HADLEY- LUZERNE CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION REGULAR MEETING August 17, 2020 STUART M. TOWNSEND ES LGI 6:00 pm

MINUTES

Meeting Place: Stuart M. Townsend Elementary School, LGI Members Present: Mr. Moulton, Mrs. Visscher, Mrs. Braico

Members Absent: Mr. Novotarski, Mrs. Hoffman

Others in Attendance: Superintendent – Beecher Baker, Jr./Sr. HS Principal-Burgess Ovitt, ES Principal-Jonathan Baker, Director of Special Education-Robert Mark and School Business Manager – Michelle Taylor, Transportation Director-Ricky McFarlane and no others.

CALL TO ORDER

The meeting was called to order at 6:00 PM by the President.

PLEDGE OF ALLEGIANCE

CORRESPONDENCE

The letters received from Sky Dunn, Tina Croke, Lauren Eckard and Kaycie Trombley were acknowledged.

DISCUSSION/ADMINISTRATIVE COMMENTS

Superintendent Baker stated the opening plans are fluid; two virtual meetings have been held with parents and staff and a second meeting with parents is scheduled for tomorrow evening. All the department heads are present at the meetings to answer the questions. All the guidelines are provided by the department of health. We have a good solid plan and today was the last day for students to opt out of in-person classes. Currently there is 65 elementary students and 54 high school students on the list – approximately 20% of the student population.

Mrs. Visscher questioned how that will work with Kindergarteners.

It was noted that as of today we are dropping the PK class and that Hanna Breason will be conducting the online Kindergarten class.

A second transportation survey will go out tonight with more specifics.

We are starting classes on Monday. September 14th for training and prep on the first week.

Mrs. Visscher questioned the quarantine process. Mr. Baker noted we follow all department of health guidelines and should someone test positive then contact tracing will begin through the county department of health and there is an isolation room ready for use.

OLD BUSINESS

REVISED HLCS Academic Calendar 2020-2021

Motion by Mrs. Visscher

Resolution #8

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District hereby approves the revised District Academic Calendar for the 2020-20021 school year. (*Superintendent Days moved to September, with the first day of classes to be held on Monday, September 14, 2020.)

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Board Meeting Minutes

Motion by Mrs. Visscher

Resolution #9

As recommended by the Superintendent to approve the July 6, 2020 Organizational/Regular Meeting minutes.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

NYSSBA Policy Service Annual Policy Service

Motion by Mrs. Visscher

Resolution #10

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District hereby approves the policy service with NYS School Boards Association from August 2020 to July 2021 in the amount of \$900.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Agreement with Warren County - SRO's

Motion by Mrs. Visscher

Resolution #11

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District hereby approves the agreement between the District and Warren County to provide two HL School Resource Officers for the 2020-21 school year and authorize the Superintendent to execute the agreement when received.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Four Winds Agreement Motion by Mrs. Visscher

Resolution #12

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District hereby approves the agreement between the District and Four Winds for tutorial services as per the terms outlined in the agreement.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Adirondack Area School Boards Association

Motion by Mrs. Visscher

Resolution #13

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District hereby approves the membership between the District and the Adirondack Area School Boards Association in the amount of \$350.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Agreement with Aimee Martin (PA)

Motion by Mrs. Visscher

Resolution #14

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District hereby approves the agreement between the District and Aimee Martin for visually impaired services provided to district student(s), effective June 25, 2020 through June 30, 2021 as per the terms outlined in the agreement.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

NEW BUSINESS

2020-2021 School Year - Tax Warrant Approval

Motion by Mrs. Visscher

Resolution #15

WHEREAS: Chapter 73 of the Laws of 1977, amended Section 1318, subdivision 1 of the Real Property Tax Law; and WHEREAS: the unencumbered, unreserved fund balance at the close of the last fiscal year must be applied in determining the amount of school tax levy except for an amount not to exceed 4% of the current school year budget of \$21,459,438 and WHEREAS: this latter amount may be held as surplus funds during the current school year; now therefore

BE IT RESOLVED: that Hadley-Luzerne Central School District Board of Education retain as surplus funds \$ 289,052 from the estimated unencumbered, unreserved fund balance of \$1,100,760, thereby applying \$811,708, to the reduction of the levy. To the Collector of Hadley-Luzerne Central School District, Towns of Day, Edinburg, Hadley, Lake Luzerne, Stony Creek,

Warrensburg, Counties of Warren and Saratoga, New York State.

YOU ARE HEREBY COMMANDED:

- 1. To give notice and start tax collection on September 4, 2020. (In accordance with the provisions of Section 1322 of the Real Property Tax Law)
- 2. To give notice that tax collections will end on November 4th, 2020.
- 3. To collect taxes in the total sum of \$11,376,192.00 (\$11,179,692 + \$6,500 Stony Creek Free Library + \$190,000 Rockwell Falls Public Library) in the same manner that Collectors are authorized to collect town and county taxes in accordance with the provisions of Section 1318 of the Real Property Tax Law.
- 4. To make no changes or alterations in the tax warrant or the attached tax rolls but shall return the same to the board of education. The board may recall its warrant and tax roll for correction of errors or omissions in accordance with the provisions of Section 1316 of the Real Property Tax Law.
- 5. To forward by mail to each owner or real property listed on the tax rolls within ten days after the start of collection a statement of taxes due on his property on numbered tax bill forms provided by the school district in accordance with the provisions of Section 922 of the Real Property Tax Law. To forward by mail without interest penalties, to the office of the County Treasurer on the school tax rolls in accordance with provisions of Section 540 and 544 of the Real Property Tax Law.
- 6. To receive from each of the taxable corporations and natural persons the sums listed on the attached tax roll without interest penalties when such sums are paid on or before October 5th, 2020, to add two percent (2%) penalties to all taxes collected from October 6, 2020, to November 4th, 2020, and to account for such sums as income due the school district.
- 7. To issue numbered receipts on forms provided by the school district in acknowledgment of receipt payments of taxes and to retain, preserve and file copies of all such receipts issued as required by Section 986 of the Real Property Tax Law.
- 8. To promptly return this warrant at its expiration and if any taxes on the attached tax rolls shall be unpaid at that time, deliver an accounting thereof on forms showing by town the total assessed valuation, tax rate, the total tax levy, the total amounts collected and the total amounts remaining uncollected as required by Section 1330 of the Real Property Tax Law.

This Warrant is issued pursuant to Section 910, 912, and 914 of the Real Property Tax Law and is delivered in accordance with Sections 1306 and 1318 of the law. It is effective immediately after it is properly signed by a majority of the members of the board of education. This warrant shall expire on the date stated above unless a renewal or extension has been endorsed on the face of this warrant in writing in accordance with Section 318, subdivision 2 of the Real Property Tax Law.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Obsolete Books Motion by Mrs. Visscher Resolution #16

As recommended by the Superintendent, that the Hadley-Luzerne Board of Education declare the attached list of books as obsolete and authorize district administration to properly dispose of the items in the most economic means possible.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

District Surplus Items Motion by Mrs. Visscher

Resolution #17

As recommended by the Superintendent, that the Hadley-Luzerne Board of Education declare two old floor machines and one old gas range as surplus and authorizes district administration to properly dispose of the items in the most economic means possible.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

MOA BETWEEN HADLEY-LUZERNE CENTRAL SCHOOL, MIKE WOODCOCK AND HL-CSEA Motion by Mrs. Visscher

Resolution #18

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School to approve the Memorandum of Agreement by and between the District, Michael Woodcock and the HL-CSEA dated July 1, 2020.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

MOA BETWEEN HADLEY-LUZERNE CENTRAL SCHOOL, DEENA DAKE AND HL-CSEA

Motion by Mrs. Visscher

Resolution #19

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School to approve the Memorandum of Agreement by and between the District, Deena Dake and the HL-CSEA dated July 1, 2020.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

PERSONNEL RESIGNATIONS

Motion by Mrs. Visscher

Sky Dunn

Resolution #20

BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District to accept with appreciation the resignation from part time bus monitor, Sky Dunn, effective January, 2020.

Lauren Eckard Resolution #21 BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District to accept with appreciation the resignation from part time Teacher Aide, Lauren Eckard, effective August 2, 2020.

Tina Croke

Resolution #22

BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District to accept with appreciation the resignation from part time Teacher Aide, Tina Croke, effective August 5, 2020. Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

APPOINTMENTS - HLTA

Motion by Mrs. Visscher

Full Time Special Education Teacher – Eric Yanis

Resolution #23

BE IT RESOLVED, that the Board of Education of the Hadley-Luzerne School District hereby accepts the recommendation of Superintendent, Beecher Baker Sr. to appoint Eric Yanis to a four year probationary appointment as a full time Special Education Teacher in the Special Education tenure area, commencing on August 1, 2020 and ending on July 31, 2024. Mr. Yanis holds a NYSED initial certification in social studies 7-12 special education. Mr. Yanis' 2020-2021 salary will be Step 1C (\$45,603.00) as stated in the collective bargaining agreement between the District and the Hadley-Luzerne Teacher's Association.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

HLTA Extra Periods/Co-curricular Appointments/Training

Motion by Mrs. Visscher

Resolution #24

As recommended by the Superintendent, BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District that the following person be granted appointment to the position(s) below; Such appointments and the employment of the following individual(s) are subject to the existence of the activity and not a cancellation due to pandemic reasons.

<u>Name</u>		<u>Position</u>	<u>Effective</u>	Stipend/Wage
Jeanine	Bieber	0.5 6 th Period Sci.	2020-2021	\$1175 10 yrs.
Anne	Green	0.5 6 th Period Sci.	2020-2021	\$1250 13 yrs.
Kathleen	Thompson	0.5 6 th Period Sci.	2020-2021	\$ 850 3 yrs.
Joseph	Winters	1 Extra Period Sci.	2020-2021	\$2500 19 yrs.
Matthew	Flint	0.5 Extra Period Sci.	2020-2021	\$775 1 yr.
Erin	Ely	1 6 th Period Math	2020-2021	\$2500 13 yrs.
Karen	Love	1 6 th Period Math	2020-2021	\$2500 12 yrs.
Larry	Rounds	1 6 th Period Math	2020-2021	\$2500 17 yrs.
Susan	Demos	1 6 th Period Math	2020-2021	\$ 2500 11 yrs.
Jeremy	Insull	1 6 th Period LOTE	2020-2021	\$1900 5 yrs.
Wayne	Strong	2 Extra Periods LOTE	2020-2021	\$4700 10 yrs.
Andrea	Palmer	1 6 th Period Fine Arts	2020-2021	\$2500 17 yrs.
Eric	Yanis	2 Extra Periods SE	2020-2021	\$3100 1 yr.
Barbie	Eichorst	2 Extra Periods SE	2020-2021	\$5000 12 yrs.
Denise	Haraughty	2 Extra Periods SE	2020-2021	\$4700 10 yrs.

Christa	Terry	2 Extra Periods SE	2020-2021	\$5000 19 yrs.
Shannon	McLean	2 Extra Periods SE	2020-2021	\$3400 3 yrs.
Fay	Gorton	2 Extra Periods SE	2020-2021	\$3400 2 yrs.
Jennifer	Sheerer	1 6 th Period ELA	2020-2021	\$2500 12 yrs.
Claire	Dyer	1 6 th Period ELA	2020-2021	\$1900 5 yrs.
Jay	Connelly	1 Psychology/Sociology	2020-2021	\$2050 7 yrs.
Kristin	Saheim	1 6 th Period SS	2020-2021	\$1700 3 yrs.
Jeremy	Duers	1 6th period SS	2020-2021	\$1550 1 yr.
Jennifer	Dobroski	Extra Period PE or Health	2020-2021	\$2050 6 yrs.
Joseph	Iachetta	1 Extra Period Band	2020-2021	\$2500 13 yrs.
Michaela	Trackey	Extra Period band Extra Period in Choir	2020-2021	\$1700 2 yr.
Jack	Conway	0.5 6 th Period PE	2020-2021	\$1250 14 yrs.
Tyler	Byrnes	0.5 6 th Period PE	2020-2021	\$ 950 4 yrs.
Ashley	Osborne	1 6 th Period 10-12 Guidance	2020-2021	\$1900 3 yrs.
Laura	Schrepper	1 6 th Period 7-9 Guidance	2020-2021	\$1900 3 yrs.
Stephanie	Gordon	1 7 th Period K-6 Guidance	2020-2021	\$1700 2 yrs.
Maya	Puchkoff	1 7 th Period Fine Arts	2020-2021	\$2500 11 yrs.
Frank		1 7 th Period PE	2020-2021	\$2500 11 yrs.
	Dymond Skiff	1 7 th Period PE		-
Grant Tom	Boucher	1 7 th Period Sci	2020-2021	\$2500 17 yrs.
		41-		\$1700 3 yrs.
Melanie	Brooks	41-	2020-2021	\$2500 12 yrs.
Patti Sandi	Cook	1 7 th Period AIS 1 7 th Period SE	2020-2021	\$2500 13 yrs.
	Lemery	0.5 7 th Period Class	2020-2021	\$2500 11 yrs.
Mandy	Hughes O'Neil	1 7 th Period SE	2020-2021	\$1250 12 yrs.
Sharon Donna	Robertson	1 7 th Period SE	2020-2021	\$1900 4 yrs.
Elaine	Winslow	1 7 th Period AIS	2020-2021	\$2500 12 yrs. \$2050 6 yrs.
Tim	Brown	1 7 th Period – Sci		\$1900 3 yrs.
Julie	Canavan	4h	2020-2021	
Mikaela		1 7 th Period – Math 1 7 th Period Library Media	2020-2021	\$1900 4 yrs. \$1700 2 yrs.
	Flewelling Firlit		2020-2021	
H. Lee Amanda	Grab		2020-2021	\$2050 7 yrs.
Julia		th		\$1550 1 yr.
	Bradley	th	2020-2021	\$2050 7 yrs.
Cindy	Cook	th	2020-2021	\$2050 7 yrs.
Margaret	Albohn	th.	2020-2021	\$1700 2 yrs.
Kathleen	McGinnis		2020-2021	\$2200 9 yrs.
Emily	Szelest	Summer Curriculum/PD Hours	Summer of 2020	\$30 per hour
Robert	Horvath	Summer Professional Development	Summer of 2020	Regular Hourly wage
Maya	Puchkoff	Summer Curriculum/PD Hours	Summer of 2020	\$30 per hour
Jessika	Bovee	Summer Professional Development	Summer of 2020	Regular Hourly wage
Anisa	VanDyke	Summer Professional Development	Summer of 2020	Regular Hourly wage
Kimberlyn	Horn	Summer Professional Development	Summer of 2020	Regular Hourly wage
Katie Mae	Horn	Summer Professional Development	Summer of 2020	Regular Hourly wage
Sue	Scheff	Summer Professional Development	Summer of 2020	Regular Hourly wage

Eileen	LaFountain	Summer Professional Development	Summer of 2020	Regular Hourly wage
Kathy	Smith	Summer Professional Development	Summer of 2020	Regular Hourly wage
Bobbie Jo	Allen	Summer Professional Development	Summer of 2020	Regular Hourly wage
Samantha	Godfrey	10 Summer Days	Summer of 2020	Reg. Per Diem Rate

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

APPOINTMENTS-CSEA/OTHER

Cleaner (FT) – Alicia Podwirny Motion by Mrs. Visscher

Resolution #25

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District that Alicia Podwirny be appointed to a six month probationary period as a full time provisional Cleaner, according to the terms and wage (\$13.61 per hour) as stated in the CSEA agreement, as per all Warren County Civil Service requirements, effective August 1, 2020. Alicia's probationary period shall begin on August 1, 2020 and end on January 31, 2021, at which time the board authorizes she be granted permanent appointment with written approval from her immediate supervisor, Brian Gereau. Mrs. Podwirny will be promoted to Custodian once she meets the Warren County Civil Service requirements for the position of Custodian.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Teaching Assistant/Interpreter (FT) – Deena Dake Motion by Mrs. Visscher

Resolution #26

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District that Deena Dake be appointed to a six month probationary period as a full time provisional Teaching Assistant/Interpreter, pending receipt of her Level 1 Teaching Assistant Certification within 40 days (October 10, 2020); and according to the terms and wage (\$14.67 per hour) as stated in the CSEA agreement, as per all NYSED requirements for the positions, effective September 1, 2020. Deena's probationary period shall begin on September 1, 2020 and end on February 28, 2021, at which time the board authorizes she be granted permanent appointment with written approval from her immediate supervisor, Robert Mark.

BE IT FURTHER RESOLVED Ms. Dake will receive an additional stipend of \$2500.00 for the position of Interpreter, per the CSEA MOA.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Teacher Aide (PT) – Caitlin Vroman Motion by Mrs. Visscher

Resolution #27

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District that Caitlin be appointed to a six month probationary period as a part time Teacher Aide, according to the terms and wage (\$12.51 per hour) as stated in the CSEA agreement, and is reportable to Warren County Civil Service, effective September 8, 2020. Caitlin's probationary period shall begin on September 8, 2020 and end on March 7, 2021, at which time the

board authorizes she be granted permanent appointment with written approval from the immediate supervisor, Robert Mark.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Teacher Aide (PT) – Mary Alice Barnaby Motion by Mrs. Visscher

Resolution #28

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District that Mary Alice Barnaby be appointed to a six month probationary period as a part time Teacher Aide, according to the terms and wage (\$12.51 per hour) as stated in the CSEA agreement, and is reportable to Warren County Civil Service, effective September 8, 2020. Mary's probationary period shall begin on September 8, 2020 and end on March 7, 2021, at which time the board authorizes she be granted permanent appointment with written approval from the immediate supervisor, Robert Mark.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Cleaner (FT) – Roger Williams Motion by Mrs. Visscher

Resolution #29

As recommended by the Superintendent - BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District that Roger Williams be appointed to a six month probationary period as a full time provisional Cleaner, according to the terms and wage (\$13.61 per hour) as stated in the CSEA agreement, as per all Warren County Civil Service requirements, effective August 31, 2020. Roger's probationary period shall begin on August 31, 2020 and end on April 1, 2021, at which time the board authorizes she be granted permanent appointment with written approval from her immediate supervisor, Brian Gereau. Mr. Williams will be promoted to Custodian once he meets the Warren County Civil Service requirements for the position of Custodian.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

Substitute &Summer Cleaner - Anthony Cirillo

Motion by Mrs. Visscher

Resolution #30

As recommended by the Superintendent, BE IT RESOLVED, by the Board of Education of the Hadley-Luzerne Central School District that Anthony Cirillo be granted appointment as a substitute cleaner and summer cleaner effective August 17, 2020, pending all clearances, at the rate of \$11.80 per hour.

Seconded by Mrs. Braico followed by a discussion.

Yes: 3 No: 0 Abstain: 0

Motion Carried

TREASURER'S REPORT

Motion by Mrs. Visscher

Resolution #31

As recommended by the Superintendent, for the board of education to accept the June 2020 Treasurer's Report

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

SCHEDULE OF BILLS

Motion by Mrs. Visscher

Resolution #32

As recommended by the Superintendent - accept warrants #55 (\$280,924.98), #56 (\$280,924.98), #1 (\$42,384.80), #2 (\$1,255,705.72), #3 (\$23,937.54), #4 (\$551,280.63).

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

CSE RECOMMENDATIONS

Motion by Mrs. Visscher

Resolution #33

As recommended by the Superintendent, for the board of education to accept the CSE recommendations dated 8/17/2020.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

CSEA LEAVE REQUEST

HS School Nurse, Kaycie Trombley

Motion by Mrs. Visscher to TABLE resolution #34 to the September board meeting.

Seconded by Mrs. Braico

Yes: 3 No: 0 Abstain: 0

Motion Carried

(Resolution #34 – TABLED)

BE IT RESOLVED, that the Board of Education of the Hadley-Luzerne Central School District hereby approves the request for an unpaid leave of absence requested by, School Nurse, Kaycie Trombley, for one year September 1, 2020 to the start of the 2021-2022 as an unpaid leave; Pursuant to the CSEA Agreement Article XVII – Other Leave, Section 2.

PUBLIC/STUDENT COMMENTS

None

ADMINISTRATIVE/BOARD COMMENTS FOR THE GOOD OF THE ORDER.

Mrs. Braico questioned our policy regarding a sick student. There will be a low threshold for illness causing a lot of phone calls home. Her preference is that Covid tests be conducted in the parking lot and expressed her concern about confidentiality – stating there may need to be a tent set up.

Mr. Baker noted currently there will be temperature checks on the bus and we will be discreet.

Mrs. Taylor noted that Glens Falls National Bank will no longer be accepting tax payments for us due to the pandemic. There will be a note mailed with the tax bills notifying tax payers and there will be a drop box at the school. Cash will not be an acceptable form of tax payment.

Respectfully Submitted by Regina York – District Clerk

ADJOURNMENT

Seconded by	Mrs. Braico	
Yes: 3	No: 0	Abstain: 0
Motion Carrie	d	

Motion by Mrs. Visscher to adjourn the meeting at 6:47 PM.