And in terms of what you mean by we were  
15 growing, you mean your student enrollment was going up?  
16 A. Right.  
17 Q. And, therefore, more money was coming in and  
18 more money going out?  
19 A. Right.  
20 Q. Between the '11/12 school year and the  
21 '12/13 school year, by how much had the Charter School  
22 grown?  
23 A. Going off of memory, I would say  
24 revenue-wise about a million in revenue.  
25 Q. What does that equate to in terms of number

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1 of students?

2 A. I'd have to get my calculator out for that.

3 I think during the '11/12 -- I really don't want to guess

4 if I don't have to. If I have to, I will.

5 Q. Would you agree with me that, roughly

6 speaking, between the Regular Ed and the Special Ed

7 percentage of students, you could potentially use an

8 average of about \$10,000 per student?

9 A. You'd have to weight it because we have

10 about 22 percent Special Ed.

11 Q. Sitting here, do you think the number went

12 up by about a hundred students?

13 A. Yeah.

14 Q. Between those two school years?

15 A. Yeah, I would think so.

16 Q. Has the number and enrollment continued to

17 rise since then?

18 A. Yes.

19 Q. How many more students are enrolled in the

20 Charter School in the '15/16 school year than there were in

21 the '14/15 school year?

22 A. I would estimate by the end of the second

23 -- '12/13 school year, I think we had around 360 maybe, I

24 think, and so around maybe 150 additional students or more.

25 Yeah, between 150 and 175, let's say.

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1 Q. I'm going to have you turn back to Joint

2 Exhibit 27. Do you still have it open?

3 A. Um-hum.

4 Q. So according to your summary of payments,

5 which were included in Charter School 29, I believe -- 28,

6 there was money flowing from the Inc. to the Charter School

7 in the '13/14 school year; correct?

8 A. Right.

9 Q. So I'd like you to point out where in the

10 Board Meeting Minutes there is a reference to money coming

11 into the Charter School from the Inc.

12 A. (Witness reviewed document.)

13 Okay. There's no reference to it.

14 Q. Did you look through the entirety of the

15 Board Meeting Minutes in Joint 27?

16 A. I thought so.

17 Q. The reason I asked you, did you page through

18 every document in there?

19 A. Well, I'd like to make sure since you're

20 asking.

21 Q. Go ahead.

22 A. (Witness reviewed document.)

23 No, I don't think so.

24 Q. So the Board Meeting Minutes for the '13/14

25 school year do not reference any part of the \$1.5 million

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1 being paid from the Inc. to the Charter School; correct?

2 A. Correct.

3 Q. And the Board Meeting Minutes that are in

4 that exhibit for a portion of the '14/15 school year also

5 do not reference any part of the \$890,000 paid by the Inc.

6 to the Charter School; correct?

7 A. Correct.

8 Q. And would you also agree with me that there

9 are no references in any of the Board Meeting Minutes

10 contained in Joint Exhibit 27 regarding any contracts

11 between the Inc. and the Charter School?

12 A. I agree.

13 Q. And there are no references in the Board

14 Meeting Minutes to any notes payable or mortgages or any

15 other type of financial documents that would reference

16 amounts being paid between the two entities?

17 A. Right. The Minutes do not state any of

18 that.

19 Q. To your knowledge, for the amounts for

20 '13/14 and '14/15, are there any notes or other documents

21 between the two entities that reflect those payments?

22 A. In the Board Minutes you're saying?

23 Q. At all.

24 A. Are there any notes?

25 Q. Are there any documents that exist

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1 reflecting the payments of those amounts, memorializing the

2 terms of the payments or anything else connected to them?

3 A. The Promissory Note are you saying?

4 Q. (Attorney Petersen nods head vertically.)

5 A. That was probably not signed in '13/14, but

6 that was between our Boards, so, again, that's just my

7 recollection.

8 Q. So in '13/14 and '14/15 there was no action

9 whatsoever to formalize any agreements pertaining to money

10 exchanged between the two entities?

11 A. I believe there was. I know it's not here.

12 I believe there was. I don't know what to do with that

13 other than in my memory I feel we did have an earlier

14 agreement written up.

15 Q. But that hasn't been presented to us here?

16 A. No.

17 Q. And that's not reflected in the Board

18 Meeting Minutes that are --

19 A. Right.

20 Q. Are you familiar with the Board Meeting

21 Minutes from the '11/12 or '12/13 school years?

22 A. Are they in here?

23 Q. No.

24 A. Am I familiar with them that they were

25 created? I know they were created.

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1 Q. When was the last time you reviewed them?  
2 A. Back in '12/13.  
3 Q. Let's talk a bit about the payments that are  
4 reflected in Charter School 28, which is the summary pages.  
5 It would be a different binder.  
6 HEARING OFFICER: That would be Binder 1 of  
7 2.  
8 THE WITNESS: Okay. Thank you.  
9 (Witness complies.)  
10 THE WITNESS: Okay.  
11 BY MS. PETERSEN:  
12 Q. So who prepared these documents?  
13 A. I did.  
14 Q. What did you use in order to prepare them?  
15 A. Our reports from our financial system.  
16 Q. And those reports have not been supplied to  
17 us?  
18 A. This is the report. If you need a backup,  
19 I can give you that. I don't know what else you would  
20 want.  
21 Q. So your financial systems generated this  
22 report that's in Charter School 28?  
23 A. It was downloaded from there. It was  
24 downloaded from there, yeah.  
25 Q. Am I correct that the Inc. did not owe any

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1 money to the Charter School?  
2 A. Ever?  
3 Q. Well, has the Inc. owed money to the Charter  
4 School for any reason?  
5 A. Yes.  
6 Q. For what purpose?  
7 A. So, for instance, when we first set up  
8 Clear Modem, the Board Secretary at the time, the I-LEAD  
9 Charter School Board Secretary, who you know is an employee  
10 of I-LEAD, Inc., handled all the technology. She put the  
11 Clear Modem in I-LEAD, Inc.'s name.  
12 So the Clear Modem for the internet at the  
13 I-LEAD Charter School was being paid by I-LEAD, Inc., for  
14 awhile. So she created an invoice for the I-LEAD Charter  
15 School to pay back I-LEAD, Inc. So that's one example.  
16 Q. You made a statement that I want to clarify.  
17 You said that the Board Secretary of the Charter School is  
18 actually an employee of the Inc.?  
19 A. Yeah, Denise Kirkland.  
20 Q. Denise Kirkland, she's a Board or was a  
21 Board member of the Charter School?  
22 A. Yes.  
23 Q. And she was serving as an Officer of the  
24 Charter School Board in the role of Secretary?  
25 A. Yes.

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1 Q. And she was an employee of the Inc. and  
2 remains an employee of the Inc. Is that correct?  
3 A. Yes.  
4 Q. Is she still performing services for the  
5 Charter School?  
6 A. None. Nothing.  
7 Q. When did that end?  
8 A. That would have been when you all requested  
9 it, August of 2015. June, she stopped June of 2015.  
10 Q. And Denise Kirkland's role at the Inc. is  
11 what?  
12 A. Chief Operating Officer.  
13 Q. Now, the no interest loans that are  
14 reflected on the first page in Charter School 28, you  
15 indicate here are in the amount of roughly 4.3 million  
16 dollars over the course of the five-year period; correct?  
17 A. Yes.  
18 Q. What are the parking fees in the second  
19 column?  
20 A. I-LEAD, Inc., has a program that we run  
21 with Harcum University, or Harcum College, that two nights  
22 a week there are college classes in the building at Penn  
23 Street and I-LEAD, Inc., pays for a security guard on those  
24 nights. And the parking -- we have -- I-LEAD Charter  
25 School has a contract with the Parking Authority for our

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1 own employees.  
2 So the people who work for I-LEAD, Inc., we  
3 have a deduction from their pay that they have to then pay  
4 I-LEAD Charter School. So I-LEAD Charter School pays the  
5 bill, and then we bill them, and they reimburse us.  
6 Q. In terms of the loans that are being paid,  
7 what precipitated them?  
8 A. Why did we need cash inflow?  
9 Q. Correct.  
10 A. So first of all, we're a startup  
11 organization, no startup funding whatsoever. So you have  
12 to expect that to have such a big organization start up,  
13 you're going to have loans. So that's just common sense to  
14 me, that somebody is going to have to get that money  
15 somewhere to get a business started.  
16 As far as short-term cash flow, we have  
17 already provided services September and October by the time  
18 we get paid at the very end of October. That's just an  
19 example.  
20 So we get paid every two months for our  
21 Reading kids at the end of that two-month period. So until  
22 we have enough years to build up reserves to not borrow  
23 money, then we are going to have short-term cash flow  
24 needs.  
25 And if I could add, we were to the point

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1 where we might not have needed them if it wasn't for what  
2 happened with the State this year, the Cigna impasse.  
3 Q. And when you say you get paid every two  
4 months, that's because the Charter School has chosen to go  
5 to the Pennsylvania Department of Education to receive  
6 payments rather than to seek payment directly from the  
7 School District; correct?  
8 A. That's because -- no, that's not correct.  
9 Before the Charter School even opened for the first day,  
10 Reading School District's attorney -- I forget his name --  
11 sent a letter to the Secretary of Education at PDE and us  
12 stating that Reading School District would not pay I-LEAD  
13 Charter School and that I-LEAD is to seek reimbursement  
14 from the State.  
15 Q. Has I-LEAD Charter School communicated with  
16 the School District in the last two years regarding their  
17 payment arrangement in terms of seeking payment directly  
18 from the School District rather than the State?  
19 A. We send the invoice to the School District  
20 first every month that we send -- every other month that we  
21 bill. The District gets that invoice first. So if they  
22 want to stop this arrangement, we'll certainly stop billing  
23 the State, but there's never been any indication that the  
24 District wanted to change that process.  
25 Q. Then in terms of when you seek payment from

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1 the State, what is your process that you use after you send  
2 that invoice to the District?  
3 A. Then probably within two days, two or three  
4 days, we send it to the State.  
5 Q. So two days after you send the invoice to  
6 the District, you also send the invoice to the State and  
7 seek payment from the State?  
8 A. Yes. Specifically because we were told  
9 that the District will not pay us.  
10 Q. And that was back in the 2011/2012 school  
11 year?  
12 A. Yes. And the District has never shown any  
13 interest in changing that policy.  
14 Q. And you say that because there haven't been  
15 communications to you regarding that?  
16 A. Right.  
17 Q. So then if you turn to the second page of  
18 Charter School 28, I want to make sure I understand what  
19 information is being conveyed here. In the column on the  
20 left that says Total Payments to Pay Back No Interest  
21 Loan --  
22 A. Right.  
23 Q. -- the total at the bottom of the page is a  
24 little over three million dollars. Do you see that?  
25 A. Yes.

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1 Q. Those are the total payments that the  
2 Charter School has made back to the Inc.?  
3 A. Yes.  
4 Q. So that would be an approximately 1.3  
5 million dollar difference than the payments that the Inc.  
6 has made to the Charter School; correct?  
7 A. Correct.  
8 Q. And the Charter School to date has not made  
9 any further payments towards the 4.3 million dollars other  
10 than what's shown here?  
11 A. No. When we received the money from the  
12 State -- at December 31st we owed I-LEAD, Inc. 350,000. So  
13 when we got the money from the State on January 7th -- this  
14 goes up through December 31st -- we then paid I-LEAD, Inc.,  
15 back also.  
16 Q. So is there money that's not shown on this  
17 document, Page 2, that's been paid from the Charter School  
18 to the Inc.?  
19 A. No. And that's what I attempted to  
20 explain, but probably not too well. So I-LEAD, Inc., has  
21 donated funds -- and just for everybody -- I know it's  
22 confusing to net it. For everybody else we don't do that  
23 anymore. Everything's recorded gross.  
24 But say, for instance, we had borrowed  
25 200,000 from I-LEAD, Inc., and I-LEAD, Inc., said I'm going

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1 to give you 50,000 towards this one program. Then rather  
2 than having the two gross transactions, we would net pay  
3 them back 150.  
4 Q. So in terms of the payments, the loan  
5 payments -- and that's what I'm talking about  
6 specifically --  
7 A. Yes.  
8 Q. -- there is still a 1.3 million dollar  
9 difference between what was paid over as a loan versus what  
10 has been paid back?  
11 A. There is 1.3 and then, like I said -- so  
12 about a million dollar difference at that time. So I'd  
13 have to look into that more. Yeah, I'd have to look into  
14 why that is.  
15 Q. I want to make sure we're all clear.  
16 A. I agree.  
17 Q. So what's shown on this paper is a 1.3  
18 million dollar difference. Are you saying you're not sure?  
19 A. I'm sure of the figures. I have to explain  
20 better why that is. Like I said, some of it has to do with  
21 donations that I-LEAD, Inc., has made to I-LEAD Charter  
22 School, which have been significant. And I'd have to look  
23 maybe to borrowing was bigger at December 31st. I'd really  
24 have to go -- I'd have to....  
25 Q. If you look then at the column that says

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<p>1 Total Rental Payments --</p> <p>2 A. Yes.</p> <p>3 Q. -- that is something that's totally separate</p> <p>4 and apart from the loans; correct?</p> <p>5 A. Correct.</p> <p>6 Q. That's the rental payments that are due</p> <p>7 under the Lease Agreement between the two entities;</p> <p>8 correct?</p> <p>9 A. Correct.</p> <p>10 Q. And that's a document that's actually in</p> <p>11 writing; correct?</p> <p>12 A. Right.</p> <p>13 Q. So when you said earlier -- I thought you</p> <p>14 had said that there was about a \$600,000 net difference in</p> <p>15 what was paid over by the Inc. versus what was paid back,</p> <p>16 you're also including the rental payments in that net</p> <p>17 calculation; correct?</p> <p>18 A. No. What was it? I don't I think I</p> <p>19 understand the question.</p> <p>20 Q. Okay. I thought you had testified earlier</p> <p>21 that there was about a \$600,000 difference between what was</p> <p>22 paid to the Charter School from the Inc. versus what has</p> <p>23 been paid back to date, and you referenced that as</p> <p>24 Charitable Contributions.</p> <p>25 A. Not all of it. I know what you're talking</p> <p style="text-align: right;">818</p>	<p>1 BY MR. STACEY:</p> <p>2 Q. Ms. Sykes, I just want to get some more</p> <p>3 clarity about your tenure at the Charter School. You</p> <p>4 testified that from 2011 through approximately January,</p> <p>5 2014, you were working part-time for both the Charter</p> <p>6 School and for Inc.?</p> <p>7 A. Yes.</p> <p>8 Q. And you were the CFO in both of those</p> <p>9 positions?</p> <p>10 A. Yes.</p> <p>11 Q. You testified that for the Charter School</p> <p>12 that was two days per week?</p> <p>13 A. That's what I was paid. Yes.</p> <p>14 Q. So you were paid on the basis of two days</p> <p>15 per week?</p> <p>16 A. Right.</p> <p>17 Q. About how many hours during that period per</p> <p>18 week did you work for the Charter School?</p> <p>19 A. I would estimate 30 to 40 hours a week.</p> <p>20 Q. So you were paid on the basis of two days</p> <p>21 per week --</p> <p>22 A. Yes.</p> <p>23 Q. -- but you worked four to five days per</p> <p>24 week?</p> <p>25 A. Yes, I did. Yes, I did.</p> <p style="text-align: right;">820</p>
<p>1 about now. You're talking about when you compare the two</p> <p>2 total columns.</p> <p>3 Q. Correct.</p> <p>4 A. Yes. So part of it is loan proceeds that</p> <p>5 were not paid back until we got our money from the State,</p> <p>6 and a part of it is with I-LEAD, Inc., donating funds to</p> <p>7 I-LEAD Charter School.</p> <p>8 Q. So how much of the 1.3 million dollar</p> <p>9 difference between the column on the left has been donated</p> <p>10 to the Charter School?</p> <p>11 A. That's what I was saying. I'd have to go</p> <p>12 back and look at it all because there has been a lot of</p> <p>13 donations for programs.</p> <p>14 Q. Now, has the Charter School been using the</p> <p>15 money that's been paid by the Inc. to the Charter School to</p> <p>16 meet payroll obligations?</p> <p>17 A. Has the -- oh, for cash flow purposes?</p> <p>18 Yes.</p> <p>19 Q. To meet other vendor payments?</p> <p>20 A. Yes.</p> <p>21 Q. To make payments on other expenditures?</p> <p>22 A. Yes.</p> <p>23 MS. PETERSEN: Thank you. That's all I</p> <p>24 have.</p> <p>25 HEARING OFFICER: Mr. Stacey, redirect?</p> <p style="text-align: right;">819</p>	<p>1 Q. To the extent that you know, has Denise</p> <p>2 Kirkland ever been personally paid by the Charter School?</p> <p>3 A. No, never.</p> <p>4 Q. You testified regarding Audit Certifications</p> <p>5 filed in previous years. May I approach?</p> <p>6 HEARING OFFICER: We'll go off the record</p> <p>7 for a second.</p> <p>8 (Discussion was held off the record.)</p> <p>9 HEARING OFFICER: Back on the record.</p> <p>10 Mr. Stacey has identified some additional documents. Per</p> <p>11 the agreement of Counsel, we are going to append three</p> <p>12 additional documents to current Exhibit School District</p> <p>13 32. So we should note for the record any prior</p> <p>14 questioning of the witness with regard to School District</p> <p>15 32 simply reference an Audit Certification Form with a</p> <p>16 due date of December 31, 2015.</p> <p>17 And for the liberty -- why don't we put</p> <p>18 them in this order, if you don't mind. We'll have them</p> <p>19 going backwards in time. So the second page would be the</p> <p>20 Audit Certification due December 31 of 2014; the third</p> <p>21 page would be the Certification Form with a due date of</p> <p>22 December 31 of 2013; and the fourth page would have the</p> <p>23 Audit Certification Form with the due date of December 31</p> <p>24 of 2012. And that's agreeable to Counsel?</p> <p>25 MR. STACEY: Yes.</p> <p style="text-align: right;">821</p>

<p>1 MS. PETERSEN: Yes.</p> <p>2 HEARING OFFICER: Mr. Stacey, continue</p> <p>3 with your questioning, please.</p> <p>4 MR. STACEY: Thank you.</p> <p>5 BY MR. STACEY:</p> <p>6 Q. Ms. Sykes, do you have those documents in</p> <p>7 front of you?</p> <p>8 A. Yes.</p> <p>9 Q. Do you know what these documents are?</p> <p>10 A. Yes. The Audit Certification Form for the</p> <p>11 annual Financial Report.</p> <p>12 Q. And you had previously testified that with</p> <p>13 the exception of the year ended June 30, 2014, all these</p> <p>14 Audit Certifications had been filed by the December 31</p> <p>15 deadline?</p> <p>16 A. Yes.</p> <p>17 Q. And the documents in front of you, do they</p> <p>18 appear to be consistent with the testimony that you've</p> <p>19 given this afternoon?</p> <p>20 A. Yes.</p> <p>21 MR. STACEY: Nothing further.</p> <p>22 MS. PETERSEN: I don't have anything</p> <p>23 else.</p> <p>24 HEARING OFFICER: Any reason why this</p> <p>25 witness can't be excused?</p> <p>822</p>	<p>1 (Whereupon, the hearing adjourned at 2:18 o'clock</p> <p>2 p.m.)</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p> <p>824</p>
<p>1 MR. STACEY: No.</p> <p>2 HEARING OFFICER: Ma'am, thank you very</p> <p>3 much for coming in.</p> <p>4 THE WITNESS: Thank you.</p> <p>5 MR. STACEY: Can we go off the record for</p> <p>6 a second?</p> <p>7 HEARING OFFICER: Sure.</p> <p>8 (Discussion was held off the record.)</p> <p>9 HEARING OFFICER: We're going back on the</p> <p>10 record. We will note it is 2:17 p.m. on Friday. We've</p> <p>11 exhausted the witnesses that we had planned on presenting</p> <p>12 today so we are going to recess for the day and reconvene</p> <p>13 on Monday, February 8th at 9:30 a.m. where the Charter</p> <p>14 School will present two witnesses, Dr. Natalini and Mr.</p> <p>15 Figueroa.</p> <p>16 And then it's my understanding after</p> <p>17 those witnesses are completed, we'll recess and reconvene</p> <p>18 on Tuesday, the 9th, at 9:30 for Dr. Fuller. Is that</p> <p>19 agreeable to Counsel?</p> <p>20 MR. STACEY: Yes.</p> <p>21 MS. PETERSEN: Yes.</p> <p>22 HEARING OFFICER: So we'll recess for the</p> <p>23 day and be back Monday at 9:30. Thank you.</p> <p>24 MS. PETERSEN: Thank you.</p> <p>25 MR. STACEY: Thank you.</p> <p>823</p>	<p>1 <b><u>CERTIFICATE</u></b></p> <p>2</p> <p>3 I hereby certify that the proceedings and</p> <p>4 evidence are contained fully and accurately in the notes</p> <p>5 taken by me, to the best of my ability, in the</p> <p>6 proceedings of the foregoing cause, and that this copy is</p> <p>7 a correct transcript of the same.</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p> <p>825</p>

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