Owosso Public Schools Board of Education Minutes August 9, 2021 Report 21-18

Present: Adam Easlick, Sara Keyes, Ty Krauss, Rick Mowen, Shelly Ochodnicky, Olga Quick

Absent: Marlene Webster

President Rick Mowen called the Board of Education Meeting to order at 5:30pm. The meeting was held at the Washington Campus Gymnasium, 645 Alger Street, Owosso MI 48867.

Pledge of Allegiance

Building Reports

Board Correspondence

Dr. Tuttle began her Superintendent's report by reviewing the Administrative Retreat. "As you know the administrative team met last week over the course of two days, it's great to get together but we had lots to do. One of the item's we spent a lot of time on was Critical Incident Management with Tom Mynsberge. He's been working with the district for about eight years, he started in Owosso and now works with all districts in the county. We did a refresher course. Thankfully we haven't had to use any of his tactics to keep our kids safe but when you don't use it you lose it. He answered a lot of questions for us, reviewed information, and will be coming back to conduct a tabletop exercise for our administrative team as well. Fortunately, nothing has really changed. Typically, protocols change so frequently, when they find new information and what works best, but it's been consistent since he talked to the full staff a few years ago."

Dr. Tuttle continued with an update on facility tours. "We've added additional tours of our facilities. Those are being very well represented and I want to commend our administrative team, a variety of different administrators have provided those tours and provided feedback. It's very exciting to be able to do this and show off our new facilities. We've had lots of great comments and the tour groups seem to be getting larger and larger. We did two groups of fifty last week. People are very complimentary, and now we're setup to do self-tours with QR codes. I thank Mr. Brooks and Ms. Thompson who worked hard on that so people can go on self-tours if they wish to do so."

Dr. Tuttle invited the board to New Teacher Orientation. "We're gearing up for the new school year with New Teacher Orientation, which you're all welcome to attend to introduce yourselves tomorrow if you'd like to. Mr. Brooks will talk more about that in a moment. You'll be able to have breakfast with the teachers if you're available, I know you have other responsibilities. [The new teachers] will come to a Board meeting in September as well. We're also doing last year's

new staff as well as this year's new teachers because the new teachers last year did not get an orientation. Well, they did, but not to the degree we would've liked."

Dr. Tuttle shared an update on the promotional videos being captured by Tony Nash. "We've geared up our marketing campaign, you may have seen some of our teasers that have been going out. Very well received, very well done. We've been working with Tony Nash on those, and they've done a nice job for us."

Dr. Tuttle continued "We are preparing for our Grand Opening and Professional Development next week; August 16th and 17th and open houses are coming up. I want to commend our buildings, grounds, and custodial staff; the buildings are looking nice. We have our registrations coming up and bus routes are being completed. We could use one more bus driver because of having to condense some routes, which is not particularly good because it means our buses are full. So, if you know of anyone who wants to be a bus driver...it's a problem statewide and perhaps nationally that we just don't have bus drivers."

"Food service is gearing up as well, we will be serving lunch in our cafeterias this year. I think it's funny when people say, 'Are you excited to go back to work?' Of course, the administrative team works all summer. People think the buildings just close and miraculously reopen but I think the people who work the hardest are Mr. Klapko's team who keep the buildings looking good. It seems like the last ten years we've had a big move. Whether it's moving here, moving there, new facilities, cleaning facilities, and of course this year is the middle school. In addition to doing all their typical work they've moved a lot and in a very short summer, so they are to be commended.

"I gave a sinking fund update at the last meeting so I'm not going to go through that all again but there is one thing I want to point out. If you have not seen the mulch at the elementary schools, it looks beautiful. We are still waiting on the bumpers, and we don't know when we'll get them. Like lots of products right now there are delays. But Ms. Collison sent a very nice email to Mr. Klapko and his team from a community member who lives next to Bryant schools. This person said that the building has never looked better and how proud they are of that facility. So again, kudos."

Dr. Tuttle finished her report by stating "I did put on the agenda some opening school information and I'll wait until 'For Information' to talk about opening school, covid protocols and where we are with things."

Curriculum Director Steve Brooks began his report with information on New Teacher Orientation. "Just a couple things to piggyback off Dr. Tuttle. August 10th and 11th is our New Teacher Orientation. Obviously, the Board is invited tomorrow morning. We're planning on arriving between seven-thirty and eight o'clock. Breakfast is at eight. We'll introduce you and then you can go on with your scheduled day. This is something we put a lot of time and effort into. I do believe that our new teachers appreciate getting acclimated to our district. Over two days, they not only get acclimated to the district, but they also get acclimated to the community.

We feel that is important, to give them some of the tools and show them some of the things Owosso has to offer. Especially since a lot of our new staff are from out of town, we feel it's important they understand the Owosso area and the communities that our kids are coming from. We also have our Instructional Leadership Council (ILC) meeting set for this week. That's where we do a lot of the leg work for school improvement. We have an elementary and a secondary ILC scheduled for this Thursday. Next week we have Professional Development on the 16th and 17th. I am very excited about this year's professional development offerings. We offer a wide arrange of topics for staff to pick from and accounted for all levels including support staff to give them opportunities to participate in professional development and making it an option format. Obviously, it is not an option not to be there, but they have lots of options to pick from so they are able to pick things that interest them."

Mr. Brooks continued with an update on summer school. "We wrapped up elementary, preschool, and middle school summer school this past week. The High School and Lincoln are finishing that up this week. I'm very proud to say that we have 23 staff members, teachers, and support staff, that stepped up and took the lead on that throughout the summer. We were able to offer that to 312 students that attended on a regular basis, that is not including the Bentley Bright Beginnings students, so it is about 350 students total all summer long.

Mr. Brooks concluded his report with an update on Books at Bryant. "Books at Bryant had thousands of kids this summer. We were averaging about 175 a week all summer long. Very popular program that happened over the summer, getting books in kid's hands, and providing a nice atmosphere for them to come and socialize. We're excited for the beginning of the school year."

Public Participation

President Mowen stated that the Board of Education is a public body and recognizes the value of public comment on education issues. Time has been included in the meeting's agenda for public participation. Members of the audience were reminded they should announce their name and group affiliation when applicable and to limit their participation time to three minutes or less. Comments should be directed to the Board and be relevant to the business of the Board of Education. This is not an opportunity for dialogue with the Board of Education. The rules of common courtesy should also be observed.

No public participants addressed the Board.

For Action

- Moved by Keyes, supported by Easlick to approve the July 27, 2021 regular meetings minutes, current bills, and financials as presented. Motion carried unanimously.
- Moved by Keyes, supported by Quick, to adopt the resolution to join the litigation against Juul Inc, and other vaping manufacturers. Motion carried unanimously. Dr. Tuttle shared a few facts on the litigation, stating "I brought this to your attention under For Future

Action at the last meeting. I'd be willing to answer any questions you may have but basically this allows us to get into litigation against vaping manufacturers that have been marketing to students. As we talked about at the last meeting, there is no cost to us. There is a questionnaire we must fill out. There are several school districts involved in this and the benefit to us, depending on the results of the litigation, is that we may receive some financial incentive for extra counselors or things like vaping detectors in bathrooms. Of course, at that juncture the legal counsel would receive a fee associated with that. I would very much recommend that we do this just to show that we don't appreciate marketing to our kids for vapes." Treasurer Keyes voiced support to join the litigation. "I'm actually very excited about this particular motion because I know it's a huge problem for our administrators. I think kids think that 'oh it's not a cigarette, it tastes good' and it kind of looks like a toy, if you've ever seen them. I think a lot of our families and students haven't seen the impacts vaping has or is going to have in time. I would recommend that we join this." Vice President Ochodnicky voiced her support for joining the litigation. "Support. I would like to add that I did learn something, and maybe some of the staff has already learned this. I had a family member who smoked cigarettes and they wanted to try quitting, so they went to vaping. What they found out was the nicotine in the vape was much higher than what was in the cigarette, so it kind of defeated its purpose. When they tried to come off the nicotine, they became quite sick. It's been a horrible task for that person to come off nicotine. I don't think our kids realize, you know carrying that around and never having to put it down because it doesn't show smoke, how addictive that nicotine truly is and how horrible it is for your health. So, I'm glad we can try and do something about this." Member Krauss asked Dr. Tuttle "How much of an issue is vaping in our district?" Dr. Tuttle responded vaping is a substantial issue in our district, especially at the secondary level.

- Moved by Ochodnicky, supported by Easlick to authorize the OPS Operation department to dispose of items located in the Owosso Middle School that are no longer considered of use to the staff or students of the district. Motion carried unanimously. Dr. Tuttle added "This is how we would dispose of materials still in the Owosso Middle School. Teachers would take what they need first. Some materials, like the chalkboards and so forth, the Community Housing Network (CHN) wishes to retain. Anything else we don't see any value in would be disposed of or put out to bid if need be. CHN is allowing us to store that material there for the time being but at some point, they are going to want their facility cleaned out."
- Moved by Krauss, supported by Quick to approve the Tax Levy (L-4029) for 2021.
 Motion carried unanimously. Dr. Tuttle explained "This is the tax levy we do annually.
 CFO Omer does a nice job of laying that out, you can see the levies for the bond, the millage, the sinking fund and so forth laid out on page 39. The motion would allow us to continue to collect our taxes."
- Moved by Keyes, supported by Ochodnicky to approve hiring Katherine Baumgrass as the Special Education Teacher at Emerson Elementary. Motion carried unanimously. Dr. Tuttle shared "I always hope this page has more names than the resignation page, unfortunately this is not the case this evening. As you know, Special Education teachers

are in such demand right now and the supply of the state does not meet the demand. This individual, Katherine Baumgrass, is currently working at the RESD. This is just another example that now the RESD has a vacancy if we hire her, so they are not happy about it. But she is excited to come over here. She has several years of experience, very good reputation with the RESD. She would be in our Early Childhood Transition Resource Room at Emerson. The classroom has typically about eight to ten students in it and several aides in it as well. When the teacher resigned to go back to her home district, we were nervous we weren't going to be able to find someone. I want to give Mrs. Aue a lot of kudos because she worked her magic to get Katherine to come over here. It would be Step 5, you can see the salary associated with that. We are still down a special education teacher at the high school, as well as an elementary teacher split between Bryant and Central."

For Future Action

• The Board will be asked to approve the 2021-2022 Elementary Course Catalogue. Dr. Tuttle explained "This is on here because this is the Elementary virtual courses using Canvas. You know that our virtual offers are working through the RESD this year. The RESD is hiring the teacher but the platform that they'll be using is the Canvas Virtual Platform. Canvas provides all the classes for the Elementary; They'll go online and work through the Canvas curriculum. That is what you're approving, the Canvas platform so our elementary students can utilize that."

For Information

Superintendent Tuttle reported the following personnel changes:

• Accepted Positions

o Jennifer Nagel has accepted a Food Service Worker position.

Resignations

- Abigail Kovel, Guidance Counselor at Owosso High School has submitted her letter of resignation.
- Allyson Young, Teacher at Bryant Elementary has submitted her letter of resignation.
- Dan Mellen, Paraprofessional at Lincoln Alternative High School has submitted his letter of resignation.

Dr. Tuttle ended the 'For Information' items with an open discussion on the 2021-2022 school year. "First of all, as of today, and I preface everything with 'as of today' because tomorrow could be different, we are resuming school as we did prior to COVID. Normal school hours, kids will be in normal sized classrooms, kids on busses. We are going to try to social distance as much as possible, but we will have many more students in the classroom than we did last year. We do still have the virtual option. I have funneled all questions that parents may have regarding

the virtual option through Curriculum Director Brooks, so they get a consistent answer. We've received a lot of phone calls from people inquiring. Some are inquiring not for health issues but for convenience issues. Unfortunately, we don't get to delineate that and decide who were going to allow to do the virtual option. So, if they've requested to do the virtual option, we will get with the RESD at the elementary level, they will work through Canvas, the RESD will run the program with their teacher and so forth. Last year we said students had to switch at quarters and marking periods. By the end, kids were going back and forth daily. We were able to do that because it was our teachers doing the instruction. Whether they were at home or at school, students were receiving the same curriculum and same instruction. That will no longer be the case. The secondary students, sixth through twelfth grade, will be on Edgenuity. When they come back in person, they may have a class in their schedule that we don't offer, that Edgenuity does offer. During that period, they would go down to the Student Union (formerly the library) and they can continue working on their Edgenuity class. We will strictly only be allowing students to switch at the semester. They cannot flip back and forth like they used to for several reasons. One is we have one elementary teacher hired by the RESD and that teacher could have upwards of 75 students in her classroom. She takes the 75 students; she breaks them down into three groups of 25 and she meets with each group of 25 two hours a day. It's not like before when you had your classroom teacher available. It's not an ideal setup but we did want to continue to offer some type of virtual option for parents who choose that.

We will be highly recommending, just as the CDC (Center for Disease Control), the MDHHS (Michigan Department of Health and Human Services) and our local health department are all highly recommending, wearing masks. Preschool through twelfth grade we will do that as well. As far as COVID communication to parents, at the elementary level if there is a COVID positive case in the class, that student still, through MDHHS and our local health department orders, must isolate for ten days. If an unvaccinated, masked student is exposed to a positive case and they are sitting within three feet of each other the exposed student does not have to quarantine. If the students are not wearing masks, that goes up to six feet. If the student is vaccinated, and exposed to a covid positive case, then they do not have to quarantine but it is highly recommended that they get a COVID test within three to five days." Dr. Tuttle and Mr. Brooks then clarified the definitions of exposed, quarantined, and isolated in terms of COVID for the Board members. Dr. Tuttle continued "Additionally, at the elementary level, if there is a COVID positive case in the classroom then every student will receive a letter via SchoolMessenger. The message will state 'There has been a COVID positive case in your child's classroom. If your child was in close contact, by definition, you will receive a phone call additionally.' The phone call will come from the school stating you have to quarantine and will be followed up by the Health Department. This is class specific and will only be an email. At the secondary level, if there is a COVID positive case, there will be a generic letter sent out. Again, if your child was in close contact with the positive case you will receive a follow up phone call from the school and the health department. If not, then you presume your child was not in close contact. Vice President Ochodnicky asked "So it has not changed much since last year? Contact tracing?" Dr. Tuttle

responded "It is less communication. We are still contact tracing, yes. It is different because the vaccinated do not have to quarantine. Obviously, students under twelve do not have the option to be vaccinated." She continued "Masks are going to be highly recommended. If the CDC, the MDHHS, or the local health department make a mask mandate we will have to follow that as well. I believe that we are very consistent as a county. We did talk with Larry Johnson and Dr. Chernin at the health department at length about the Delta variant." Dr. Tuttle shared that Dr. Chernin is concerned that there will be a mass outbreak once school starts because of the high contagion level of the Delta variant. Mr. Brooks added that according to the health department, the contagion level of the Delta variant is comparable to that of measles.

Vice President Ochodnicky stated "I'm just going to state simply that I think masks should be a choice for parents and students. Sitting here right now I could not even imagine wearing a mask today in this heat. I can't imagine what our schools will be like next week when we open. I believe that it's been long enough now that we've offered enough options between online, recommending masks...vaccines should be personal choice between a student and a family. I am not in support of mask mandates in any way, shape, or form. Unfortunately, as a local government our powers are being stripped of us and given to the state at this time because they tie everything to our funding. I explain this to people all the time when they ask why we are mandating masks. I say it is not us, I do not support it, but that the state is tying this to our funding, so we do not have a choice. The vaccine, I think, is a choice. I know of several people who have had the vaccine including my own brother-in-law back in March who ended up with COVID in April. I hear many cases of that. I feel like we know where we are today. I don't know where hospital numbers are at, I did not look before I came here, but right now I think our county is in a good place. It should go county-by-county or district-by-district based on information we can gather, not a swift swipe of the pen from Lansing. So, I'm going to state that aloud here as to how I feel about that. Hearing from many parents I know many feel the same way. I feel like Owosso Public Schools gave 110% last year to our COVID plan. I appreciate all the of the time and efforts our administrators and staff gave. All the cleaning and contract tracing we did. But I feel like we are a year and a half into this now, COVID is never going away. It's becoming a part of the flu season and things of that nature. In fact, according to the CDC they stated that kids are not super spreaders and get more ill from influenza in general. I feel very strongly about the masks and the mandates, and I completely oppose it. Obviously, we could change our policy to be able to vote on these things, as Dr. Tuttle indicated in our email. I am extremely frustrated that we here, at a local government level, have been stripped of our rights to be able to make those decisions locally with our health department." Dr. Tuttle replied "I just want to share what Dr. Chernin said. COVID does not have to be with us forever, just like polio was not with us forever if we were all to be vaccinated. We don't have to live it and continue to have these debates if it were eradicated like we did with other diseases."

Member Quick added "I would like to speak to that as well. Just as Vice President Ochodnicky is against masks, I am in favor of masks. I think that highly recommending something gives

everybody the opportunity, it's a compromise quite honestly. If I had it my way, it would be different, but it gives people the option. The only thing that's not optional, as I understand it, is on buses. As I look at the memo from August 2nd from Michael Rice, the state superintendent, who attached a fact sheet that says that wearing masks on school buses is mandatory per the CDC. That is, I believe, the only place we are requiring masks to be worn. As much as I would like to see masks be worn, I think highly recommending them, or not, is a suitable alternative. I would encourage if we could get the doctor to come to either this board, or a county board or even a public board, where the community can come. Perhaps they can educate people on what we are truly facing using the data, the science, and the facts."

President Mowen said "I don't think a mask is going to be 100%, but as Olga [Member Quick] said and as Dr. Tuttle mentioned, this thing changes minute by minute so the idea of a recommendation is a smart move. My goal is to concentrate on our area, to listen to our county and state directors to give us guidance and important information. If you look outside Michigan, especially the southern tier of states, growth of COVID-19 is rampant. One superintendent said they lost six employees to COVID in the span of ten days. Districts are doing what they can to keep people safe. You talk to the children's hospitals in the southern states, and they are overrun with young people getting COVID. They may not be the spreaders, but this new variant is more virulent, and it is affecting young people. Again, just as an example, the pastor of a church in Florida reported ten individuals from his parish had died of COVID within just a couple of weeks. Six of those people were under 35 and in good health. When this thing started, it was people of my age bracket that had to be concerned. But this new one, and it is in the county, it's here and it's important to take definitive action. One other comment to Ms. Ochodnicky, I do not feel that our powers are being stripped. We are an elected body, we're officials of the state of Michigan. We are obligated to follow laws and mandates directed to us by higher ups. Maybe not our choice but if this what comes down the pipe this is our responsibility."

Ochodnicky replied "Obviously, safety is a concern always. I'm also concerned about the mental health of our students, the learning and how far behind we are, seeing a smiling face. You know, we've offered the vaccine to everyone who wanted it. We've gone above and beyond and that was the end game. Well, the end game was initially a two-week shut down and then that keeps changing. So, then it was the vaccine, ok we did the vaccine and that was the end game. And it just continues to change, I don't see that changing. At what point do we get back to normal? I don't believe it is going to be eradicated."

Member Quick added "I follow the data quite closely and the numbers are jumping in this community. As I understand it, Shiawassee County was identified as a county at substantial risk."

President Mowen shared guidelines from the MDHHS. "There is a glaring level of protection that the MDHHS suggests. One is promoting the vaccine. We cannot force people, but we can encourage them to get the vaccination. Next is consistent and correct mask use. Again, we are

recommending masks, at this point we are not mandating but that's another level of protection. Physical distancing, we've done that as best we can. Screening, testing is another way of protection, and ventilation. And with our new building that may be an improvement. Washroom and respiratory etiquette. And obviously if you're not feeling well stay home. There are ways to work through this. Are they easy? No. But our goal here is to protect our students and staff as best we can so we do have to follow guidelines to maintain a safe environment for everyone concerned."

Treasure Keyes shared her concerns about bullying. "My biggest concern is children bullying each other for either being vaccinated or unvaccinated. I know it comes from the families and what they've heard at home. I think it will progressively get worse and if we're all paying attention, we can nip that in the bud." Member Krauss stated "All the precautions that we've taken throughout this year and a half have been awesome. Everyone's effort has been fantastic. The Board appreciates that. One thing that I'll be looking for in guest speakers is I want to see data, information that supports what they're saying so I can look at it and make an informed decision. That's what I'll be looking forward to." Member Easlick added "I think it's interesting we just voted on a lawsuit against vaping. I know many parents allow their children to vape and we're telling them 'No, you don't know what you're doing' but we can't tell them to wear a mask? Where vaping only hurts that child, not wearing a mask hurts potentially my child. That is all I have to say."

Public Participation

Sarah Easlick addressed the Board. "Adam [Member Easlick] is my husband. We have three children here at Owosso Schools. I may get a little emotional. I just buried an aunt this last weekend who was vaccinated. She contracted covid and we buried her. I work at a hospital. I wear [this mask] 12-15 hours a day, five days a week. It sucks. I'm vaccinated, I've done everything I can. Our kids are vaccinated except the one can't be. A coworker who was vaccinated with me is out with the COVID variant now, very sick. It's real. I know there's lot of theories, I watch the body bags roll by. You know, [with this mask] I'm protecting you; I'm not going to breathe on you if I were to get it. But I'm not protected from you unless I wear a shield because our eyes absorb this. At the hospital we have to wear shields at all times if we're around people. If all your kids were to be vaccinated, they would all be much more protected. It's not 100% but it's the only chance that we have, besides putting our children at home and not getting the education that everyone else is getting. My youngest is ten, he can't be vaccinated, so am I going to send him in a mask and a shield? He's ten. You talk about getting made fun of, he'd be the only one in a mask and a shield. If everyone had to wear masks, they wouldn't have to wear shields. I'm between a rock and a hard place. The data today says, 'highly recommending'. I understand it's hard, we don't want to lose anybody from our district, but I also don't want to lose anybody due to COVID."

Board Reports

Member Easlick shared "I just wanted to say it's really nice to see all the new mulch going in and trees coming down at Central. We live right across the street, so it looks really good."

Member Quick said "I wanted to comment on how well the facilities look, they look wonderful. I also wanted to talk about summer school. To see the success these kids are having at summer school is incredible. I had one young man who did four classes, he earned two full credits at the high school summer school. It was difficult and he excelled. As well, here at Lincoln, Carrie Rugenstein. That woman is a Godsend. I'm very proud to say that I have a child who completed seven half credits in summer school. She's been done and she said, 'I didn't think I could do it' and she did! So, kudos to every one of you who have touched these kids and helped them. You all make an incredible difference, so thank you."

Vice President Ochodnicky said "I would agree with everything Olga just said. We have a family in a shelter who have five kids. Three of their children attend Bryant summer school and it has been a Godsend for the shelter. I work with our homeless population and our work never stops. I do appreciate people like Mrs. Rugenstein and our staff at Lincoln that have done so much. It is always such a positive to keep hanging on and trying to help these kids, so thank you."

Treasurer Keyes said "I am excited for the upcoming school year although I'm also nervous because last year was so hard. I'm hoping that kindness and respect will prevail overall, regardless of anyone's differences. I hope we can all remember to respect one another's choices and decisions, and just be kind. Thank you."

Member Krauss addressed public participant Mrs. Easlick. "Mrs. Easlick, thank you so much for your courage and your bravery to get up and make your statement. It's important that we hear from the public, we do appreciate you taking the time and your courage to step up. I also want to note I've been around the elementary schools, and they look amazing. The rubber mulch looks great. I drive by the schools every day and see the progress. I did want to ask Dr. Tuttle, I drive by Emerson a lot and the tennis courts there, are we tearing those down?" Dr. Tuttle responded "The tennis courts and basketball courts have been the norm. Now that we've improved other facilities, they are an eyesore. The problem is money. So, the basketball courts, that's about a thirty-fivethousand-dollar improvement. And the tennis courts are about half a million dollars. We are not sure how the district acquired those courts. There's been some debate that the city just gave them to us. But they've never been in good shape. You can't just repair tennis courts. They are in terrible shape and need to be torn out. Just to tear them out is a hundred thousand dollars. You've seen our sinking fund list of needs, more than thirty million dollars. Are tennis courts the number one concern, or a roof on a building? That's the balancing act. So, when we have our sinking fund for next summer, we can certainly talk about that. They have been a little bit of a bane to our existence, but we don't want to spend the money on them when there are so many other high priority needs."

Upcoming Board Meeting Dates

September 13: Board of Education Committee of the Whole, Washington Campus

Superintendent's Office 5:30pm

September 27: Board of Education Meeting, Washington Campus Gym 5:30pm

Important Upcoming Dates

August 16: Self-Guided Community Tour

August 16–17: Professional Development

August 18: Community Cookout (formerly known as the Community Pep Rally)

August 19: First Day of School

Adjournment

Moved by Quick, supported by Easlick to adjourn at 6:27p.m. Motion carried unanimously.

Minutes recorded by Brooke Barber.

Respectfully submitted,

Marlene Webster

Marlene Webster, Secretary