

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 Tuesday, August 29, 2023, at 6:32 p.m., in person at the high school board room, 410 W. Sullivan Street, Olean, NY. The meeting was called to order by Julio Fuentes, President, with a moment of personal reflection or a silent prayer. The Board of Education recited Pledge of Allegiance to the Flag. Videoconferencing: Ira Katzenstein, 1530 Windfall Road, Olean, NY 14760.

PRESENT: Julio Fuentes, President
Ricky Bee
Daniel Farnham
Ira Katzenstein (ZOOM)
Lee Filbert
Mary Hirsch-Schena
Alan Peters

Excused: Kelly Keller, Vice President (excused)
Kevin Stevens (excused)

ALSO PRESENT: Dr. Genelle Morris, Superintendent
Jenny Bilotta, Business Administrator
Michael Irizarry, Assistant Superintendent of Academic Services
Victoria Zaleski-Irizarry, District Clerk
Jen Mahar, Director of Special Programs
Richard DiMartino, OIMS Assistant Principal
Angie Marconi, Teacher
Rachael Schreiber, Teacher
Kellen Quigley, OTH

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Moved by M. Hirsch-Schena, seconded by R. Bee, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the agenda as presented.

Agenda Approved

Ayes 7

Nays 0

Motion Carried

Commendations/ Communications

a. Congratulations to Angelina Mesiarik - Cattaraugus County Youth Citizen Award Recipient

Communications/
Commendations

Public Comments:

None

Public Comments

Discussion Items: - 2nd Reading

Policy #1410 - Policy and Administrative Regulations

Policy #1510 - Regular Board Meetings and Rules (Quorum and Parliamentary Procedure)

Policy #1520 - Special Meetings of the Board of Education

Policy #1540 - Executive Session

Discussion Items

Board Annual Building Tours – will begin at 5:30 pm

Board Report:

Welcome Back Staff and Students

Board Report

Superintendent Report:

2023 Year-Ed Financial Analysis – Jenny Bilotta

District-wide Safety Plan – 30-day Public Input

District Goals/Board Goals

Superintendent
Report

Committee Reports:

Audit/Finance Committee – August 17th

Committee Reports

Moved by L. Filbert, seconded by D. Farnham, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to adopt the following Consent Agenda items:

Consent Agenda

The Treasurer's Report dated July 31, 2023, be accepted and placed on file.

The Warrant Report for July 2023 be accepted and placed on file.

The Internal Claims Auditor Exception Report for the period covering month ending July 31, 2023, be accepted and placed on file.

That the OIMS and HS Quarterly Student Activity Treasurer's Reports April 1, 2023, through June 30, 2023, be accepted.

The CPSE recommendations reviewed on August 29th be approved.

908004652	908004588	908004561
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That the CSE recommendations reviewed on August 29th be approved.

908004322	908002456	908002763
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The June 30, 2023, Intra-fund Transfer listing in the amount of \$6,800.00 be accepted/approved and placed on file.

The attached list of Substitutes.

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Ayes 6 Nays Abstain 1 Motion Carried
R. Bee – relative on sub list

Moved by M. Hirsch-Schena, seconded by R. Bee, to amend the agenda and add a resolution to adopt the 2023-2024 Goals as presented by Dr. Morris.

Amend the Agenda

Ayes 7 Nays Motion Carried

Moved by M. Hirsch-Schena, seconded by I. Katzenstein, to amend the agenda and add a resolution to adopt the 2023-2024 Goals as presented by Dr. Morris.

2023-2024 Goals
Adopted

2023-24 Goal Categories and Statements with Priorities

Student Achievement: The Olean City School District will provide opportunities to support the achievement of all students as they increase their capacity for learning and progress toward excellence.

- Provide academically rigorous courses and/or pathways
- Increase graduation rate and increase Regents with Advanced Designation and/or Honors and/or credentials/seals.
- Improve student mastery of learning standards

Personnel: The Olean City School District will support the recruitment, training, and retention of a highly qualified and diverse staff.

- Recruit highly qualified staff
- Develop high-performing staff
- Retain highly effective staff

Financial Responsibility: The Olean City School District will be a faithful steward of the community's financial commitment to the students and will be responsible in managing all resources.

- Ensure excellent financial management
- Ensure efficient use of resources

Safe and Supportive Learning Environment: The Olean City School District will provide a safe and supportive learning environment that is inclusive, nurturing, and responsive to the socio-emotional and mental health needs of all students and staff.

- Provide support for social and emotional learning for all
- Create and maintain a safe, orderly, positive learning environment for all that promotes attendance
- Establish and maintain clear and high expectations for excellence for all stakeholders
- Cultivate culturally responsive learning environments for all

Community, Communication, and Transparency: The Olean City School District will foster trust and engagement through open two-way communication, outreach, and responsiveness to all internal and external stakeholders.

- Increase the effectiveness of stakeholder engagement experiences
- Improve opportunities for innovative stakeholder collaboration
- Improve and ensure effective district internal and external communication

Ayes 7 Nays 0 Motion Carried

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Moved by L. Filbert, seconded by D. Farnham, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the District Safety Plan for the 2023-2024 school year.

District Safety Plan
for 2023-2024
School Year
Approved

Ayes 7

Nays 0

Motion Carried

Moved by M. Hirsch-Schena, seconded by R. Bee, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the Service Contract between the Olean City School District and Audiology Solutions for audiological services for the time period of September 1, 2023, through July 1, 2024.

Audiology Solutions
Service Contract
Approved

2022-2023 Rate
\$125.00/hr
\$300 equip repair/purchase

2023-2024 Rate
\$125.00/hr
\$300 equip repair/purchase

Ayes 7

Nays 0

Motion Carried

Moved by M. Hirsch-Schena, seconded by L. Filbert, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the Services Contract between the Olean City School District and Pamela M. Duttweiler for Sign Language Interpretation Consultant Services for the period of September 1, 2023, through July 1, 2024.
2022-2023 Rate

Pamela Duttweiler
Service Contract
Approved

\$30.00/hr
Mileage/IRS rate
Six hours per day
Max. of 15 days

2023-2024 Rate
\$32.00/hr
Mileage/IRS rate
Six hours per day
Max. of 15 days

Ayes 7

Nays 0

Motion Carried

Moved by L. Filbert, seconded by D. Farnham, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to adopt the following school policies. These policies are to supersede any current School Board Policies regarding the same matter.

Policies #1410,
#1510, #1520 and
#1540 Adopted

Policy #1410 - Policy and Administrative Regulations

Policy #1510 - Regular Board Meetings and Rules (Quorum and Parliamentary Procedure)

Policy #1520 - Special Meetings of the Board of Education

Policy #1540 - Executive Session

Ayes 7

Nays 0

Motion Carried

Moved by A. Peters, seconded by L. Filbert, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to enter into a Contract for Safety and Security Services between the Olean City School District and the City of Olean for a School Resource Officer (SRO) three (3) Special Patrol Officers per the following allocation payment schedule:

City of Olean
Contract for Safety
and Security Services
Approved

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September 1, 2021 through June 30, 2023
\$30,000 per year per officer
October 2022 through June 2023
\$25/hr per officer

July 1, 2023 through June 30, 2027
School Resource Officer - 65%
Special Patrol Officer - \$26/hr (23-24); \$27/hr (24-25); \$28/hr. (25-26); \$29/hr (26-27)

Ayes 7

Nays 0

Motion Carried

Moved by M. Hirsch-Schena, seconded by R. Bee, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, that the adult breakfast and lunch prices for the 2023-2024 school year be set as follows:

Adult Meal Prices

Adult Breakfast = \$2.84 + tax
Adult Lunch = \$4.97 + tax

Ayes 7

Nays 0

Motion Carried

Moved by D. Farnham, seconded by A. Peters, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the use of the Olean High School auditorium as an evacuation site for Hinsdale Central School for the 2023-2024 school year. In the event the auditorium is not available, an alternate school may be made available.

Hinsdale Central
School Evacuation
Agreement
Approved

Ayes 7

Nays 0

Motion Carried

Moved by A. Peters, seconded by L. Filbert, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the Surplus Vehicle bid award to:

School Vehicle Bid
Award Approved

Individual/Company
Olean Class Cars, Inc.
VIN#
1GB3GSCG7G1274518
Product Award
2016
Chevy Express Van
19,036 miles
Bid Award
\$17,650.00

Ayes 7

Nays 0

Motion Carried

Moved by L. Filbert, seconded by A. Peters, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the Agreement between the Olean City School District and ESI Group for the period of July 1, 2023, through June 30, 2024, for Employee Assistance Program.
2022-2023 School Year
\$10,777.36 (\$26.48/yr/employee)
2023-2024 School Year
\$10,909.76 (\$26.48/yr/employee)

ESI Contract
Approved

Ayes 7

Nays 0

Motion Carried

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Moved by M. Hirsch-Schena, seconded by A. Peters, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve Jazmynn Gadson as an unpaid volunteer Cheerleading Coach, Joseph Magro as an unpaid volunteer Soccer Coach, Maggie McClelland as an unpaid volunteer Volleyball Coach, and Ryan McClelland as an unpaid volunteer Soccer Coach for the 2023-2024 school year.

School Volunteers
Approved

Ayes 6

Nays 1
I. Kazenstein

Motion Carried

Moved by M. Hirsch-Schena, seconded by R. Bee, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the contract between the Olean City School District and The Summit Center for specialized training and consulting services from August 3, 2023 through June 30, 2024 at an hourly rate of \$117.00.

The Summit Center
Contract Approved

Ayes 7

Nays 0

Motion Carried

Moved by A. Peters, seconded by R. Bee, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the Lease Agreement for Special Education (13) Classroom Spaces between the Olean City School District and Cattaraugus-Allegany-Erie-Wyoming Counties BOCES for the period of July 1, 2023, through June 30, 2024.

BOCES Special Ed
Classroom Space
Lease Agreement
Approved

2022-2023 Rate (11 rooms)
\$6,000/rm=\$66,000/yr

2023-2024 Rate (13 rooms)
\$6,000/rm=\$78,000/yr

Ayes 7

Nays 0

Motion Carried

Moved by R. Bee, seconded by A. Peters, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the Lease Agreement for Distance Learning (1) Classroom Space between the Olean City School District and Cattaraugus-Allegany-Erie-Wyoming Counties BOCES for the period of July 1, 2023, through June 30, 2024.

BOCES Distance
Learning Classroom
Space Lease
Agreement
Approved

2022-2023 Rate (1 room)
\$3,000/rm

2023-2024 Rate (1 room)
\$3,000/rm

Ayes 7

Nays 0

Motion Carried

Moved by D. Farnham, seconded by A. Peters, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, to approve the Support Services Contract between the Olean City School District and the Cattaraugus-Allegany-Wyoming Counties Board of Cooperative Educational Services for the period of September 1, 2023, through June 30, 2024.

BOCES Support
Service Contract
Approved

2022-2023 Rate
\$10,000/rm per year

2023-2024 Rate
\$10,000/rm per year

Ayes 7

Nays 0

Motion Carried

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Moved by D. Farnham, seconded by I. Katzenstein, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, that the School Business Official be appointed as the delegate, and the Chief School Officer as the alternate delegate, to the Workers' Compensation Plan Board of Directors for the 2023-2024 fiscal year.

Workers' Comp
Board Delegate and
Alternate

Ayes 7

Nays 0

Motion Carried

Personnel Action – Item A

Moved by L. Filbert, seconded by A. Peters, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, the Board of Education approves the Personnel Action Items listed in Personnel Item A.

Personnel Items
Approved

Resignations:							
Last Name	First Name	Position	Effective				Comments
Mercurio	Kristen	15:1 Grade 5 Special Ed Teacher	8/17/2023				
Broyles	Haley	Science Teacher	8/14/2023				
Sader	Mary Ellen	HS Keyboard Specialist	10/2/2023				Retirement
Leave of Absence:							
Last Name	First Name	Position	Effective				Comments

Certified/Classified Appointments:								
Last Name	First Name	Position	Effective	Hours	Salary/Wages	Replacing	Certification Information	
McClelland	Ryan	Building Level Substitute	8/31/2023		\$150/day	Ethan McKeone		
Wesley	Kate	Food Service Helper	8/31/2023	5.75	\$14.20	Melissa Blackmon	Probationary	
Olmstead	Trisha	Food Service Helper	8/31/2023	5.75	\$14.20	Jessica Babb	Probationary	
Blossom	Candy	Food Service Helper	8/31/2023	5.75	\$14.20	Deb Hendrickson	Probationary	
Krulich	Wendy	School Nurse (RN) (part-time)	9/5/2023	varies	\$23.75	Kathleen Kwiatkowski	Probationary	
Certified/Classified Appointments:								
Last Name	First Name	Position	Effective	Hours	Salary/Wages	Replacing	Certification Information	Tenure Area/Date
Gayton	Rose	Long Term Substitute Science Teacher	8/18/2023		Step 29	Haley Broyles	General Science 7-9 Extension Permanent Certificate	Non-Probationary Appointment to the Long-Term Substitute Science Teacher position effective August 18, 2023 - June 30, 2024. Employee shall be paid at the annual salary as outlined in the OTA Collective Bargaining Agreement

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Powell	McKenzie	Elementary Education Teacher	8/28/2023		Step 3	Alyssa Sader	Childhood Education (Grades 1-6) Certification	Probationary Appointment to the Elementary Tenure Area; 8/28/23 - 8/27/27; eligibility for tenure at the end of the probationary period is dependent on the employee receiving APPR ratings of Effective or Highly Effective in 3 of the 4 preceding years and no Ineffective composite or overall rating in the final year.
Gaylor	Jaime	Long Term Substitute Intermediate/Middle School Special Education Teacher	8/28/2023		Step 2	Kristen Mercurio	Working towards Early Childhood Education (1-6) Certification	Non-Probationary Appointment to the Long-Term Substitute Special Education Teacher position effective August 28, 2023 - June 30, 2024. Employee shall be paid at the annual salary as outlined in the OTA Collective Bargaining Agreement.
Billings	Heather	MTSS District Counselor	8/28/2023		Step 24	April Hayes	School Counselor Certification	Probationary Appointment to the Special Subject Tenure Area of School Counseling and Guidance; 8/28/23 - 8/27/27; eligibility for tenure at the end of the probationary period is dependent on the employee receiving APPR ratings of Effective or Highly Effective in 3 of the 4 preceding years and no Ineffective composite or overall rating in the final year.
Flynn	Mary	Long Term Substitute High School Special Education Teacher	8/28/2023		Step 20	Kristen Sikora	Special Education Permanent Certification	Non-Probationary Appointment to the Long-Term Substitute High School Special Education Teacher position effective August 28, 2023 - June 30, 2024. Employee shall be paid at the annual salary as outlined in the OTA Collective Bargaining Agreement.
Coaching and Extra-Curricular Appointments:								
Last Name	First Name	Address	Position	Effective	Hours	Salary/Wages	Replacing	Certification Information

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Thompson	Michael		Poetry Out Loud Advisor	31- Aug	2023 - 2024 school Year	Index - 0.015 = \$629		
Snyder	Elaine		Creative Writing Advisor	31- Aug	2023 - 2024 school Year	Index - 0.015 = \$629		

Ayes 5 Nays 0 Abstain 2 Motion Carried
R. Bee, D. Farnham – relatives on list

Moved by R. Bee, seconded by I. Katzenstein, upon the recommendation of Dr. Genelle Morris, Superintendent of Schools, that Michael Martel who is professionally certified in the School District Leader (SDL) area, is hereby granted tenure in the School District Administrator tenure area as the Director of Technology, effective August 26, 2023.

Michael Martel
Granted Tenure

Ayes 7 Nays 0 Motion Carried

Introduction of Newly Appointed Staff:

Informational Items:

Informational Items

- a. Buildings and Grounds - Tuesday, September 12 at 4:30 pm
- b. Operations - Monday, September 18 at 4:30 pm
- c. Board Annual Building Tour - Tuesday, September 19 at 5:30 pm - Olean High School
- d. Board Meeting - Tuesday, September 19 at 6:30 pm
- e. Audit/Finance - Thursday, September 21 at 4:00 pm
- f. Curriculum - Thursday, September 28 at 4:00 pm

Moved by M. Hirsch-Schena, seconded by R. Bee, to adjourn from the Regular Meeting at 7:27 pm.

Adjournment

Ayes 7 Nays 0 Motion Carried

Respectfully submitted,

Victoria L. Zaleski-Irizarry
District Clerk

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Sub List:

POSITION DESCRIPTION	EMPLOYEE NAME	CERTIFICATION/DEGREE	FINGERPRINT
DISTRICT RETIRED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	BATES, KRISTINE	N-6	YES
SUBSTITUTE TEACHER	FLYNN, MARY	HOME EC./SPEC. ED.	YES
SUBSTITUTE TEACHER	FRISINA, JEANNE	COUNSELOR; DIST. ADMIN.	YES
SUBSTITUTE TEACHER	GAYTON, ROSE	N-6 ELEM; 7-9 SCIENCE	
SUBSTITUTE TEACHER	HUGHES, LAURIE	ELEMENTARY	
SUBSTITUTE TEACHER	KALLENBACH, SUSAN	ELEMENTARY/READING	YES
SUBSTITUTE TEACHER	MARTIN, BERNADETTE	N-6	YES
SUBSTITUTE TEACHER	MELARO, DEBRA	SPANISH	YES
SUBSTITUTE TEACHER	METLER, PATTI	SPEC. ED. - N-ADULT	
SUBSTITUTE TEACHER	MONROE, SUZANNE	N, K, 1-6	YES
SUBSTITUTE TEACHER	MURRAY, LAURIE	PRE K;EARLY CH ED (B-GR2)	YES
		CH ED (GR1-6)	
SUBSTITUTE TEACHER	RHODY, JAN	MUSIC	YES
SUBSTITUTE TEACHER	SHIELDS, CAROLYN	BIOL./GEN. SCIENCE/CHEM.	YES
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	YAFFE, SHIELA	SPANISH/BUSINESS/FRENCH	YES
CERTIFIED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	DOWNEY, SHANE	SPEC. ED.	YES
SUBSTITUTE TEACHER	HALL, MICHELLE	MUSIC	YES
SUBSTITUTE TEACHER	LARGE, BARBARA	ENGLISH/READING (6-12)	YES

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SUBSTITUTE TEACHER	McINTOSH, ALISON	SWD; CH ED; EARLY CH ED	YES
SUBSTITUTE TEACHER	MOORE, MARY	SPANISH & FRENCH	YES
SUBSTITUTE TEACHER	POWLEY, NOAH	SOCIAL STUDIES	YES
SUBSTITUTE TEACHER	STROMBERG, PAT	ENGLISH 7-12	YES
NON-CERTIFIED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	ACKERMAN, BRYNN	ASSOCIATES	YES
SUBSTITUTE TEACHER	AIELLO, SOPHIA	ASSOCIATES	YES
SUBSTITUTE TEACHER	ARCHER, IRIS	ASSOCIATES	YES
SUBSTITUTE TEACHER	BALABAN, DIANE	BACHELORS	YES
SUBSTITUTE TEACHER	BERNSTEIN, HOLDEN	BACHELORS	YES
SUBSTITUTE TEACHER	BOEHMER, CASEY	BACHELORS	YES
SUBSTITUTE TEACHER	BRADLEY, ERIN	BACHELORS	YES
SUBSTITUTE TEACHER	BUSHNELL, ALYSSA	ASSOCIATES	YES
SUBSTITUTE TEACHER	CERTO, SHAYNE	BACHELORS	YES
SUBSTITUTE TEACHER	CHUDY, GRIFFIN	BACHELOR'S	YES
SUBSTITUTE TEACHER	DAVIS, TAYLOR	ASSOCIATES	YES
SUBSTITUTE TEACHER	EATON, DEREK	BACHELORS	YES
SUBSTITUTE TEACHER	FRATERCANGELO, SOPHIA	BACHELORS	YES
SUBSTITUTE TEACHER	HALL, MICHELLE	BACHELORS	YES
SUBSTITUTE TEACHER	HARRIS, DAN	MASTERS	YES
SUBSTITUTE TEACHER	JAKUBCZYK, RONALD	ASSOCIATES	YES
SUBSTITUTE TEACHER	KULSUM, UMMEE	MASTERS	YES
SUBSTITUTE TEACHER	GIBBONS, JOLYN	ASSOCIATES	YES
SUBSTITUTE TEACHER	HARRISON, JULIE	BACHELORS	YES

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SUBSTITUTE TEACHER	JONES, BEVERLY	BACHELORS	YES
SUBSTITUTE TEACHER	KINNEY, ALEXIS	ASSOCIATES	YES
SUBSTITUTE TEACHER	LING, MONIQUE	ASSOCIATES	YES
SUBSTITUTE TEACHER	MAZZA, DELANEY	ASSOCIATES	YES
SUBSTITUTE TEACHER	MAZZA, JILL	ASSOCIATES	YES
SUBSTITUTE TEACHER	MCCARHY, MARY	BACHELORS	YES
SUBSTITUTE TEACHER	MCCLELLAN, BRIAN	BACHELORS	YES
SUBSTITUTE TEACHER	MCCLELLAND, RYAN	BACHELORS	YES
SUBSTITUTE TEACHER	MURPHY, ELIZABETH	BACHELORS	YES
SUBSTITUTE TEACHER	PALMATIER, NOLAN	ASSOCIATES	YES
SUBSTITUTE TEACHER	RAJENDRAN, DHARANI	BACHELORS	YES
SUBSTITUTE TEACHER	ROVITO, ANTHONY	BACHELORS	YES
SUBSTITUTE TEACHER	SMITH, DIANE	MASTERS	YES
SUBSTITUTE TEACHER	SMUCINSKI, JOSEPH	BACHELORS	YES
SUBSTITUTE TEACHER	STEIN, BRADY	MASTERS	YES
SUBSTITUTE TEACHER	SUBRAMANIYAN, PRIYADHARSHINI	BACHELORS	YES
SUBSTITUTE TEACHER	VAN HORN, CHRISTINE	BACHELORS	YES
SUBSTITUTE TEACHER	VERGOSEN, MATTHEW	BACHELORS	YES
SUBSTITUTE TEACHER	VICTOR, THOMAS	BACHELORS	YES
SUBSTITUTE TEACHER	WILLOVER, SHANTIA	ASSOCIATES	YES
SUBSTITUTE TEACHER AIDES			
SUBSTITUTE TEACHER AIDE	AYERS, SHERRI		YES
SUBSTITUTE TEACHER AIDE	BOEHMER, CASEY		YES
SUBSTITUTE TEACHER AIDE	BUSHNELL, ALYSSA		YES
SUBSTITUTE TEACHER AIDE	COGSWELL, JULIE		YES
SUBSTITUTE TEACHER AIDE	COOK, NOREEN		YES

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SUBSTITUTE TEACHER AIDE	DeARMITT, HANNAH		YES
SUBSTITUTE TEACHER AIDE	GERRINGER, ALICE	\$24.45/hour	YES
SUBSTITUTE TEACHER AIDE	GIBBONS, JOLYN		YES
SUBSTITUTE TEACHER AIDE	GREENE, DAVID		YES
SUBSTITUTE TEACHER AIDE	GROSSO, SUSAN	\$22.48/hour	YES
SUBSTITUTE TEACHER AIDE	JACOBS, ELLEN	\$21.79/hour	YES
SUBSTITUTE TEACHER AIDE	KELLY, DOROTHY	\$16.24/hour	YES
SUBSTITUTE TEACHER AIDE	KINNEY, ALEXIS		YES
SUBSTITUTE TEACHER AIDE	LOUNSBURY, DAWN		YES
SUBSTITUTE TEACHER AIDE	LYONS, BRENDA	\$17.44/hour	YES
SUBSTITUTE TEACHER AIDE	MCCARTHY, MARY		YES
SUBSTITUTE TEACHER AIDE	MEST, ANNA		YES
SUBSTITUTE TEACHER AIDE	MURPHY, ELIZABETH		YES
SUBSTITUTE TEACHER AIDE	PARKER, DARCEY		YES
SUBSTITUTE TEACHER AIDE	RAJENDRAN, DHARANI		YES
SUBSTITUTE TEACHER AIDE	ROSENTHAL, GLORIA	\$13.76/hour	YES
SUBSTITUTE TEACHER AIDE	RUSSELL, SHIRLEE	\$23.73/hour	YES
SUBSTITUTE TEACHER AIDE	RYAN, DONNA		YES
SUBSTITUTE TEACHER AIDE	SUBRAMANIYAN, PRIYADHARSHINI		YES
SUBSTITUTE TEACHER AIDE	VANHORN, CHRISTINE		YES
SUBSTITUTE TEACHER AIDE	VARGA, ALEXA		YES
SUBSTITUTE CLEANERS			
SUBSTITUTE CLEANER	JONES, TIMOTHY		YES
SUBSTITUTE CLEANER	NARY, SCOTT		YES
SUBSTITUTE NURSES			

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SUBSTITUTE NURSE	BAYNUM, KATHLEEN		YES
SUBSTITUTE NURSE	DIBBLE, MADELYNNE		YES
SUBSTITUTE NURSE	HARRIS, MONIKA	\$39.54/hour	YES
SUBSTITUTE NURSE	MOORE, DOLORES		YES
SUBSTITUTE NURSE	SCHUMMER, LINDA		YES
SUBSTITUTE NURSE	TAGLIAVENTO, CHENOA		YES
SUB. KEYBOARD SPEC.			
SUB. KEYBOARD SPEC.	GRIFFITH, KAREN	\$24.30/hour	YES
SUB. KEYBOARD SPEC.	CERTO, SHAYNE	\$23.00/hour	YES
SUB. ACCT. CLERK TYPIST			
SUBSTITUTE ACCOUNT	STEFFEN, FRANCES	\$32.00/hour	YES
CLERK TYPIST			
TUTORS			
TUTOR	MCCORMICK, STEPHANIE	\$30.00/hour	YES
TUTOR	STROMBERG, C. PATRICIA		YES