

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, October 5, 2021, at 6:30 p.m., in person, in the Olean High School Auditorium, 410 West Sullivan Street, Olean, NY. The meeting was called to order by Andrew Caya, President, with a moment of personal reflection or a silent prayer. The Board of Education recited Pledge of Allegiance to the Flag.

PRESENT: Andrew Caya, President
Paul Hessney, Vice President
Janine Fodor
Julio Fuentes
Tyrone Hall
Mary Hirsch-Schena
Ira Katzenstein - via Zoom
Kelly Keller
James Padlo

Excused:

PRESENT: Jenny Bilotta, Business Administrator
Victoria L. Zaleski-Irizarry, District Clerk
Aaron Wolfe, Director of Human Resources
Jerry Trietley, OIMS Principal (gr. 6 & 7)
Jen Mahar, Coordinator of State and Federal Aid Programs
Jen Kless, Coordinator of Curriculum and Instruction
Mike Martel, Director of Technology
Marcie Johnson, Director of Special Education
Lauren Stuff, EV Principal
Jeff Andreano, OHS Principal

Colleen	Larsen-Deibler
Kim	Ackerman
Emily	DeFazio
Sue	??
Lyn	Dempsey
Tracy	Keller
Janean	Threehouse
Kathy	Krigle
Rachael	Schreiber
Chelsea	Bowker
Julie	Faulkner
Stacie	Ermer
Caitlin	Martin
Tracey	Spears
Kathleen	Grandusky
Kellie	O'Brien
Katie	Wolfgang

Leah	Graves
Rich	Graves
Abbie	MacWilliams
Kathy	Hendrix
Mark	Hendrix
Melanie	Barta
Mark	Barta
Eric	Marurouard
Jessica	Davis
Sayber	Cashimere
Rachel	Kitter
Marie	Rakus
Karen	O'Dell
Renita	Armprester
Mike	O'Connor
Mickey	George
Brian	Ramadhan

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Gary	Harvey
Daniel	Gayton
Joy	Grabowski
Eileen	Skrobacz
Debra	Melaro- Brandenstein
Jamee	Blazejewski
Kris	Ring
Michelle	Cortez
??	Malone
Marnie	Smith - School Attorney
Millie	Jedrosko
Sean	Finch
Matt	Perry
Kelly	Havens
Pam	Stephens
Karen	Rogozinski
Connor	Baer
Robert	Baer
Ryan	Baer
Robin	Charles
Chris	Stavish
Ryan	Talbot
Fawn	Scott
Jackie	Giardini
Jennifer	Clark
Naomi	Hill
Kellen	Quigley

Emily	Chamberlain
Nancy	Sullivan
Karen	Fox
Cindy	Johnson
Quinlan	Johnson
Larry	Jodush
Danielle	Keis
Barbara	Kelley
Amy	Sherburne
Sarah	Rucinski
Pat	McCormick
Laura	McCormick
Ann	Sorokes
Sarah	DeVries- Jordan
Laura	Kopeck
Gloria	Arveseth
Janna	Davis
Jeanne	Frisina
Dylan	Shaw
Joelle	Perry
Matt	Perry
Colleen	Davis
Amy	Neeson
Kathleen	Neeson
Joelle	Johnson
Samantha	Clark

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Moved by J. Fodor, seconded by M. Hirsch-Schena, to approve the agenda as amended – moved Section 7 – New Business – Item F – appointment of school attorney and Executive Session after Discussion Items.

Approved the Agenda

Ayes 9

Nays 0

Motion Carried

Public Comments Regarding Agenda Items:

Public Comments

The Board of Education allots 15 minutes for Public Comment. Each individual can speak for three minutes. The board can vote to increase the 15 minutes maximum.

Moved by J. Padlo, seconded by J. Fuentes, to increase the 15 minute maximum to 30 minutes to allow the following individuals to speak for three minutes each.

Ayes 9

Nays 0

Motion Carried

President Caya noted the board will listen to comments and will not respond or debate.

a. Sarah Burt – Thanked the board for the opportunity to speak. Mother of a 1st grader and 2 year old. Her children do not even know who they are at this age, yet are already being judged. Adults need to be the example; children learn by example and follow your example, Words that were said on the video are now part of the school. If children were to post a hate speech on social media, they would be held accountable. Administration should be held to a higher standard. Discussed comment that “everything has calmed down” – that is not the case. The community and children need to know that their concerns are validated. Children need to feel safe; people in power need to be held accountable; religion is a personal matter and should not be brought in to the school, however, it was brought in to the school by the principal and unable to separate his religious beliefs and influences decisions he makes. First Amendment protects each person’s rights and freedom of religion. Our rights are equally important as the principal’s. His beliefs should not be imposed on others; religion does not belong in our schools and has no intention of keeping his religion separate from his job. Encouraged the board to take action to send message to youth and the community that they are loved and respected for who they are.

b. Daniel Gayton – appreciates the time to speak publicly regarding the social mediate video. What are we teaching our children about this district employee? We have a diverse population and diverse district. Don’t have a diverse staff. Kids are not comfortable going to the administrator if they are of the Islam faith, or get free lunch. The community takes care of its people and does not judge based on race, color, creed or orientation. This man should not be part of the school system. We are still sitting here one month later talking about this issue and is a slap in the face. The community does not feel that people should be treated differently nor do they believe they should send their kids to an unsafe school. Violence against certain populations have gone up and we wonder “why?” It’s every evident based on the last board meeting. People were verbally attacked at the last meeting and nothing was done. As a board that oversees education and diversity and safety of the students, asked “what is the board going to do?”, “what is the board going to stand for?” At the end of the day, the board oversees the Code of Conduct, dignity policy, The public not allowed to speak about a particular staff of personnel matters, as a taxpayer, he should be able to talk about anything. Nothing was said at the last meeting when part of crowd was hollering and screaming with no masks on; that was okay. How would a situation be handled differently if it was someone from the LBGQ community was the principal and stood up and said that all straight people would go to hell? Or the Islamic community said all Christians would go to hell? Or an African American stood up and said all white people would go to hell? That would have ended with that type of individual being fired the next day. The only reason the principal still has his job is because he is a white Christian man.

c. Mickey George – lives in Ward 3. Speaking as a parent. Capitalism is dying a slow death and along with it all the nasty habits going back over 400 years of religious fanatics forcing

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their manmade religious values on others. If an individual spoke out against such values they were deemed witches, demons, etc. and were killed. We have learned a lot since then but apparently not enough. White values brought to us in the form of Christianity and has only served to segregate classes in society while you sit in your white eccentric in your positions of absolute comfort and continue to exist today. Would like to say that those rules are a bunch of #@%. When you pay more attention to the delivery of the message than the messenger you are exercising white privilege and poor leadership qualities. Don't be like that and listen to the message. 70% of the youth in America identify under the LBGQ umbrella. Mickey identifies as transgender. This number is projected to rise. Remember keep diversity and inclusion at the absolute highest priority in policies, practices and decisions. White frugality cannot endure this harsh reality without a fight. Urge board to focus on creating safe spaces. Brave teachers have come forward and informed students their door is open to anybody. But there needs to be more. Urge board to reach out to Leo W.T. Please cut all ties to religious institutes at once. Please seek immediate termination of the principal.

d. Gary Harvey – Reverend or Doctor Harvey. Absolute disgust that he has for being lumped in with preachers that acted the way they did at the last board meeting. It was disgraceful. Public Comments are being dictated in regard to what you can say, however, certain things were allowed to happen last time. Actually have a member of the board that supports the action the principal and what he did. Read the district's "Guiding Principles" – fostering a safe and respectful environment, embracing diversity, Honesty, integrity and accountability – these guiding principles will remain at the forefront as we move forward to address this matter. Also focus on mission/vision to be a student center community of excellence in which all members are challenged to learn, achieve, contribute, and innovate. Finds it comical because under the guise of free speech it does not eliminated the responsibility of accountability. We were subjected and had to tolerate because the board is silent. We have students that are no longer feeling safe within our school system. If a student gets a free lunch, somehow they are now a terrible person. Because one doesn't think like or have a certain ideology they are no longer safe. The school district feels this is acceptable. If we are truly creating a safe space for our kids, then we have missed the mark and by far. Served in the military and worked with the Chaplain and cannot just focus on one particular faith. Challenges the board to step up to the plate and do the right thing and protect our children.

e. Jessica Malone – concerned about the board, principal, and the conduct at the last board meeting. Need to follow the guidance in the Code of Conduct that was approved by this board. September 2nd DOH issued guidance to all districts regarding school building mask requirements. Several people at the last board meeting did not wear face masks and allowed to violate the rules. Title X Section 2.60 states all students, personnel, teachers, administrators, visitors, etc. must wear masks at all times indoors regardless of vaccination status. This was as school related activity, held on school grounds, with students present. Board is charged with enforcing state rules, regulations, Code of Conduct. Please do your job. As educators you teach children that they must follow the rules. Please lead by example instead of hypocrisy. This about our students' best interest. Hopefully the board's total disregard for mask mandate will not lead to the death of children in our district. Children are taught they represent our school and community no matter where they are and told not to post certain things on social media. What are we teaching our children when we are not holding ourselves and most importantly our educator's? Educations that have infiltrated our school system is a very scary thought. We need fairness. Does the school nurse pray over her child instead of giving child medication? How will we know? Hopes the board takes this message seriously. Everyone has heard the public comments regarding homosexuals, those living with mental health issues. These threats created a hostile environment for our children and have already seen the effect of such comments and interfere with educational performance. This has affected our children's emotional and mental well-being. District policy calls this "bullying". Further, Code of Conduct applies to district personnel, bullying has also been extended to the SRO who escorted a student. One of the students that organized the student protest was taken out of class by SRO in his uniform, with his gun and escorted to the principal's office.

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f. Ty Malone – told the board he would give Jessica his three minutes. Individuals have to sign up to speak on the Wednesday before the board meeting and have to provide the topic of discussion, sending emails after they signed up. Why? So the board can prepare? Just do your job! “We the People” are taxpayers. Don’t tell us what to do; what to talk about or who we can talk about. The board didn’t say anything at the last meeting when an individual was screaming and hollering. You take away time from a taxpayer and give to a non-resident person. Concerned about how the board tried to stall out and keep quiet, Won’t talk about Mr. Whitcher. Let’s talk about giving the teachers a contract. Sees that money is going to administration meanwhile teachers are taking their paychecks to buy supplies for their rooms. This will not be the last time board will see him. Will be here at every meeting until teachers get a contract and our children are safe. If board can’t keep kids safe they need to go. He is an active voter, if board doesn’t want to do their job, voters can replace them. Encourages students 16 years old to register to vote. Encourages students 18 years old to vote.

g. Angela Sawaya – did not attend the meeting

h. Timothy Sherlock – part of Catt. Co Coalition for Change is an organization that wants to protect its children and promote their well-being and inclusion in the district. Formally requesting to meet with the superintendent, the board to discuss best practices and an action plan promoting diversity, equality and inclusion. What we are facing is a symptomatic breakdown of integrity in our district. Have outlined in detail the changes they seek; best practices. It is the position of this Coalition that the principal is not fit to serve the Middle School or DASA Coordinator. His statements on social media are not protected by the First Amendment. Employee speeches are reviewed by courts to determine if their speech as a citizen on a matter of public concern and the district’s interest of the interactions of the staff in maintaining the integrity of the workplace, proficiency and operations of its services. Will the speech destroy the relationship of loyalty and trust by the employer of the employee? If public employees make statements pursuant to their official duties, the employee is not speaking as a citizen for First Amendment purposes. The Constitution does not insulate their communications nor employers from disciplining. Heard the speech about infiltrating the school district, prayed over the students. It is due to that lettering that this Coalition is formed and find ourselves here today with these recommendations. Members of this committee who are professionals in in this field, we call for the establishment of a policy for faculty, staff, and administration and the board of education restricting discrimination, hate crimes, intimidation, harassment, etc. The district needs to hire a full-time dedicated Diversity, Equity and Inclusion Officer to independently oversee and respond to DASA and Title IX reports. Want mandatory safe space and training for all personnel and the creation of a Diversity, Equity and Inclusion Committee with experts and community members, to establish support and pride alliances, a Middle School GSA, developing policies that are inclusive. Made a copy of packet for each board member as well as supporting laws.

i. Jack Turner – did not attend the meeting

j. Leo Wolters Tejera – per the OCS D website, the district is a student-centered community of excellence. The actions of this board have blatantly contradicted that and has been happening for a long time now. Were here three years ago this exact same issue with a different face which proves this not a personality conversation, this is a systemic failure of the Olean City School District and being perpetuated by the inaction and ignorance or ignoring of the real needs of the students and the teachers. In just the last week, since the board allowed a non-taxpayer and non-parent to sit and scream over the top of a taxpayer with a prepared speech there have been multiple incidents of hate-related action many of which were on school property. Muslim students were actively subjected to hate speech in a Zoom chat which was documented and turned in to the district and nothing was done. Those same incidents are still happening including Islamic slurs. Outside of the last board meeting, a student whose parent is a district employee felt save to call people “transgender bitch” or a “gay homo”. They were there and were inspired by the actions of people in the audience and the inactions of this board and by a principal an administrator. The district spends \$126,000 per year on a middle school principal. Can you please spend the money to give the teachers a contract? You have made the decision not to take care of the students and to not take care of the teachers but instead to insulate, protect and pad administrative costs. The board has

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chosen to publicly support people that are throwing hate speech out there by committing on the live video. The board is supposed to help people. It is not shutting down incidents of hate speech that are happening on this step to the point a public law enforcement officer had to step in. An adult man streamed at a child until she cried. At the student protest a group of students felt comfortable enough standing just outside the protesters and screamed LGBT at them. Others stood across the street and screamed, "you are nasty." The school district has taken no effort to curve this cancer and attitude.

Discussion Items:

Summer School and Summer Programs Presentation – Jen Mahar and Jackie Giardini

Moved by J. Fodor, seconded by K. Keller, upon the recommendation of Rick Moore, Superintendent of Schools, to appoint Colligan Law LLP as school attorneys.

Ira noted that he was not in favor of a board member hand picking a law firm. The district has several school attorneys and does not need another one.

Janine noted she has a professional relationship with the firm. Just met them in July.

Andrew called the vote.

Ayes 8

Nays 1
I Katzenstein

Motion Carried

Moved by M. Hirsch-Schena, seconded by J. Fuentes, to adjourn from the Regular Meeting and go in to Executive Session at 7:29 pm in the board room for the purpose of discussing: performance of a particular individual/personnel matter. Jenny Bilotta, Aaron Wolfe, School Attorneys Marnie Smith were invited to attend. Joseph F. Saeli, Jr, School Attorney, and Margot Knabb, School Attorneys were invited to attend via Zoom. President Caya indicated action would be taken after executive session.

Ayes 9

Nays 0

Motion Carried

The school attorneys left executive session at approximately 8: 50 pm.

Moved by J. Padlo, seconded by T. Hall, to adjourn from Executive Session and reconvene to the Regular Meeting at 9:09 pm. The board returned to the auditorium.

Ayes 9

Nays 0

Motion Carried

Ira exited at 9:12 pm.

Moved by J. Padlo, seconded by K. Keller, upon the recommendation of Rick Moore, Superintendent of Schools, to continue the administrative leave of a particular person.

Ayes 8

Nays 0

Motion Carried

Communications/Commendations

- A. Congratulations to Olean High School senior, Ruth Scordo, for having been chosen to participate in the NYSSMA Conference All-State Mixed Chorus!
- B. Thank you to the board from Daniel Bracey
- C. School Board Recognition Week October 18 – 23

Committee Reports:

Operations Committee – September 20th – given by Mary Hirsch-Schena
School Health Team – September 23 – given by Jenny Bilotta

Discussion Items

Colligan Law LLP
Appointed School
Attorneys

Executive Session

Reconvene to
Regular Meeting

Administrative
Leave

Communications/
Commendations

Committee Reports

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Moved by M. Hirsch-Schena, seconded by J. Fuentes, upon the recommendation of Rick Moore, Superintendent of Schools, to adopt the following Consent Agenda items:

Consent Agenda

That the CSE recommendations reviewed on October 5th be approved.

908003933 908003734 908003326 092410009 900457097
900457097 900455341 900457828 908001425 082410002
908000826 908003949 908003728 900457861 908002403
908001561 908001825 908001024 908000847 908001612
908001215 908002957

That the CPSE recommendations reviewed on October 5th be approved.
908004220

That the attached list of Conditional and Non-Conditional Substitutes be appointed.

Ayes 8 Nays 0

Motion Carried

Moved by P. Hessney, seconded by J. Padlo, upon the recommendation of Rick Moore, Superintendent of Schools, to approve the "Memorandum of Understanding" between the Olean City School District and the Cattaraugus and Wyoming Counties Project Head Start for the Universal Pre-Kindergarten Program for the 2021-2022 school year.

Cattaraugus
Wyoming Counties
Project Head Start
MOU for UPK
Program Approved

2020-2021 Rate
\$48,000/year

2021-2022 Rate
\$48,000/year

Ayes 8

Nays 0

Motion Carried

Moved by J. Padlo, seconded by J. Fodor, upon the recommendation of Rick Moore, Superintendent of Schools, to approve the Contract between the Olean City School District and Connecting Communities in Action, Inc. for Home/School/Community Liaison for the period of September 1, 2021, through August 31, 2022, to provide services to at-risk youth and families.

Connecting
Community in
Action, Inc. for
Home/School/
Community Liaison
Contract Approved

2020-2021 Rate
\$56,267 per year

2021-2022 Rate
\$56,906 per year

Ayes 8

Nays 0

Motion Carried

Moved by M. Hirsch-Schena, seconded by J. Fuentes, upon the recommendation of Rick Moore, Superintendent of Schools, to create an Envirothon Team/Club, Board Game Club and an ESports Club for the 2021-2022 school year.

Envirothon Team/
Club, Board Game
Club and ESports
Club Created

Ayes 8

Nays 0

Motion Carried

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Moved by M. Hirsch-Schena, seconded by J. Padlo, upon the recommendation of Rick Moore, Superintendent of Schools, to create one (1) full-time HVAC Specialist position for the 2021-2022 school year.

HVAC Specialist
Position Created

This position is part of the ARP funding.

Ayes 8

Nays 0

Motion Carried

Moved by J. Padlo, seconded by M. Hirsch-Schena, upon the recommendation of Rick Moore, Superintendent of Schools, that a Food Service Helper position be increased from 4 hours per day to 5.75 hours per day, retroactive to September 7, 2021. The affected staff member is Lucille Dombroski.

Food Service
Helper Hours
Increase

Ayes 8

Nays 0

Motion Carried

Jim Padlo asked whether or not the YMCA has received its grant funding? Jen Mahar discussed the Y program during her presentation. If the Y isn't going to be fully staff until next week, are we paying \$9,000 per week? Does the district need to extend the MOU because it expired October 2, 2021.

YMCA MOU
Discussion

Moved by J. Padlo, seconded by T. Hall, to amend the agenda to include a resolution to extend the YMCA MOU to administer an after-school program for participants at East View and Washington West schools.

Agenda
Amendment
Approved

Jenny Bilotta noted she received a budget from the YMCA and will share it at the next Operations Committee meeting. Also, the Y expects to be fully staffed and operational next week. She is uncertain if any additional conversations have occurred between the Y and district.

Kelly asked if a bill has been received yet? If so, is it for \$9,000 even though the program is not fully operational and fully staffed?

Moved by J. Padlo, seconded by J. Fuentes, to extend the "Memorandum of Understanding" between the Olean City School District and the Olean Family YMCA to administer an after-school program for participants at East View and Washington West schools from October 4, 2021 through October 19, 2021.

Olean Family
YMCA MOU
Extended

Andrew requested the YMCA MOU, budget, etc. be on the next Operations Committee meeting agenda on October 13th. Kelly noted this will also be on the TABSS November agenda regarding Y program and district's own program.

Ayes 7

Nays 1
J. Fodor

Motion Carried

Moved by M. Hirsch-Schena, seconded by J. Padlo, upon the recommendation of Rick Moore, Superintendent of Schools, to approve a leave of absence for Aaron Meyers, from the JV Football Coach position, for the 2021-2022 school year.

Aaron Meyers
Granted Leave of
Absence from
Coach Position

Ayes 8

Nays 0

Motion Carried

Moved by M. Hirsch-Schena, seconded by J. Padlo, upon the recommendation of Rick Moore, Superintendent of Schools, to approve the following 2021-2022 Extra-Curricular appointment:

Lisa Kranz
Appointed National
Honor Society
Advisor

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Lisa Kranz, National Honor Society Advisor, Stipend \$598.00

Ayes 8

Nays 0

Motion Carried

Moved by J. Padlo, seconded by J. Fodor, upon the recommendation of Rick Moore, Superintendent of Schools, BE IT RESOLVED, that the Board of Education approve the appointment of the following candidate, Mr. Charles Bauer to the position of Interim Assistant Principal of the Olean High School. The Interim Assistant Principal will be compensated at a per diem rate of \$325.00. Mr. Bauer will be employed on an as needed basis as determined by the Superintendent of Schools. Effective start is retroactive to September 30, 2021. This position is a conditional non-tenure and non-probationary position and will be terminated at the time deemed appropriate by the Superintendent and the Board of Education. 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.

Charles Bauer
Appointed Interim
Assistant Principal
of the Olean High
School

Paul asked whether the position was posted and how this came about? Mary asked whether or not Mr. Bauer was on the sub list and where or not he has the proper certification? Aaron indicated that it was not posted nor is Mr. Bauer on the sub list nor does he have the required certification. Paul questioned the process of appointing as this was not done in the normal fashion. And Mr. Bauer is already working.

Kelly noted Mr. Bracey was supposed to be the stop gap Interim Assistant Principal until an individual was hired permanently; yet he only stayed one month. The entire board was under that impression and was not aware Mr. Bracey was leaving.

Mary asked why the district is appointing people that are not on the sub list? Why is it hiring people without certification?

Janine noted Mr. Bauer is working, recommended he continue to work until the next board meeting. In the meantime, the superintendent needs to provide more information. Not comfortable with this appointment.

Andrew recommended putting an end date of October 22, 2021.

Ayes 7

Nays 1
J. Fuentes

Motion Carried

Informational Items:

- a. Board Meeting - Tuesday, October 5th at 6:30 pm
- b. Technology Committee Meeting - Thursday, October 7th at 3:30 pm
- c. Operations Committee Meeting - Wednesday, October 13th at 3:30 pm
- d. Buildings and Grounds Committee Meeting - Tuesday, October 19th at 5:30 pm
- e. Board Meeting - Tuesday, October 19th at 6:30 pm
- f. Safety Committee Meeting - Wednesday, October 20th at 3:30 pm
- g. Audit/Finance Committee Meeting - Thursday, October 21st at 4:00 pm

Informational Items

Moved by P. Hessney, seconded by M. Hirsch-Schena, to adjourn the meeting at 9:38 pm.

Adjournment

Ayes 8

Nays 0

Motion Carried

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Respectfully submitted,

Victoria L. Zaleski-Irizarry
District Clerk

October 6, 2021

Sub List:

CERTIFIED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	FUERCH, KATELYNN	CHEMISTRY/BIOLO GY 7 - 12	YES
NON-CERTIFIED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	EATON, DEREK	BACHELORS	YES
SUBSTITUTE TEACHER	NICHOLSON, KATHRYN	ASSOCIATES	YES
SUBSTITUTE TEACHER AIDES			
SUBSTITUTE TEACHER AIDE	NICHOLSON, KATHRYN	N/A	YES
SUB. FOOD SERVICE			
SUBSTITUTE FOOD SERVICE	TREASTER, JOHNATHON	N/A	YES
SUBSTITUTE CLEANERS			
SUBSTITUTE CLEANER	TREASTER, JOHNATHON	N/A	YES

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