

EDUCATIONAL SERVICES COMMISSION OF MORRIS COUNTY
P.O. Box 1944, Morristown, NJ 07962-1944
(973) 540-8844

MINUTES –ORGANIZATION AND BOARD OF DIRECTORS MEETING
JUNE 1, 2016

CALL TO ORDER

The Regular Meeting of the Board of Directors of the Educational Services Commission of Morris County was called to order by the Business Administrator/Board Secretary, Catarina Bilotta at 8:20 pm on June 1, 2016 at the Commission Office, 520 Speedwell Avenue, Suite 200, 2nd Floor, Morris Plains.

ROLL CALL

The Business Administrator/Board Secretary noted the roll from the prior meeting.

NOTICE

The Business Administrator/Board Secretary noted the legal notice from the prior meeting.

BOARD SECRETARY APPOINTMENT

In accordance with Bylaw Article III, Section 10, and Bylaw Article IV, Sections 5 and 6, as Board Secretary, I appoint Paul Breda, Wharton Borough of the Representative Assembly to participate as voting Board member for the remainder of this meeting. Are there any objections? Hearing none the appointment was approved. Moved by Perry Kwok and seconded by Irene LeFebvre

1. NOMINATION FOR ELECTION OF BOARD OF DIRECTORS PRESIDENT

The Business Administrator/Board Secretary will take nominations for the office of President.

Nominee: Perry Kwok

Are there any other nominations? No

2. CLOSE NOMINATIONS

BE IT RESOLVED BY THE BOARD OF DIRECTORS to close nominations.

Moved by Irene LeFebvre and seconded by Terri Murphy

The motion was approved as follows: 7 yeas, 0 nays, 1 abstention (Perry Kwok)

3. ELECTION OF PRESIDENT BY ROLL CALL VOTE

The Business Administrator/Board Secretary will call the vote for President.

Perry Kwok was elected President by the following vote:

Moved by Irene LeFebvre and seconded by Terri Murphy

The motion was approved as follows: 7 yeas, 0 nays, 1 abstention (Perry Kwok)

4. NOMINATION FOR ELECTION OF BOARD OF DIRECTORS VICE PRESIDENT

The President will take nominations for the office of Vice President.

Nominee: Michael Bertram

Are there any other nominations? No

5. CLOSE NOMINATIONS

BE IT RESOLVED BY THE BOARD OF DIRECTORS to close nominations.

Moved by Irene LeFebvre and seconded by Lou Nazzaro

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

6. **VOTE FOR VICE PRESIDENT**

The Business Administrator/Board Secretary will call the vote for Vice President.

Michael Bertram was elected Vice President by the following vote:

Moved by Irene LeFebvre and seconded by Lou Nazzaro

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

7. **ESTABLISH TIME AND PLACE OF PUBLIC MEETINGS**

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the Commission calendar and meeting dates as listed:

<u>Date</u>	<u>Meeting</u>	<u>Place</u>	<u>Time</u>
August 3, 2016	Board of Directors	Commission Office	7:30 pm
September 7, 2016	Board of Directors	Commission Office	7:30 pm
October 5, 2016	Board of Directors	Commission Office	7:30 pm
November 2, 2016	Board of Directors	Commission Office	7:30 pm
December 7, 2016	Board of Directors	Commission Office	7:30 pm
January 11, 2017	Representative Assembly/ Board of Directors	Commission Office	7:30 pm
February 1, 2017	Board of Directors	Commission Office	7:30 pm
March 1, 2017	Representative Assembly/ Board of Directors	Commission Office	7:30 pm
April 5, 2017	Board of Directors	Commission Office	7:30 pm
May 3, 2017	Board of Directors	Commission Office	7:30 pm
June 7, 2017	Representative Assembly/ Board of Directors	Commission Office	7:30 pm

Meetings held at: Commission Office, 520 Speedwell Avenue, Suite 200, 2nd Floor, Morris Plains, New Jersey 07950

Moved by Irene LeFebvre and seconded by Michael Bertram

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

8. **DESIGNATION OF DEPOSITORY AND SIGNATURE REQUIREMENTS**

BE IT RESOLVED BY THE BOARD OF DIRECTORS that Bank of America be designated as the depository of the Educational Services Commission of Morris County and the Officers and Agents of this Commission be and hereby are, and each of them is, authorized to deposit any of the funds of this Commission in said Bank;

AND BE IT FURTHER RESOLVED that until the further order of this Board of Directors, any funds of this Commission deposited in said Bank be subject to withdrawal or charge at any time and from time to time upon checks, notes, drafts, bills of exchange, acceptances, undertakings, or other instruments of orders for the payment of money when signature or signatures, for this Commission as follows:

<u>Account</u>	<u>Required Signature</u>
1. <u>General Funds</u> Bank of America	Any <u>two</u> of the following with at least one Board member: Board President Superintendent Board V.P. Board Secretary
2. <u>Payroll</u> Bank of America	Any <u>one</u> of the following: Board Secretary (or phone transfer) Superintendent Board President

3. Payroll Agency
Bank of America

Any one of the following:
Board Secretary (or phone transfer)
Superintendent
Board President

4. Lunch Fund
Bank of America

Any two of the following:
Board Secretary
Superintendent
Board President

5. Student Activities Fund
Bank of America

Any two of the following:
Board Secretary
Superintendent
Board President

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

9. LEGAL DEPOSITORY FOR INVESTMENT FUNDS
BE IT RESOLVED BY THE BOARD OF DIRECTORS to authorize the Business Administrator/Board Secretary to deposit investment funds in any of the following depositories as they accumulate in the General Account, in accordance with the rules which govern investments of public funds:
Bank of America
Bank of New York

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

10. DESIGNATION OF LEGAL NEWSPAPER
BE IT RESOLVED BY THE BOARD OF DIRECTORS to designate the Morris County Daily Record as the legal newspaper for the Educational Services Commission of Morris County.

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

11. AUTHORIZATION OF EXECUTIVE COMMITTEE
BE IT RESOLVED BY THE BOARD OF DIRECTORS that the Executive Committee be empowered to administer the affairs of the Board of Directors between regularly convened meetings of the Board in accordance with NJSA 18A:6-57 and Bylaw Article IV No. 040 Section 5.

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

12. AUTHORIZATION TO PAY CLAIMS UPON PRESENTATION
BE IT RESOLVED BY THE BOARD OF DIRECTORS that the Board Secretary be authorized to pay claims against the Board of Directors upon presentation and that all such authorized payments be listed and presented for Board ratification at the next regular meeting of the Board of Directors.

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

13. **RE-AFFIRMATION OF BY-LAWS, BOARD POLICY, CURRICULUM, AND ADMINISTRATIVE PROCEDURES**

BE IT RESOLVED BY THE BOARD OF DIRECTORS that the existing By-Laws, Board Policy, Curriculum and Administrative Procedures be re-affirmed.

Moved by Irene LeFebvre and seconded by Michael Bertram

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

14. **USE OF FACSIMILE SIGNATURES**

BE IT RESOLVED BY THE BOARD OF DIRECTORS to authorize the use of facsimile signatures with the following guidelines:

1. May be used on checks, contracts and any official document.
2. That the facsimile stamp remains in the possession of the individual, or the individual's designee.
3. Facsimile stamps located at the Educational Services Commission office must be secured in the safe.

Moved by Irene LeFebvre and seconded by Michael Bertram

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

15. **APPOINTMENT OF PROFESSIONALS**

BE IT RESOLVED BY THE BOARD OF DIRECTORS that the following resolution be adopted:

WHEREAS, the Board of Directors of the Educational Services Commission of Morris County requires the professional services;

WHEREAS, these persons are licensed in the State of New Jersey and have offered professional services to the Commission;

WHEREAS, funds are available to obtain such professional services;

WHEREAS, the Local Public Contracts Law (R.S. 40A:11-1 et seq.) requires that the resolution authorizing the awarding of contracts for professional services without competitive bids must be publicly advertised and filed with the Morris County Clerk;

ACCORDINGLY, NOTICE IS GIVEN, that the Board of Directors of the Educational Services Commission of Morris County resolve and/or ratify the following:

- A. That the legal firm of Schenck, Price, Smith & King, LLP of Florham Park, NJ, be appointed as attorneys for the Educational Services Commission of Morris County for the period July 1, 2016 to June 30, 2017 at the following rates:
 1. A retainer of \$5,000 per annum to cover ordinary and routine services.
 2. A rate of \$170 per hour for any services rendered over and above the type covered by the retainer.
- B. That VM Associates, Inc. be appointed and retained at a fee of \$22,850.00 as auditor for the period July 1, 2016 to June 30, 2017.
- C. That the firm of Brown & Brown Benefit Advisors be appointed as the health benefits consultant for the period July 1, 2016 to June 30, 2017. Fee for such services is paid by insurance carriers.
- D. That the firm of Parette Somjen Architects, LLC be appointed as the architect for the Educational Services Commission school projects for the period July 1, 2016 to June 30, 2017 at the following rates:
 1. Principal Architect: \$160 per hour
 2. Senior Associate: \$150 per hour
 3. Associate: \$139 per hour
- E. That the Educational Data Services, Inc. of Saddle Brook, NJ, be appointed for the Educational Cooperative Pricing System for the period July 1, 2016 to June 30, 2017. Payment for these services are included in the pricing system membership fee.

These appointments are made without competitive bidding, as the services so retained are of a professional service nature as described in the Local Public Contracts Law encompassing professional services of a recognized licensed profession regulated by law. Such services are of a qualitative and specialized nature and, therefore, do not reasonably permit the drawing of specifications or receipt of competitive bids. This resolution shall forthwith be printed once in the Daily Record and a copy of this resolution shall be filed in the office of the Morris County Clerk.

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

16. AUTHORIZE SUPERINTENDENT TO APPROVE LINE ITEM TRANSFERS
BE IT RESOLVED BY THE BOARD OF DIRECTORS to authorize the Superintendent to approve the transfer of amounts among line items and program categories pursuant to Chapter 196, Laws of 1987. Any transfers approved by the administration will be reported to the Board of Directors for ratification and approval at the next regularly scheduled meeting and be recorded in the official minutes.

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

17. APPOINTMENT OF BOARD SECRETARY & OPA
BE IT RESOLVED BY THE BOARD OF DIRECTORS that Catarina Bilotta be appointed as Board Secretary of the Educational Services Commission of Morris County Board of Directors from June 1, 2016 to June 30, 2017 and as Qualified Purchasing Agent, pursuant to N.J.A.C. 5:34-5.2, N.J.S.A. 18A:18A-3, 18A:18A-4.3 and P.L. 2009, c.166 with a bid threshold of \$36,000.

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

18. APPOINTMENT OF AFFIRMATIVE ACTION OFFICER
BE IT RESOLVED BY THE BOARD OF DIRECTORS that Elaine Goodman be appointed as Affirmative Action Officer for the 2016-2017 school year.

Moved by Irene LeFebvre and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

SUPERINTENDENT'S REPORT

- Discussed ESC name change
- Discussed Rates for Services
- Discussed Superintendent Goals
- Announced commencement ceremonies for Regional Day School & Park Lake School
- Discussed Regional Day School issue

PUBLIC

Minutes- Board of Directors Meeting, June 1, 2016

19. **MOTION TO ACCEPT SUPERINTENDENT GOALS FOR THE 2016-2017 SCHOOL YEAR**
BE IT RESOLVED BY THE BOARD OF DIRECTORS to accept the Superintendent Goals for the 2016-2017 school year.

Moved by Paul Breda and seconded by Alan Bocchino
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

MINUTES

- 20A. **APPROVAL OF MINUTES OF THE BOARD OF DIRECTORS MEETING OF MAY 4, 2016**
BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the Minutes of the Board of Directors Meeting of May 4, 2016.

Moved by Lou Nazzaro and seconded by Alan Bocchino
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

- 20B. **APPROVAL OF CLOSED MINUTES OF THE BOARD OF DIRECTORS MEETING OF MAY 4, 2016**
BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the Closed Minutes of the Board of Directors Meeting of May 4, 2016.

Moved by Lou Nazzaro and seconded by Alan Bocchino
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

COMMISSION

21. **APPROVAL OF LINE ACCOUNT TRANSFERS FOR THE 2015/2016 BUDGET**
BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the line account transfers to the 2015/2016 budget as detailed on the attached: EXHIBIT A

Moved by Melissa Senatore and seconded by Lou Nazzaro
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

22. **APPROVAL OF THE BOARD SECRETARY'S AND TREASURER'S REPORT**
BE IT RESOLVED BY THE BOARD OF DIRECTORS, that the Board acknowledges receipt of the certification from the Board Secretary that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C.:6A:23-2.11(a) further the Board of Directors, after review of the Board Secretary's and Treasurer's monthly financial reports and upon consultation with the appropriate district, certifies that no major account or fund has been over expended in violation of N.J.A.C.:6A:23.2.11(b), and that sufficient funds are available to meet the Board of Director's financial obligations for the remainder of the fiscal year, therefore it is recommended that the Secretary's and Treasurer's Reports for the month ending April 30, 2016 showing a cash balance of \$1,320,713.17 be approved: EXHIBIT B

Moved by Melissa Senatore and seconded by Lou Nazzaro
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

23. APPROVAL OF ACTION ON PAYMENT OF BILLS

BE IT RESOLVED BY THE BOARD OF DIRECTORS that the following List of Bills be approved: EXHIBIT C

MAY 31, 2016 - \$2,665,812.56

Moved by Melissa Senatore and seconded by Lou Nazzaro
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

24. APPROVE AWARD OF EDUCATIONAL DATA BIDS

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the award of bids as determined in consultation with Educational Data Services and listed on the attached: EXHIBIT D

Moved by Melissa Senatore and seconded by Lou Nazzaro
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

25. APPROVE AGREEMENT WITH INVO HEALTHCARE ASSOCIATES

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the Agreement between the Educational Services Commission of Morris County and Invo Healthcare Associates for Occupational Therapy Services at NRC & Holy Spirit Schools for IDEA services, payable at a rate of \$82.00 an hour for a four (4) month period beginning on or about March 3, 2016 to June 30, 2016.

Moved by Melissa Senatore and seconded by Lou Nazzaro
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

26. APPROVE AGREEMENT WITH PEDIATRIC THERAPY & YOGA OF MORRIS

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the Agreement between the Educational Services Commission of Morris County and Pediatric Therapy & Yoga of Morris, LLC for Physical Therapy Services at Park Lake School for the ESY Program which begins July 5, 2016 to August 11, 2016, payable at a rate of \$95.00 an hour.

Moved by Melissa Senatore and seconded by Lou Nazzaro
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

ESC SCHOOLS

27. APPROVAL OF PARK LAKE LUNCH FUND

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the following disbursements and cash balance from the Park Lake Lunch fund: EXHIBIT E1

	<u>DISBURSEMENTS</u>	<u>CASH BALANCE</u>
April 30, 2016	\$2,393.19	\$453.10

Moved by Paul Breda and seconded by Lou Nazzaro
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

28. APPROVAL OF REGIONAL DAY LUNCH FUND

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the following disbursements and cash balance from the Regional Day Lunch fund: EXHIBIT E2

	<u>DISBURSEMENTS</u>	<u>CASH BALANCE</u>
April 30, 2016	\$1,956.36	\$273.00

Moved by Paul Breda and seconded by Lou Nazzaro

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

PERSONNEL

29. RESCIND ESC STAFF - 2015-2016 – MOTION #14 (5/4/16 Meeting)

BE IT RESOLVED BY THE BOARD OF DIRECTORS to rescind Motion #14 personnel for the school year 2015-2016 from the May 4, 2016 Board of Directors Meeting, as recommended by the Superintendent.

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

30. REVISE MEDICAL LEAVE MOTION

BE IT RESOLVED BY THE BOARD OF DIRECTORS to revise the medical leave motion effective date to 5/18/16 without pay on Motion #12 from the 4/6/16 and Motion #18 from the 5/4/16 Board of Directors Meeting, as recommended by the Superintendent.

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

31. APPROVE ESC STAFF – 2015-2016

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve personnel for the school year 2015-2016, as recommended by the Superintendent, per the attached: EXHIBIT F

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

32. APPROVE MEDICAL LEAVE

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the medical leave for the following staff member, return date not specified at this time:

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Bronini, Kelly	Physical Therapist - PLS	06/01/16 without pay

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

33. APPROVE RETURN FROM MEDICAL LEAVE

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the return from medical leave for the following staff member:

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Guerci, Rebecca	Teacher – RDS	05/02/16

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

34. APPROVE LIST OF ON-CALL SUBSTITUTES

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the attached list of on-call substitutes for the 2015-2016 school year, as recommended by the Superintendent, at the Board approved rates: EXHIBIT G

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

35. APPROVE 2016 ESY STAFF

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve 2016 ESY personnel at the Board approved rates, as recommended by the Superintendent, per the attached: EXHIBIT H1 & H2

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

36. APPROVE EMPLOYEE RATES OF PAY – 2016-2017 SCHOOL YEAR

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the Employee Rates of Pay for the 2016-2017 school year as follows:

TITLE:	RATE OF PAY – 2016-2017
Substitute Teacher/Personal Aide - Park Lake & Regional Day	\$110.00 /day
Substitute Nurse – Park Lake & Regional Day	\$150.00 /day
Boiler Check (during heating season)	\$25.00 /day
Home Instruction – Public	\$37.50 /hour
Home Instruction – Non-Public	\$25.00 /hour

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

37. APPROVE ESC STAFF – 2016-2017

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve corrections to personnel for the school year 2016-2017, as recommended by the Superintendent, per the attached: EXHIBIT I

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

38. ACCEPT RETIREMENT OF STAFF

BE IT RESOLVED BY THE BOARD OF DIRECTORS to accept the retirement of the following staff with gratitude for their services rendered:

<u>Name</u>	<u>Title</u>	<u>Retirement Effective</u>
Diane Frost	Teacher – PLS	06/30/17

Moved by Irene LeFebvre and seconded by Paul Breda

The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

TRANSPORTATION

39. AWARD OF EMERGENCY AND NEGOTIATED TRANSPORTATION CONTRACTS – 2015/2016 SCHOOL YEAR

BE IT RESOLVED BY THE BOARD OF DIRECTORS to award the emergency and negotiated transportation contracts for transportation of school pupils for the 2015/2016 school year as per the attached: **EXHIBIT AA**

Moved by Terri Murphy and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

40. APPROVE TRANSPORTATION CONTRACT ADDENDA – 2015/2016 SCHOOL YEAR

BE IT RESOLVED BY THE BOARD OF DIRECTORS to approve the transportation contract addenda for changes made to routes for the 2015/2016 school year as per the attached: **EXHIBIT BB**

Moved by Terri Murphy and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

41. ACCEPT CANCELLATION OF TRANSPORTATION CONTRACTS – 2015/2016 SCHOOL YEAR

BE IT RESOLVED BY THE BOARD OF DIRECTORS to accept the cancellation of transportation contracts for the 2015/2016 school year as per the attached: **EXHIBIT CC**

Moved by Terri Murphy and seconded by Michael Bertram
The motion was approved as follows: 8 yeas, 0 nays, 0 abstentions

PUBLIC – No Public

OTHER BUSINESS – No Other

GENERAL BOARD DISCUSSION

42. CLOSED SESSION – Not Needed

ADJOURNMENT

There being no further business a motion was made by Paul Breda and seconded by Terri Murphy to adjourn at 8:47 pm and was carried by a unanimous roll call.

Respectfully Submitted By,



Catarina Bilotta

Business Administrator/Board Secretary

ATTACHMENTS

EXHIBITS

A	Line Account Transfers - April 2016
B	Board Secretary's & Treasurer's Report-April 30, 2016
C	Payment of Bills – May 31, 2016
D	Award of Bids – Educational Data Services
E1	Lunch Fund – Park Lake School – April 2016
E2	Lunch Fund – Regional Day School – April 2016
F	2015-2016 ESC Staff
G	2015-2016 On-Call Substitutes
H1	2016 ESY Staff – Park Lake & Regional Day Schools
H2	2016 ESY Staff – NP & PSS
I	2016-2017 ESC Staff
AA-CC	Transportation