

Board of Education Minutes  
Regular Meeting - October 26, 2005

A Regular Meeting of the Board of Education was held on Wednesday, October 26, 2005, at Krieger School, 265 Hooker Avenue, Poughkeepsie, New York.

**CALL TO ORDER**

Board Members Present: Stanley F. Merritt, President  
Carol A. Bogle, Vice-President  
Ellen W. Staino  
Thomas Jefferson

Board Members Absent: Greg Charter

Ex-Officio Member Present: Robert C. Watson, Sr., Superintendent

Others Present: Karen Markeloff, Asst. Supt. for Instruction  
Jeff Baker, Business Manager  
Dr. Fern Aefsky, Asst. Supt. for Pupil Personnel  
Beth Sims, School Attorney  
Maria L. McCabe, District Clerk

**CALL TO ORDER**

**EXECUTIVE SESSION**

The Board entered into Executive Session at 5:30 p.m. for the purpose of discussing the medical, financial, credit or employment history of a particular person or corporation or matters leading to the appointment or employment or promotion or demotion or discipline or suspension or removal of a particular person or corporation.

The Regular Meeting was called to order at 7:30 p.m. The Pledge of Allegiance followed.

**SUPERINTENDENT'S REPORT**

Mr. Watson welcomed everyone to the meeting. He acknowledged students in the audience.

Mr. Watson asked for a Moment of Silence in memory of Mr. Lateef Islam, as well as individuals struggling in the aftermath of weather catastrophies throughout the U.S. (*and around the world*), and to honor the memory of Rosa Parks.

Ms. Nancy Miller presented the Board with gifts in honor of Board Member Recognition week.

## DISCUSSION OF CONSENT AGENDA ITEMS

It was moved by Mrs. Staino, seconded by Mr. Jefferson and carried to move the following resolutions by consent:

**#06-77 through #06-80, #06-82 and #06-83  
and the entire Personnel Agenda with the exception of #3a which was withdrawn  
The following resolutions were removed from the Consent Agenda:  
#06-76, #06-81 , #06-84 and #06-85.**

*(text of the resolutions appear below within the appropriate headings)*

**A Roll Call vote was unanimous.**

**RESOLUTIONS pass 4-0.**

### CLERK'S REPORT

#### 1. Meeting Date

Ms. McCabe stated that the next meeting will occur on November 9, 2005 at 7:30 p.m. at Poughkeepsie Middle School.

#### 2. Approval of Minutes

The Board approved the minutes for the Regular Meeting of October 11, 2005.

MOTION to approve the minutes was moved by Mrs. Bogle, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

MOTION passes 4-0.

#### 3. Receipt of Financial Reports

The Board acknowledged receipt of the Treasurer's Report for September 2005.

### ATTORNEY'S REPORT

#### 1. Tax Certiorari Interventions – **Resolution #06-76**

BE IT RESOLVED that the BOE hereby authorizes its attorneys, Shaw & Perelson, LLP to intervene in tax certiorari proceedings currently pending in matters where petitioners in such proceedings are requesting a reduction in assessment valuation of \$100,000 or more.

MOTION to approve the resolution was moved by Mrs. Bogle, seconded by Mrs. Staino and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

### PERSONNEL

1. Abolish Administrative Position

- a. BE IT RESOLVED, that the Board of Education abolishes the Assistant Superintendent for Human Resources and Professional Development effective October 27, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

2. Establish Administrative Position

- a. BE IT RESOLVED, that the Board of Education establishes a Director of Human Resources position effective October 27, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

3. Instructional Appointments

*Resolution 3a was withdrawn from the agenda.*

- b. BE IT RESOLVED, that **Ms. Melanie McAvoy** certified Students with Disabilities Grade 1 -6 teacher be appointed on probation to the Special Education teacher position at the Morse School and the Warring School (replacing **Robert Sanborn** who retired from the Smith School but the position is being transferred to be split between the Morse School and the Warring School due to increased enrollment), in the Special Education Tenure Area, effective September 6, 2005 and extending

until September 5, 2008, at an annual salary of MS Step 1 \$48,117 (minus any money paid), as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

4. Instructional Extra-Service Appointment

- a. BE IT RESOLVED, that **Ms. Heather Martino** be appointed to the extra-service position of Freshman Class Advisor at the Poughkeepsie High School for the 2005-2006 school year, at a 3 point value @ \$393.00 per point for a total amount of \$1,179.00, as recommended by the Superintendent. (This position will be paid by the District budget).

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

5. Instructional Part-time Appointments

- a. BE IT RESOLVED, that the following individuals be appointed to the part-time position for the Poughkeepsie High School Work Evening Academic Program, effective for the 2005-2006 school, at an hourly rate as per the PPSTA median salary of \$52 per hour, not to exceed 6 hours per teacher per week, program is Monday through Thursday, as recommended by the Superintendent. (These positions will be paid by the District budget and the approximate cost is \$123,552):

<b>Maxwell Bundrant</b>	<b>Science</b>
<b>Jason Conrad</b>	<b>Social Studies</b>
<b>Marvin Edwards</b>	<b>Math</b>
<b>Robin Gulotta</b>	<b>English</b>
<b>Gayle Gerrard</b>	<b>Special Education Social Studies</b>
<b>Lynette Miller</b>	<b>Special Education Science</b>
<b>Patrice Rowell</b>	<b>Special Education English</b>
<b>Kelly Vita</b>	<b>Special Education Math</b>
<b>Matt Cameron</b>	<b>Physical Education (on a rotating basis)</b>
<b>Diane Moore</b>	<b>Physical Education (on a rotating basis)</b>
<b>Michelle Zmudsky</b>	<b>Physical Education (on a rotating basis)</b>

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and

carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

6. Instructional Leave of Absence

- a. BE IT RESOLVED, that the request of **Ms. Kimberly Coleman** elementary teacher at the Krieger School for an unpaid leave of absence for family reasons be approved, effective on or about February 13, 2006 and extending until June 30, 2006, pursuant to the Family and Medical Leave Act of 1993 and the PPSTA collective bargaining agreement, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

7. Instructional Tenure Recommendations

- a. WHEREAS, in accordance with Section 2509 of the New York State Education Law, the recommendation for tenure is based upon good behavior and efficient competent, and satisfactory service rendered during a teacher's probationary term, and

WHEREAS, during the probationary period **Ms. Margaret Petrone** has performed according to the standards of the Poughkeepsie Board of Education,

BE IT RESOLVED, that **Ms. Margaret Petrone** certified Special Education and Elementary teacher at the Krieger School; be granted tenure in the Special Education Tenure Area, effective October 27, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

- b. WHEREAS, in accordance with Section 2509 of the New York State Education Law, the

recommendation for tenure is based upon good behavior and efficient competent, and satisfactory service rendered during a teacher's probationary term, and

WHEREAS, during the probationary period **Ms. Denise Davis-Kraus** has performed according to the standards of the Poughkeepsie Board of Education,

BE IT RESOLVED, that **Ms. Denise Davis-Kraus** certified Special Education and Elementary teacher at the Poughkeepsie Middle School; be granted tenure in the Special Education Tenure Area, effective October 27, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

- c. WHEREAS, in accordance with Section 2509 of the New York State Education Law, the recommendation for tenure is based upon good behavior and efficient competent, and satisfactory service rendered during a teacher's probationary term, and

WHEREAS, during the probationary period **Mr. Jay Lynch** has performed according to the standards of the Poughkeepsie Board of Education,

BE IT RESOLVED, that **Mr. Jay Lynch** certified Music teacher at the Clinton School, Krieger School and Warring School; be granted tenure in the Music Tenure Area, effective October 6, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

- d. WHEREAS, in accordance with Section 2509 of the New York State Education Law, the recommendation for tenure is based upon good behavior and efficient competent, and satisfactory service rendered during a teacher's probationary term, and

WHEREAS, during the probationary period **Ms. Jennifer Geer-Ennist** has performed according to the standards of the Poughkeepsie Board of Education,

BE IT RESOLVED, that **Ms. Jennifer Geer-Ennist** certified elementary teacher at the Morse School; be granted tenure in the Elementary Tenure Area, effective September 29, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

- e. WHEREAS, in accordance with Section 2509 of the New York State Education Law, the recommendation for tenure is based upon good behavior and efficient competent, and satisfactory service rendered during a teacher's probationary term, and

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

- f. WHEREAS, during the probationary period **Mr. James DeSalvo** has performed according to the standards of the Poughkeepsie Board of Education,

BE IT RESOLVED, that **Mr. James DeSalvo** certified Special Education teacher at the Poughkeepsie High School; be granted tenure in the Special Education Tenure Area, effective November 3, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

8. Teaching Assistant Tenure Recommendation

- a. WHEREAS, in accordance with Section 3009, Subdivision 3 of the Education Law and Chapter 1, and Part 30 of the Rule of the Board of Regents, the recommendation for tenure is based upon having met the expectations and service requirements of the Board of Education,

BE IT RESOLVED, that **Ms. Aura Burns** certified teaching assistant at the Morse School; be granted tenure in the Teaching Assistant Tenure Area, effective November 14, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

9. Teaching Assistant Resignation

- a. BE IT RESOLVED, that the resignation of **Ms. Rhonda Ashley** teaching assistant at the Warring School be accepted, effective October 17, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

10. Classified Resignation

- a. BE IT RESOLVED, that the resignation of **Ms. Virginia Dandreano** Senior Typist at the Administration Building in the Personnel Office be accepted, effective November 11, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

11. Classified Appointment/Resignation

- a. BE IT RESOLVED, that the resignation of **Mr. Martin Brodbeck** as the Maintenance Helper at the Administration Building be accepted, effective October 27, 2005 pending his appointment to the Maintenance/Painter Position below, and;

BE IT FURTHER RESOLVED, that **Mr. Martin Brodbeck** be appointed on probation to the Maintenance Mechanic position at the Administration Building (replacing **Howard Green** who retired), in accordance with Civil Service Regulations, effective October 27, 2005, at an annual salary of \$33,676.65 (includes night shift differential), as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

12. Classified Appointments

- a. BE IT RESOLVED, that **Ms. June Boucher** Registered Nurse be appointed on probation to the position of School Nurse at the Morse School (replacing **Justine Bailey** who resigned), in accordance with Civil Service Regulations, commencing on October 17, 2005, at an annual salary of \$27,705.00 (prorated to \$23,549.20 minus any money paid), as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

- b. BE IT RESOLVED, that **Ms. Pina Abbatiello** Registered Nurse be appointed on probation to the position of School Nurse at the Clinton School (replacing **Christine Allerton** who resigned), in accordance with Civil Service Regulations, commencing on October 20, 2005, at an annual salary of \$27,705.00 (prorated to \$23,133.61 minus any money paid), as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

13. Per Diem Substitute Appointments

- a. BE IT RESOLVED, that the Board of Education hereby approves the attached list of per diem substitute teachers and per diem substitute teaching assistants for the Poughkeepsie City School District, effective for the 2005-2006 school year, at their per diem rates.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

### **EDUCATIONAL SERVICES**

1. Textbook Adoption – AP Chemistry – **Resolution #06-77**

BE IT RESOLVED that the Board of Education hereby adopts the textbook Chemistry: Matter and Its Changes; Brady and Senese, authors; Wiley, publisher; copyright 2004, for use in the advanced placement chemistry course at Poughkeepsie High School, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

2. 8<sup>th</sup> Grade Health Curriculum Adoption – **Resolution #06-78**

BE IT RESOLVED that the Board of Education hereby adopts the revised 8<sup>th</sup> Grade Health Curriculum and authorizes its use at Poughkeepsie Middle School, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

### **PUPIL PERSONNEL**

1. Placement of Students with Disabilities – **Resolution #06-79**

BE IT RESOLVED that the Board of Education arranges for placement of students with disabilities. (*CSE and CPSE meetings on: September 23, 27, October 6, 11, 12, 14, 18, 19 and 20, 2005*).

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

**FINANCE AND ADMINISTRATION**

A. Discussion of Energy Budget

Mr. Baker provided the Board with a five (5) year summary of Energy Costs in the district. Mr. Baker noted that weather is the main determining factor with the exception of 2004-05 when the price of electricity and heating fuels increased significantly. Discussion ensued regarding this topic. Mr. Baker further noted that the district could save heating costs by lowering the temperature in the buildings. Mr. Watson stated that an Environmental Committee will be set up to address Energy related issues. The Board asked the Superintendent to come back to them with recommendations as to where to move funds from to create a reserve.

**SUPERINTENDENT'S REPORT**

1. Approval of Staff Travel to Attend the ASCD (*Association for Supervision & Curriculum Development*) – **Resolution #06-80**

BE IT RESOLVED that the Board of Education of the Poughkeepsie City School District authorizes the following staff to travel to Miami, Florida, November 9-10, 2005, to attend the ASCD (Association for supervision and Curriculum Development) Ideas that Drive School Improvement Conference, as recommended by the Superintendent:

Diane Hammond  
Nadine Jackson-Ivey

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

A. District Initiatives

Mr. Watson made no comments.

B. Parent Committee Discussion

The Board unanimously changed the Order of the Agenda to allow representatives of the Parent Committee to address the Board.

Mr. Dan McCabe, spokesperson for the Parent Committee, addressed the Board. Mr. Watson commended committee members for their commitment of time and for their valuable suggestions and recommendations. Mr. Jefferson stated that the group should develop a plan with a timeline. Mr. McCabe extended an invitation to anyone who may be interested in joining the Parent

Committee - students included. After considerable discussion, Mr. Watson asked Ms. Markeloff to set up a “brainstorming” session (*before Thanksgiving*) with members of the Parent Committee to discuss potential topics to be addressed in the future.

C. Approval of Hearing Officer Compensation Appropriation – **Resolution #06-86**

BE IT RESOLVED that the Board of Education hereby authorizes the payment of \$250.00 per 3214 Student Disciplinary Hearing for compensation to the Hearing Officer, as recommended by the Superintendent. (*This item is budgeted for in the 2005-2006 General Fund*).

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

**BOARD OF EDUCATION**

1. Amendment to Legal Retainer with Shaw & Perelson – **Resolution #06-81**

BE IT RESOLVED that the BOE hereby approves an amendment to its legal retainer agreement with Shaw & Perelson, LLP a copy of such revised retainer agreement shall be incorporated by reference into the minutes of this meeting; and

BE IT FURTHER RESOLVED that the Board of Education hereby authorizes its Board President to execute such agreement on its behalf.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mrs. Bogle and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

2. Approval of Assistant Superintendent Annual Contractual Performance Raises – **Resolution #06-82**

BE IT RESOLVED that the Board of Education hereby approves 4.5% annual contractual performance raises for the Assistant Superintendent of Instruction and the Assistant Superintendent for Pupil Personnel for the 2005-2006 school year effective July 1, 2005, as recommended by the Superintendent.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

3. Designation of NYSSBA Voting Delegate – **Resolution #06-83**

BE IT RESOLVED that the Board of Education of the Poughkeepsie City School District hereby designates its President, Mr. Stanley F. Merritt, to represent the interest of the Board as its voting delegate at the New York State School Boards Association Conference, October 27-30, 2005.

MOTION to approve the resolution was moved by Mrs. Staino, seconded by Mr. Jefferson and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

4. Approval of Consultant Contract for Administrative Services at Krieger School – **Resolution #06-84**

*This resolution was withdrawn from the agenda.*

5. Approval of Consultant Contract for Administrative Services at Poughkeepsie Middle School – **Resolution #06-85**

*This resolution was withdrawn from the agenda.*

A. District Goals – Discussion

Mr. Watson asked that copies of the goals be made available for the public. After a brief discussion, the Board decided to wait (*before requesting public input*) and send additional comments/changes to Ms. Markeloff. Mr. Merritt requested that the goals reflect dates and target #'s as descriptors. Mr. Watson asked that the documents reflect Draft #1, #2, etc.

B. Open/Closed Campus – Discussion

The Board reviewed survey results. Mr. Merritt stated that the public can complete the online survey relative to this issue on the district's website. Mr. Watson asked if the Board would allow this issue to remain as a standing agenda item until recommendations are brought forth. The Board agreed. Mr. Merritt stated that he would like information relative to what other districts in the county are doing - as well as what their policies and regulations are. He noted that grade level differences need to be taken into consideration, as well as what changes or additional resources are needed to enforce this policy. Mrs. Staino stated that the Board needs to develop a policy with related cost considerations. She also expressed concern relative to liability issues. Ms. Sims stated that she would present an analysis of liability issues to the Board. Mr. Watson noted that he would set-up a meeting with Mr. Murphy,

Mr. Paine, Dr. Aefsky and Mr. Kaufmann to discuss how to ensure thorough input on this issue from all constituencies. Mr. Jefferson stated that he is in agreement with the various speakers this evening regarding the disgraceful conditions of properties that surround the high school - due to student littering and loitering. He stated that he is embarrassed as a citizen and as a Real Estate Agent selling properties in that area. He addressed the issue of gangs in the schools, as well as the need for student orientation. He stated that students need to take ownership of the building and report things that are happening in and around school grounds. He explained that students should have a "tight" schedule during the day and, if necessary, the district should improve cafeteria choices. Mrs. Bogle stated that in order to have a sufficient and intelligent conversation on this issue, it is her opinion that the Board needs additional information. She asked that she be provided with information relative to security issues including - how many Peace and Order Team members are at PHS, how many lunch periods there are and how many students are in each period, the number of doors in the building and the type of doors. She stated that she would like to hear from Mr. Murphy and his staff. Mr. Watson concluded this discussion by stating that it is possible to have a closed campus. He stated that we must continue to gather data, set this issue as a priority and implement creative ways to engage all constituencies. He stated that it is not a matter of - if it can be done - but rather, how badly we want to do it.

C. NYSSBA BY-Laws Proposed Amendments – **Resolution #06-87**

BE IT RESOLVED that the Board hereby instructs the district's designated Voting Delegate (*Stanley F. Merritt*) to vote in accordance with the Shaw & Perelson recommendation at the New York State School Boards Association Conference, October 27-30, 2005.

MOTION to approve the resolution was moved by Mrs. Bogle, seconded by Mrs. Staino and carried.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

D. Establishment of Wellness Committee – **Resolution #06-88**

BE IT RESOLVED that the Board of Education hereby authorizes the establishment of a Wellness Policy Development Committee to be composed of representatives of the following constituencies: (*See Board File*)

MOTION to approve the resolution was moved by Mrs. Bogle, seconded by Mrs. Staino and carried.

Mr. Jefferson volunteered to serve on this committee. Mr. Merritt stated that a representative from the Physical Education Department should be a member of this committee.

A Roll Call vote was unanimous.

RESOLUTION passes 4-0.

E. Establishment of Audit Committee – **Resolution #06-89**

*Ms. Sims provided background information on this resolution.  
The Board unanimously decided to revisit this issue at a later date.*

Mrs. Bogle asked that the Board move forward and solicit community members who may want to serve on the Audit Committee.

**BOARD MEMBER COMMENTS**

Mrs. Bogle commended two Morse School teachers (*Michelle Devlin and Stephanie Green*) who were recently featured in a Poughkeepsie Journal article for the Pumpkin Patch they brought to the students. Mrs. Bogle extended her compliments to them for this initiative.

**ADJOURNMENT**

There being no further business it was moved by Mrs. Bogle, seconded by Mr. Jefferson and carried to adjourn the Regular Meeting at 9:26 p.m. at which time the Board entered into Executive Session for the purpose of discussing the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment or employment or promotion or demotion or discipline or suspension or removal of a particular person or corporation.

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Maria L. McCabe, Clerk  
Board of Education

Approved: \_\_\_\_\_