OLEAN CITY SCHOOL DISTRICT 410 West Sullivan Street Olean, NY 14760

The Regular Meeting of the Board of Education of the City School District of Olean, NY was held on Thursday, August 24, 2017, at 6:31 p.m. in the Board Room of the Olean High School located at 410 West Sullivan Street, Olean, NY. The meeting was called to order by Ira Katzenstein, President, with a moment of silent prayer or personal reflection. Mary Hirsch-Schena led the Board of Education in the Pledge of Allegiance to the Flag.

PRESENT: Ira Katzenstein, President

Janine Fodor

Mary Hirsch-Schena Michiko McElfresh

Jim Padlo Paul Hessney

ABSENT: John Bartimole, Vice President (excused)

Michael Martello (excuse) Frank Steffen, Jr. (excused)

STAFF PRESENT: Rick Moore, Superintendent of Schools

Victoria L. Zaleski-Irizarry, District Clerk Aaron Wolfe, Director of Human Resources

Jen Mahar, District Coordinator of State and Federal Aid Programs

Jen Kless, Coordinator of Curriculum and Instruction

Mike Martel, OHS Assistant Principal

OTHERS: Tom Dinki, Olean Times Herald Reporter

Ryan Wilson, Sodexo

Moved by M. McElfresh, seconded M. Hirsch-Schena, to approve the proposed Agenda Approval Meeting Agenda with the following amendment: amend 10 g. date to September 8, 2017 and 11. A. 2 – change effective date to September 8, 2017. Motion Carried Nays ___0__ Ayes ____6__ Public Comment Regarding Agenda Items: **Public Comments** None Discussion Items: Discussion Items a. Summer School Update - Mike Martel Superintendent's Report Superintendent a. August 30 & 31 Staff Development Days Report b. September 18th hosting Mayor's Executive Forum c. Meeting with community leaders (Larry Sorokes and Shawn Wright) d. Volunteer at Gus Macker e. StrOlean event was wonderful f. Introduction of Ryan Wilson, Sodexo g. District Goals h. SBU STEM Grant Letter of Support Superintendent Evaluation

Moved by M. McElfresh, seconded by P. Hessney, upon the recommendation of Rick Moore, Superintendent of Schools, to adopt the following Consent Agenda items:

Consent Agenda

- a. The previous meeting minutes of the Special Meeting held on August 2, 2017.
- b. Upon the recommendation of Rick Moore, Superintendent of Schools, that the Preliminary Treasurer's Report dated July 31, 2017, be accepted and placed on file.
- c. Upon the recommendation of Rick Moore, Superintendent of Schools, that the Warrant Report for July 2017 be accepted and placed on file.
- d. Upon the recommendation of Rick Moore, Superintendent of Schools, that the July 2017 Intra-fund Transfer listing in the amount of \$37,853.00 be accepted/approved and placed on file.
- e. Upon the recommendation of Rick Moore, Superintendent of Schools, that the Internal Claims Auditor Exception Report for the period covering month ending July 31, 2017, be accepted and placed on file.
- f. Upon the Recommendation of Rick Moore, Superintendent of Schools, the following CPSE recommendations reviewed on August 24th be approved:

Informational Items

908003060	908002939	908002880	908002944
908002958			

Regular Meeting

g. Upon the Recommendation of Rick Moore, Superintendent of Schools, the following CSE recommendations reviewed on August 24th be approved:

082410002	908001606	908002652	908000826
100190001	908000984	900457924	908000847
900446865	908002319	900427904	

900	446865	90800231	9	900427904			
				Moore, Superintende Conditional Substitu		point the	
Ay	yes <u>6</u>		Nays	0	Motion Carried		
Super of the	intendent of S Board of Edu	Schools, to a scation in the	pprove the amount	McElfresh, upon the ne 2017-2018 Olean of school taxes for \$ ax Warrant of \$14,77	City School District 313,750,593 and the	Tax Warrant	2017-2018 Tax Warrant Approved
	Ayes <u>6</u>		Nays	0	Motion Carried		
Rick No.	Лoore, Superi	ntendent of S City School	Schools, District a	ded by M. McElfresh to approve the Colle and Jamestown Com	ge Connection Agre	ement	JCC College Connection Agreement Approved
	Ayes <u>6</u>	<u>—</u>	Nays	0	Motion Carried		
Super attend	intendent of S	Schools, to a for eight (8)	uthorize	by J. Padlo, upon the Amy Webster and M n August 29 2017, a	lolly Brown, Teacher	· Aides, to	CPI Training Authorization
	Ayes 6		Nays	0	Motion Carried		
				Fodor, upon the reco e following resolution			Rescind Resolution
than 6 2017,	leen Taggerty 60 hours durin	/, Superinteng the months Pupil Service	dent of S s of July	led by M. Hirsch-Scl Schools, to approve and August at her h in filing and archivin	Rhea Holland to wor ourly rate of pay as o	k no more of July 1,	
	Ayes <u>6</u>		Nays	0	Motion Carried		
Rick N		ntendent of S	Schools,	oy M. Hirsch-Schena to approve Collin Ch ool year.			School Volunteers Approved
	Ayes <u>6</u>	<u>—</u>	Nays	0	Motion Carried		
Moore the Ol after-s	e, Superintend ean City Scho	dent of Schoo ool District ar	ols, to ap nd the Ol	y M. McElfresh, upo prove the "Memorar lean Family YMCA to d Washington West	ndum of Understandi o deliver STEAM pro	ing" between ogramming to	YMCA STEAM MOU Approved

2016-2017 Rate \$6,495/year 2017-2018 Rate \$4,610 /year

Ау	/es	<u>6_</u>	Nays	0	Motion Carried	
Superinten hours betw	ndent of veen Se	f Schools, to au eptember 8, 20	uthorize <i>A</i> 17, throu	Annette Fox to work for r	mendation of Rick Moore, no more than twenty (20) , at her hourly rate of pay as pecialist.	Training to Newly Hired Keyboard Specialist Authorized
Ay	/es	6	Nays	0	Motion Carried	
Rick Moore Update and Buttafaro, I	e, Supe d Intern P.C.	erintendent of S	Schools, t udent Act	o accept the Internal Co ivities Assessment prep	on the recommendation of ontrols Risk Assessment ared by Buffamante Whipple Motion Carried	Internal Controls Risk-Assessment and Student Activities Assessment Accepted
Move Moore, Sup	ed by J perinter	. Padlo, second ndent of School	ded by M	. McElfresh, upon the re e Olean Intermediate M e 2017-2018 school yea	ecommendation of Rick iddle School Local	OIMS Local Assistance Plan Accepted
Ay	/es	<u>6</u>	Nays	0	Motion Carried	
				II. Hirsch-Schena, upon opt the following resoluti	the recommendation of Rick on to wit:	Solean Tax Settlement PILOT Agreement Adopted

OLEAN CITY SCHOOL DISTRICT
RE: SOLEAN, LLC AND SOLEAN WEST, LLC V. CITY OF OLEAN
AND OLEAN CITY SCHOOL DISTRICT

WHEREAS, Solean, LLC and Solean West, LLC ("Solean") have constructed a solar energy project on property located at 1404-06 R, 1420 and 1470 Buffalo Street in the City of Olean, and

WHEREAS, the property has been assessed by the City Assessor as taxable real property for the 2016-2017 tax year, and

WHEREAS, Solean claims that its property should be declared either tax exempt pursuant to New York State Real Property Tax Law Section 487 or as non-taxable personal property, and

WHEREAS, Solean has applied to the Cattaraugus County Industrial Development Agency ("CCIDA") for a real property tax exemption and has requested a PILOT Agreement be entered into for the solar energy project, and

WHEREAS, Solean has also filed a lawsuit against the City of Olean and Olean City School District seeking to have its real property and solar equipment declared tax exempt and non-taxable, and

WHEREAS, the parties have conducted settlement negotiations, exchanged proposals back and forth and have reached a proposed settlement, and

WHEREAS, the proposed settlement will provide real property tax payments to the District in the 2016-2017 tax year and real property tax payments and PILOT payments to the District for a fifteen (15) year period beginning July 1, 2018, and

WHEREAS, the proposed settlement is as follows:

Solean will pay real property taxes to the City, School District and County for the 2017-2018 tax year based upon a fair market value assessment of \$500,000 for the land value and \$200,000 for the solar equipment on the property.

Beginning on July 1, 2018 and for a fifteen (15) year term, Solean will enter into a PILOT Agreement with the CCIDA providing for payments of \$5,000 per megawatt based upon the output of 5.6 megawatts of power annually which payments shall be split proportionally between the City, School District and County based upon their relative tax rates, and such payments shall be subject to cost of living adjustments.

During the fifteen (15) year term of the PILOT Agreement, Solean will pay real property taxes to the City, School District and County on the land based upon a fair market value assessment of \$500,000. And,

WHEREAS, the proposed settlement will provide a revenue stream to the District for the next sixteen (16) years and will save significant litigation, appraisal and expert witness costs, it is hereby

RESOLVED, that the proposed settlement of the lawsuit and agreement with respect to the PILOT Agreement, PILOT payments and real property tax payments is hereby approved, and is further

RESOLVED, that the Superintendent is hereby authorized to sign all documents necessary to enter into the settlement agreement, and it is further

RESOLVED, that this settlement involves only, and is limited to, the solar energy project at 1404-06 R, 1420 and 1470 Buffalo Street and that the Board resolution adopted on May 27, 2008 opting out of the tax exemption offered by Real Property Tax Law Section 487 remains in effect for all future solar energy projects.

Aves	6	Navs 0	Motion Carried
Aves	b	mavs u	Monon Carned

Moved by M. McElfresh, seconded by J. Fodor, upon the recommendation of Rick Moore, Superintendent of Schools, to adopt the following resolution to wit:

Cooperative
Electricity Bid
Adopted

GENERAL RESOLUTION
FOR THE PURPOSE OF
PARTICIPATING IN A COOPERATIVE BID COORDINATED BY
THE BOARD OF COOPERATIVE EDUCATIONAL SERVICES OF
ONTARIO, SENECA, WAYNE AND YATES COUNTIES
FOR

Cooperative Electricity Bid WFL 2018-12

WHEREAS, The Board of Education, Olean City School District of New York State desires to participate in a Cooperative Bidding Program conducted by The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties from year to year or, until this Resolution is rescinded, for the purchase of supply of natural gas. And...

WHEREAS, The Board of Education, Olean City School District of New York State is desirous of participating with The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties in the joint bid of the commodities

and/or services mentioned below as authorized by General Municipal Law, Section 119-o... And...

WHEREAS, The Board of Education, Olean City School District of New York State has appointed The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties as representative to assume the responsibility for drafting of specifications, advertising for bids, accepting and opening bids, tabulating bids, reporting the results to the Board of Education, Olean City School District of New York State and making recommendations thereon...

THEREFORE...

6

Ayes

BE IT RESOLVED, that the Board of Education, Olean City School District of New York State and The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties hereby accepts the appointment of The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties to represent it in all matters related above... And...

BE IT FURTHER RESOLVED, that the Board of Education Olean City School District of New York State authorizes the above-mentioned Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties to represent it in all matters regarding the entering into contract for the purchase of the belowmentioned commodities and/or services... And...

BE IT FURTHER RESOLVED, that the Board of Education Olean City School District of New York State agrees to assume its equitable share of the costs incurred as a result of the cooperative bidding... And...

NOW, THEREFORE, BE IT RESOLVED, that the Purchasing Agent, Kathleen Elser, on behalf of the Board of Education, Olean City School District of New York State hereby is authorized to participate in cooperative bidding conducted by The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties for supply of natural gas and if requested to furnish The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties an estimated minimum number of units that will be purchased by The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties. The Board of Cooperative Educational Services of Ontario, Seneca, Wayne and Yates Counties is hereby authorized to award cooperative bids to the bidder deemed to be the lowest responsive and responsible meeting the bid specifications and otherwise complying with Article 5-A of the General Municipal Law of the State of New York relating to public bids and contracts.

Motion Carried

	, _			,		
Rick M betwee	loore, Su en the Ole	perintend ean City S	lent of Scho School Dist	ools, to rict and	appro the S	Hirsch-Schena, upon the recommendation of ove the Memorandum of Understanding Service Collaborative of WNY, Inc. for the , 2018, for AmeriCorp services.
	Ayes _	6	Na	ys0)	Motion Carried

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Navs

Moved by M. McElfresh, seconded by J. Padlo, upon the recommendation of Rick Moore, Superintendent of Schools, to approve the Memorandum of Agreement between the Olean City School District and the Olean Educational Support Personnel Association for the period of September 1, 2017, through June 30, 2018, regarding the Custodian/Buildings & Grounds Maintainer unpaid lunch period(s).

Service
Collaborative of
WNY, Inc. MOU
Approved

Olean Educational Support Personnel Association MOA Approved

Ayes	6	Nays	0	Motion Carried	
Moore, Supering no more than 40	tendent of School O hours from Jul	ols, to aut y 1, 2017,	horize Celeste Lamb, re	ne recommendation of Rick etiring school nurse, to work 17, at her hourly rate of pay	Celeste Lamb Authorized to Training newly hired School Nurse
Ayes	6	Nays	0	Motion Carried	
nurse, to work n	no more than 15	hours from	by J. Padlo, to authoriz m August 1, 2017, throu k with retiring school nu	ugh August 29, 2017, at an	Kristin Simon Authorized to Attend Training
Ayes	6	Nays	0	Motion Carried	
Moore, Superint	tendent of Scho ner, at her hourl	ols, to aut	horize Gretta Moran to	ecommendation of Rick work a total of 4.5 days o assist the building principal	Gretta Moran Summer Hours Authorization
Ayes	6	Nays	0	Motion Carried	
Rick Moore, Sul hours retroactive	perintendent of a e to August 9, 2 assist the Pupil	Schools, t 017, throu Services	o approve Shirlee Russ ugh August 29, 2017, at	on the recommendation of sell to work no more than 60 her hourly rate of pay as of ving under the supervision of	Shirlee Russell Summer Hours Authorized
Ayes	6	Nays	0	Motion Carried	
Superintenden		create tv	vo (2) part-time, 10-mo	commendation of Rick Moore, onth, Teacher Aide positions,	Two (2) Part-Time Teacher Aide Positions Created
Ayes	6	Nays	0	Motion Carried	
Moore, Superint	tendent of Scho	ols, to acc		ecommendation of Rick h regret, of Amber Busch,	Resignation of Amber Busch Accepted With Regret
Ayes	6	Nays	0	Motion Carried	
	tendent of School	ols, to acc		commendation of Rick h regret, of Annette Fox,	Resignation of Annette Fox Accepted With Regret
Ayes	6	Nays	0	Motion Carried	
	perintendent of	Schools, t	o accept the resignation	upon the recommendation of n, with regret, of Kathryn	Resignation of Kathryn McLear Accepted With Regret
Ayes	6	Nays	0	Motion Carried	

Moved by J. Padlo, secon Superintendent of Schools, to ap probationary Teacher Aide, 5.75 of \$11.80.		JoElle Talbot Appointed Teacher Aide	
Ayes6	Nays0	Motion Carried	
Moved by M. McElfresh, s Moore, Superintendent of School probationary Teacher Aide, 5.75 of \$11.80. In accordance with Se appointment and therefore shall r the Commissioner of Education to employment. If the Commissioner been denied conditional clearance without further action by this Boal conditional clearance, the appoint	hours per day, effective August ection 503(18)(b) of the Education not commence until the District hat the appointee has been concer of Education notifies the District or clearance, the appointment and. If the appointee is granted clearance is granted clearance.	a part-time conditional 30, 2017, at an hourly rate on Law, this is a conditional has received notification from ditionally cleared for ict that the appointee has t shall terminate immediately	Darcey Parker Appointed Teacher Aide
Ayes6	Nays <u> 0 </u>	Motion Carried	
Moved by M. Hirsch-Sche Moore, Superintendent of School probationary Teacher Aide, 5.75 of \$11.80. In accordance with Se appointment and therefore shall reference the Commissioner of Education to the Education of Education to the Education of Education to the Education of Educa	hours per day, effective August ection 503(18)(b) of the Education not commence until the District hat the appointee has been concer of Education notifies the District or clearance, the appointment and. If the appointee is granted clearance is granted clearance.	part-time conditional 30, 2017, at an hourly rate on Law, this is a conditional has received notification from ditionally cleared for ict that the appointee has t shall terminate immediately	Tammy Barr Appointed Teacher Aide
Ayes6	Nays0	Motion Carried	
Moved by M. McElfresh, s Rick Moore, Superintendent of Sc conditional probationary Teacher hourly rate of \$11.80.		as a part-time non-	Marjorie Hall Appointed Teacher Aide
Ayes6	Nays0	Motion Carried	
Moved by M. Hirsch-Sche Moore, Superintendent of School probationary Teacher Aide, 5.75 of \$11.80. In accordance with Se appointment and therefore shall reference the Commissioner of Education the Education of Education the Education of Education the Education of Education the Education of	hours per day, effective August ection 503(18)(b) of the Education not commence until the District hat the appointee has been concer of Education notifies the District or clearance, the appointment and. If the appointee is granted clearance is granted clearance.	part-time conditional 30, 2017, at an hourly rate on Law, this is a conditional has received notification from ditionally cleared for ict that the appointee has t shall terminate immediately	Dorothy Kelly Appointed Teacher Aide Executive Session
Ayes <u>6</u>	Nays <u>0</u>	Motion Carried	

Moved by M. McElfresh, seconded by M. Hirsch-Schena, upon the recommendation of Rick Moore, Superintendent of Schools, that Elizabeth Casey, who holds a Permanent New York State Teaching Certificate in the Reading certification area, is hereby appointed to a non-conditional, non-tenure, non-probationary position as a .5 FTE Reading Teacher for the period of August 30, 2017, and to end on June 22, 2018.

Elizabeth Casey Appointed .5 Reading Teacher

BE IT FURTHER RESOLVED that Elizabeth Casey for the 2017-2018 school year should be paid at the annual salary as outlined in the Agreement between the Olean Teachers' Association and the Board of Education for a teacher on Step 9, or as outlined in any modified, amended or successor agreement.

Ayes <u>6</u> Nays <u>0</u> Motion Carried

Moved by J. Padlo, seconded by M. McElfresh, upon the recommendation of Rick Moore, Superintendent of Schools, that Aaron Meyers, who has applied for Initial School Library Media Specialist certification permitting him to teach in the public schools of New York State, is hereby conditionally appointed for a probationary period of four years to commence September 11, 2017, and to end on September 10, 2021. Eligibility for tenure at the end of the probationary period is dependent on Aaron Meyers receiving APPR ratings of Effective or Highly Effective in 3 of 4 preceding years and no Ineffective composite or overall rating in the final year.

Aaron Meyers
Appointed School
Library Media
Specialist

BE IT FURTHER RESOLVED that Aaron Meyers the first year of this appointment, be paid at the annual salary as outlined in the Agreement between the Olean Teachers' Association and the Board of Education for a teacher on Step 9 as outlined in any modified, amended or successor agreement.

Aaron Meyers is expected to obtain his New York State School Library Medial Specialist Certification within the time frame established by the Superintendent.

Ayes 6 Nays 0 Motion Carried

Moved by M. McElfresh, seconded by J. Padlo, upon the recommendation of Rick Moore, Superintendent of Schools, that Susan Barrera who holds a Permanent 7 – 12 Spanish Teaching Certificate permitting her to teach in the LOTE area in the public schools of New York State, is hereby appointed on probation to the LOTE tenure area for a probationary period of four (4) years to commence October 2, 2017, and to end on October 1, 2021. Eligibility for tenure at the end of the probationary period is dependent on Susan Barrera receiving APPR ratings of Effective or Highly Effective in 3 of 4 preceding years and no Ineffective composite or overall rating in the final year.

Susan Barrera Appointed LOTE Teacher

BE IT FURTHER RESOLVED that Susan Barrera the first year of this appointment, be paid at the annual salary as outlined in the Agreement between the Olean Teachers' Association and the Board of Education for a teacher on Step 19 as outlined in any modified, amended or successor agreement.

In accordance with Section 503(18)(b) of the Education Law, this is a conditional appointment and therefore shall not commence until the District has received notification from the Commissioner of Education that the appointee has been conditionally cleared for employment. If the Commissioner of Education notifies the District that the appointee has been denied conditional clearance or clearance, the appointment shall terminate immediately without further action by this Board. If the appointee is granted clearance after the receipt of conditional clearance, the appointment shall continue.

Ayes <u>6</u> Nays <u>0</u> Motion Carried

Rick Moore, Superintendent of	henda, seconded by J. Fodor, up Schools, to appoint Amanda Car er Aide, 5.75 hours per day, effe	rleton as a part-time non-	Amanda Carleton Appointed Teacher Aide
Ayes <u>6</u>	Nays0	Motion Carried	
Rick Moore, Superintendent of	, seconded by M. Hirsch-Schena Schools, to appoint Diane Franz er Aide, 5.75 hours per day, effe	as a part-time non-	Diane Franz Appointed Teacher Aide
Ayes <u>6</u>	Nays0	Motion Carried	
Moore, Superintendent of School	onded by M. Hirsch-Schena, upo ools, to appoint Lora Kimball as a 5 hours per day, effective Augus	part-time non-conditional	Lora Kimball Appointed Teacher Aide
Ayes6	Nays0	Motion Carried	
Buildings and Grounds Co Board Meeting – Tuesday Audit and Finance Sub Co	leeting – Tuesday, September 5 th Committee Meeting – Tuesday, So y, September 12 th at 6:30 pm Committee Meeting – Thursday, S	eptember 12 th at noon September 21 st at noon	Informational Items
	econded by M. Hirsch-Schena, to Session at 7:22 p.m. for the purpovited to attend.		Executive Session
Ayes <u>6</u>	Nays0	Motion Carried	
Moved by J. Padlo, secondoreconvene to the Regular Mee	led by M. McElfresh, to adjourn forting at 7:33 p.m.	rom Executive Session and	Regular Meeting
Ayes <u>6</u>	Nays0	Motion Carried	
Moved by J. Fodor, second	ded by M. Hirsch-Schena, to adjo	ourn the meeting at 7:33 p.m.	<u>Adjournment</u>
Ayes <u>6</u>	Nays <u>0</u>	Motion Carried	
Respectfully submitted,			
Victoria L. Zaleski-Irizarry District Clerk			
Dated: September 5, 2017			

Sub List:

POSITION DESCRIPTION	EMPLOYEE NAME	CERTIFICATION	FINGERPRINT
DISTRICT RETURED			
DISTRICT RETIRED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	FLYNN, MARY	HOME EC./SPEC. ED.	YES
SUBSTITUTE TEACHER	GRANDUSKY, KATHLEEN	BIO 7-12/CHEM/N-6/READING	YES
SUBSTITUTE TEACHER	MARTIN, BERNADETTE	N-6	YES
SUBSTITUTE TEACHER	MONROE, SUZANNE	N, K, 1-6	YES
SUBSTITUTE TEACHER	QUIST, BRENDA	MATH & FRENCH	YES
SUBSTITUTE TEACHER	RAIMONDI, CHRISTINA	N-6	YES
SUBSTITUTE TEACHER	SAMUELSON, CAROLYN	BIOL./GEN. SCIENCE/CHEM.	YES
SUBSTITUTE TEACHER	SHIELDS, CAROLYN	BIOL./GEN. SCIENCE/CHEM.	YES
SUBSTITUTE TEACHER	SKROBACZ, EILEEN	READING/MUSIC	YES
30B311101L TLACILK	THOMAS-EUSTIS,	READING/IVIOSIC	TLS
SUBSTITUTE TEACHER	JAQUELINE	MUSIC	YES
CERTIFIED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	BATHURST, WILLIAM	HEALTH/PHYS. ED.	YES
SUBSTITUTE TEACHER	CHARNISKY, LLOYDENA	MATH 7-12	YES
SUBSTITUTE TEACHER	CHURAKOS, LINDA	NURSERY - 6	YES
SUBSTITUTE TEACHER	CLOSE, LORETTA	NURSERY - 6, READING K - 12	YES
SUBSTITUTE TEACHER	CUMMINS, THOMAS	SS 7-12	YES
SUBSTITUTE TEACHER	DERX-ROBINSON, MARY	BIRTH-2	YES
SUBSTITUTE TEACHER	ELLIOTT, JAQUELINE	EARLY CHHD; PROF. CHHD LITERACY	YES
SUBSTITUTE TEACHER	LEROY, PATRICIA	BUSINESS & MARKETING	YES
SUBSTITUTE TEACHER	LEWICKI, JUDITH	MATH 7-12, READING	YES
SUBSTITUTE TEACHER	MILTON, SHEEANA	CHHD 1-6, SWD B-6,EARLY ED B-2	YES
SUBSTITUTE TEACHER	MOORE, MARY	SPANISH & FRENCH	YES
SUBSTITUTE TEACHER	NEWMAN, DANIELLE	ELS 7-12; LIBRARIAN K-12	YES
SUBSTITUTE TEACHER	PRYMAK, KAREN	PRE K-6; SPEC. ED.	YES
SUBSTITUTE TEACHER	PULLER, LINDA	SPEC. ED./READING	YES
SUBSTITUTE TEACHER	SIEMOENS, SAMUEL	BIOL./GEN. SCIENCE/CHEM.	YES
SUBSTITUTE TEACHER	SLAVIN, ANNE	SPANISH/READING	YES
SUBSTITUTE TEACHER	STROMBERG, PAT	ENGLISH 7-12	YES
SUBSTITUTE TEACHER	TRASS, BETH	N-6	YES
SUBSTITUTE TEACHER	WEST, HEATHER	B-12+C54	YES
SUBSTITUTE TEACHER	WOZNEK, KATHERINE	PHYS. ED./N, K, GR 1-6	YES
	,	SPEC. ED	
NON-CERTIFIED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	BABB, CAROL	ASSOCIATES	YES
SUBSTITUTE TEACHER	BAILEY, COURTNEY	ASSOCIATES	YES
SUBSTITUTE TEACHER	BOEHMER, CASEY	BACHELORS	YES
SUBSTITUTE TEACHER	BROADBENT, GEOFFREY	BACHELORS	YES
SUBSTITUTE TEACHER	BROWN, ALYSSA	BACHELORS	YES
SUBSTITUTE TEACHER	BURROWS, MARISA	BACHELORS	YES
SUBSTITUTE TEACHER	DWAILEEBE, JAMES	BACHELORS	YES

SUBSTITUTE TEACHER	FAIR, ANNE	BACHELORS	YES
SUBSTITUTE TEACHER	FELTZ, MADELIN	BACHELORS	YES
SUBSTITUTE TEACHER	FORREST, HANNAH	ASSOCIATES	YES
SUBSTITUTE TEACHER	FRENTZ, DAVID	BACHELORS	YES
SUBSTITUTE TEACHER	HARRISON, JULIE	BACHELORS	YES
SUBSTITUTE TEACHER	HOLLOWELL, OLIVIA	ASSOCIATES	YES
SUBSTITUTE TEACHER	JACKSON, STEVEN	ASSOCIATES	YES
SUBSTITUTE TEACHER	JUTOOR, SHILPA	BACHELORS	YES
SUBSTITUTE TEACHER	KAYES, MICHAEL	ASSOCIATES	YES
SUBSTITUTE TEACHER	KICK, RYAN	BACHELORS	YES
SUBSTITUTE TEACHER	LEMASTER, INKA	BACHELORS	YES
SUBSTITUTE TEACHER	LEVIA, MARISSA	BACHELORS	YES
SUBSTITUTE TEACHER	LEWICKI, LAWRENCE	BACHELORS	YES
SUBSTITUTE TEACHER	MACWILLIAMS, ABIGAIL	BACHELORS	YES
SUBSTITUTE TEACHER	MAGUIRE, KATHERINE	BACHELORS	YES
SUBSTITUTE TEACHER	MAHAR, JASON	BACHELORS	YES
SUBSTITUTE TEACHER	MARTIN, THOMAS	BACHELORS	YES
SUBSTITUTE TEACHER	MCBRIDE, BRIELYN	BACHELORS	YES
SUBSTITUTE TEACHER	MCCARTHY, LAUREEN	BACHELORS	YES
SUBSTITUTE TEACHER	MCKEOWN, KAITLYN	ASSOCIATES	YES
SUBSTITUTE TEACHER	MOSES, MONICA	ASSOCIATES	NO
SUBSTITUTE TEACHER	MURPHY, BRENDA	BACHELORS	YES
SUBSTITUTE TEACHER	O'DELL, KATHRYN	ASSOCIATES	YES
	·	BACHELORS	YES
SUBSTITUTE TEACHER	PALUMBO, JOHN	BACHELORS	YES
SUBSTITUTE TEACHER	PEZZIMENTI, MARY		YES
SUBSTITUTE TEACHER	PIECHOTA, RENEE	BACHELORS	1
SUBSTITUTE TEACHER	RAKUS, ALEXANDRA	BACHELORS	YES YES
SUBSTITUTE TEACHER	RICH, MARY	BACHELORS	
SUBSTITUTE TEACHER	RICHEY, THERESE	BACHELORS	YES
SUBSTITUTE TEACHER	SCHOLLA, PATRICK	ASSOCIATES	YES
SUBSTITUTE TEACHER	SMUCINSKI, JOSEPH	BACHELORS	YES
SUBSTITUTE TEACHER	SPEARS, BRIANNA	ASSOCIATES	YES
SUBSTITUTE TEACHER	SWETLAND, BROOKE	ASSOCIATES	YES
SUBSTITUTE TEACHER	ULLMAN, KENDALL	ASSOCIATES	YES
SUBSTITUTE TEACHER	VANHORN, CHRISTINE	BACHELORS	YES
SUBSTITUTE TEACHER	VICTOR, THOMAS	BACHELORS	YES
SUBSTITUTE TEACHER	WEEKS, SHEVON	BACHELORS	YES
SUBSTITUTE TEACHER	WHIPPLE, ELIZABETH	BACHELORS	YES
SUBSTITUTE TEACHER	WRIGHT, KENNETH	BACHELORS	YES
SUBSTITUTE TEACHER	WYSS, SUSAN	BACHELORS	YES
SUBSTITUTE TEACHER	ZIMMERMAN, MARTHA	BACHELORS	YES
SUBSTITUTE			
TEACHER AIDES			
SUBSTITUTE TEACHER			
AIDE	BABB, CAROL		YES
SUBSTITUTE TEACHER AIDE	DAILEY COLIDTNEY		YES
SUBSTITUTE TEACHER	BAILEY, COURTNEY		TES
AIDE	BLANCHARD, BRANDY		YES
	,		

SUBSTITUTE TEACHER AIDE	BOEHMER, CASEY	YES
SUBSTITUTE TEACHER		
AIDE	BROADBENT, GEOFFREY	YES
SUBSTITUTE TEACHER		
AIDE	BROWN, ALYSSA	YES
SUBSTITUTE TEACHER	BROWN, AE133A	1123
AIDE	BURROWS, MARISA	YES
SUBSTITUTE TEACHER	BOTTOWS, WATER	YES @
AIDE	COLICING DIANA	\$10.47/HR.
	COUSINS, DIANA	\$10.47/11K.
SUBSTITUTE TEACHER	DALEY LOCELYN	VEC
AIDE	DALEY, JOCELYN	YES
SUBSTITUTE TEACHER	DOMAYON COLLEGE	V50
AIDE	DONAVON, COLLEEN	YES
SUBSTITUTE TEACHER		
AIDE	FAHNESTOCK, LORAINE	YES
SUBSTITUTE TEACHER		
AIDE	FIELD, KAITLIN	YES
SUBSTITUTE TEACHER		
AIDE	FRANCIS JR., DANIEL	YES
SUBSTITUTE TEACHER		
AIDE	FRANZ, DIANE	YES
SUBSTITUTE TEACHER		
AIDE	FRENTZ, DAVID	YES
SUBSTITUTE TEACHER		
AIDE	HOLLOWELL, OLIVIA	YES
SUBSTITUTE TEACHER		
AIDE	JACKSON, STEVEN	YES
SUBSTITUTE TEACHER		
AIDE	JUTOOR, SHILPA	YES
SUBSTITUTE TEACHER		
AIDE	KETCHNER, MAUNIE	YES
SUBSTITUTE TEACHER		
AIDE	KIMBALL, LORA	YES
SUBSTITUTE TEACHER		
AIDE	LEVIA, MARISSA	YES
SUBSTITUTE TEACHER		
AIDE	MAHAR, JASON	YES
SUBSTITUTE TEACHER		
AIDE	MARTIN, THOMAS	YES
SUBSTITUTE TEACHER		
AIDE	MCKEOWN, KAITLYN	YES
SUBSTITUTE TEACHER		
AIDE	MILTON, SHEANNA	YES
SUBSTITUTE TEACHER		
AIDE	MOSES, MONICA	NO
SUBSTITUTE TEACHER		
AIDE	O'DELL, KATHRYN	YES
SUBSTITUTE TEACHER		
AIDE	PEZZIMENTI, MARY	YES
SUBSTITUTE TEACHER		
AIDE	PIECHOTA, RENEE	YES
SUBSTITUTE TEACHER		
AIDE	RAJENDRAN, DHARANI	YES
SUBSTITUTE TEACHER		-
AIDE	RAKUS, ALEXANDRA	YES
SUBSTITUTE TEACHER	, i	-
AIDE	RICHEY, THRESE	YES
	, 1	-

CURCULATE TEACHER	l	1
SUBSTITUTE TEACHER AIDE	SCHOLLY DATRICK	YES
SUBSTITUTE TEACHER	SCHOLLA, PATRICK	YES
AIDE	SINGH, YUVRAJ	YES
SUBSTITUTE TEACHER	Silveri, Tovica	1123
AIDE	SKIVER, CATHY	YES
SUBSTITUTE TEACHER	5 2, <i>G</i>	
AIDE	SPEARS, BRIANNA	YES
SUBSTITUTE TEACHER		
AIDE	SWETLAND, BROOKE	YES
SUBSTITUTE TEACHER		
AIDE	ULLMAN, KENDALL	YES
SUBSTITUTE TEACHER		
AIDE	VAN HORN, CHRISTINE	YES
SUBSTITUTE TEACHER		
AIDE	WALKER, CHRISTINE	YES
SUBSTITUTE TEACHER		
AIDE	WEST, HEATHER	YES
SUBSTITUTE TEACHER		
AIDE	WHIPPLE, ELIZABETH	YES
SUBSTITUTE TEACHER		
AIDE	WOODWORTH, SHARON	YES
SUBSTITUTE TEACHER	710.40.45.00.4.4.01.0.4.4.0.7.1.4	VEC
AIDE	ZIMMERMAN, MARTHA	YES
SUB. FOOD SERVICE		
SUBSTITUTE FOOD	EDANIGIS DANIEL	NEC.
SERVICE	FRANCIS, DANIEL	YES
SUBSTITUTE FOOD SERVICE	FDANZ DIANE	YES
SUBSTITUTE FOOD	FRANZ, DIANE	TES
SERVICE	GINTER, APRIL	YES
SUBSTITUTE FOOD	GINTER, AN INIE	1123
SERVICE	JACKSON, DAVID	YES
SUBSTITUTE FOOD		
SERVICE	WALKER, CHRISTINE	YES
	,	
SUBSTITUTE		
CLEANERS		
SUBSTITUTE CLEANER	FRANCIS, DANIEL	YES
SUBSTITUTE CLEANER	JACKSON, DAVID	YES
SUBSTITUTE CLEANER	JONES, TIMOTHY	YES
SUBSTITUTE CLEANER	LAUSER, ALAN	YES
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SUBSTITUTE CLEANER	STAVISH, MICHAEL JR.	YES
CLIDCTITUTE		
SUBSTITUTE NURSES	FAILURE	
SUBSTITUTE NURSE	JENNINGS, KARI	YES
CLIDCTITUTE NUMBER	MOCEC BLOOM	YES @
SUBSTITUTE NURSE	MOSES, DIANE	\$25.86/HR.
SUBSTITUTE NURSE	O'BRIEN, JOANNE	YES
SUBSTITUTE NURSE	WICKENHEISER, PATRICIA	YES
SUBSTITUTE NURSE	WITZIGMAN, RAMONA	YES

SUB. KEYBOARD SPEC.		
SUBSTITUTE KEYBOARD	CLAWSON, FRANCES	YES @ <u>\$</u> 21.20/HR.
SPECIALIST		
SUBSTITUTE KEYBOARD	LAMPACK, LINDA	YES @ 20.15/HR.
SPECIALIST		
SUBSTITUTE KEYBOARD	NUDD, JOYCE	YES @ 18.73/HR.
SPECIALIST		
TUTORS		
TUTOR	RAJENDRAN, DHARANI	YES @\$23.00/HR.
TUTOR	STROMBERG, C. PATRICIA	YES