

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, January 25, 2022, at 6:32 p.m., in person, ZOOM, in the Olean High School Board Room, 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 – via ZOOM
Paul Hessney, Vice President
Janine Fodor – via ZOOM
Julio Fuentes – via ZOOM
Tyrone Hall
Mary Hirsch-Schena
Ira Katzenstein - via ZOOM
Kelly Keller – via ZOOM

Excused: James Padlo

PRESENT: Karen Geelan, Interim Superintendent of Schools
Jenny Bilotta, Business Administrator
Aaron Wolfe, Director of Human Resources
Victoria L. Zaleski-Irizarry, District Clerk
Jen Mahar, Coordinator of State and Federal Aid Programs
Jeff Andreano, OHS Principal
Mike Martel, Director of Technology
Jerry Trietley, OIMS Principal (grades 6 & 7)

Others: Kellen Quigley, OTH
Angie Marconi, Teacher
Rachael Schreiber, Teacher
Brian O'Connell
Tim Sherlock
Ellison Ash-West
Madison Jones
Alex Bleher
Seth Bellamy
Safia Javed

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Moved by P Hessney, seconded by I. Katzenstein, to approve the agenda as am.

Approved the Agenda

Ayes 7

Nays 0

Motion Carried

Commendations:

Commendations

a. Congratulations to the following students that were nominated for the November/December 2021 Harold Dutton Spotlight Award!

Jayden Marvin
Mason Tanyi
Emma Dwailabee
Jezerae Fayson
Olivia Stephan
Aaron Boutwell
Jacob Spears
Avianna Rauber
Danny Havers
Christian Barta
Olivia Graham
Montana Yehl
Luke Carlson
Hannah Miko

b. The Olean High School English Department held its annual Poetry Out Loud competition and would like to congratulate Rose Scordo, first place competitor, and Lily Schena, runner up. Rose and Lily will now compete at the regional competition. The department would also like to commend participants Riti Anumalasetty, Jack DeRose, Maddie Graves, and Rosie Oliphant on their performances.

c. Congratulations to the following National Honor Society Inductees:

Emma	Anastasia
Cade	Anastasia
Thomas	Bates
Drew	Brokaw
Lucas	Brushingham
Sophia	Burt
Luke	Carlson
Bryanne	Cowles
Laci	Deemer
Jack	DeRose
Dylan	DiRosa
Michelle	Droney
Emma	Dwaileebe
Jezerae	Fayson
Ashlyn	Flood
Naomi	Hill
Wilhelmina	Jay-Edwards
Mackenzie	Malloy
Chance	Padlo

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Lily	Schena
Lena	Smith
William	Snyder
Connor	Valenti
Kyle	Vroman
Andrea	Walker
Emma	Washington
Gavin	Weseman
Hailee	Zalwsky
Olivia	Graham
Maddie	Graves
Jayde	Smith

Discussion items:

Discussion Items

TABSS – update from Kelly Keller

- Need for transparency
- What is the committee trying to do? What is the committee's focus?
- Send topics of discussion to Kelly the week prior to the TABSS committee meeting
- Negotiations and communications
- Clubs, engagement and community

Olean Teachers' Association – Rachael Schreiber and Angie Marconi

- Tribute to OIMS teacher Ron Shoup who recently passed away

Jeff Andreano – class of 2022 graduation projections

- Enrollment data
- Cohort Total
- Graduation Projections

Public Comments Regarding Agenda Items:

Public Comments

Tim Sherlock – thanked the board of education for the opportunity to speak. Mr. Sherlock addressed the direction of the district and noted several areas still need to be addressed such as the social media policy, DEI issues, 8th graders – welcome them at the high school, students do not feel valued and appreciated, staffing shortages – pulling teacher aides from classrooms to cover for teachers, at a previous meeting the board indicated it would listen to comments and provide answers at a future meeting – that is not happening; board has a moral obligation to steer the district in the right direction

Leo Wolters Tejera – unable to attend the meeting

Committee Reports:

Committee Reports

- Technology – December 2 – given by Mike Martel
- Buildings and Grounds – December 7 and January 18 – included in the packet
- Operations – December 13 and January 10 – given by Ira Katzenstein
- Audit/Finance – December 16 and January 20 – given by Janine Fodor

Superintendent Report:

Superintendent Report

- Preparing for the hiring of a permanent superintendent
- Problem-solving
- Communicating
- District goals – coordinating presentation to the board of education
- Impressed with personnel and their dedication

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- Thank you to the Shoup family for sharing Ron Shoup with the district for 42 years
- Winter sport – athletic participation – thank you coaches, volunteers, students and families
- NYSED – mask mandate “stay”
- Capital project meetings
- CA BOCES Services meeting
- Identifying priorities that need to be addressed
- Meetings with administrators – APPR, goals, priorities
- Attended many district meetings
- Facilities are well maintained
- Need to better promote the district – the good that is occurring – toot our horn

Consent Agenda

Moved by M. Hirsch-Schena, seconded by P. Hessney, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to adopt the following Consent Agenda items:

The minutes from the December 7, 2021 Regular Meeting and the December 17, 2021 Special Board Meeting.

That the Treasurer’s Reports dated November 30, 2021 and December 31, 2021, be accepted and placed on file.

That the Warrant Report for December 2021 be accepted and placed on file.

That the Internal Claims Auditor Exception Report for the period covering month ending December 31, 2021, be accepted and placed on file.

That the December 31, 2021 Intra-fund Transfer listing in the amount of \$8,850.00 be accepted/approved and placed on file.

That the CSE recommendations reviewed on January 25th be approved.

908003996	908004062	908003779	908003287	908004231
908003394	908004202	908004019	908004503	908001567
908004107	908002096	908002450	908004067	908003305
908001604	908002940	908002278	092960000	900455709
908001662	908001133	908000802	908000870	908001425
908004256	908002125	100600000	908003923	908002265
900457542	908002134	908003920	908004311	908001265
092510024	908003926	908002312	908001914	908001236
908002456	091050004	900458006	908000819	908004045
908003133	908000810	908001154	908003570	900453177
908002472	092500003	908002548	908002495	908000993
908004146	908000655	908004339	900447473	908002827
083190000	900457861	908003050	908003239	092650002
908003229	908003601	908000757	908002826	908003465
908001832	100500004	908003604	092790000	908003994
908002452	908001520	908003110	908004262	101610000

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908003415	908002959	100250006	908002531	908002421
908002198	908002451			

That the CPSE recommendations reviewed on January 25th be approved.

2021-2022

908003958	908004205	908003937	908003943	908004073
908004439	908004507	908004480	908004236	908003954
908004417	908004233	908004232		

2022-2023

908003943	908004502	908004507	908004236	908003954
908004528				

The list of items to be declared a surplus.

The attached list of substitutes be approved.

Ayes 8 Nays 0 Motion Carried

Moved by M. Hirsch-Schena, seconded by I. Katzenstein, BE IT RESOLVED by the Board of Education, to approve the following Five Star Bank credit card debt limit during the 2021-2022 school year:

Five Star Bank Card

NAME
Karen Geelan
INDIVIDUAL CREDIT LIMIT
\$8,000

Ayes 8 Nays 0 Motion Carried

Moved by J. Fuentes, seconded by T. Hall, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approve the Girls' Varsity Softball Team's Over Night Field Trip to Myrtle Beach, SC from April 1, 2022, through April 9, 2022. Approval is granted with the understanding that all school rules and regulations will be followed. The cost to the school district will be \$1,200 for van rental, substitutes and district gas card. The Interim Superintendent of Schools is authorized to make the final decision, based upon her judgment of safety concerns at the time of the scheduled field trip, whether the field trip will occur.

Softball Team's Trip to Myrtle Beach
Approved

Ayes 8 Nays 0 Motion Carried

Moved by J. Fodor, seconded by M. Hirsch-Schena, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approve the Memorandum of Agreement between the Olean City School District and the Olean Education Support Personnel Association regarding wage adjustments due to minimum wage increase.

OESPA MOA
Approved

Ayes 8 Nays 0 Motion Carried

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Moved by M. Hirsch-Schena, seconded by T. Hall, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approve the Athletic Trainers amended contract.

Athletic Trainer
Contract Approved

Ayes 8 Nays 0 Motion Carried

Moved by P. Hessney, seconded by K. Keller, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approve Icar Simon and Joseph Lippert as unpaid volunteer Wrestling Coaches for the 2021-2022 school year.

School Volunteers
Approved

Ayes 7 Nays 1 Motion Carried
I Katzenstein

Moved by M. Hirsch-Schena, seconded by P. Hessney, BE IT RESOLVED THAT Karen Geelan, Interim Superintendent of Schools, is hereby certified as a Qualified Lead Evaluator of administrators, classroom teachers and building principals having successfully completed the training requirements prescribed in 8 NYCRR §30-2.9(b).

Qualified Lead
Evaluator – Karen
Geelan

Ayes 8 Nays 0 Motion Carried

Moved by M. Hirsch-Schena, seconded by J. Fodor, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approve an unpaid leave of absence for Renita Coleman, Teacher Aide, effective January 1, 2022 through June 27, 2022.

Renita Coleman
Granted Unpaid
Leave of Absence

Ayes 8 Nays 0 Motion Carried

Moved by I. Katzenstein, seconded by T. Hall, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to amend the retirement resignation, with deep regret, of Shayne Certo, Keyboard Specialist, from February 16, 2022 to February 22, 2022.

Shayne Certo
Retirement
Amendment
Approved

Ayes 8 Nays 0 Motion Carried

Moved by K. Keller, seconded by J. Fodor, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the retirement resignation, with deep regret, of Kristine Bates, Elementary Teacher, effective June 30, 2022.

Kristine Bates
Retirement Accepted
With Deep Regret

Ayes 8 Nays 0 Motion Carried

Moved by I. Katzentein, seconded by J. Fodor, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the retirement resignation, with deep regret, of Danny Brooks, School Guidance Counselor, effective September 1, 2022.

Danny Brooks
Retirement Accepted
With Deep Regret

Ayes 8 Nays 0 Motion Carried

Moved by J. Fodor, seconded by K. Keller, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the retirement resignation, with deep regret, of Maria Brooks, Physical Education Teacher, effective June 30, 2022.

Maria Brooks
Retirement Accepted
With Deep Regret

Ayes 7 Nays 0 Abstain 1 Motion Carried
P Hessney

Moved by M. Hirsch-Schena, seconded by K. Keller, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the retirement resignation, with deep regret, of Laurie Hughes, Elementary Teacher, effective June 30, 2023.

Laurie Hughes
Retirement Accepted
With Deep Regret

Ayes 8 Nays 0 Motion Carried

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Moved by M. Hirsch-Schena, seconded by I. Katzenstein, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the retirement resignation, with deep regret, of Patti Metler, Special Education Teacher, effective June 30, 2023.

Patti Metler
Retirement Accepted
With Deep Regret

Ayes 8 Nays 0 Motion Ca

Moved by J. Fodor, seconded by K. Keller, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the retirement resignation, with deep regret, of Shelly Waugh, Elementary Teacher, effective June 30, 2023.

Shelly Waugh
Retirement Accepted
With Deep Regret

Ayes 8 Nays 0 Motion Carried

Moved by I. Katzenstein, seconded by M. Hirsch-Schena, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the retirement resignation, with deep regret, of Mary Lee Wenke, School Counselor, effective June 30, 2023.

Mary Lee Wenke
Retirement Accepted
With Deep Regret

Ayes 8 Nays 0 Motion Carried

Moved by P. Hessney, seconded by I. Katzenstein, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the resignation, with regret, of Alexa Varga, Teacher Aide, retroactive to December 14, 2021.

Alexa Varga
Resignation
Accepted With
Regret

Ayes 8 Nays 0 Motion Carried

Moved by J. Fodor, seconded by M. Hirsch-Schena, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the resignation, with regret, of Darcey Parker, Teacher Aide, retroactive to January 10, 2022.

Darcy Parker
Resignation
Accepted With
Regret

Ayes 8 Nays 0 Motion Carried

Moved by J. Fodor, seconded by I. Katzenstein, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to accept the resignation, with regret, of April Ginter, Food Service Helper, retroactive to December 20, 2021..

April Ginter
Resignation
Accepted With
Regret

Ayes 8 Nays 0 Motion Carried

Moved by J. Fuentes, seconded by P. Hessney, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to appoint Ritawati Childs to a 10-month, part-time non-conditional probationary Teacher Aide position, 5.75 hours per day, effective retroactive to January 10, 2022, at an hourly rate of \$14.00.

Ritawati Childs
Appointed Teacher
Aide

Ayes 8 Nays 0 Motion Carried

Moved by T. Hall, seconded by M. Hirsch-Schena, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to appoint Joseph Baire as a Maintenance Worker. This is an 8 hour per day, 12 month, conditional probationary full-time position, at an hourly rate of pay of \$16.20, retroactive to January 13, 2022. 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.

Joseph Bair
Appointed
Maintenance Worker

Ayes 8 Nays 0 Motion Carried

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Moved by J. Fodor, seconded by J. Fuentes, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to appoint Johnathon Treaster as a non-conditional probationary Cleaner. This is an 8 hour per day, 12 month, full-time position, at an hourly rate of pay of \$13.50, retroactive to December 9, 2021.

Johnathon Treaster
Appointed Cleaner

Ayes 8 Nays 0 Motion Carried

Moved by K. Keller, seconded by J. Fodor, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to permanently appoint Marc Friends to the position of Technology Coordinator (12-month, 8 hours per day) following successful completion of the Civil Service exam for a probationary period of sixty (60) days commencing (retroactive to) December 13, 2021, and ending March 18, 2022 at an annual salary of \$87,757.

Marc Friends
Appointed Permanent
Technology
Coordinator

Ayes 8 Nays 0 Motion Carried

Moved by M. Hirsch-Schena, seconded by P. Hessney, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approved the following appointment amendment:

Destiny Portlow
Probationary Period
Amended

that Destiny Portlow who has applied for an Initial Childhood Education (grades 1 - 6) Certification permitting her to teach in the Elementary area in the public schools of New York State, is hereby non-conditionally appointed to the Elementary tenure area for a probationary period of four (4) years to commence September 1, 2021, and to end on August 31, 2025. Eligibility for tenure at the end of the probationary period is dependent on Destiny Portlow 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.

BE IT FURTHER RESOLVED that Destiny Portlow 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 1 salary of \$39,886.00 as outlined in any modified, amended or successor agreement.

Ayes 8 Nays 0 Motion Carried

Moved by M. Hirsch-Schena, seconded by T. Hall, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approved the following appointment amendment:

Alexander Kruse
Probationary Period
Amended

that Alexander Kruse who has applied for an Initial Social Studies (grades 7-12) Certification permitting him to teach in the Social Studies area in the public schools of New York State, is hereby non-conditionally appointed to the Social Studies tenure area for a probationary period of four (4) years to commence September 1, 2021, and to end on August 31, 2025. Eligibility for tenure at the end of the probationary period is dependent on Alexander Kruse 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.

BE IT FURTHER RESOLVED that Alexander Kruse 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 2 salary of \$40,514.00 as outlined in any modified, amended or successor agreement.

Ayes 8 Nays 0 Motion Carried

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Moved by M. Hirsch-Schena, seconded by J Fodor, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approved the following appointment amendment:

Kayla Forrest
Probationary Period
Amended

that Kayla Forrest who has an Initial Childhood Education (grades 1 - 6) Certification permitting her to teach in the Elementary area in the public schools of New York State, is hereby non-conditionally appointed to the Elementary tenure area for a probationary period of three (3) years to commence September 1, 2021, and to end on August 31, 2024. Eligibility for tenure at the end of the probationary period is dependent on Kayla Forrest receiving APPR ratings of Effective or Highly Effective in 2 of 3 preceding years and no Ineffective composite or overall rating in the final year.

BE IT FURTHER RESOLVED that Kayla Forrest 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 6 salary of \$44,043.00 as outlined in any modified, amended or successor agreement.

Ayes 8

Nays 0

Motion Carried

Moved by P. Hessney, seconded by J. Fuentes, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approved the following appointment amendment:

Alyssa Lamb
Probationary Period
Amended

that Alyssa Lamb who has a Permanent School Counselor Certification permitting her to teach in the School Counselor area in the public schools of New York State, is hereby non-conditionally appointed to the School Counselor tenure area for a probationary period of three (3) years to commence September 1, 2021, and to end on August 31, 2024. Eligibility for tenure at the end of the probationary period is dependent on Alyssa Lamb receiving APPR ratings of Effective or Highly Effective in 2 of 3 preceding years and no Ineffective composite or overall rating in the final year.

BE IT FURTHER RESOLVED that Alyssa Lamb 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 6 salary of \$44,043.00 as outlined in any modified, amended or successor agreement.

Ayes 8

Nays 0

Motion Carried

Moved by J. Fodor, seconded by K. Keller, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to approved the following appointment amendment:

Brionna Howard
Probationary Period
Amended

that Brionna Howard who has an Initial Social Studies (grades 7-12) Certification permitting her to teach in the Social Studies area in the public schools of New York State, is hereby conditionally appointed to the Social Studies tenure area for a probationary period of four (4) years to commence September 1, 2021, and to end on August 31, 2025. Eligibility for tenure at the end of the probationary period is dependent on Brionna Howard 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.

BE IT FURTHER RESOLVED that Brionna Howard 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 1 salary of \$39,886.00 as outlined in any modified, amended or successor agreement.

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Ayes 8

Nays 0

Motion Carried

Moved by M. Hirsch-Schena, seconded by I. Katzenstein, upon the recommendation of Karen Geelan, Interim Superintendent of Schools BE IT RESOLVED that Karen Geelan be appointed Pro-Tem District Clerk and Chief Emergency Officer for the remainder of the 2021-2022 school year.

Karen Geelan
Appointed Pro-Tem
District Clerk and
Chief Emergency
Officer

Ayes 8

Nays 0

Motion Carried

Moved by M. Hirsch-Schena, seconded by P. Hessney, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, that Laura Hodara be appointed High School Assistant Principal and be granted a non-conditional four (4) year probationary appointment in the Secondary Assistant Principal tenure area. The probationary service shall commence on February 14, 2022, and end on February 13, 2026. The appointee has applied for a New York State Administrative Internship certificate permitting her to work in the Assistant Principal tenure area. Salary for the 2021-2022 school year will be \$80,000 (pro-rated) for this 12-month position.

Laura Hodara
Appointed Assistant
High School
Principal

Ayes 8

Nays 0

Motion Carried

Discussion Items:

Discussion Items

a. Policy #3220 – Public Expression – 1st Reading

Moved by P. Hessney, seconded by M. Hirsch-Schena, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to waive the second reading and adopt School Policy #3220 – Public Expression. This policy is to supersede any current School Board Policy regarding the same matter.

Policy #3220 –
Public Expression
Adopted

Ayes 8

Nays 0

Motion Carried

b. Policy #4230 – Admin Authority During Absence of Superintendent – 1st Reading

Moved by I. Katzenstein, seconded by K. Keller, upon the recommendation of Karen Geelan, Interim Superintendent of Schools, to waive the second reading and adopt School Policy #4230 – Admin Authority During Absence of Superintendent. This policy is to supersede any current School Board Policy regarding the same matter.

Policy #4230 –
Admin Authority
During Absence of
Superintendent

c. Policy #5661 - Wellness – 1st Reading

Informational Items:

Informational Items

- a. Technology Committee Meeting - Thursday, February 3rd at 3:30 pm
- b. Operations Committee Meeting - Monday, February 7th at 4:30 pm
- c. Buildings and Grounds Committee Meeting - Tuesday, February 8th at 4:30 pm
- d. School Health Team Meeting - Thursday, February 10th at 3:30 pm
- e. Board Meeting - Tuesday, February 15th at 6:30 pm
- f. Audit/Finance Committee Meeting - Thursday, February 17th at 4:00 pm

Moved by P. Hessney, seconded by J. Fuentes, to adjourn from the Regular Meeting and enter Executive session at 8:18 pm to discuss two personnel issue. Karen Geelan and Aaron Wolfe invited to attend.

Executive Session

Ayes 8

Nays 0

Motion Carried

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Moved by K. Keller, seconded by J. Fodor, to adjourn from Executive Session at 9:46 pm and reconvene to the Regular Meeting.

Reconvene to Regular Meeting

Ayes 8 Nays 0 Motion Carried

Moved by J. Fuentes, seconded by K. Keller, to adjourn from the Regular Meeting at 9:47 pm.

Adjournment

Ayes 8 Nays 0 Motion Carried

Respectfully submitted,

Victoria L. Zaleski-Irizarry
 District Clerk

January 28, 2022

SUBSTITUTES FOR BOARD APPROVAL - JANUARY 25, 2022			
POSITION DESCRIPTION	EMPLOYEE NAME	CERTIFICATION	FINGERPRINT
NON-CERTIFIED			
SUBSTITUTE TEACHER			
SUBSTITUTE TEACHER	Aiello, Sophia	Associates	Yes
SUBSTITUTE TEACHER	Beckwith, Sydney	Bachelor's	Yes
SUBSTITUTE TEACHER	Certo, Shayne	Bachelor's	Yes
SUBSTITUTE TEACHER	Englehardt, Ashley	Associates	Yes
SUBSTITUTE TEACHER	Harrington, Siobhan	Associates	Yes
SUBSTITUTE TEACHER	Nicholson, Kathryn	Associates	Yes
SUBSTITUTE TEACHER	Dharani, Rajendran	Bachelor's	Yes
SUBSTITUTE TEACHER	Victor, Thomas	Bachelor's	Yes
SUBSTITUTE			
TEACHER AIDE			
SUBSTITUTE TEACHER AIDE	Aiello, Sophia	n/a	Yes
SUBSTITUTE TEACHER AIDE	Button, Emily	n/a	Yes
SUBSTITUTE TEACHER AIDE	Certo, Shayne	\$23.00/hour	Yes
SUBSTITUTE TEACHER AIDE	DeArmitt, Hannah	n/a	Yes
SUBSTITUTE TEACHER AIDE	Farrington, Mariah	n/a	Yes
SUBSTITUTE TEACHER AIDE	Nicholson, Kathryn	n/a	Yes
SUBSTITUTE TEACHER AIDE	Victor, Thomas	n/a	Yes

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SUBSTITUTE			
KEYBOARD SPECIALIST			
SUBSTITUTE KEYBOARD SP.	Certo, Shayne	\$23.00/hour	Yes