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

Regular Meeting
April 21, 2009

The Regular Meeting of the Board of Education of the City School District of Olean, NY was held on Tuesday, April 21, 2009 at 6:32 p.m. in the Cafetorium of East View Elementary School 690 East Spring Street located at 410 West Sullivan Street, Olean, NY. The meeting was called to order by President Katzenstein with a moment of silent prayer. Students in the audience led the Board of Education in the Pledge of Allegiance to the Flag.

PRESENT: Laurie A. Branch, Vice President
John Bartimole
Gordon E. Cross
Eric Garvin
Daniel Harris
Michael Martello
Michiko McElfresh
James Padlo

ABSENT: Ira Katzenstein, President

STAFF PRESENT: Colleen Taggerty, Superintendent of Schools
Ann O'Brien, Business Administrator
Marcie Richmond, Director of Special Education
Barb Lias, OHS Principal
Jeff Andreano, OHS Assistant Principal
Dave Olson, EV Principal
John White, BV Principal
Linda Nottingham, IJN Principal
Jerry Trietley, OMS Principal
Lynn Corder, Director of Personnel
Victoria Zaleski-Irizarry, District Clerk
Juanita Olson, District Teacher
James Pawlowski, District Teacher
Bill Hughey, District Teacher
Pam Stephens, District Teacher
Lyn Dempsey, District Teacher
Jen Carls, District Teacher
Nancy Sullivan, District Teacher
Tracey Spears, District Teacher
Kathleen Grandusky, District Teacher
Sheila Jackson, District Teacher
Lauren Stuff, District Teacher
Suzanne Kallenbach, District Teacher
Cari Matejka, District Teacher
Tammy Martin, District Teacher
Laura Hamed, District Teacher
Julie Faulkner, District Teacher
Michelle Cortez, District Teacher
Cindy Johnson, District Teacher
Suzanne Monroe, District Teacher
Julie Kane, District Teacher Aide
Susan Grosso, District Teacher Aide
Diane Simon, District Teacher Aide

OTHERS:

Chris Champman, Olean Times Herald	Nick Pircio, WHDL
Danae Forrest	Wayne
Madison Forrest	Noah Patrick
Brianna Curtin	Kris Curtin

Zajar Mirza, M.D.	Myra Khan
Thomas Kane	Kathleen Martel
Mark Voorhees, Christa	Amy Sherburne
Kristin Johnson	Colleen Stayer
Greg Stayer	Hannah Stayer
Nancy Matejka	Dana Boser
Michael Martel	Abby
Ally Kotz	Melanie Frate
Kelsey Barton	Chelsea Smetzer
Allyson O'Meara	Renald Dyal
Sukie Dyal	Dylan Dyal
Brianna Dyal	Kyle Pagano
Marissa Morrill	Courtney Kempski
Kirsten Andersen	Molly Bungo

Agenda Additions and Changes

Moved by J. Padlo, seconded by G. Cross, to approve the proposed Meeting Agenda with the following revisions: add the following item to 12. Discussion Items: Christa Construction – Capital Project Update Presentation – Mark Voorhees. Revise agenda Item 12. New Business c. change name from Christ Construction Management Group, Inc. to Campus Construction Management Group, Inc.

Ayes 8 Nays 0 Motion Carried

Public Comments

Public Comments:

Cari Matejka, 117 N. 13th Street – expressed her thanks for the Enrichment Program. Realizing the Enrichment Program is a non-mandated program, she feels it is essential to help children succeed. Cari read student testimonies regarding the Enrichment Program. Children in the program represent a unique population with diverse needs and the District must be sensitive to their needs.

Kris Curtin, 1191 Route 16 South – the OCSD added a Director of Curriculum and secretary, Director of Special Education, Director of Personnel, and a Technology Director. More Administrators have been added when the student population has decreased. She asked that the number of Administrators be decreased rather than classroom teachers. The District needs to look at the student/teacher ratio.

Jim Pawlowski, 4722, Route 98, Great Valley – noted that he is a Physical Education teacher for the District and is the lowest on the seniority list. When his co-teacher is out of the building, Jim has 40 students. He noted that we do not meet mandated PE requirements. He heard a rumor the District is closing the pool, getting rid of a swim teacher/swim program, and eliminating a Phys. Ed. Teacher which is not a good idea due to nigh national obesity.

Tom Kane, 643 Main Street - in the Enrichment Program is one of the reasons his son has gained interest in school. His child used to be bored before joining the Enrichment Program. He said the program should be taken off the table for cuts. If the District is not going to cut special education programs, do not cut the enrichment program.

Madison Forrest, 416 Genesee Street – is an Enrichment Program student. She likes her classroom, enjoys her classmates.

Colleen Stayer, 516 York Street – her daughter is a student in the Enrichment Program. The Program takes students to a different level. Students in the Program are special needs children. They need to be challenged. The curriculum does that for them. These students will make a difference. They are out future. They will be contributing community members. The Olean General Hospital's search for physicians. These students class could be the beginning of what the hospital is looking for in the future.

Brianna Curtin, 1191 Route 16 South – she is a student in the Enrichment Program. She enjoys learning new things, the learning system, objectives. The Program allows her to think harder and logically.

Communications, Commendations — Communication and Commendation

a. A big congratulations to Coach Katie Camp and the OMS Odyssey of the Mind team, which consisted of all 6th graders. The team competed in the "Superstition" problem at Allegany-Limestone on Saturday, March 7 and did an outstanding job after preparing for months. The OMS team members were Tarik Babar, Ally Rakus, Monica Moses, Clare Sorokes, Zaryan Evans and Geoffrey Broadbent.
b. A big congratulations to the following student selected for membership in the National Technical Honor Society at the Olean Career and Technical Education Center: Susan Barlett – Medical Assisting; Daniel Butler – Media Communications Technology; Samantha Hendrickson – Cosmetology; Julie Himes - Media Communications Technology; Christa Nianiatus – New Vision/Health Professions; David Pierce – Building Technology; Annie Skrobacz - New Vision/Health Professions; and Nicholas Veno - Building Technology.
c. The following students have been nominated for the Harold Dutton Spotlight Award: Michael Hoppe-10th - nominated by Mrs. Sader for his wonderful improvement in attitude and effort; Marquis Fuqua - 9th - nominated by Ms. Mulherin for his improved attendance and very polite manners; Jared Warren and Mark Powers - 12th - nominated by Mr. Perry for their dedication and hard work as SAC co-presidents; Alex Baer, Andy Case and Melissa Marcellin - 11th - nominated by Mrs. Wolfgang for their excellent attendance, effort and achievement; Mahli Brophy - 10th - nominated by Mrs. Rakus for being a model student who is calm, kind, self-reliant, mature and a pleasure to have in class; Jacob Mallery - 11th - nominated by Mr. DeGolier for his outstanding performance in Math B and his consistent extra effort; James Chatmon - 12th - nominated by Mrs. Skrobacz for his contribution and spirit at the assembly for the girls' basketball team.
d. A big congratulations to Laurie Branch, Board of Education Vice President, on receiving the NYS Women of Excellence Award. Laurie was honored by Governor Paterson on Tuesday, March 24th.
e. OHS Varsity Softball Coach, Danny Brooks, was inducted into the 7th Annual Cattaraugus County Sports Hall of Fame at a banquet held at the Great Valley Firemen's Club in Great Valley, NY on March 29th.
f. Cattaraugus County Certified Resolutions: Congratulations to Olean Huskies Basketball Teams.
g. National Teacher Day - Tuesday May 5th
h. Thank you to EV for the building tour

Superintendent Taggerty discussed the following subjects with the Board of Education: — Superintendent Report

- April 22nd – WNYESC Seminar – Buffalo – Legal Issues for Building Administrators
- CDEP Meeting – April 22nd – 3:15 pm
- April 28th – Special Board Meeting – 12 pm – vote on BOCES Budget and BOCES Board Members
- April 29th – Deadline for Olean City School District Board Nominating Petitions – due by 5 pm.

Moved by J. Bartimole, seconded L. Branch, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to approve the following Consent Agenda items: — Consent Agenda

a. The previous meeting minutes of the Regular Meeting held on March 3, 2009, March 17, 2009 and Special Meeting held on March 12, 2009.

b. Upon the recommendation of Colleen Taggerty, Superintendent of Schools, that the Treasurer's Report dated March 31, 2009 be accepted and placed on file.

c. Upon the recommendation of Colleen Taggerty, Superintendent of Schools, that the Warrant Report for March 2009 be accepted and placed on file.

d. Upon the recommendation of Colleen Taggerty, Superintendent of Schools, that the March 2009 Intra-fund Transfer listing in the amount of $51,200 be accepted/approved and placed on file.

e. Upon the recommendation of Colleen Taggerty, Superintendent of Schools, that the Internal Claims Auditor Exception Report for the period covering month ending March 31, 2009 be accepted and placed on file.

f. Upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept and place on file the 3rd Quarter (January-March) Student Activity Reports from the Olean High School and Olean Middle School.

g. Upon the Recommendation of Colleen Taggerty, Superintendent of Schools, the following CPSE recommendation reviewed on April 21st be approved:

APPROVED	APPROVED
090210001	082880011
090210002	082380008
090330002	090420000
090330003	090340000
090080000	090560000
090650001	900457343

h. Upon the Recommendation of Colleen Taggerty, Superintendent of Schools, the following CSE recommendation reviewed on April 21st be approved:

APPROVED	APPROVED
900453105	083440000
900433208	900417857
900325261	900447142
900442502	900453107
900358431	900346130
090430000	900423978
900142216	900123537
900427172	900455203
900369829	900385575
900337231	900118578
900358963	900326151
900447074	900047466
900358835	900365912
900117698	900113795
900131202	900191146
900046148	900361924
900332022	900336408
900316431	900047413
900455927	990354995
900123534	900190776
900455877	900121445
900441960	900245990
900326147	900120463
900126355	900448337
900202042	900433163
900046400	083580000
900123536	900191214

900199024	900126752
090270000	900401686
900410354	900123534
900376760	900027475
900413911	900113507
900402690	900048887
900369829	900427918
900420083	900423599
900403766	900453010
900373167	900417358
900410324	900450085
900455820	900453177
900448346	900447251
900455111	900442510
900416718	900455281
900435176	900417752
900445098	900332965
900454717	900417738

Memorandum of Agreements Between the Olean City School District and the OTA Regarding Start of 2009-2010 School Year

Moved by J. Padlo, seconded by M. McElfresh, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to approve the Memorandum of Agreements between the Olean City School District and the Olean Teachers' Association (OTA) regarding the start date of the 2009-2010 School Year beginning before Labor Day.

Ayes __8___ Nays ___0___ Motion Carried

2009-2010 School Calendar Approved

Moved by M. McElfresh, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, that the 2009-2010 School Calendar be approved as presented.

Ayes __8___ Nays ___0___ Motion Carried

Assignment of Construction Management Services Between Olean City School District and Campus Construction Management Group, Inc. Approved

Moved by D. Harris, seconded by G. Cross, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to approve the Assignment of Construction Management Services Contract between the Olean City School District and Campus Construction Management Group, Inc. Contract cost will remain the same.

Ayes __8___ Nays ___0___ Motion Carried

Contract Between The Olean City School District and Strong Associates Approved

Moved by M. McElfresh, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to approve the contract between the Olean City School District and Strong Associates to provide Staff Development Services during the period of April 1, 2009 through June 30, 2009 at a rate of $1200 per day for a maximum of 3 days.

Ayes __8___ Nays ___0___ Motion Carried

Moved by G. Cross, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to approve Elizabeth Mahar as a school volunteer.

Elizabeth Mahar Approved as School Volunteer

Ayes 8 Nays 0 Motion Carried

Moved by M. McElfresh, seconded by E. Garvin, upon the recommendation of Colleen Taggerty, Superintendent of Schools, that Abigail Abdo be permitted to do an unpaid 30 hour "Counseling Practicum" through St. Bonaventure University, at Boardmanville Elementary School under the supervision of Karen O'Dell, Autism Service Specialist, during the Spring 2009 school year.

Abigail Abdo Approved for Counseling Practicum

Ayes 8 Nays 0 Motion Carried

Moved by J. Bartimole, seconded by E. Garvin, to appoint Ben Wright as an unpaid Assistant Boys' Varsity Tennis Coach for the 2008-2009 school year

Ben Wright Appointed Unpaid Assistant Boys' Varsity Tennis Coach

Ayes 8 Nays 0 Motion Carried

Moved by D. Harris, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to appoint Meghan Sisson as an unpaid Assistant Girls' Varsity Softball Coach for the 2008-2009 school year.

Meghan Sisson Appointed Unpaid Assistant Girls' Varsity Softball Coach

Ayes 8 Nays 0 Motion Carried

Moved by M. McElfresh, seconded by E. Garvin, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to approve the Project Lead the Way, Inc. Software Lease Agreement between the Olean City School District and PLTW, Inc. for the 2009-2010 school year at a cost of $5,500.

Project Lead the Way, Inc. Software Lease Agreement Approved

Ayes 8 Nays 0 Motion Carried

Moved by G. Cross, seconded by E. Garvin, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept a $169.20 donation from Quick Center to transport IJN students to programs and exhibitions at the Regina A. Quick Center for the Arts.

Donation from Quick Center Accepted

Ayes 8 Nays 0 Motion Carried

Moved by M. McElfresh, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, **to accept a $300 donation from the Olean City School District Foundation for sponsorship of the June 6th Dice Walk.**

Donation from Olean City School District Foundation Accepted

Ayes 8 Nays 0 Motion Carried

Moved by M. McElfresh, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to approve the Olean High School Senior Class Over Night Field Trip to Sandusky, OH from June 14, 2009 through June 15, 2009. Approval is granted with the understanding that all school rules and regulations will be followed and that there will not be any cost to the school district other than for substitute teachers, if needed. The 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.

Olean High School Senior Class Over Night Trip to Sandusky, OH Approved

Ayes 8 Nays 0 Motion Carried

Olean Middle

School Whale Watch Club's Over Night Trip to Boston, MA Approved

Moved by D. Harris, seconded by E. Garvin, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to approve the Olean Middle School Whale Watch Club's Over Night Field Trip to Boston, MA from May 28, 2009 through May 30, 2009. Approval is granted with the understanding that all school rules and regulations will be followed and that there will not be any cost to the school district other than for substitute teachers, if needed. The 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.

Ayes 8 Nays 0 Motion Carried

2009-2010 General Fund Budget and Property Tax Report Card Adopted

Moved by E. Garvin, seconded by J. Bartimole, upon the recommendation of Colleen Taggerty, Superintendent of Schools, that the proposed 2009-2010 General Fund Budget in the amount of $35,129,963 and the related Property Tax Report Card be adopted for presentation to district voters for approval.

Ayes 8 Nays 0 Motion Carried

Richard Ehman Appointed Voting Machine Caretaker

Moved by G. Cross, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to adopt the following resolution:

APPOINTMENT OF VOTING MACHING CARETAKER

RESOLVED that the Board of Education of the Olean City School District appoint Mr. Richard Ehman, as Voting Machine Caretaker, for the 2009 School Annual Election to be held on Tuesday, May 19, 2009, at a cost of $250.

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of Cheryl Vecchio Accepted With Regret

Moved by J. Bartimole, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Cheryl L. Vecchio, Washington West Principal, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of Jean Abdo Accepted With Regret

Moved by M. McElfresh, seconded by E. Garvin, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Jean Abdo, OHS Social Studies Teacher, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of Edward Bigley Accepted with Regret

Moved by J. Padlo, seconded by D. Harris, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Edward Bigley, OHS Science Teacher, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of Robert Phillips Accepted with Regret

Moved by L. Branch, seconded by E. Garvin, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Robert Phillips, OHS Math Teacher, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Retirement

Resignation of Gail Cross Accepted with Regret

Moved by D. Harris, seconded by M. Martello, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Gail Cross, IJN Special Education Teacher, effective June 30, 2009.

Ayes 7 Nays 0 Abstained 1 Motion Carried
(G. Cross – Gail Cross is his wife)

Retirement Resignation of Colleen DaPolito Accepted with Regret

Moved by G. Cross, seconded by J. Bartimole, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Colleen DaPolito, IJN Elementary Teacher, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of James Lapallo Accepted with Regret

Moved by G. Cross, seconded by M. Martello, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of James Lapallo, IJN Elementary Teacher, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of Wendy Speroni Accepted with Regret

Moved by E. Garvin, seconded by M. Martello, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Wendy Speroni, OMS Social Studies Teacher, effective June 30, 2009 .

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of Stephen Blehar, Jr. Accepted with Regret

Moved by G. Cross, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Stephen Blehar, Jr., WW Cleaner, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of Frank Crawford Accepted with Regret

Moved by E. Garvin, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Frank Crawford, WW Cleaner, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Retirement Resignation of Rose Marie Newton Accepted with Regret

Moved by G. Cross, seconded by D. Harris, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Rose Marie Newton, IJN Food Service Helper, effective June 30, 2009.

Ayes 8 Nays 0 Motion Carried

Non-Conditional Certified Substitute Teachers and Non-Conditional Non-Certified Teachers Appointed

Moved by D. Harris, seconded by M. Martello, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to appoint the attached list of Non-Conditional Certified Substitute Teachers and Non-Conditional Non-Certified Teachers for the 2008-2009 school year.

Ayes 8 Nays 0 Motion Carried

Conditional Non-

Certified Substitute Teacher, Conditional Substitute Cleaner Appointed

Moved by M. McElfresh, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to appoint the attached list of Conditional Non-Certified Substitute Teacher and Conditional Substitute Cleaner for the 2008-2009 school year. In accordance with Section 503(18)(b) of the Education Law, these are conditional appointments and therefore shall not commence until the District has received notification from the Commissioner of Education that the appointees have been conditionally cleared for employment. If the Commissioner of Education notifies the District that the appointees have been denied conditional clearance or clearance, the appointment shall terminate immediately without further action by this Board. If the appointees are granted clearance after the receipt of conditional clearance, the appointment shall continue.

Ayes __8___ Nays ___0___ Motion Carried

Committee Report

The following Committee Reports were presented to the Board of Education:

a. CDEP – March 31 – given by Colleen Taggerty
b. Health Advisory Committee – April 2 – given by Colleen Taggerty
c. Operations Committee – April 1 – given by Michiko McElfresh

Discussion Items

Discussion Items

a. Reading First Presentation – Lynn Corder
b. Capital Project Presentation – Mark Voorhees
b. Policy #7240 - Students Records: Access and Challenge – First Reading
c. Policy #7242 - Student Directory Information – First Reading
c. Superintendent's Evaluation – mid-year evaluation will be used as the annual evaluation.

Information Items

Information Items

a. Electronic Board Packets – the Board of Education unanimously agreed to begin the process of electronic board packets versus hard copy packets that are delivered the Friday before every board meeting. Vicki will coordinate this process with Cso Woodworth, Technology Administrator.

Regular Meeting

Executive Session

Moved by J. Bartimole, seconded by G. Cross, to adjourn from the Regular Meeting and go in to Executive Session at 7:40 p.m. for the purpose of discussing: litigation updates; contractual issues; and performance of a particular individual.

Lynn Corder was extended an invitation to attend the Executive Session to discuss the performance of a particular individual. Laurie Branch exited Executive Session at 8:05. Lynn Corder exited Executive Session at 9:10 p.m.

Moved by J. Padlo, seconded by J. Bartimole, to adjourn from Executive Session and reconvene to the Regular Meeting at 9:10 p.m.

Ayes __7___ Nays ___0___ Motion Carried

Olean Teachers' Association Retirement Incentive Date Extended

Moved by G. Cross, seconded by J. Padlo, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to extend the Retirement Incentive date from April 9, 2009 to April 24, 2009 as outlined in the Memorandum of Agreement between the Olean City School District and the Olean Teachers' Association (OTA) which expires June 30, 2009...

Ayes __7___ Nays ___0___ Motion Carried

Retirement Resignation of Susan Dynda Accepted with Regret

Moved by E. Garvin, seconded by M. McElfresh, upon the recommendation of Colleen Taggerty, Superintendent of Schools, to accept the retirement resignation, with regret, of Susan Dynda, BV Elementary Teacher, effective June 30, 2009.

Ayes __7___ Nays ___0___ Motion Carried

Moved by D. Harris, seconded by E. Garvin, to adjourn the meeting at 9:11 p.m. Adjournment of Meeting

Ayes __7___ Nays ___0___ Motion Carried

Respectfully submitted,

Victoria L. Zaleski-Irizarry
District Clerk

April 27, 2009

vzi

4/21/09 BOARD MEETING

POSITION DESCRIPTION	EMPLOYEE NAME	CERTIFICATION	FINGERPRINT CLEARANCE
SUB CERTIFIED TEACHER	FANELLI, CLAIRESSA	BIOLOGY 7-12	YES
SUB CERTIFIED TEACHER	LORD, CORA	SOCIAL STUDIES	YES
SUB CERTIFIED TEACHER	PRINCE, JILL	ELEMENTARY	YES
SUB CERTIFIED TEACHER	WEHRLE, SARAH	SCHOOL COUNSELOR	YES
SUB TEACHER	EBERLE, MELISSA	ASSOCIATES	YES
SUB TEACHER	GARVIN, MARY BETH	BACHELOR	NO
SUB TEACHER	MAISTO, RACHEL	ASSOCIATES	YES
SUB CLEANER	FITCH, JOHN		NO