

Berta A. Dreyfus School I.S. 49

101 Warren Street
Staten Island, NY 10304
(718) 727 6040 phone
(718) 876 8207 fax

PLAINTIFF'S
EXHIBIT
039

At Dreyfus We Learn and Grow Together
Linda Hill, Principal
Denise Diacomanolis, Assistant Principal

Observation Report

Teacher: Mr. Portelos
Class: 82's
Subject: ScanTRK

Pre-observation: Monday, 11/26/07, Pd. 6
Observation: Tuesday, 11/27/07, Pd. 7
Post-observation: Thursday, 11/29/07, Pd. 1

On Monday, November 26, 2007 during period 6, we met in my office, room 200, for a Pre-observation conference to discuss the lesson you would be presenting for a formal observation on Tuesday, November 27, 2007 during period 7.

During this conference we discussed the flow of the lesson. We discussed how your lesson would include a Focus, Getting Started, Mini-lesson, Guided Practice, Group/Individual Work, Share-out, and a Summary as the Flow of the Day. We also discussed what I expected to see throughout the lesson.

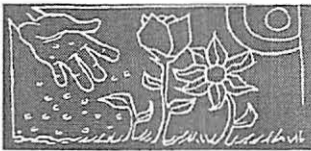
On Tuesday, November 27th, I entered your room, 229, to conduct the formal observation. As I entered the room, the students were working on the Explore, which was to answer what tools could be used to modify pictures using Adobe Workshop.

Then, you began the minilesson, which was on Photoshop editing. You created a slideshow for the students to demonstrate how images can be altered/enhanced using photo editing. You presented actual media examples as well as personal (your sister-in-law's wedding photo).

Finally, the students were able to go on their computers and edit their photos that you took for them during class. You walked around facilitating and aiding the students when needed.

On, Thursday, November 29, 2007 during period 1, I met with you to conduct a post-observation conference. During this conference we discussed the following commendable aspects of the lesson:

- ✓ 1. Students were actively engaged in the lesson. They were eager to respond to questions.
- ✓ 2. The lesson was very creative and well-planned.
- ✓ 3. You made the lesson with the students in mind. You used music and photos of celebrities the students are into.
- ✓ 4. You modified the ScanTRK program to meet the different needs of all our students.
- ✓ 5. You have established a positive rapport with your students. The learning environment you have created will bring them success.



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At Dreyfus We Learn and Grow Together

Linda Hill, Principal

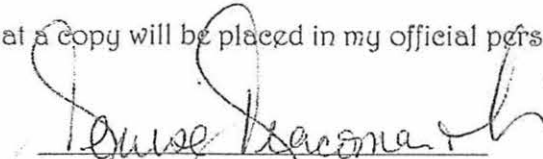
Denise Diacomanolis, Assistant Principal

We also discussed some recommendations for your future lessons, such as creating a Flow of the Day that fits the needs of SeanTEK using the suggested Flow I provided to you during our post-observation conference. Also, make sure that all your students are focused on your lesson before continuing with instruction.

This was a satisfactory lesson. Your love of teaching is apparent in your determination to help students learn.

I have read the above and understand that a copy will be placed in my official personnel file.


Francesco Portelos


Denise Diacomanolis

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New York City Department of Education
Division of Human Resources
65 Court Street, Brooklyn, New York 11201
BE/DOP 9955B (5/08) pers d1

**ANNUAL PROFESSIONAL PERFORMANCE
REVIEW AND REPORT ON PROBATIONARY
SERVICE OF PEDAGOGICAL EMPLOYEE**
(OTHER THAN SUPERVISOR, GUIDANCE COUNSELOR, SCHOOL SOCIAL WORKER,
PSYCHOLOGIST, EDUCATIONAL EVALUATOR, SCHOOL SECRETARY)

**PLAINTIFF'S
EXHIBIT
163**

EMPLOYEE'S FULL NAME ORTELOS, FRANCESCO		LICENSE GENERAL SCIENCE		FILE NUMBER 0762606	
EMPLOYEE'S COMPLETE HOME ADDRESS (Number and Street) 52 WIMAN PLACE				APT. NO.	
CITY STATEN ISLAND		STATE NY		ZIP CODE 10305	
CURRENT SALARY RATE \$63,006.00		FOR PROBATIONERS: Date of Appointment 08-30-2007		Jarema Credit	
				N.Y.S. Tenure Credit (Max 1 year)	
				Date of Completion of Probation 08-30-2010	
SCHOOL R049-I.S. 49 BERTA A. DREYFUS		BOROUGH STATEN ISLAND		DISTRICT 31	
Printed as of 06-16-08	FIRST YEAR		SECOND YEAR		THIRD YEAR
	TIMES NO.	TIME LOST	TIMES NO.	TIME LOST	TIMES NO.
	DAYS	HRS MIN	DAYS	HRS MIN	DAYS
LATENESS*	12	0 0 39	0	0 0 0	
ABSENCE*	4	4 0 0	0	0 0 0	
					6

*NOTE: For reports on probationers, complete 1 to 3 years as applicable. For all other personnel use "First Year" to denote current year.

SECTION 1- REPORT BY PRINCIPAL OR OTHER APPROPRIATE SUPERVISOR:

COMMENTS (as checked. "NA" indicates "Not Applicable.")	SATIS-FACTORY	UNSATIS-FACTORY	ADDITIONAL COMMENTS
A. PERSONAL AND PROFESSIONAL QUALITIES			
1. Attendance and punctuality			
2. Personal appearance			
3. Voice, speech and use of English			
4. Professional attitude and professional growth			
5. Resourcefulness and initiative			
B. PUPIL GUIDANCE AND INSTRUCTION			
1. Effect on character and personality growth of pupils			
2. Control of class			
3. Maintenance of wholesome classroom atmosphere			
4. Planning and preparation of work			
5. Skill in adapting instruction to individual needs and capacities			
6. Effective use of appropriate methods and techniques			
7. Skill in making class lessons interesting to pupils			
8. Extent of pupil participation in the class and school program			
9. Evidence of pupil growth in knowledge, skills, appreciations and attitude			
10. Attention to pupil health, safety and general welfare			
C. CLASSROOM OR SHOP MANAGEMENT			
1. Attention to physical conditions			
2. Housekeeping and appearance of room			
3. Care of equipment by teacher and children			
4. Attention to records and reports			
5. Attention to routine matters			
D. PARTICIPATION IN SCHOOL AND COMMUNITY ACTIVITIES			
1. Maintenance of good relations with other teachers and with supervisors			
2. Effort to establish and maintain good relationships with parents			
3. Willingness to accept special assignments in connection with the school program			
E. ADDITIONAL REMARKS (additional sheets, signed and acknowledged may be attached):			

SECTION 2- PERFORMANCE EVALUATION

OVERALL EVALUATION S, U, or D (D for first year probation only)	SIGNATURE OF PRINCIPAL (If other, give title)	ACKNOWLEDGEMENT BY EMPLOYEE I have received this report on:
S	<i>[Signature]</i>	<i>[Signature]</i>
For the period:		
From 8/30/2007 to 6/26/2008		
	SIGNATURE OF EMPLOYEE	DATE
		6/26/08

(Continued...Please go to page 2)

For all that you do I would like to thank you on behalf of all the administrators and students at Dreyfus Intermediate School 49. You change lives with your expertise and your dedication. It takes very special people to work with adolescent students, and I am proud to say you are one of them. You support the school in many different ways, from fixing our technology to supporting the students by your attendance at the many events held after school at Dreyfus. Your care and concern is appreciated and valued.

Print Date 06-16-2008

<p>A. RECOMMENDATION BY PRINCIPAL OR OTHER APPROPRIATE SUPERVISOR: To be completed and forwarded to the Community Superintendent or, for City District employees, to the responsible Superintendent.</p>	
<p>1. <input checked="" type="checkbox"/> I recommend approval for continued probationary service.</p> <p><input type="checkbox"/> I recommend certification of completion of Probation.</p>	<p>2. <input type="checkbox"/> I recommend discontinuance of probationary service.</p> <p><input checked="" type="checkbox"/> I recommend denial of certification of completion of probation.</p>
<p>SIGNATURE OF PRINCIPAL (if other, give title) <u>Linda Hill</u> DATE _____</p>	
<p>B. SUPERINTENDENT'S RECOMMENDATION: To be completed by Community or responsible Superintendent and returned to originating unit for employee's acknowledgement.</p> <p>I recommend _____</p> <p>Date _____ Signature of Superintendent _____</p> <p>(if other, give title)</p>	
<p>C. ACKNOWLEDGEMENT BY PROBATIONARY EMPLOYEE</p> <p>I received this report on: Date: <u>8/24/03</u> Signature of Employee <u>[Signature]</u></p>	

All recommendations for discontinuance or denial of certification must be accompanied by copies of substantiating documentation attached hereto, including, but not limited to, observation reports, letters, time cards or time sheets, or other relevant material.

[illegible]

NOTE: If space is insufficient to list all documentation, listing on additional sheets may be attached. If there are such continuation sheets check here ☐. Number of additional sheets: _____.

1. For "Satisfactory" evaluations, prepare two copies: copy 1 for the employee, copy 2 for the school file.
2. For adverse evaluations (U or D), prepare four copies for distribution as follows: copy 1 for employee, copy 2 for school file, copy 3 to appropriate superintendent and copy 4 to Teacher Records, 65 Court Street, Brooklyn, N.Y. 11201.
3. For recommendations for continued service or completion of probation for probationers, prepare three copies of report for distribution as follows: copy 1 for superintendent, copy 2 for originating school and copy 3 for the employee.
4. For recommendations for discontinuance or denial for probationers, prepare eight copies of report and seven complete sets of documentation as listed in "Section 4" of this form for distribution as follows: copies 1, 2 and 3 (with documentation attached) as listed Rule 3; copy 4 (without documentation) to Teacher Records; copies 5, 6, 7, and 8 (with documentation) attached to the Office of Appeals and Reviews, 65 Court Street- Room 717, Brooklyn, N.Y. 11201.
5. Appeals: An appeal against adverse evaluation (U or D) must be made in writing by the employee and forwarded to the Chief Executive Officer of the Division of Human Resources to the attention of the Director, Office of Appeals and Reviews within three weeks after receipt of such adverse evaluation (exclusive of the summer vacation).
6. All personnel are hereby advised of their right to submit written comments concerning:
 - a) each observation report on their performance
 - b) evaluation reports



New York City Department of Education
Division of Human Resources
65 Court Street, Brooklyn, New York 11201
BE/DOP 9955B (3/09) pers d1

ANNUAL PROFESSIONAL PERFORMANCE REVIEW AND REPORT ON PROBATIONARY SERVICE OF PEDAGOGICAL EMPLOYEE

(OTHER THAN SUPERVISOR, GUIDANCE COUNSELOR, SCHOOL SOCIAL WORKER,
PSYCHOLOGIST, SCHOOL SECRETARY)

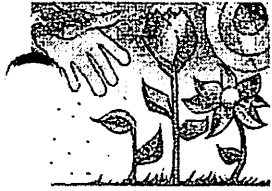
EMPLOYEE'S FULL NAME PORTELOS, FRANCESCO		LICENSE GENERAL SCIENCE JHS	FILE NUMBER 0762606									
EMPLOYEE'S COMPLETE HOME ADDRESS (Number and Street) 52 WIMAN PLACE		APT. NO.	EMPLOYEE ID NUMBER 1061542									
CITY STATEN ISLAND	STATE NY	ZIP CODE 10305	TENURED <input type="checkbox"/>									
CURRENT SALARY RATE \$ 74,796.00		FOR PROBATIONERS: Date of Appointment 08-30-2007	Jerama Credit 08-30-2010									
ISC/FN SCHOOL 05-R049-I.S. 49 BERTA A. DREYFUS		BOROUGH STATEN ISLAND	DISTRICT 31									
Printed as of 06-22-09 LATENESS*	FIRST YEAR			SECOND YEAR			THIRD YEAR			DAYS IN C.A.R.	OR BORROWED DAYS	SUBSTITUTE SERVICE NO. OF DAYS
	TIMES NO.	TIME LOST			TIMES NO.	TIME LOST			TIMES NO.			
		DAYS	HRS	MIN		DAYS	HRS	MIN		DAYS	HRS	MIN
		0	0	39	7	0	0	22				
ABSENCE*		4	0	0	2	2	0	0				
*NOTE: For reports on probationers, complete 1 to 3 years as applicable. For all other personnel use "First Year" to denote current year.												

SECTION 1 - REPORT BY PRINCIPAL OR OTHER APPROPRIATE SUPERVISOR

COMMENTS (as checked, "S" indicates Satisfactory, "U" Unsatisfactory, "D" Doubtful-first year probation only, "NA" Not Applicable)	S	U	ADDITIONAL COMMENTS
A. PERSONAL AND PROFESSIONAL QUALITIES			
1. Attendance and punctuality	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. Personal appearance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3. Voice, speech and use of English	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4. Professional attitude and professional growth	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5. Resourcefulness and initiative	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B. PUPIL GUIDANCE AND INSTRUCTION			
1. Effect on character and personality growth of pupils	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. Control of class	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3. Maintenance of wholesome classroom atmosphere	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4. Planning and preparation of work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5. Skill in adapting instruction to individual needs and capacities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
6. Effective use of appropriate methods and techniques	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
7. Skill in making class lessons interesting to pupils	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
8. Extent of pupil participation in the class and school program	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
9. Evidence of pupil growth in knowledge, skills, appreciations and attitude	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
10. Attention to pupil health, safety and general welfare	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C. CLASSROOM OR SHOP MANAGEMENT			
1. Attention to physical conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. Housekeeping and appearance of room	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3. Care of equipment by teacher and children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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5. Attention to routine matters	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
D. PARTICIPATION IN SCHOOL AND COMMUNITY ACTIVITIES			
1. Maintenance of good relations with other teachers and with supervisors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. Effort to establish and maintain good relationships with parents	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3. Willingness to accept special assignments in connection with the school program	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
E. ADDITIONAL REMARKS (additional sheets, signed and acknowledged may be attached): You shared your vast expertise with the school in many ways. Thank you for your support.			

SECTION 2 - PERFORMANCE EVALUATION

OVERALL EVALUATION S, U, or D (D for first year probation only)	S	SIGNATURE OF PRINCIPAL (If other, give name)	ACKNOWLEDGEMENT BY EMPLOYEE I have received this report on:
For the period: From 8/28/2008 to 6/30/2009		<i>[Signature]</i> DATE	<i>[Signature]</i> DATE 6/26/09



Berta A. Dreyfus IS 49

A Knowledge Network Teaching and Learning Organization

We learn, grow, and succeed together.

Linda Hill, Principal

Mala Ruzi, Assistant Principal

Denise Diacomanolis, Assistant Principal

Joanne Aguirre, Assistant Principal

Anne Marie Martino, Assistant Principal

**PLAINTIFF'S
EXHIBIT
040**

101 Warren Street
Staten Island, NY 10304

(718) 727-6040 (phone)
(718) 876-8207 (fax)

www.welearnandgrowtogether.com
31r049@schools.nyc.gov (e-mail)

FORMAL TEACHER OBSERVATION

Teacher: Francesco Portelos

Date/Period of Observation:

October 28, 2009/Period 7

Subject/Class: Technology/612

Date of Pre-Observation: October 27, 2009

Date of Post-Observation: October 28, 2009

Pre-Observation Conference

On October 27, 2009, I met with you in my office to conduct a pre-observation conference. During the pre-observation conference, I explained my expectations to you after we discussed the various aspects of your lesson. We discussed your formal observation that was scheduled for October 28, 2009, during period 7. At this conference, we agreed that you would be teaching a standards-based Technology lesson to class 612 that would follow all the components of the Instructional Interactive Model (Workshop Model).

Description of the Lesson:

On October 28, 2009, I entered room 229 at the beginning of period 7. You were in the room with class 612. The Focus on the board was: How does sound editing work? The Agenda, or Flow of the Day, contained all the pertinent elements of that day's lesson, including that evening's homework assignment. The standards were displayed along with the Focus of the lesson. Portfolios, bulletin boards, and a word wall were evident in the classroom. Your classroom clearly reflected your subject and all the hard, creative work from your students. The Do Now called for students to log onto their computers using their 9-digit password and wait for their next directive from you.

This led into the lesson that dealt with students viewing their sound waves. You called everyone to attention and showed examples of student work. Some attempted to help each other. You activated students' prior knowledge from previous lessons on a consistent basis. Students were asked to play back their voices as they examined the sound waves that were created. You circulated the room at all times to assist students who ran into technical problems. They shared out by explaining their findings in groups and then with the rest of the class.

SUMMARIZED COMMENTS

We held a post-observation conference in my office on October 29, 2009. At this conference, I shared with you my assessment of the lesson you had presented for the formal observation. My comments included both commendable aspects of the lesson and areas in the lesson that needed to be addressed.

There were commendable aspects to this lesson:

✓ There was wonderful accountable talk between you and your students. It was obvious that they truly enjoyed their technology class and experimenting with sound waves. Class 612 has come a long way since September, and it is evident that they have gained quite a bit of skill since then.

In the future, it is necessary that you address the following areas:

It is important to address students not on task and to be aware of those talking beyond what the lesson requires. In addition, it is necessary to bridge one lesson to the next through a Do Now or Explore that is clearly designed to challenge those students who are waiting for their next task.

Comments:

This lesson is rated satisfactory.

Sincerely,

A. Martino

Anne Marie Martino
Assistant Principal

I acknowledge receipt of my observation report and I understand that a copy will be placed in my file.

[Signature]
Teacher's Signature

11/24/09
Date

PLAINTIFF'S
EXHIBIT
001

From: Linda Hill
To: Francesco Portelos
Subject: Re: staff message 11=22=09
Date: Monday, November 23, 2009 9:09:39 AM

Very interesting. Let's talk

On Sun, Nov 22, 2009 at 3:43 PM, Francesco Portelos <fportelos@dreyfus49.com> wrote:

Thanks for the cheers Linda. I really enjoy making the videos and updating the website. My wife has to constantly pull me from the PC at home just like a mother pulls away a child from video games.

Mr. Valia and I had some ideas we wanted try out. Let us know what you think.

- An online anecdotal form at staff.dreyfus49.com. We can have it go right to the deans and AP's and it collects all data to a google doc for easy access and sorting.
- A custodial request form also on staff.dreyfus49.com that goes right to John.
- A parent sign up sheet on our main www.dreyfus49.com page updated by Ruthie. I already put one there as a test. Let me know what to add.
- Secret snowflake sign up form that can randomly assign everyone a snowflake.
- Mala spoke about having 8th graders vote online for their graduation songs.
- Rich Candia will be updating UFT news on a staff page.
- The art dept. can post the artwork of the month to a section of our home page.

Just some ideas...

-- Mr. Portelos
STEM Lab Teacher
Berta Dreyfus I.S. 49
<http://stem.dreyfus49.com>
Sent from my Palm Pre

Linda Hill wrote:

November 22, 2009

PD00043866

Dear Staff

I hope you are enjoying the lovely weather we are having this weekend. This Indian summer won't last too much longer. However, it is good while it lasts.

This is my first attempt to write you via the school's dreyfus49.com email. I spent my weekend recuperating and listening to Francesco Portelos' tutorials. They are quite good. Here are well-deserved kudos to you, Mr. Portelos, for taking the time to create such effective tutorials for the staff and students. If you are new to Google, as I am, I suggest that you review the tutorials as I found them extremely helpful. Also you will be able to learn how effective, mini tutorials can be for your students. I know the tech team will be teaching us how to do that in the near future.

It seems that the parent teacher conferences went very well. The parents signed for the report cards in a timely manner and they appreciated the team approach when meeting with their child's teachers. With a few minor revisions, I think this will be the way we will continue our parent teacher conferences in the future. Thank you staff, for a job well done.

This is a short week and I'm sure everyone is thinking about preparing for Thanksgiving or spending some valuable time with friends and family. However, this is the time when many our students really need you to understand that the holiday season is not always joyous. As educators we must focus on what we chose to do as our career – teach! Your attendance and your commitment to teaching and learning will make the next three days effective. Keep in mind what is expected this week and always at the school:

- Effective lesson planning that engages all students
- Instruction from bell to bell
- Do not assign coloring, word finds, crosswords, or any other insignificant work to your classes
- Limit hall pass usage
- Be active hall passing monitors
- Immediately contact the deans/guidance/administration if you see or hear something concerning the health and/or safety of a child
- Be mindful that some of our students may lash out their anger at you because of situations at home that are beyond their

control. Do not take it personally. Remain calm and contact a guidance counselor, if needed.

- Assign doable homework everyday, including Hw for the vacation.
- Spend a few minutes in HR sharing what you may be doing (even if it is just resting) for the holiday and asking if anyone would also like to share.
- Escort your class to the BACKYARD for dismissal. Do not use the front doors. Students going to BEACON, DANA, and SES need to re-enter the building through the cafeteria doors.
- Keep your room neat and clean. On Wednesday please dump the desks and lock away anything that you think is valuable, including projectors, keyboards and mice, markers, knick knacks, and the like.

If we all make the effort we will reap the benefits of having less stress as for our Thanksgiving break.

CHEERS AND JEERS

Cheers, again, to the tech team for volunteering to work with the staff to develop the use of more effective technology at our school and for also volunteering to visit our feeder schools information nights to speak about our school and our TAP (Technology Advanced Placement) program, formerly known as the Magnet program. I will explain more about the TAP at our next Faculty Conference.

Cheers to Mr. Knudson, Mr. Monahan, Sherri from PWC, and Ms. Diacomanolis for chaperoning 50 students, including students from our D75 inclusion program, our Special Ed. 12:1:1 and 12:1 students, our ELL students, our Magnet (TAP) students, and our General Ed. students who have shown improvement in their attendance or behavior. We had quite a bunch and they, no WE all had a wonderful time.

Cheers to the SLT and the rest of the staff (with their donations) who made it possible for 60 parents to take grocery bags full of non-perishable foods home with them during Parent Teacher conferences. Not a bag was left over. Our attendance at the parent teacher conference was really good too.

Cheers to the Gear Up staff, Peggy, Sajdah, Lenore, and the Scholars who helped out during parent teacher conference. They made it possible to distribute the report cards in a most efficient manner.

Cheers to Ms. Baccale who selflessly returned her winning parking

permit (she parks in the driveway) so that another employee could take advantage of it.

Cheers to Diane Gibson for her years of dedication and service to our school. We wish her a blessed and happy retirement.

Jeers to staff that are not reporting potential incidents to the deans, counselors, or administrators. We must be proactive in our effort to keep the school safe and sound, not wait until something happens.

Jeers to teachers who are not walking their classes to the exit doors at dismissal.

Jeers to anyone who takes "Mental Health" days off. Only in our profession do we have so many holidays and breaks, so please don't take advantage of what little time we have to teach our students.

Dates and events to remember:

November 23rd, tomorrow, M & M Harvest dinner event 2:30 to 4:00

November 24th Journalism trip

November 25th Environmental 8th grade trip

November 30th SS and ELA portfolio collection

Dec.4th Staff holiday party

Secret Snowflake sign up on the counter

December 13th Festival of the Arts Winter event 7 pm

TBA in December staff goals benchmarks reviewed.

If I don't have a chance to tell you personally, please have a wonderful, safe and happy Thanksgiving.

Sincerely,

Linda

We believe in our students,
We believe in ourselves,
We believe in our colleagues,
We believe in IS 49

GO GREEN - please don't print this e-mail unless you really need to do

**PLAINTIFF'S
EXHIBIT
002**

From: Linda Hill
To: Francesco Portelos
Subject: Re: Chat with Francesco Portelos
Date: Sunday, December 13, 2009 9:55:45 AM

Francesco,
I love the fact that you are making these on line forms. Please make sure I see them and approve them before you send them out. I want you to add a "Previous Action taken" section to the referral form, a box for the teacher to write the things he/she did before the referral to the dean. AGain, please rub these new forms by me first. Thank you for your contributions.
Linda

On Fri, Dec 11, 2009 at 8:37 PM, Francesco Portelos <fportelos@dreyfus49.com> wrote:

These messages were sent while you were offline.

8:37 PM **Francesco:** I thought you might have been online. Student Referral is up on staff.dreyfus.com site

--

Linda V. Hill
Principal, IS 49
tel. 718 727 6040
fax. 718 876 8207
welearnandgrowtogether.com

We believe in our students,
We believe in ourselves,
We believe in our colleagues,
We believe in IS 49

GO GREEN - please don't print this e-mail unless you really need to do so.

From: Linda Hill
To: Francesco Portelos
Subject: Re: IMPORTANT EMAIL FOR YOUR PARENTS
Date: Wednesday, December 16, 2009 1:35:43 PM

Another feather in your cap Francesco, this will be great, and if a parent forgets the password they can find it easily. And yes, I definitely would like to see the possibilities of an on line Progress Report grades (data) input for teachers and retrieval for parents. We are definitely on to something here. Thank you, thank you, thank you.
Linda

On Wed, Dec 16, 2009 at 11:31 AM, Francesco Portelos <fportelos@dreyfus49.com> wrote:

It seems to have worked. 785 emails were auto sent out and the one below is the one I had sent to me and as a test.

Mr. Valia and I were brainstorming about having future Progress Reports done online and merged onto the progress report documents.

-Mr. Portelos

----- Forwarded message -----

From: **Ms. Hill** <lhill@dreyfus49.com>
Date: Wed, Dec 16, 2009 at 10:58 AM
Subject: IMPORTANT EMAIL FOR YOUR PARENTS
To: fportelos@dreyfus49.com

Dear Students,

Please make sure you show this email to your parents:

Dear Parents,

ARIS Parent Link makes important information available for you, so you can work together with your child, principal and your child's teachers to help your child learn. ARIS Parent Link uses secure login procedures to be sure that a child's information can be seen only by authorized members of his or her family. We, at IS 49 encourage all parents or guardians to log on to ARIS parent. We have made this process very easy by including a link on our own www.Dreyfus49.com website. Just follow the directions below:

1. Click back on to our home page on www.dreyfus49.com
2. Click on **ARIS for Parents** on the left side bar.
3. Enter your child's 9 digit Student ID number : **555555555**
4. Enter your first time temporary password: **824726153090**

PLAINTIFF'S
EXHIBIT
004

From: Linda Hill
To: Matthew Valia; Francesco Portelos
Subject: excel
Date: Tuesday, December 29, 2009 7:49:50 PM

Hi Matthew, Francesco,
Merry Christmas and Happy New Year! Hate to bother you during your vacation but do you know how to set up an Excel spreadsheet that can 2 step calculations to determine a HR grade for a student:

There will be three criterion for a HR grade

(A) Attendance for a term X/38 days will equal a percent This should be 50% of the final grade

(B) Students having their IDs for the term ie X/38 days in compliance This should be 25% of the final grade

(C) Students having their independent reading book for the term ie X/38 days This should be 25% of the final grade. I'm not sure if I am making myself clear. I want teachers to be able to plug in numbers to get a grade for HR and I think it can be done with Excel. As I think it out it step one should be a straight percent calculation x/38 were "x" is the number of days (present and on time, in compliance with IDs and books) and the 38 is the # of days in the term. To weight the grades we need to determine what is 50% of B + C is and then add that total to A and divide by 2. Have I confused you enough?

Linda

--

Linda V. Hill
Principal, IS 49
tel. 718 727 6040
fax. 718 876 8207
welearnandgrowtogether.com

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PD00038215

**PLAINTIFF'S
EXHIBIT
005**

From: Linda Hill
To: Francesco Portelos
Subject: January 7th visit
Date: Friday, January 01, 2010 5:02:59 PM

Dear Mr. Portelos,

Happy New Year. I hope you are enjoying your vacation. I wanted to give you a heads up so that you can prepare for the Principals visit next week. I have selected your classroom to be visited by the principals on January 7th. Small groups of principals will visit your classroom between 10:30 and 12:00. I chose your classroom to be visited because of your innovative use of technology in the STEM lab. I thank you for your cooperation in advance.

Sincerely,

Linda

--

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PD00039873

**PLAINTIFF'S
EXHIBIT
007**

From: Linda Hill
To: Francesco Portelos
Subject: a quick survey for teachers
Date: Saturday, January 23, 2010 3:18:56 PM

Francesco,
Sorry to bother you during the weekend but will you be able to set up a quick survey that I can send to the staff to ask to 2 questions: (1) Would you be willing to donate (without pay) 2 periods to cover a class rather than having a class broken up and the students distributed throughout the academy?
(2) Are you interested in meeting with the principal and other staff members (during any of the 3 lunch periods)
to discuss and share your constructive ideas in a Principal's Chat?

Staff should be able to answer yes or no on the survey, and if possible, be identifiable. Can you make a link to Survey Monkey or can you make your own survey data collection link? Please let me know so I can include it in Sunday's Staff Message. Thanks, Francesco.

Linda

--

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**PLAINTIFF'S
EXHIBIT
008**

From: Linda Hill
To: Francesco Portelos
Date: Wednesday, February 10, 2010 3:44:46 PM

Francesco,
I see that you have been busy working on our website on your day off. I like the purple background of the sidebar for our site. However, where is the SENIOR CLASS, 810, and 820 tabs? Please advise. Thanks. Maybe we can have a repeat tomorrow :)
Linda

--

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PD00040058

PLAINTIFF'S EXHIBIT 008
--

From: Linda Hill
To: Francesco Portelos
Date: Wednesday, February 10, 2010 3:44:46 PM

Francesco,
I see that you have been busy working on our website on your day off. I like the purple background of the sidebar for our site. However, where is the SENIOR CLASS, 810, and 820 tabs? Please advise. Thanks. Maybe we can have a repeat tomorrow :)
Linda

--

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**PLAINTIFF'S
EXHIBIT
010**

From: Linda Hill
To: fportelos@dreyfus49.com
Subject: Re: Disciplinary Referral
Date: Saturday, March 06, 2010 3:01:13 PM

Francesco,
I really messed up. I was trying to add a site to our website for students, teachers, and parents to get extra help with the ELA test. Instead I deleted the sidebar and I don't know what else I did. Can you please take a look at the site and fix my errors. Sorry. Thanks
Linda

On Sat, Mar 6, 2010 at 2:19 PM, Linda Hill <lhill@dreyfus49.com> wrote:

Francesco,
I hope all went well on Friday. If you can just give me a heads up around the time for your wife, I will better be able to make arrangements.
The discipline referral looks good. I, at least, was able to click on the referral form. Now I'd like to be able to edit the form. Can I do this? Can the deans write in what they did and then I can see the form? Also can I sort the entries according to the date? Please advise.
Take care.
Linda

On Sat, Mar 6, 2010 at 12:55 PM, <fportelos@dreyfus49.com> wrote:

 I've shared Disciplinary Referral

Message from fportelos@dreyfus49.com:

Testing this referral doc that is output from the staff form. Can you see this in your Document page?

Click to open:

Disciplinary Referral

Google Docs makes it easy to create, store and share online documents, spreadsheets and presentations.



--

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--

Linda V. Hill
Principal, IS 49

PD00041556

On Mar 14, 2010 2:24 PM, Linda Hill <lhill@dreyfus49.com> wrote:

Hi guys,
How is it going? did everyone get there in time despite the weather?
How are we doing with the Robotics competition? Please let me
know, I am rooting you on from home.
Linda

--

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so.

--

Linda V. Hill
Principal, IS 49
tel. 718 727 6040

New York City Department of Education Division of Human Resources 65 Court Street, Brooklyn, New York 11201 BR/DOP 9955B (3/09) per di		ANNUAL PROFESSIONAL PERFORMANCE REVIEW AND REPORT ON PROBATIONARY SERVICE OF PEDAGOGICAL EMPLOYEE <small>REPORT FOR AN EMPLOYEE WHO IS NOT A TENURED EMPLOYEE, A TENURED EMPLOYEE WHO IS PROBATIONARY, A TENURED EMPLOYEE WHO IS A SUBSTITUTE</small>													
EMPLOYEE'S FULL NAME PORTELOS, FRANCESCO		LICENSE GENERAL SCIENCE JHS	FILE NUMBER 0762606												
EMPLOYEE'S COMPLETE HOME ADDRESS (Number and Street) 52 WIMAN PLACE		APT. NO.	EMPLOYEE ID NUMBER 1061542												
CITY STATEN ISLAND	STATE NY	ZIP CODE 10305	TENURED <input type="checkbox"/>												
CURRENT SALARY RATE \$ 74,796.00		FOR PROBATIONERS: Date of Appointment 08-30-2007	Jarema Credit N.Y.S. Tenure Credit (Max 1 year) 09-07-2010												
ISC/CFN SCHOOL 05-R049-LS. 49 BERTA A. DREYFUS		BOROUGH STATEN ISLAND													
DISTRICT 31		Date of Completion of Probation													
Printed as of 06-18-10 LATENESS* ABSENCE* <small>Exclude non-Attendance</small>	FIRST YEAR			SECOND YEAR			THIRD YEAR			DAYS IN C.A.R.	OR SORROWED DAYS	SUBSTITUTION SERVICE NO. OF DAYS.			
	TIMES NO. 4	TIME LOST			TIMES NO. 0	TIME LOST			TIMES NO. 4				TIME LOST		
		DAYS 0	HRS 0	MIN 39		DAYS 0	HRS 0	MIN 22					DAYS 0	HRS 0	MIN 43
3	4	0	0	3	0	0	3	0	0	20					
*NOTE: For reports on probationers, complete 1 to 3 years as applicable. For all other personnel use "First Year" to denote current year.															
SECTION I - REPORT BY PRINCIPAL OR OTHER APPROPRIATE SUPERVISOR															
COMMENTS (as checked, "S" indicates Satisfactory, "U" Unsatisfactory, "D" Doubtful-first year probation only, "NA" Not Applicable)															
A. PERSONAL AND PROFESSIONAL QUALITIES															
1. Attendance and punctuality															
2. Personal appearance															
3. Voice, speech and use of English															
4. Professional attitude and professional growth															
5. Resourcefulness and initiative															
B. PUPIL GUIDANCE AND INSTRUCTION															
1. Effect on character and personality growth of pupils															
2. Control of class															
3. Maintenance of wholesome classroom atmosphere															
4. Planning and preparation of work															
5. Skill in adapting instruction to individual needs and capacities															
6. Effective use of appropriate methods and techniques															
7. Skill in making class lessons interesting to pupils															
8. Extent of pupil participation in the class and school program															
9. Evidence of pupil growth in knowledge, skills, appreciations and attitude															
10. Attention to pupil health, safety and general welfare															
C. CLASSROOM OR SHOP MANAGEMENT															
1. Attention to physical conditions															
2. Housekeeping and appearance of room															
3. Care of equipment by teacher and children															
4. Attention to records and reports															
5. Attention to routine matters															
D. PARTICIPATION IN SCHOOL AND COMMUNITY ACTIVITIES															
1. Maintenance of good relations with other teachers and with supervisors															
2. Effort to establish and maintain good relationships with parents															
3. Willingness to accept special assignments in connection with the school program															
E. ADDITIONAL REMARKS (additional sheets, signed and acknowledged may be attached): You support our school and our students in countless ways. Thank you.															
SECTION 2 - PERFORMANCE EVALUATION															
OVERALL EVALUATION S, U, or D (D for first year probation only)				SIGNATURE OF PRINCIPAL (If other, give title)				ACKNOWLEDGEMENT BY EMPLOYEE I have received this report on:							
For the period: From 9/8/2009 to 6/30/2010				DATE				SIGNATURE OF EMPLOYEE							

A. RECOMMENDATION BY PRINCIPAL OR OTHER APPROPRIATE SUPERVISOR: To be completed and forwarded to the Superintendent or, for City District employees, to the responsible Superintendent.

- SIGNATURE OF PRINCIPAL (If other, give title)

DATE _____

I recommend

SIGNATURE OF SUPERINTENDENT

(If other, give title) U

DATE 7/30/78

SIGNATURE OF EMPLOYEE

I RECEIVED THIS REPORT ON

DATE 01/27/20

Documentation
All recommendations for discontinuance or denial of certification must be accompanied by copies of substantiating documentation attached hereto, including, but not limited to, observation reports, letters, time cards or time sheets, or other relevant material.

NOTE: If space is insufficient to list all documentation, listing on additional sheets may be attached. If there are continuation sheets check here: Number of additional sheets:

Page 2 of 2

**PLAINTIFF'S
EXHIBIT
019**

From: Linda Hill
To: Francesco Portelos
Date: Friday, July 02, 2010 6:18:15 PM

Francesco,
Please let me know when you have downloaded the incoming 6th graders to get their email accounts. Shall we call them "Incoming 6th graders" ?
Linda

--

Linda V. Hill
Principal, IS 49
tel. 718 727 6040
fax. 718 876 8207
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PD00040044

**PLAINTIFF'S
EXHIBIT
020**

From: Linda Hill
To: Francesco Portelos
Subject: Thumb drives
Date: Wednesday, July 07, 2010 3:10:08 PM

Francesco,
Can we order more IS 49 thumb drives? How much did they cost? I need them by August 30th to sell to the new parents.

Linda

--

Linda V. Hill
Principal, IS 49
tel. 718 727 6040
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PD00046079

**PLAINTIFF'S
EXHIBIT
024**

From: Linda Hill
To: Francesco Portelos
Subject: email accounts
Date: Tuesday, July 27, 2010 6:52:37 PM

Francesco,
Are we ready to go for the ALL student group email account? I need to send an email to the 7th and 8th graders (I know that the 6th graders will get it too)
Linda

--

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From: Linda Hill
To: Mr. Portelos
Subject: Re: Summer assignment for 6th, 7th, and 8th grade students
Date: Wednesday, July 28, 2010 9:30:38 AM

Thanks Francesco. I'm having trouble inserting pictures for my 6th grade clues, but I'm just sending attachments until I learn better.

Yes, you can come in. I gave permission for only three people to have access to our building - you are one of them. When do you want to come in? I'll find out if the room is ready.

Linda

On Wed, Jul 28, 2010 at 9:25 AM, Mr. Portelos <fportelos@dreyfus49.com> wrote:
I got it. It should work. Just a friendly reminder to place the everyone@dreyfus49.com in the BCC. I set the permissions that only you are able to mail to that address. Even if a student replies to all, it should not go to the whole school.

I am getting the new replacement printer Friday morning. Do you know if I will have access to my room or will they be doing the floors?

-- Mr. Portelos
STEM Lab Teacher
Berta Dreyfus I.S. 49
<http://stem.dreyfus49.com>
Sent from my Palm Pre

On Jul 28, 2010 9:10 AM, Linda Hill <lhill@dreyfus49.com> wrote:

**THIS EMAIL BEGINS WITH A MESSAGE FOR THE 6TH
GRADERS, AND THEN FOLLOWS WITH A MESSAGE FOR
7th AND 8th GRADE STUDENTS**

Dear 6th Grade SIR,

Here is your second clue to research for Social Studies.
There will be five clues altogether during the summer months. Are you practicing your grade poem? Don't forget to memorize the title of the poem and the name of the poet.

PLAINTIFF'S
EXHIBIT
029

From: Linda Hill
To: allstaff@dreyfus49.com
Subject: Happy Birthday
Date: Tuesday, November 02, 2010 4:28:54 PM

**HAPPY FIRST YEAR BIRTHDAY "WWW.DREYFUS49.COM"
MAY YOU HAVE MANY MORE!**

We have had our website up for one year this Wednesday and I believe that it has been a great success. Many thanks go to Francesco Portelos for all of his work getting us started. But our website would not be the success it is without your embracing our effort to make our building a real school of technology. Better yet last year at this time we used 152 cases of 8 1/2 by 11 white paper that being 10 reams per case and 500 sheets of paper per ream. So far this year we used only 32 cases of 8 1/2 by 11 white paper. Great job staff!
Linda

--

Linda V. Hill
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fax. 718 876 8207
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PD00038940

**PLAINTIFF'S
EXHIBIT
034**

From: Linda Hill
To: Mr. Portelos
Subject: Re: Tech stuff
Date: Sunday, February 06, 2011 11:38:34 AM

Always thinking about our school Francesco, that is what I admire about you. However, at this time we are pushing teachers to compete the SWIS, and also raising the bar for technology infusion in classroom via on line instruction, connected learning initiatives, and assessment management systems. I think we should keep things status quo for now and try your suggestions a bit later.
Linda

On Sun, Feb 6, 2011 at 11:23 AM, Mr. Portelos <fportelos@dreyfus49.com> wrote:
Hi Ms. Hill,

I hope you enjoyed your weekend. I had some ideas to increase the access to information and I wanted to run them by you.

1. I know Vicky now types up the In House list and places it behind the sign in sheets. I created a new IN HOUSE list on Google Docs. If it is simply type there instead of Word, then it can be accessible by all of us anywhere. I also put a shortcut on the desktop of the In House PC. That way new admits can be added by the teachers there. Do you think this will work better?

2. Unfortunately almost no one took the initiative to try the OSS (Online Section Sheet), but what about a simple doc file placed in the online folder for each class. Just for some notes teachers can have that accompany the class like "Joshua was found shooting rubberbands at Louis. Don't sit them together."

3. Similar to number 2 but a shared Late list with all students shared by all teachers on Docs. Anytime a student is late, a teacher makes a note and at their leisure documents it on this list. Sorted by Lateness, we can see who is late the most and work on them first.

-- Mr. Portelos
STEM Lab Teacher
Berta Dreyfus I.S. 49
<http://stem.dreyfus49.com>
Sent from my Palm Pre

--
Linda V. Hill
Principal, IS 49
tel. 718 727 6040
fax. 718 876 8207
welearnandgrowtogether.com

Linda Hill <lhill@dreyfus49.com>

incoming students

Messages

Linda Hill <lhill@dreyfus49.com>

To: Francesco Portelos <fportelos@dreyfus49.com>

Francesco,

How are you doing with creating the summer list of emails for the incoming 6th graders?

Linda

--
Linda V. Hill

Principal, IS 49

tel. 718 727 6040

fax. 718 876 8207

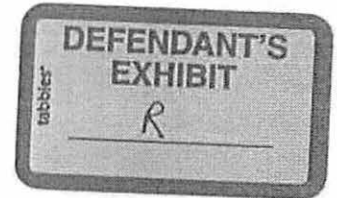
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Linda Hill, Principal



Mr. Portelos <fportelos@dreyfus49.com>

Mon, Jun 20, 2011 at 5:08 P

To: Linda Hill <lhill@dreyfus49.com>

Sorry for the delay Ms Hill. The problem is that the email was sent from ATS system and I have to go and download it from an administrators connection due to security. I will do that tomorrow and upload them by Wednesday.

On Jun 18, 2011 5:00 PM, "Linda Hill" <lhill@dreyfus49.com> wrote:

Linda Hill <lhill@dreyfus49.com>

Tue, Jun 21, 2011 at 7:33 A

To: "Mr. Portelos" <fportelos@dreyfus49.com>

Thank you

On Mon, Jun 20, 2011 at 5:08 PM, Mr. Portelos <fportelos@dreyfus49.com> wrote:

Sorry for the delay Ms Hill. The problem is that the email was sent from ATS system and I have to go and download it from an administrators connection due to security. I will do that tomorrow and upload them by Wednesday.

On Jun 18, 2011 5:00 PM, "Linda Hill" <lhill@dreyfus49.com> wrote:

[Content text hidden]

Mr. Portelos <fportelos@dreyfus49.com>

Thu, Jun 23, 2011 at 8:01 P

To: Linda Hill <lhill@dreyfus49.com>

Hi Ms Hill,

When do you need the student accounts created by? Google has made some changes and I wanted to upload them more

-Mr. Portelos
<http://stem.dreyfus49.com>

[Quoted text hidden]

Linda Hill <lhill@dreyfus49.com>
To: "Mr. Portelos" <fportelos@dreyfus49.com>

Fri, Jun 24, 2011 at 7:35 PM

ASAP
[Quoted text hidden]
[Quoted text hidden]

Mr. Portelos <fportelos@dreyfus49.com>
To: Linda Hill <lhill@dreyfus49.com>

Fri, Jun 24, 2011 at 7:55 PM

Linda,
I found out today about Matt leaving our school. It hit me like a ton of bricks. He will certainly be missed. I'm glad we have Mike available to take over his classes. I had lengthy conversations with both this afternoon. It was hinted that Michael will not only be taking Matt's classes, but also as title of lead Tech Guy. Is this the case?

-Mr. Portelos
<http://stem.dreyfus49.com>

On Jun 24, 2011 7:35 PM, "Linda Hill" <lhill@dreyfus49.com> wrote:

Linda Hill <lhill@dreyfus49.com>
To: "Mr. Portelos" <fportelos@dreyfus49.com>
Cc: Matthew Valia <mvalia@dreyfus49.com>, Sarah Blanchard <sblanchard@dreyfus49.com>, Michael Rossicone <mrossicone@dreyfus49.com>

Sat, Jun 25, 2011 at 1:18 PM

Francesco,

Yes, Matthew's leaving is too hard to wrap my head around. I can only wish him well but I envy any school who he will work for. In the meantime I think Mike is ready to move in to a tech position, however, he will not have any title, much less lead tech guy. I consider the tekkies a team effort, with each person having expertise in special areas.

You know quite a bit about technology Francesco, and I'd like to see you with the same energy that you had when you first came to our school. I appreciate all you do for the school and I understand that you are a new dad now, so I haven't asked as much of you as I needed. But I definitely count on you, as I count on Sarah and will count on Mike next year.

Change is hard, but we absolutely will prevail - as the school of School of Science and Technology, probably one of the best tech middle schools in the city, and I plan to keep us on the forefront. Although a good deal of Matthew's expertise will be leaving when he goes, it gives you and the others an opportunity to "learn, grow, and be even more successful". And we will!

As you see I am sharing your email with Matthew, Sarah and Mike as I'm sure they are struggling with their feelings as well.

We'll talk more on Monday.

Linda
[Quoted text hidden]

—
Linda V. Hill
Principal, IS 49
tel. 718 727 6040
fax. 718 876 8207
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da Hill, Principal

Matthew Valia <mvalia@dreyfus49.com>

Sat, Jun 25, 2011 at 2:52 P

To: Linda Hill <lhill@dreyfus49.com>

Cc: "Mr. Portelos" <fportelos@dreyfus49.com>, Sarah Blanchard <sblanchard@dreyfus49.com>, Michael Rossicone <mrossicone@dreyfus49.com>

This is the philosophy our team has always operated under. Even when things were delegated to one person by an administrator, we always realized our strengths and worked together on the project. It would be helpful if all the APs understood this is how we operated and pitched all assignments to the team and let the team delegate from there. It would show they trust our decision-making ability and would eliminate uncertainty as to why one team member was chosen for a project and not another. All they would have to do is send an email to techteachers@dreyfus49.com, describe the project and set a deadline and let the team take it from there.

I have always said that the comp time position should be spread out amongst the tech team. Let everyone teach one less class. Everyone in the school appreciates how hard the team works and would not object. Mike, Sarah and Francesco all should not have homerooms either. Especially Sarah since she puts in so much time on the yearbook.

All these conditions would foster an environment of real collaboration.

-Matthew

[Quoted text hidden]

Matthew Valia

Technology Coordinator

Berta Dreyfus 31R049 - Staten Island, NY 10304

732.213.8906 - W.718.727.6040

alla.com - Twitter: @mvalia

Mr. Portelos <fportelos@dreyfus49.com>

Wed, Jun 29, 2011 at 7:51 P

To: Linda Hill <lhill@dreyfus49.com>

Ms Hill,

I'm sorry but I don't have time to create that list. I will forward it to Mike Rossville. Enjoy your summer.

-Mr. Portelos

<http://stem.dreyfu49.com>

[Quoted text hidden]

Linda Hill <lhill@dreyfus49.com>

Sat, Jul 2, 2011 at 10:13 AM

To: "Mr. Portelos" <fportelos@dreyfus49.com>

Francesco,

I am really having a hard time trying to understand if there is a problem you may be having with me or the school. As I mentioned before I know you are busy with your new son and are disappointed, as we all are, with Matthew's leaving Dreyfus, but other than that I am perplexed with what may be a problem? You have never been one to hold in your thoughts, or your tongue, so again, I do not understand what feels to me like resentment or resistance. What gives Francesco? Please advise. You always create the new student email accounts and as I read the trail of emails beginning on June 18th it seems you had every intention to create the accounts until.... I don't know. You mentioned "lead tech guy" in one your previous email - are you having a problem with Mike Rossicone moving into a tech position? Do you thin that Mike will be a "lead tech guy?" Is there something that you think Mike will doing that you should be doing? Matthew wrote me and mentioned that he thinks that all tekkies should have one compensatory period for tech work, in other words, spread the comp time - is that what is bothering you? Of course Matthew never mentioned that while he was the sole person receiving comp time, but no matter- with the shrinking budget and the extra help from Kwaku and the interns, I don't think that anyone will have any periods less than a full program.

I also just received an email from Salaami from Connected Learning about the CUNY interns. Is there a plan, that I do not know about, to have the interns come to Dreyfus in August? Matthew did not mention that to me, nor did you, yet I see an email to

(3)

ne I to know what is going on.

I left a message on your phone to call me but to date I haven't heard from you. Francesco it is imperative that an open, honest and realistic conversation be an ongoing exchange of ideas for us to continue the mission of the school. I hope you realize that I regard you as a resource and welcome your input.

ope all is well with Alexander and that you enjoy your summer. I look forward to hearing from you.

Linda

[Quoted text hidden]

Mr. Portelos <fportelos@dreyfus49.com>

Sat, Jul 2, 2011 at 12:30 P

To: Linda Hill <lhill@dreyfus49.com>

Linda, I received your message a day late. I wrote and rewrote, deleted and undeleted the email below. I have no problem with Mike, who I consider a friend as well as a colleague, coming in to take Matt's classes. I was under the impression that you knew about the August Tech intern. All I was involved with all that was that I am doing Beacon 2 days a week in August. Here are just some of the personal issues I have in the email I wrote:

Dear Ms. Hill,

I just saw that you left me a message yesterday. I'm sending an email because I don't know when you will be in school again to hear the message and I can put down all my thoughts easier. I have spoken with Mike Rossicone and sent him the list. I have confidence that he will be able to break down the list to names, usernames and passwords for upload to the main Dreyfus49 Google Apps Dashboard.

I must be open with you however. It is not only that I do not have time, during my vacation, to do the job, but also that I am not motivated to do the "extra" anymore. For four years I have stayed at school until 6pm or later more days than I have left with everyone else at 2:22 pm. I have even been kicked out by the custodians because it was too late. Countless hours, I did not have, have been spent at school and home helping put Dreyfus on the map.

Some "Extras" if I may:

- Matt and I used to go to feeder schools to promote our TAP for free.
- The arduous job of 80+ staff members filling out progress reports was replaced by a program I created and I took on all that burden for. Compiling the data of almost 1000 students multiplied by 8 or so subjects didn't happen during my preps, but rather 2AM at my home office.
- The creation, implementation and maintenance of Dreyfus49.com...enough said.
- The countless hours spent during lunch, at practice tournaments, island competitions and city competitions with the Robotics team.
- The absolute countless calls answered during class time for hundreds of tech issues that I fixed. Even though I knew Matt had the SBO voted comp time, I went ahead and assisted him in fixing in what he says "half of the school's tech issues".
- The lunch time Gamers Club.
- I even tried helping make Ms. Diacomanolis look good by putting a newspaper together during my lunch periods with 720. When I realized she was not responsive to my emails for assistance I closed it down.
- The research, trial and error to create biggest interactive board in the DOE for under \$100.
- The constant "outside the box" thinking to make our school even better.

Linda, I left a career where I was making over \$70,000 to make less than \$50,000 and you confirmed that during my interview. I'm not about money nor praise and I'm no ordinary minor track teacher. I go the extra mile tenured or nontenured because it is the right thing to do for the students.

I spoke up in a meeting a few months ago and met with you in person about my concerns openly instead of behind your back like most the staff. *Prior* to that you said things like "You were a great find Mr. Portelos!" and "I'm getting you an iPad Mr. Portelos".

In an email to me after that meeting you wrote:

"PS No one will ever discipline you unfairly because you spoke out! You don't have to "watch your back" in that respect. I know the adults in the building appreciate that they are disciplined respectfully, privately, and fairly should they commit a transgression."

However that was not the case. Since then:

- Ms. Diacomanolis, who hasn't spoken to me in months and is not my immediate supervisor, sends me this right before grades were due: "
"Mr. Portelos,
May I please have a hard copy of your curriculum by tomorrow? Please bring it by my office before the end of the day.
Professionally,
Ms. Diacomanolis". I still have no idea why I was being asked this in April and everyone told me they receive a curriculum.
- I have been called down to your office and was told that Johnavan Greene wrote *me* up after I brought him in to Ms.

6

Johnavan. Write up Mr. Portelos" A student like Johnavan does not do that on his own.

- A teacher called me at home and told me that while I was out taking care of my wife and newborn Ms. Diacomanolis was asking Bianca "How many days has Mr. Portelos taken off? How many does he have left?" She sure showed a lot of concern for someone she has barely spoken to more than 5 times in four years. When I did come back she didn't have the courtesy to congratulate me and still hasn't to this day.
- During a half day in June where we learned about Bullying. Later that same day Ms. D invited staff members who taught in her academy to Oriental Plaza as a thanks. Did I get an invite? Having a party and selectively leaving people out is textbook bully tactics. I've been standing up to bullies my whole life and now is no different.
- Several emails to you about tech ideas have gone unanswered. To me it seems like we have reached the tech saturation point unfortunately.

When I spoke to Matt about him leaving, I asked "So who will take over your tech coordinator position?" He responded "Well judging from the meetings with Linda it looks as she is handing over everything to Mike." So even though you are playing it off like Mr. Rossicone only took his classes, it was Mike who had the training. Mike who was handed the keys to everything. Staff was asking Mike about smartboards. Mike will be running the tech intern program. So therefore, it is Mike, a very good friend of mine, who will have to manage all the tech issues in school. We are a "School of Technology", our lead tech guy jumps ship and I don't get notified or consulted on how to fill the gap or take over? I felt like it was a slap in my face and I never thought you would make me feel so unwelcomed at our school.

I will now take all this extra time and pump it back into class 229 and my STEM curriculum.

--
-Mr. Portelos
STEM Lab Teacher
Berta Dreyfus IS 49
<http://stem.dreyfus49.com>
[Quoted text hidden]

--
-Mr. Portelos
STEM Lab Teacher
Berta Dreyfus IS 49
<http://stem.dreyfus49.com>

Linda Hill <lhill@dreyfus49.com>
To: "Mr. Portelos" <fportelos@dreyfus49.com>

Sat, Jul 2, 2011 at 10:03 PM

Francesco,

Thank you for the prompt response. I now understand that you are upset, and that you feel "unwelcome" at Dreyfus. Let me first say that you are definitely welcome at our school.

Now I would like to address your issues, and although you are entitled to your feelings, I don't necessary agree with them all. However, I say now, as I have always said, you are a integral part of the technology that has been implemented at our school. The fact that you go the "extra mile" cannot be denied. You give of your time, freely, without any requests from me, and work, many times, without getting paid. I appreciate that very much. I know how late you stay in school sometime because you will always find me at my desk when you leave - all of the time. That is the example I try to set for the entire staff. However, I hope you realize that when I could, I tried to compensate you (time off during the days when you were trying to conceive, PD opportunities, per session) when I could.

When you left your job as an engineer it was by choice - you knew before you stepped in any school building that you were going to take a cut in salary that in time would equal out and also give you the benefit of summers off. You told me during our interview that you were bored with engineering and you made a choice to come to IS 49 to make a difference. You wanted to help students that may not get the exposure to technology like students in IS 51 in Brooklyn, or in any other schools with middle class students. Your heart was then, and hopefully still is, in the right place.

As for Ms. Diacomanolis, why didn't you speak to me about your feeling bullied by her? This is news to me. After attending a workshop on bullying I hope you learned that one tactic to avoid feeling bullied is to confront the bully. Did you speak to Ms. D about your feelings? If Ms. D was having a problem with you or your work I certainly was not aware of what it was. True, she is not your immediate supervisor, but she is a supervisor in our building and thus is entitled to ask you about curriculum as well as your attendance. I just wonder why any teacher felt the need to call you about a legitimate comment an AP may have made about your attendance? Was it just to create more needless drama at the school?

Now about Johnavan.....he didn't belong in that class - did you ask Johnavan to leave or call a dean, SSA, or AP to have him removed after taking the class roll? I remember you told me that you took his juice/drink and poured it out the window in front of him and the other students - what do you think would happen after that? Was that not an example of some kind of bullying, the same bullying you faced, according to you "my whole life"? But if you don't agree that you were bullying Johnavan, please know

was verbally threatening). As a violation of Chancellor's Regulation A 421 you could have had a letter to file for "language/actions that tends to belittle or subject students to ridicule", but you did not get a letter to file. Yes, Johnavan wrote a statement in response to the statement you wrote. Johnavan also served a Principal's Suspense for his abusive language to you.

As for the gathering at Oriental Plaza for some of the staff that was hosted by Ms. Diacomanolis, I know that she had the event as a thank you to the people that sent flowers, food, and went to upper Manhattan to visit her critically ill dad while he was in the hospital over 5 months. Did you ever ask Denise about her dad's health, or wish him well? If you must know, I wasn't invited to the Oriental Plaza event either.

Please remind me of the unanswered tech suggestions you sent me. Although we have increased the technology in our school exponentially because of the efforts of the tech staff, the not-so-tech staff members need to absorb all the new tech we introduced before we continue on. Perhaps next year we can differentiate the PD, giving more advanced tech to those who could handle it while letting the others settle in to the new systems. Many members of the staff still struggle with reading their email daily, and keeping their websites up to date. When we add more tech we add more responsibility to the staff, some of which most definitely are "saturated". The Dreyfus Times is a prime example, you created a great e-newsletter but no one picked up the slack once you stopped working with the students. Was there a plan in place, when you thought of the newsletter, to have someone take it over? Who was the designated teacher that was trained to take it over? Did you discuss who would take over the newsletter with Ms. Diacomanolis?

Matthew's leaving was not only abrupt but unexpected. I, too, felt like part of the school was being ripped away. It was the final blow to an extremely difficult and challenging year for me. He (Matthew) asked me not to say anything to anyone about his leaving and I felt like I needed to honor his wishes. I think he wanted to avoid the drama that is now unfolding. I certainly did not mean to slight you in any way Francesco by asking Mike to fill Matthew's position but I know that Mike is a Mac guy and that you are a PC person as you often remind me. To tell the truth I only thought of Mike's expertise with Macs and thought that it would be an easy transition for the department if he filled the vacancy. We (Mike and I) never discussed the comp time position or any other duties beside his teaching tech in the Mac lab.

Finally, Francesco, I am glad that you were able to express your feelings to me. I only wish we could have had a face to face discussion before the end of the year. I hope this kind of honest and open conversation will be the norm and not the exception. Please do not let your feelings fester, because when that happens it serves no one. In fact it stops communication, and in my case, stopped me from realizing how you felt.

I absolutely do recognize the time and effort you put, and have put in our school and your contributions to our school have been remarkable. It was never my intention to make you feel "unwelcome" or slighted, the fact is that you are a valued member of the Dreyfus school community, and to me.

Sincerely,
Linda

P.S. If you still want an iPad you can have one. They are in my office, just let me know when you want to fill out the paperwork and pick one up. I can meet you at the school after summer school one day. Why didn't you remind me of my promise to get you one?

[Quoted text hidden]

Mr. Portelos <fportelos@dreyfus49.com>
To: Linda Hill <lhill@dreyfus49.com>

Sun, Jul 3, 2011 at 1:40 PM

Linda,

I do feel better about getting it off my chest as it has been festering for the last week or so. Mike is perfect for Matt's classroom. That was never the issue. I feel awful that while playing golf with Mike last week he turned to me and asked "You're not still mad at me for being in tech are you?" I told him it was never the issue and he is the best candidate for that class.

My conversations with them contradicts what you are telling me. Could you see that from my point everything was handed to Mike. I'm still confused how Mike got all the keys, the out of class responsibility, the job of signing the timesheets for interns, mouse squad etc? Did Matt make this decision on his own?

This wasn't really about comp time. I'm at school to teach, not to have periods free. However, if there was an SBO position to deal with tech and someone else filled it, I could not continue taking on all those issues like I did in the past. It just wouldn't be fair to me or my students. That's all I was saying.

Johnavan, barged in and disrupted a perfect engaging lesson for his own enjoyment. I did not think they were even allowed to have those drinks. He then pressed himself up against me causing me to back up. I still don't agree with my actions, but deep down I knew, like most the staff, students in our school do not get the appropriate discipline.

Ms. D is not an approachable supervisor like you are. In the beginning of the year I stated my concern about Larry Animashaun's academics and she responded with a quick "He is a GENIUS!" and walked away. He failed my class unfortunately. My second month at Dreyfus, Obie Roberts did a shot of alcohol in my classroom. It smelled like whiskey and was in a shot glass. I called

6

10 minutes. Now at that very point what I was dealing with back in 2007. What am I supposed to think? We spoke the beginning of this year until one point during a PPT meeting I was called while teaching a class by Christine Wilson. She said Ms. D needed me to print several classes progress reports. I replied "Oh its easy just go to Google docs, click the class and print." I was teaching 629 at the time. I hear in the background Ms. D say "Oh he won't do it? Ok. Tell him I will speak to him later." and she has said maybe 10 words to me since then from back in January. Again, I am going to do the best I can as a teacher in her academy and I did amazing things with all 3 of her classes. I asked her for a letter of recommendation and she said she couldn't at this time which ne.

I'll be in school next week for Beacon. All me emails might have made more sense if I told you I am looking to get my Administrators license at CSI. So these are not just the rants of a minor track teacher, but of a person who wants to learn the inner workings of the education system and fix whatever needs fixing. My goal is to be Superintendent one day.

Thank you for listening and Alexander is doing amazing.

-Mr. Portelos

<http://stem.dreyfu49.com>

On Jul 2, 2011 10:04 PM, "Linda Hill" <lhill@dreyfus49.com> wrote:

Linda Hill <lhill@dreyfus49.com>

Tue, Jul 5, 2011 at 8:53

To: "Mr. Portelos" <fportelos@dreyfus49.com>

Francesco,

Good for you for having the lofty goal of becoming a superintendent. If I am still around I would love to speak to you about the positions you would have had to fill before becoming a Superintendent - dean, AP, Principal...after doing those jobs your prospective will be changed. My number one advice to you is to grow a thicker skin...things happen and you have to learn to deal with them.

You definitely seemed concerned with the discipline in our school. Why haven't you joined the safety team, the PBIS team, or the Principal's chats to figure out the best solutions to the discipline problem at the school. It is easy to stand by the sidelines and gripe. The wiser choice would be part of the solution, at least that is what I believe. You now have a child, a child that will go to many schools in his lifetime. Envision how you would like the teachers that Alexander will encounter to deal with educating and disciplining him.

Any of the children at our school make mistakes, some more serious than others - they are angry, with good reason, and they have not been taught appropriate ways to handle crisis. So what do we do as educators? Do we need to toss them out of class, suspend them from learning, or make them feel less deserving of an education? Or do we try to teach them a different way to handle stress, deal with their feelings, and speak of their angry feelings. You say "nothing happens" to a child that commits an infraction in school - well again, you are entitled to your feelings, but that is not the case at all! I never thought you would be one of the staff that want to see students, figuratively, "hung" for misbehaving. As a mentor I thought you understood that it is the relationships you build with students that make all the difference. Relationships are built on trust, trust that the adult with whom they form a relation will be an advocate should the child behave inappropriately. That doesn't mean that students will automatically behave because you have a relationship with them, but students that "trust" that their teacher/mentor is being fair and not judgmental is a start. Frankly I don't remember the incident with about Obie Roberts, but even if he did take a "shot", what would you like to have seen happen to him? If a parent could not be contacted he would have been sent back to class after a guidance intervention. I urge you to read the Citywide Discipline Code book (blue book) and get to know about the discipline measures outlined therein. I am sending you a screenshot of the preamble in the Discipline Code book that must be followed when dealing with school student discipline. Maybe then you will not be so quick to say "nothing gets done." See below:

INFRACTIONS AND RANGES OF POSSIBLE DISCIPLINARY RESPONSES

School officials must consult the Discipline Code when determining which disciplinary measure to impose. In addition to consulting the Discipline Code, prior to determining the appropriate disciplinary and/or intervention measures, the following must be considered: the student's age, maturity, and previous disciplinary record (including the nature of the prior misconduct, the number of prior instances of misconduct, and the disciplinary measure imposed for each); the circumstances surrounding the incident leading to the discipline; and the student's IEP, BIP and 504 Accommodation Plan, if applicable. Every reasonable effort should be made to correct student misbehavior through guidance interventions and other school-based resources and the least severe disciplinary responses. Appropriate disciplinary responses should emphasize prevention and effective intervention, prevent disruption to students' education, and promote the development of a positive school culture.

We, as educators, should always be looking at what is best for the student, and not necessarily what is best for the teacher or administrator. After all we already have our education, they still need to get theirs. You will see that when you take your courses, it is not so easy to "fix" things. And the things that do need fixing are not necessarily the children!

Summer school started today. I will be in the building from 1 - 2 from Monday to Thursdays mist days. What are your hours at BEACON?

Linda

[Quoted text hidden]

--

Linda V. Hill



tel. 718 727 6040
fax. 718 876 8207
welearnandgrowtogether.com

We believe in our students,
We believe in ourselves,
believe in our colleagues,
... believe in IS 49

GO GREEN - please don't print this e-mail unless you really need to do so.

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Linda Hill, Principal

Mr. Portelos <fportelos@dreyfus49.com>
To: Linda Hill <lhill@dreyfus49.com>

Wed, Jul 6, 2011 at 10:24 A

Linda,

I'm sorry, I do not want to argue all summer and want to rebuild our relationship. I definitely wanted to take a more active role, but do not feel like I have just been yelling from the sidelines.

- I've applied for SLT 2 years now and await Ms. Abramowitz' decision again.
- I've sat in at a Principal's chat.
- Rich has added me to UFT committees.
- I offered to be part of the peer mediation team as I was heavily involved at my high school and was awarded Peer Mediator of the Year. You told me you had the staff picked already
- I replied to your email about joining PBIS on 12/19/10 and didn't hear back and then found out there were meetings.
- Most of all I spent time researching and creating an online referral form that was absolutely ignored by the deans and AP's. Over 80 incidents went unresolved. It would have been key to finding out in 10 seconds who are the most problematic students were and where the incidents were happening. Most of all it would have given feedback to the teachers knowing that it was taken care of. Matt told me that at Tech they have a system that they pay \$67,000 a year for and looks like a mix of my online referral and online section sheet system. More and more schools are getting that system called Skedula (<http://datacation.net/About/>)
- I've also met with you about my concerns with discipline and tried to tell you that most the staff is on a different page and closer to a Zero Tolerance. Maybe they are wrong, but instead of talking to you they run to the papers and as we can see some are also leaving.

Again, I do not want to see any student "hung" or punished. I believe Discipline=Learning, not Punishment. Example: If students like Thomas Manly and Dazon Gidron have been walking the halls all year, then destroy my class room and then I get taken off a trip but they go, have they been disciplined?

I have had the Discipline Code downloaded to my phone and shared it on docs for easier access to the staff. I agree with the passage you sent, but I'm referring to the students who do not even get a guidance intervention. Can't we have a solid matrix that works across all academies? If student does this, then they get that.

I am in school Monday and Wednesdays from 11-1. I can drop in after, except today I have a meeting. Monday if you are not busy.

Sincerely,
Francesco

[Quoted text hidden]

Mr. Portelos
EM Lab Teacher
Berta Dreyfus IS 49
<http://stem.dreyfus49.com>
<http://www.facebook.com/stemlab>

8

Linda Hill <lhill@dreyfus49.com>

Wed, Jul 6, 2011

Your right Francesco, I think we both have made valid points for further discussion. For now let's agree to disagree on some topics and move forward. I can meet you at 49 on Wednesday next week.

Sincerely,

Linda

[Quoted text hidden]



Berta A. Dreyfus IS 49

A Knowledge-rich Teaching and Learning Organization

We learn, grow, and succeed together.

Principal

Ms. M. Ruzi, Assistant Principal

Danilo C. Comanelli, Assistant Principal

Joanne Aguirre, Assistant Principal

Anne Marie Malino, Assistant Principal

101 Wagon Street
Staten Island, NY 10304

(718) 727-6040 (phone)

(718) 876-8207 (fax)

www.weleamandgrowtogether.com

311049@schools.nyc.gov (e-mail)

June 28, 2011

Dear Professor Silverberg,

Mr. Francesco Portelos would make an outstanding addition to the College of Staten Island's post-Master's Advanced Certificate for Leadership in Education Program. Mr. Portelos is the lead teacher in Intermediate School 49's Technology Department. He has played and continues to play an integral part in placing Dreyfus Intermediate School on the map as having exemplary instructional technology programs both for our students as well as our teachers.

Mr. Portelos is constantly looking for new ways to advance himself instructionally. He takes his new found knowledge and shares it with the administration as well as helps to create professional development opportunities for all staff members. I'm sure that he would be a good match for your administrative program at the College of Staten Island.

Sincerely,

Ms. M. Ruzi, Assistant Principal

The Academy of Environmental Science and Technology

ANNUAL PROFESSIONAL PERFORMANCE REVIEW AND REPORT ON PROBATIONARY SERVICE OF PEDAGOGICAL EMPLOYEE

(OTHER THAN AN OFFICIAL, CUSTOMER OR EMPLOYEE, MEMBER, MEMBER WORKER OR
PSYCHOLOGIST, MEMBER, MEMBER WORKER)




EMPLOYEE'S FULL NAME ORTELOS, FRANCESCO										LICENSE GENERAL SCIENCE JHS				FILE NUMBER 0762606			
EMPLOYEE'S COMPLETE HOME ADDRESS (Number and Street) 52 WIMAN PLACE										APT. NO.				EMPLOYEE ID NUMBER 1061542			
CITY STATEN ISLAND				STATE NY				ZIP CODE 10305				TENURED <input checked="" type="checkbox"/>		PROBATIONER <input type="checkbox"/>		SUBSTITUTE <input type="checkbox"/>	
CURRENT SALARY RATE \$ 74,796.00				FOR PROBATIONERS Date of Appointment				Jarema Cred4				N.Y.S. Tenure Credit (Max 1 year)				Date of Completion of Probation	
ISC/CFN SCHOOL N303-R049-I.S. 49 BERTA A. DREYFUS								BOROUGH STATEN ISLAND				DISTRICT 31					
Printed as of 06-15-11 LATENESS*	FIRST YEAR				SECOND YEAR				THIRD YEAR				DAYS IN C.A.R.	OR BORROWED DAYS	SUBSTITUTE SERVICE NO. OF DAYS		
	TIMES NO.	TIME LOST			TIMES NO.	TIME LOST			TIMES NO.	TIME LOST							
		DAYS	HRS	MIN		DAYS	HRS	MIN		DAYS	HRS	MIN					
	26	0	1	52													
ABSENCE* <small>Exclude non-Attendance</small>	6	9	0	0										21			

*NOTE: For reports on probationers, complete 1 to 3 years as applicable. For all other personnel use "First Year" to denote current year.

*NOTE: For reports on probationers, complete 1 to 3 years as applicable. For all other personnel use "First Year" to denote current year.

COMMENTS (as checked, "S" indicates Satisfactory, "U" Unsatisfactory, "D" Doubtful-first year probation only, "NA" Not Applicable)	S	U	ADDITIONAL COMMENTS
A. PERSONAL AND PROFESSIONAL QUALITIES			
1. Attendance and punctuality	<input type="checkbox"/>	<input type="checkbox"/>	
2. Personal appearance	<input type="checkbox"/>	<input type="checkbox"/>	
3. Voice, speech and use of English	<input type="checkbox"/>	<input type="checkbox"/>	
4. Professional attitude and professional growth	<input type="checkbox"/>	<input type="checkbox"/>	
5. Resourcefulness and initiative	<input type="checkbox"/>	<input type="checkbox"/>	
B. PUPIL GUIDANCE AND INSTRUCTION			
1. Effect on character and personality growth of pupils	<input type="checkbox"/>	<input type="checkbox"/>	
2. Control of class	<input type="checkbox"/>	<input type="checkbox"/>	
3. Maintenance of wholesome classroom atmosphere	<input type="checkbox"/>	<input type="checkbox"/>	
4. Planning and preparation of work	<input type="checkbox"/>	<input type="checkbox"/>	
5. Skill in adapting instruction to individual needs and capacities	<input type="checkbox"/>	<input type="checkbox"/>	
6. Effective use of appropriate methods and techniques	<input type="checkbox"/>	<input type="checkbox"/>	
7. Skill in making class lessons interesting to pupils	<input type="checkbox"/>	<input type="checkbox"/>	
8. Extent of pupil participation in the class and school program	<input type="checkbox"/>	<input type="checkbox"/>	
9. Evidence of pupil growth in knowledge, skills, appreciations and attitude	<input type="checkbox"/>	<input type="checkbox"/>	
10. Attention to pupil health, safety and general welfare	<input type="checkbox"/>	<input type="checkbox"/>	
C. CLASSROOM OR SHOP MANAGEMENT			
1. Attention to physical conditions	<input type="checkbox"/>	<input type="checkbox"/>	
2. Housekeeping and appearance of room	<input type="checkbox"/>	<input type="checkbox"/>	
3. Care of equipment by teacher and children	<input type="checkbox"/>	<input type="checkbox"/>	
4. Attention to records and reports	<input type="checkbox"/>	<input type="checkbox"/>	
5. Attention to routine matters	<input type="checkbox"/>	<input type="checkbox"/>	
D. PARTICIPATION IN SCHOOL AND COMMUNITY ACTIVITIES			
1. Maintenance of good relations with other teachers and with supervisors	<input type="checkbox"/>	<input type="checkbox"/>	
2. Effort to establish and maintain good relationships with parents	<input type="checkbox"/>	<input type="checkbox"/>	
3. Willingness to accept special assignments in connection with the school program	<input type="checkbox"/>	<input type="checkbox"/>	

SECTION 2 - PERFORMANCE EVALUATION

OVERALL EVALUATION S, U, or D (D for first year probation only) <div style="border: 1px solid black; display: inline-block; padding: 2px 10px;">S</div>	SIGNATURE OF PRINCIPAL (If other, give title) <div style="text-align: center;">  <div style="border-top: 1px solid black; width: 100px; margin: 0 auto;"></div> </div>	ACKNOWLEDGEMENT BY EMPLOYEE I have received this report and <div style="text-align: center;">  <div style="border-top: 1px solid black; width: 100px; margin: 0 auto;"></div> </div>
For the period From 9/7/2010 to 6/30/2011	DATE <div style="border-top: 1px solid black; width: 100px; margin: 0 auto;"></div>	SIGNATURE OF EMPLOYEE <div style="text-align: center;">  <div style="border-top: 1px solid black; width: 100px; margin: 0 auto;"></div> </div>
		DATE 6/29/11



Berta A. Dreyfus IS 49

A Knowledge Network Teaching and Learning Organization

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Uinda Hill, Principal

Mala Ruzi, Assistant Principal

Denise Diacomonelli, Assistant Principal

Joanna Aguilera, Assistant Principal

Anne Marie Martino, Assistant Principal

101 Warren Street
Staten Island, NY 10304

(718) 727-6040 (phone)

(718) 876-8207 (fax)

www.welearnandgrowtogether.com

31r049@schools.nyc.gov (e-mail)

June 28, 2011

To Whom It May Concern:

I am writing in support of Mr. Francesco Portelos, a teacher of Technology at Berta A. Dreyfus IS 49, to be considered as a candidate for your Educational Leadership Program.

During his tenure at I.S. 49, it has become obvious that Mr. Portelos is an outstanding professional in every way. He is dependable, conscientious, highly organized and prepared. He meets all of his curricula and administrative responsibilities in a timely fashion. Mr. Portelos is highly respected not only by the faculty and students at IS 49, but also by our parents and community members.

Mr. Portelos, as part of his experience at our school, has planned and executed professional development sessions with our staff, scheduled "lunch and learns" to our departments during the school day, and planned after-school sessions. Mr. Portelos, along with our Technology team, planned, redesigned and aligned the technology curriculum, with a pacing calendar, according to the State standards and Common Core State Standards so that all of our teachers share a consistency that benefits our school community.

There is no doubt that Mr. Portelos displays the leadership qualities expected of a candidate in a Leadership program. He also has the academic ability, personal discipline, diligence, and quiet confidence necessary to handle the rigors of such an important program.

Thank you for your kind attention to my recommendation of Mr. Portelos. Do not hesitate to contact me if you need further information at either (718) 727-6040 or (917) 836-3875.

Sincerely,

Dr. Anne Marie Martino
Assistant Principal

From: Mr. Portelos
To: Michael Rossicone; Sarah Blanchard; Steven Filatro
Subject: Computer Stuff
Date: Friday, September 23, 2011 10:51:20 AM

Techs,

Just so we are in the up and up and all cards on the table.... All of you know that when Matt left I felt, that since I had 10+ years of computer server work etc, I should have been offered the lead tech position. Sarah is the more senior person, but I felt like she wouldn't want all that responsibility of staying late and making sure things the building is in order. I've reiterated to Mike many times that this is absolutely no offense to him at all (btw you owe me 18 holes of golf). However, relations between the admin and I have deteriorated more and even though I want to help all of you with major and minor issues, I feel like I have to become one of those teachers that cares about their class and nothing else. I spent countless hours at school and home brainstorming and researching for this school the last 4 years. Ms. Hill wants to throw that to the curb and that is fine. So I will put 200% effort to room 229. So again, please take no offense, but I will not be training anyone during my preps or lunch or connecting anyone to the internet during class. It wouldn't be fair to me and to my students. I have asked for Per Session money to do any training after school for you guys and I have offered to give up my one comp period to you as well. It wouldn't be fair for me to keep the extra period if I will not be doing tech.

I hope you guys understand where I am coming from.

Sincerely,
-Mr. Portelos
STEM Lab Teacher
Berta Dreyfus IS 49
<http://stem.dreyfus49.com>
<http://www.facebook.com/stemlab>



PD00046663

PLAINTIFF'S
EXHIBIT
035

(Handwritten signature)



Berta A. Dreyfus IS 49

We learn and grow together
Linda Hill, Principal

101 Warren Street
Staten Island, NY 10304

(718) 727-6040 (phone)
(718) 876-8207 (fax)

www.weleamandgrowtogether.com
31r04f@schools.nyc.gov (e-mail)

October 21, 2011

To whom it may concern:

I have known Francesco Portelos for the past five years in his capacity as a teacher of technology. He is an intelligent young man and he works well with all students to which he is assigned. Francesco works tirelessly assisting and motivating his students to complete assigned work and reach his or her highest potential.

Mr. Portelos is dedicated and hard working, giving the school access to the best technology the school can offer to our students and staff as well. Two years ago Mr. Portelos helped create a dynamic computer lab to teach STEM with RESO A grant funding, often staying late hours on weekdays and on weekends to ensure a quality lab. Francesco trains students in Robotics and our Robotics teams have been in the forefront in the competitive Robotics events in Staten Island and in the city.

I recommend Mr. Portelos for this program. Please contact me for any further information regarding Francesco Portelos' qualifications for the Leadership Program.

Sincerely,

(Handwritten signature of Linda Hill)

Linda Hill

Principal

From: [Linda Hill](#)
To: [Mr. Portelos](#)
Subject: Re: Use tech.dreyfus49.com to report an Issue
Date: Friday, November 04, 2011 5:20:14 PM

I understand about the disruptions but I just need you to let me OK the email first and then send it out to the staff. That way they get the message and I approve of it.

Have a good weekend.

Linda

On Fri, Nov 4, 2011 at 4:43 PM, Mr. Portelos <fportelos@dreyfus49.com> wrote:

I understand and am sorry, but it is November and so many teachers still don't know. They barge in to my room and call me during class. Even when they call the interns, it is I who has my lesson stopped to pick up. When Ms Garber called today and I told her to put in a ticket, she responded "How? Where?". That link was never emailed out despite my many requests to put an end to the disruptions.

Again sorry, but I just want to teach. 7 staff members disrupted me in the last 2 days.

On Nov 4, 2011 2:53 PM, "Linda Hill" <lhill@dreyfus49.com> wrote:

Good message but I asked you to send the information to me first before you send it to the staff.

Sincerely,

Linda

On Fri, Nov 4, 2011 at 8:58 AM, Mr. Portelos <fportelos@dreyfus49.com> wrote:
Dear Staff,

Many of you have been calling different teachers about tech issues during class and prep time. We know it is very important that your classroom technology is up and running for effective use, but you *MUST* use <http://tech.dreyfus49.com> to report **all** issues from small to big. The interns will help you as soon as they can. Thank you.

Sincerely,

-Mr. Portelos

STEM Lab Teacher

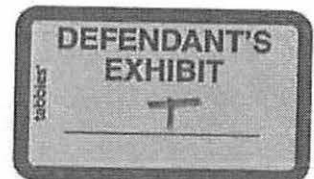
Berta Dreyfus IS 49

<http://stem.dreyfus49.com>

--

Linda V. Hill
Principal, IS 49
tel. [718 727 6040](tel:7187276040)
fax. [718 876 8207](tel:7188768207)
welearnandgrowtogether.com

We believe in our students,
We believe in ourselves,



PD00036531

1-20-12

112A



Frankie Port
January 20

1

After I finished coaching some students for Cranial Crunch Trivia show I went to use the men's room. One of them thought it would be funny to wait outside and try and scare me. He is sooo lucky I didn't instinctively Tiger Punch him in the throat. I was inches from losing my job and being in the paper.

Like · Comment · Share

At 10:10 AM, Mike McKee and 5 others like this.

View all 5 comments



Andrew Eckl Keep your shoes tied, wouldn't want to step on one accidentally.

January 20 at 4:14pm · Like



Angela Portelos u lost me at work with this one lol
January 22 at 7:22pm · Like

Write a review...

ITS EXHIBIT
112A



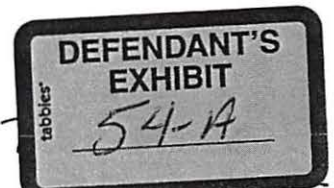
Francesco Portelos

January 24, 2012 via FriendCaster Pro for Android ✱

Teachers iPhone was stolen after school. Cops called but couldn't find the kid in the projects. So we tracked it with iPad 2 and went and retrieved it ourselves. First time walking into the projects. Interesting. Great job Antonio and John Avitto . That's how we role .

Like · Comment · Promote · Share

👍 20 💬 34



PD00061526

From: Mr. Portelos
To: Richard Candia
Cc: UFT
Subject: Re: UFT
Date: Friday, January 27, 2012 9:25:38 PM

Dear Rich,

I am disheartened and confused as to what has happened. We are supposed to lead by example and we showed the staff a great divide today. We embarrassed the UFT. I will not resign and reject your request. I made a commitment to our staff and I will keep it throughout the term. Ever since I acquired the position of delegate you stopped me from communicating with the staff, met with the administration countless times without me and rejected my requests to share important information I found at delegate meetings. Why? If nothing I think you owe the staff an explanation on why you tried to prevent me from speaking today.

You have the power to remove me from UFT Consultation Committee, so I guess I am out. Too bad I had some ideas.

Enjoy your weekend and I hope for the sake of the community this can be worked out.

Sincerely,
-Francesco Portelos

On Jan 27, 2012 6:31 PM, "Richard Candia" <rcandia@dreyfus49.com> wrote:

>

>

January 27, 2012

>

> To: Francesco Portelos

>

>

> Please be advised as of January 27, 2012, you are no longer a member of the IS 49 UFT Consultation Committee. At this time, I am requesting a letter of resignation as IS 49 UFT Union Delegate.

>

>

> Richard Candia

> IS 49 UFT Chapter Leader

>

>

>



PD00056285

↑ Insert Fax This Way Do not send cover sheets
Do not write on back Do not send multiple sheets at one time ↑

3376507



New York City Department of Education
WRITTEN STATEMENT FORM

FAX completed forms to (718) 935-5860
ATS: CENTRALMSchemitsch

NAME Susanne Abramowitz		GENDER Female
STATUS Teacher	DATE OF BIRTH 7/20/54	

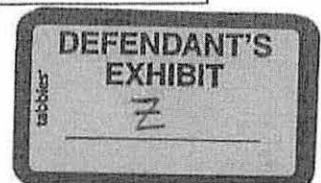
STATEMENT

On Thursday, January 26, 2012 Francesco Portelos came out of Mrs. Hill's office and asked to speak to me and our UFT Chapter leader Dr. Panda. We walked from the hallway outside the main office to room 131. After trying to explain why I was upset about his recent Facebook postings that he made that said negative things about me, he went into a rage. He started screaming at me. He called me "a fuck" and my papers were thrown on the floor. He pointed his finger at me and stormed out. He barged into room 129 during an inquiry team meeting and yelled at the teachers asking them if I pulled them about academics.

PREPARATION STATEMENT

Statement by: Susanne Abramowitz Signature: Susanne Abramowitz
Date: 1/27/12 Telephone Number: 718 787 6040

Form Revision Date 7/26/2001





Insert Fax This Way Do not send cover sheets
Do not write on back Do not send multiple sheets at one time



3376506



New York City Department of Education

WRITTEN STATEMENT FORM

FAX completed forms to (718) 935-5860

ATS: CENTRALMSchemitsch

NAME Rich Candia		GENDER M
STATUS Science Teacher	DATE OF BIRTH 6/26/65	

STATEMENT

Over recent weeks, I have witnessed Francesco Portelos harrassing and taunting Susanne Abramowitz. On Thursday, January 26th, I was asked to mediate this ongoing dispute. As we were in Room 131 at approximately 7:30am, Francesco Portelos became enraged and started waving and flailing his arms in Susanne's face. He began yelling and called Susanne "a fuck". As a result of his tirade, I saw papers fly onto the floor. Francesco stormed out of the room and then entered Room 129. He began yelling at the group of teachers during their inquiry meeting and demanded to know whether Susanne polled them on the issue of dissolving academies. He clearly disrupted this meeting by yelling & screaming. He continues to display erratic, unpredictable and unprofessional behavior.

PREPARATION STATEMENT

Statement by: Richard Candia Signature: Richard Candia
Date: 1/27/12 Telephone Number: 917 750 0514

Form Revision Date 7/26/2001

DEFENDANT'S
EXHIBIT

Y

718-420-5667
Fax: 718 420-5665
ecclaudi@schools.nyc.gov

From: Hill Linda (31r049)
Sent: Sun 1/29/2012 1:53 PM
To: Claudio Erminia
Subject: IS 49

Dear Erminia,

I hope you are enjoying this beautiful weekend. I hate to bother you with more issues as I know that last week was a rough one for you. However I'd like to make you aware of some troubling issues that are arising at the school. I am so disappointed as we have been having a pretty good year, the staff working hard, students and parents relatively happy and we have been able to stay away from the press.... that is until today. One of my teachers contacted the press (NY Post) about a cell phone being stolen by a student from the after school program (BEACON). The article, of course mentioned everything that happened last year and it set us back, as far as our reputation. This same teacher has caused a major rift in the staff as he is a Union delegate and the he and the Chapter Chair (Dr. Candia) in my building had a verbal war of words during a Union meeting on Friday that is now dividing the staff. Furthermore the teacher has been using our school email irresponsibly, at one point deleting me and others off of the account. I found out that he has been recording any conversations I have had with him without my knowledge or permission, lurking around the school after hours to "check" if I am really in the building, posting information about me and other staff members on his Facebook page and generally being deceitful and distrustful. I also suspect that he is also working his real estate job while in school. I have contacted Doe lawyers, as well as the DIIT head of internet infractions. However, I would like to have a meeting with you, Sean, Dr. Candia, and the teacher, Mr. Portelos, to see if we can handle this on a local level first. Dr. Candia has already contacted Sean.

I am summoning Mr. Portelos to a disciplinary meeting for "professional misconduct" / "conduct unbecoming of a pedagogue" as he cursed a teacher and slapped paper out of her hands, as well as was insubordinate to me when I asked him not to send mass emails to the staff. He ignored my directive and did so anyway.

Please help.
Regretfully,
Linda

Linda V. Hill
Principal, IS 49
tel. 718 727 6040
fax. 718 876 8207
welearnandgrowtogether.com

We believe in our students,
We believe in ourselves,
We believe in our colleagues,
We believe in IS 49

**PLAINTIFF'S
EXHIBIT
058**

From: Francesco Portelos <fportelos@gmail.com>
Sent: Sunday, January 29, 2012 11:28 AM
To: Claudio Erminia
Subject: Issues at Berta Dreyfus IS 49

Dear Ms. Claudio,

I hope this email finds you well. We have met before when principal Linda Hill has brought you to my classroom during a site visit. I am an Environmental Engineer who 5+ years ago decided to take a \$20,000 cut in salary to create more engineers. I have created and run the IS 49 S.T.E.M. Lab for 5 years now. The success of the lab with my different way of teaching has been unimaginable. I'd like to tell you more in person. The reason I write to you is because in the last few weeks my teaching and my efforts at the school have come under attack by the administration. It all aligns with the time period when I started asking tough questions at the SLT and Union meetings that the administration didn't want to address. All I wanted to do is write a goal for the CEP that addressed the 75% of the student population that was missed by the first 3 goals.

I am

- a member of the SLT,
- the UFT Delegate,
- Coach of the successful Robotics Team,
- Coach of the Cranial Crunch Team,
- Creator of the very successful dreyfus49.com email and document sharing system
- Creator of the online Progress Report system
- SES tutor
- JCC Beacon Computer Lab
- and many more notable roles.

Please allow me to meet with you at your office and keep any meeting between us. I do not have all the details of what is happening. All I know is that for years I was praised and called " **an amazing asset to the school**" as well as "**a great find**" by Linda Hill. I have received nothing but S ratings on observations including one that *I requested* to be done on me in December. I have great letters of recommendation from two Assistant Principals and Ms. Hill as well as by after school employers.

I wait to hear from you as I approach what may be a very tough week for me. In the mean time you can see these articles I am mentioned in as well as my very popular site that educates my students, their parents and siblings.

NY1 News: Mr. Portelos' class in the news at amazing new community center

and

SILIVE.com - Gerard Carter Community Center goes high-tech

stem.dreyfus49.com

Sincerely,
-Francesco Portelos



Berta A. Dreyfus IS 49

Cluster 2, CFN 211 / Jean McKeon, Network Leader

We learn, grow, and succeed together.

Linda Hill, Principal

Mala Ruzi, Assistant Principal

Denise Diacomantis, Assistant Principal

Joanne Aguirre, Assistant Principal

Anne Marie Marino, Assistant Principal

101 Warren Street
Staten Island, NY 10304

(718) 727-6040 (phone)

(718) 876-8207 (fax)

www.dreyfus49.com

lhill@dreyfus49.com (e-mail)

February 17, 2012

Mr. Francesco Portelos
Teacher, Berta Dreyfus, I.S. 49
File #762606

Dear Mr. Portelos:

On February 14, 2012 I met with you, in the District Office, along with Ms. Erminia Claudio, Community District 31 Superintendent, whom you agreed to have sit in the meeting, and Sean Rotkowitz, your Union District Representative, to discuss an allegation of insubordination.

Specifically, we discussed that on January 29, 2012 I sent an email to the staff outlining and reviewing GRP (General Response Protocol) security mandates. I stated to the staff, in the email dated January 29, 2012, that all staff must arrive to our school building no earlier than 6:30 a.m. and remain in the building no later than 5:30 p.m., unless I am notified, in writing, that a staff member requests to stay beyond 5:30, and I approve the request, in writing. On February 9, 2012, at 5:57 p.m. you knocked on my office door, startling me, as I thought all staff had left the building as directed in my email. I asked you to leave. You left my office door but did not go out through the Main Lobby doors to exit the building as was also outlined in my directive.

During our meeting I asked you to respond to the allegations. You confirmed that you were in the building past 5:30 p.m.

I conclude that you were insubordinate by ignoring my directive to leave the building by 5:30 p.m. or requesting that you would like to stay in the building past 5:30 p.m. on February 9, 2012.

You are hereby advised that the above described conduct may lead to further disciplinary action, including, an unsatisfactory rating, and disciplinary charges that could lead to termination of your employment.

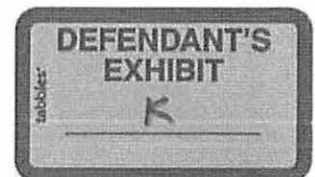
Sincerely,

Linda Hill,
Principal, IS 49

I acknowledge receipt of this letter to file, and I understand that a copy will be placed in my file.

Teacher's Signature

2/17/12
Date



PERS 0084



Berta A. Dreyfus IS 49

Cluster 2, CFN 211 / Joan McKeon, Network Leader

We learn, grow, and succeed together.

Linda Hill, Principal

Maria Ruiz, Assistant Principal

Denise Diacomantis, Assistant Principal

Joanne Aguirre, Assistant Principal

Anne Marie Martino, Assistant Principal

101 Warren Street
Staten Island, NY 10304

(718) 727-6040 (phone)

(718) 876-8207 (fax)

www.dreyfus49.com

lhll@dreyfus49.com (e-mail)

February 7, 2012

Mr. Francesco Portelos
Teacher, Berta Dreyfus, I.S. 49
File #762606

Dear Mr. Portelos:

On February 1, 2012 I met with you, in my office, along with Ms. Joanne Aguirre, Assistant Principal who acted as an observer and recorder, and Sean Rotkowitz, your Union District Representative, to discuss an allegation of conduct unbecoming of a pedagogue and professional misconduct.

Specifically, we discussed that Ms. Susanne Abramowitz, a colleague, alleged that on January 26, 2012 at approximately 7:30 a.m. you asked to speak to her (Ms. Abramowitz) and Dr. Richard Candia, fellow teacher and UFT Chapter Representative, in room 131. During the meeting in room 131 with Ms. Abramowitz and Dr. Candia you became enraged and started screaming and cursing at Ms. Abramowitz, calling her "a fuck". Ms. Abramowitz also alleged that you threw papers on the floor and pointed your finger at her in a menacing way and then you stormed out of the room. Further, Ms. Abramowitz said that shortly after you left room 131 you barged into room 129 where the 5th grade ELA team was participating in their Inquiry Team meeting. You started yelling, asking the team, if she (Ms. Abramowitz) polled them about continuing Academics in the school.

~~During our meeting I asked you to respond to the allegations. You said that you did meet in room 131 with Ms. Abramowitz and Dr. Candia. You also said that the meeting became heated but you never called Ms. Abramowitz "a fuck" because you would never use that word (fuck) as a noun. You said that when you turned around to leave, papers hit the floor but you were unaware how the papers ended up on the floor.~~

After reviewing the witness statements, as well as your verbal response, I conclude that you demonstrated conduct unbecoming of a pedagogue as well as demonstrated professional misconduct when you screamed at Ms. Abramowitz, pointed your finger at her, and called her "a fuck."

You are hereby advised that the above described conduct may lead to further disciplinary action, including, an unsatisfactory rating, and disciplinary charges that could lead to termination of your employment.

Sincerely,

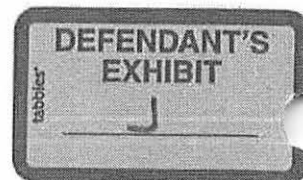
Linda Hill
Linda Hill,
Principal, IS 49

** Grievance + Rebuttal to Follow*

I acknowledge receipt of this letter to file, and I understand that a copy will be placed in my file.

[Signature]
Teacher's Signature

2/8/12
Date



PERS 0080



Berta A. Dreyfus IS 49

Cluster 2, CFN 211 / Jean McKeon, Network Leader

We learn, grow, and succeed together.

Linda Hill, Principal

Mala Rud, Assistant Principal

Denise Diacomantis, Assistant Principal

Joanne Aguirre, Assistant Principal

Anne Marie Marino, Assistant Principal

101 Warren Street
Staten Island, NY 10304

(718) 727-6040 (phone)

(718) 876-8207 (fax)

www.dreyfus49.com

lhll@dreyfus49.com (e-mail)

February 7, 2012

Mr. Francesco Portelos
Teacher, Berta Dreyfus, I.S. 49
File # 762606

On February 1, 2012, I met with you in room 130 with Principal Linda Hill, and Sean Rotkowitz, your union representative, to discuss an allegation of professional misconduct.

Specifically, we discussed that on November 4, 2011 you sent a mass email on the school's Dreyfus email account system without the principal's approval. Ms. Hill emailed you back and wrote that you may not send mass emails without her approval. On January 28, 2012 you sent out another mass email without the approval of Principal Hill.

During the meeting I asked you to respond to the allegation. You responded that the mass email sent on January 28, 2012 was not sent to "all staff" but that you sent it out to a group on the Dreyfus email account system labeled "UFT." You stated that only UFT members received the emails. I then pointed out that the group labeled UFT did not only include UFT members but non-UFT members as well. You then stated that you did not create the email group labeled UFT.

After reviewing your responses to the allegation I conclude that you engaged in professional misconduct when you sent a mass email on the school's Dreyfus email account system without the principal's approval, after being previously warned not to do so.

You are hereby advised that the above-described conduct may lead to further disciplinary action, including, an unsatisfactory rating, and disciplinary charges that could lead to termination of your employment.

Sincerely,

Joanne Aguirre, Assistant Principal

I acknowledge receipt of this letter to file, and I understand that a copy will be placed in my file.

Teacher's Signature

2/8/12
Date

*Grievance & rebuttal to follow



PERS 0078

PLAINTIFF'S
EXHIBIT
059

From: Hill Linda (31r049)
Sent: Sunday, January 29, 2012 4:53 PM
To: Claudio Erminia
Subject: RE: IS 49

My cell is 718 [REDACTED] Thanks

Linda V. Hill
Principal, IS 49
tel. 718 727 6040
fax. 718 876 8207
welearnandgrowtogether.com

We believe in our students,
We believe in ourselves,
We believe in our colleagues,
We believe in IS 49

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--

Linda Hill, Principal

-----Original Message-----

From: Claudio Erminia
Sent: Sun 1/29/2012 2:44 PM
To: Hill Linda (31r049)
Subject: RE: IS 49

Hi Linda,

Can I call you? Give me a number that I can best be reached at. I will be out of the office all next week, but want to help.

Erminia

Erminia Claudio
Superintendent
Community School District 31
715 Ocean Terrace
Staten Island, New York 10301

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--

Linda Hill, Principal

PLAINTIFF'S EXHIBIT 047
--

From: Mr. Portelos <fportelos@dreyfus49.com>
Sent: Sunday, February 12, 2012 8:38 AM
To: Claudio Erminia
Subject: Assistance

Ms. Claudio,

I am again asking for some assistance. There is a baseless witch hunt going on at one of your schools. Since we last spoke I have received 2 file letters based on false accusations and am now being called in for another Wednesday. This has far surpassed ridiculous now. May I come in for a meeting please? I have attempted to have a heart to heart with my principal but I have been sent away. I have been asked to leave the main office and told not to meet with any staff member. Does this make any sense?

-Mr. Portelos
 STEM Lab Teacher
 Berta Dreyfus IS 49
stem.dreyfus49.com
fb.me/stemlab

----- Forwarded message -----

From: "Linda Hill" <lhill@dreyfus49.com>
 Date: Feb 9, 2012 10:28 PM
 Subject: Re: Techie Friday
 To: "Mr. Portelos" <fportelos@dreyfus49.com>

As per my discussion with Superintendent Claudio, you should avoid having meetings of any kind with staff at this time. It would far more advisable to concentrate on your pedagogy, particularly your lesson planning, as you stated was a goal for you earlier this school year.

Sincerely,
 Principal Hill

On Thu, Feb 9, 2012 at 11:32 AM, Mr. Portelos <fportelos@dreyfus49.com> wrote:

There will be no PD on Tech in my room tomorrow. Just to make sure though I can be in my room and other teachers are free to visit before the day starts? Correct?

-Mr. Portelos
 STEM Lab Teacher
 Berta Dreyfus IS 49
stem.dreyfus49.com
fb.me/stemlab

On Feb 9, 2012 9:47 AM, "Linda Hill" <lhill@dreyfus49.com> wrote:
 Mr. Portelos,

I was informed that you told teachers about Techie Fridays which I never approved. Please do not have any Friday morning PD meetings. Teachers already meet with Kwaku, an AUSSIE, to work on developing their technology skills. There is no need for further correspondence on this matter.

Sincerely,
Principal Hill

On Wed, Feb 8, 2012 at 8:02 PM, Mr. Portelos <fportelos@dreyfus49.com> wrote:

Ms Hill,

Its difficult to get a list since word has not gone out yet. It will be like a Lunch and Learn or similar to the Smartboard Training I gave during a Friday morning last year. I have had many discussions about ways to help teachers with tech and their classes. Some want smartphone integration. Others want a class list on Google docs with mail merge integration. There are more that want to make their sites better or help acquiring parent emails and having group lists.

Email would be something like this:

Dear Staff,

I will be in my room Friday morning starting "Techie Fridays" on days we have no Staff or Dept meetings. We will be there to help set up or augment:

- teacher sites focusing on updating HW page via smartphone.
- Also on agenda will be setting up easy class lists on google docs.
- iPad and the classroom

Bring your coffee mug and K cup!

-Mr. Portelos
STEM Lab Teacher
Berta Dreyfus IS 49
stem.dreyfus49.com
fb.me/stemlab

On Feb 8, 2012 7:42 PM, "Linda Hill" <lhill@dreyfus49.com> wrote:

Mr. Portelos,

I would like a list of interested staff that will attend Techie Fridays BEFORE and IF I approve the PD sessions. Please draft the email you want to send to the staff and send it to me BEFORE sending it to the staff.

Sincerely,
Principal Hill

On Tue, Feb 7, 2012 at 8:29 PM, Mr. Portelos <fportelos@dreyfus49.com> wrote:

Ms. Hill,

I will be offering "Techie Fridays" on Friday mornings where we have no Staff or Dept meetings in my lab. I will volunteer to help staff members with updating websites, using google docs as a grade book and mail merging as well as general Q and A. Can I have permission to email the staff. They would start this Friday morning. Thank you.

-Mr. Portelos
STEM Lab Teacher
Berta Dreyfus IS 49
stem.dreyfus49.com
fb.me/stemlab

--

Linda V. Hill
Principal, IS 49
tel. 718 727 6040
fax. 718 876 8207
welearnandgrowtogether.com

We believe in our students,
We believe in ourselves,
We believe in our colleagues,
We believe in IS 49

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--

Linda Hill, Principal

--

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--

Linda Hill, Principal

From: taximomsla@aol.com
To: L.Hill@dreyfus49.com
Subject: more
Date: Saturday, March 10, 2012 9:13:28 AM

"Francesco Portelos" <fportelos@gmail.com>
Date: Mar 6, 2012 6:43 PM
Subject: Dear Educator
To:

Dear fellow educator,

For centuries teachers were regarded as one of the most noble of professions. I'm sure the great Aristotle or Socrates would be flipping in their graves if they saw how we are treated and bashed both at work and in the media. I applaud you for what you do and keep up the great work. It's not as thankless as you may think.

They say "A teacher (para, counselor etc) is like a candle. They must consume themselves to light the way for others." Having said that I've been a little burnt myself the last month and a half :). I believe most of you remember me running around the last few years helping you with tech issues and everything else. From making it easier to access IEP on Dreyfus49 to cutting your Progress Report time by 80%. I could go on and on. I now write this email with 3 disciplinary letters in file in 10 days. I have had my account on dreyfus49.com suspended, admin rights revoked, tech interns removed from my room, a slanderous email sent to the staff, an investigation started on me and my DOE computer equipment confiscated from classroom and from my house. You know what?... I'm still here and smiling and if I could physically jump and kick my heels I would. Why? Because I teach! I do my best to educate our inner city kids and all those involved in trying to shut me up are freaking out. They picked the wrong guy. I believe it is like Japanese Admiral Yamamoto stated after the bombing of Pearl Harbor "I fear all we have done is to awaken a sleeping giant and fill him with a terrible resolve."

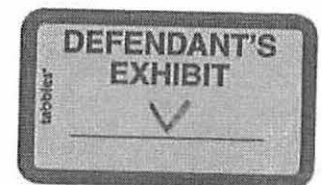
I had to send an email out to you because I can't have one more person say "Wow, I can't believe this is all happening from a Facebook post". This isn't about Facebook. This isn't about the NY Post article. This is much, much bigger and uglier than you can imagine. I have collected most, but not all of my thoughts and documentation to a private site called www.protectportelos.org. I thought it had a nice ring to it, but make no mistake these are not just attacks on me. These are attacks on our careers, our school and community. I really hope we are not all rallying to keep IS 49 open a few years from now like they did with PS 14 down the block in January. With a poor JIT review and School Quality Review, the chances are real.

Thank you for taking the time away from your lesson planning and families to listen. Before I open up the site to you or send you other emails, I need to know if anyone wants to be removed from this list. Please just respond with REMOVE in the subject line. No hard feelings.

Oh and yes I am FULLY aware that this email will be printed and forwarded to others. Do you think I care? I have been told to be quiet more times in the last 2 months than I have my whole life. My attorney and I dare someone to call me in and challenge my First Amendment right.

Remember, *I will always have your back as long as you don't stab mine*. Have a great night and see you in school.

Sincerely,
-Francesco Alexander Portelos
Teacher



PD00032213

Re: Reminders and Speaking Up

From: Mr. Portelos <mrportelos@gmail.com>

To:

Cc: srotkowitz <srotkowitz@uft.org>; epietromonaco <epietromonaco@uft.org>

Date: Wed, Apr 18, 2012 8:42 am

- >
- > Dear 49er,
- > Remember that you should not speak to any SCI or OSI investigators without representation. If approached just ask for their card and speak to Rich, myself or Debbie Penny at 718-605-1400.
- >
- > Also, if your name was mentioned in a certain email that went around and you have a problem with it, then you need to reply to Emil and Sean, who are copied on this email. (If you don't know what I'm talking about, then you were not listed). In addition they are taking any possible Union Busting very seriously. If you know of any incident where an administrator made statements like "watch who your friends are.", "You are guilty by association", "Was _____ out for happy hour or a certain event?" and "Why did you wear blue today? Are you with them?" then you must also notify Emil and Sean. I have heard of a dozen or so cases like these, but they have to hear it from you.
- >
- > Lastly, who is going to protect you when a student records a you and your classroom and blasts it on youtube? These are hard times for educators and we are being severely scrutinized. We must make every effort to keep all of these devices out of our classrooms and hallways. ESPECIALLY on scanning days. When a student passes a device through scanning, it makes me worried about what else they can pass through. "Put it away" is not enough. We must find out how they are thwarting the system and fix it before we have an incident like we did 4 years ago or several schools had in the last few months.
- >
- > One very last thing to be aware of and a route I'm possibly taking with false information by city employees is the following code :
- >
- > § 1116. Fraud; neglect of duty; willful violation of law relative to
- > office.
- > b. Any officer or employee of the city or of any city agency who shall
- > knowingly make a false or deceptive report or statement in the course of
- > duty shall be guilty of a misdemeanor and, upon conviction, forfeit such
- > office or employment.
- >
- > My name has been dragged through the mud and I bet they never expected resistance like this. Today I am fighting one letter in my file and with the above code I am going to fight the second that shows false statements have been made and you know I have the proof. I suggest anyone who has made false statements find a way to rectify or retract them very, very quickly and I may show mercy. I hope I'm clear on that.
- >
- > Again you can remove yourself from this chapter 49 email list at any time by responding with "REMOVE" in the subject line.
- >
- >
- > Sincerely,
- >
- > Francesco Portelos
- > IS 49 UFT Delegate
- > STEM Lab Teacher

**DEFENDANT'S
EXHIBIT**

HH

To: Conyers Donald; Grimm Kathleen
Cc: Feinberg Marge; Amundsen Charles; Mckeen Jean
Subject: 31R049

The following appeared in today's NY Post. I want to remove this teacher from the school until the SCI findings are completed. He has been harassing Principal Hill for several months. I met with Mr. Portelos, the UFT and Principal Hill last month to see if we could get him to stop using the website to attack the school and other colleagues. He is not listening to his union and obviously has no judgment. While I am not at liberty to put all information in this email, Mr. Portelos has several open cases; this latest stunt is just another attempt for him to exploit the Principal, his colleagues and students. He is definitely tampering with the SCI investigation. I have reached out to the Cluster and know they support my concern about Mr. Portelos remaining in the school.

During Principal Hill's tenure she has been working tirelessly to build community and stop the perception the community has of IS49. We need to support Mrs. Hill, the students and the other teachers that are being harassed by Mr. Portelos.

Please advise,
Erminia

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

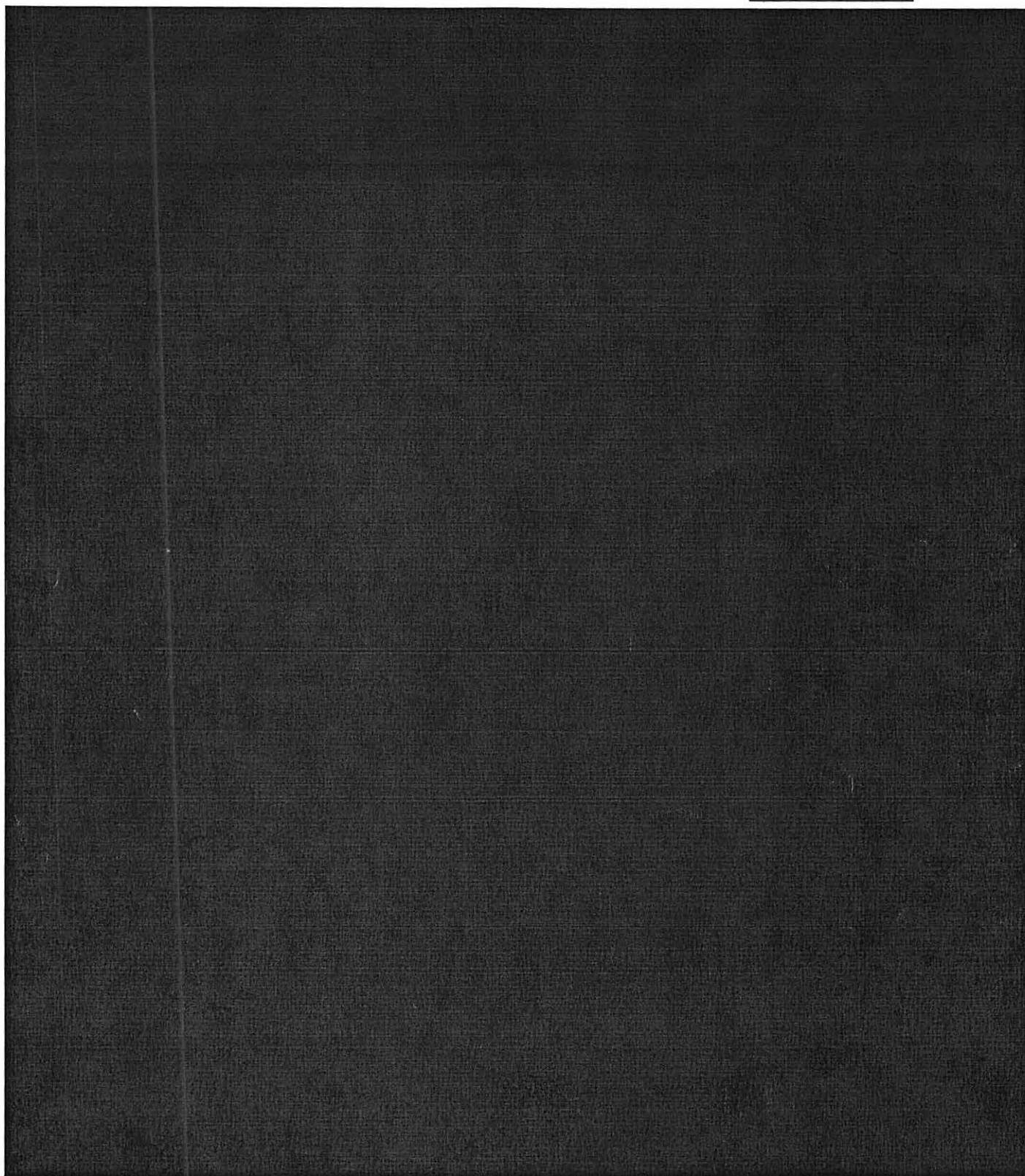
[REDACTED]  [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

PLAINTIFF'S
EXHIBIT
073A



From: Claudio Erminia
Sent: Sunday, March 18, 2012 12:44 PM



**Department of
Education**

Dennis M. Walcott, Chancellor

Courtenaye Jackson-Chase
General Counsel

May 23, 2013

CERTIFIED MAIL

RETURN RECEIPT REQUESTED & REGULAR MAIL

Mr. Francesco Portelos
52 Wiman Place
Staten Island, NY 10305

Dear Mr. Portelos:

I have been advised by Claudio Erminia, District Superintendent of I.S. 49 Berta A. Dreyfus located on Staten Island, within District No. 31, that probable cause has been found on the charges preferred against you. In addition, I have received a recommendation that you be suspended.

I have determined that the nature of the charges against you requires your immediate removal from your assigned duties. Therefore, in accordance with Education Law, Section 3020-a, I hereby suspend you with pay effective close of business May 31, 2013 pending the hearing and determination of the charges preferred against you.

You are to continue to report to your current assignment unless you receive notification of a new assignment from the Director of Employee Relations or the Office of Legal Services Deputy General Counsel.

Laura Niemans Brantley
Deputy Counsel to the Chancellor
(as designee for
Dennis M. Walcott, Chancellor)

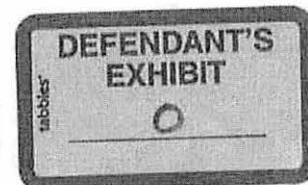
LHB: dw

Cc: Theresity Smith
Edward Schlenoff
JoAnn Rabot
Jamie Amador
OPI Problem Code
OPI Reassignment Staff
Daniel Zaharakis
Claudio Erminia
Marisol Vazquez
Linda Hill
I.S. 49 Berta A. Dreyfus

Kathy Rodi
Francine Perkins-Colon
Carmen Galarza
Veronica Conforme
Kelly Doyle
R049/31
Karen Moser
Shawn Thompson
Regina Lopez
Jean McKeon

File # 0762606

Office of Legal Services • 51 Chambers Street • Room 604 • New York, NY 10007
Telephone: 212-374-7800 Fax: 212-374-1074



NYC-E0003047