

#### AGENDA

# THOMASTON BOARD OF EDUCATION REGULAR MEETING

Monday, June 13, 2022 at 7:00 p.m.

## Thomaston High School Auditorium, Entrance Door #3

This meeting can be attended in person by the public (see requirements) or viewed live/recorded on the Board of Education YouTube Channel.

#### **Mission Statement:**

In a partnership of family, school and community, our mission is to educate, challenge and inspire each individual to excel and become a contributing member of society.

## 2021-2022 Board of Education Goals:

- 1) Spotlight on one staff member each Regular meeting (September June)
  - 2) Conduct meetings that are efficient using hybrid meeting technology
- 3) Provide relevant research and data prior to the formal presentation of that information to the Board.

#### 2022-2023 Board of Education Goals:

- 1) Board Members shall respond to invitations within 24 hours.
  - 2) Board Members will attend district events.

#### **Members:**

Roxy Fainer, Chairperson
David Colavecchio, Vice Chairperson
Heather Patchell, Secretary
Steven Carr, Treasurer

Francine Coss, Superintendent
Frank Treglia
Marie Eldridge
Sarah Ethier

Beth Campbell
Matthew VanOrmer
Cesar Velez, Student Representative
Delaney Jose, Student Representative

#### 1. Establishment of a Quorum and Call to Order

(Bylaws of the Board 9325.1 - Quorum)

- 2. Pledge of Allegiance
- 3. Approval of Agenda 🔺

(Bylaws of the Board 9325.2 - Order of Business and Policy 1205 Community Relations - Participation by the Public - Agenda Format/Preparation and Dissemination)

Vote to accept/approve the agenda of the Board of Education Meeting dated June 13, 2022 as presented.

# 4. Public Participation ▲ ▲ ▲

(Bylaws of the Board 9325 - Meeting Conduct)

The Board welcomes public participation in accordance with Thomaston Board of Education Policy 9325 – Bylaws of the Board Meeting Conduct. Specifically, provision for permitting any individual or group to address the Board concerning any subject that lies within its jurisdiction shall be as follows:

- Five minutes may be allotted to each speaker and a maximum of twenty minutes to each subject matter.
- No boisterous conduct shall be permitted at any Board of Education meeting. Persistence in boisterous conduct shall be grounds for summary termination, by
  the chair, of that person's privilege of address. If necessary, the Chairperson may clear the room so that Board members may continue the meeting.
- No oral presentation shall include charges or complaints against any employee of the Board of Education, regardless of whether or not the employee is identified in the presentation by name or by another reference that tends to identify an individual. All charges or complaints against employees shall be submitted to the Board of Education under provision of Board of Education policy.

The Thomaston Board of Education is confident you will observe the rules of common courtesy. Thank you.

#### 5. Approval of Minutes $\triangle$

(Bylaws of the Board 9326 - Minutes)

5.1. Regular Board of Education Meeting Minutes - May 9, 2022

Vote to accept/approve the Regular Board of Education Meeting Minutes dated May 9, 2022 as presented.

#### 6. Presentations A A

(Bylaws of the Board 9410 - Public Announcement of Accomplishments)

6.1. Careers in Manufacturing, Jessica Bedosky - Director of Curriculum, Instruction, and Assessment

## 7. Recognitions

(Policy 1170 – Community Relations/Recognitions of Students, Citizens, Staff Members, and Members of the Board of Education and Bylaws of the Board 9420 – Recognition of Accomplishments by Citizens, Students, Staff Members or Member of the Board)

- 7.1. May 2022 Rotary Student Hannah Lawlor
- 7.2. June 2022 Rotary Student Tyler Synnott
- 7.3. June 2022 Students of the Month
  - 7.3.1. Kindergarten Elin Saghafi
  - 7.3.2. Grade 1 Maya Holway
  - 7.3.3. Grade 2 Cody Deland
  - 7.3.4. Grade 3 Abel Maxwell
  - 7.3.5. Grade 4 Kaylee Boulanger
  - 7.3.6. Grade 5 Kailey Burgos
  - 7.3.7. Grade 6 Cayden Nevers
  - 7.3.8. Grade 7 Vanessa Sommerfeldt-Zeiner
  - 7.3.9. Grade 8 Samantha Dorlini
  - 7.3.10. Grade 9 Sophia Coer
  - 7.3.11. Grade 10 Olivia Blasko
  - 7.3.12. Grade 11 Morgan LeClair
  - 7.3.13. Grade 12 Tyler Synott
- 7.4. May 2022 Students of the Month
  - 7.4.1. Kindergarten Chloe Frohloff
  - 7.4.2. Grade 1 Noah Laprade
  - 7.4.3. Grade 2 Adelina Pellott
  - 7.4.4. Grade 3 Trinity Smolkis
  - 7.4.5. Grade 4 Georgia Coer
  - 7.4.6. Grade 5 Emily Mazzarella
  - 7.4.7. Grade 6 Aiden Delaney
  - 7.4.8. Grade 7 Ethan Ranney
  - 7.4.9. Grade 8 Teagan Moran
  - 7.4.10. Grade 9 Gwyneth Romanzi
  - 7.4.11. Grade 10 Landen Galpin
  - 7.4.12. Grade 11 Payton Mozelak
  - 7.4.13. Grade 12 Hannah Lawlor
- 7.5. 37th Connecticut Association of Public Schools Superintendents Litchfield County Superintendent Association Student Recognition Program May 4, 2022 Grand Oak Villa, Oakville, Connecticut
  - 7.5.1. Connor Riley Grade 12
  - 7.5.2. Mel Shkrepi Grade 12
  - 7.5.3. Perla Puprriqi Grade 8
  - 7.5.4. Violet Alvey Grade 6
- 7.6. Cesar Velez Grade 12 Outgoing Board of Education Student Representative
- 7.7. Connor Riley Grade 12 Audiovisual Services Thomaston Board of Education Meetings
- 7.8. June Staff Spotlight Nicole Sul, Preschool Teacher Black Rock School
- 7.9. Thomaston Pharmacy, Steven Krasnowski and Nicolas Roder-Hanna

#### 8. Presentations

(Bylaws of the Board 9410 - Public Announcement of Accomplishments)

- 8.1. Thomaston Public Schools Resources for Students, Parents and Staff:
  - 8.1.1. Thomaston Youth Mentoring Collaboration, Delaney Jose Grade 11 and Nathaly McDonald-Sosa Grade 2
  - 8.1.2. Parent Academies and Advancing Teachers, Jessica Bedosky Director of Curriculum, Instruction, and Assessment
  - 8.1.3. Pathways to Prevention, Meghan Slekis School Social Worker Black Rock School
  - 8.1.4. Co-Teaching, Andrea Peters Director of Pupil Services, Thomaston Public Schools

8.1.5. Fairytale Summer Passport, Jennifer Irazabal, Math Instructional Coach, K-6 and Pamela Nascimento, Literacy Coach - Thomaston Center School and Black Rock School

## 9. Student Representatives Report A A

(Bylaws of the Board 9160 - Student Representation on the Board of Education)

9.1. June 2022

## 10. Chairperson's Report 🔺 🛦 🔺

(Bylaws of the Board 9121 - Office of the Chairperson)

- 10.1. Third Quarter Honor Roll Thomaston High School
- 10.2. Connecticut State Board of Education/State Student Advisory Council on Education Finalist Delaney Jose Grade 11
- 10.3. Swearing in of 2022-2023 Student Representatives
  - 10.3.1. Delaney Jose Grade 11
  - 10.3.2. Nathan Marsh Grade 10
- 10.4. Sign Ups for Thomaston School Administrator Association/Board of Education Negotiation Committee
- 10.5. 2021-2022 Superintendent Francine Coss Evaluation
- 10.6. 2021-2022 Board of Education Self-Assessment
- 10.7. Correspondence to the Thomaston Board of Education

## 11. Superintendent's Report $\triangle$

(Policy 2131 - Administration - Superintendent of Schools)

## 11.1. Correspondence

#### 11.1.1. Superintendent

- 11.1.1.1. Effective School Solutions MINDBEAT May 4, 2022
- 11.1.1.2. Effective School Solutions MINDBEAT May 11, 2022
- 11.1.1.3. Effective School Solutions MINDBEAT May 18, 2022
- 11.1.1.4. Effective School Solutions MINDBEAT May 25, 2022
- 11.1.1.5. Effective School Solutions MINDBEAT June 1, 2022
- 11.1.1.6. Effective School Solutions MINDBEAT June 8, 2022
- 11.1.1.7. Effective School Solutions June 2022 Insights & Solutions
- 11.1.1.8. 2021 Education Partner of the Year Letter Caroline Osowiecki
- 11.1.1.9. Letter Invitation from Susan Domanico, Director, EdAdvance/Foothills Adult & Continuing Education, regarding the announcement of Commencement Exercises on June 7, 2022
- 11.1.1.10. Letter to Thomaston Center School Ceiling Project Bidder ENCO Environmental Consulting and Contracting
- 11.1.1.11. Letter to Thomaston Center School Ceiling Project Bidder SanDow Construction, Inc.
- 11.1.1.12. Letter of Gratitude to Ken Hopkins, Chairperson, Covenant Church of Thomaston from Superintendent Coss for the Payment of \$500 for the 2022 2023 School Lunch Overage
- 11.1.1.13. Child Rearing Leave Extension Approval Notice
- 11.1.1.14. Residency Determination Letter Student K
- 11.1.1.15. Outcome of Residency Determination Letter and Notice of Residency Hearing Cancelation Student K
- 11.1.1.16. Thank you letter from Superintendent Coss to Kristin Bernier, Principal, Thomaston Center School for her Presentation at the May 9, 2022 Regular Meeting of the Board of Education
- 11.1.1.17. Thank you letter from Superintendent Coss to Delaney Jose (Grade 11) for her presentation at the May 9, 2022 Regular Meeting of the Board of Education
- 11.1.1.18. Thank you letter from Superintendent Coss to Sandra McDonald (Grade 12) for her presentation at the May 9, 2022 Regular Meeting of the Board of Education
- 11.1.1.19. Thank you letter from Superintendent Coss to Raymond Rabuska, Science Teacher,
  Thomaston High School for his presentation at the May 9, 2022 Regular Meeting of the Board
  of Education

- 11.1.1.20. Thank you letter from Superintendent Coss to Jessica Bedosky, Director of Curriculum, Instruction, and Assessment, Thomaston Public Schools, and LEAP Students for their Presentation at the May 9, 2022 Regular Meeting of the Board of Education
- 11.1.1.21. Thank you letter from Superintendent Coss to Marcella Olson, Grade 5 Teacher, Thomaston Center School, and Grade 5 Task Force Students for their Presentation at the May 9, 2022 Regular Meeting of the Board of Education
- 11.1.1.22. Letter from Thomaston Fire Marshal Bob Norton School Fire Safety and Code Inspections
- 11.1.1.23. Letter from Superintendent Coss to Hanane Boumghait Proof of Last Day of Work
- 11.1.2. Connecticut Association of Boards of Education (CABE)
  - 11.1.2.1. Newsletter May 2022
  - 11.1.2.2. Newsletter June 2022
  - 11.1.2.3. CABE Journal June 2022
  - 11.1.2.4. Policy Highlights May 27, 2022
- 11.1.3. Connecticut Association of Public Schools Superintendents (CAPSS)
  - 11.1.3.1. Dual Instruction and 30 Minute Lunches
- 11.1.4. United States Department of Education (USDE)
  - 11.1.4.1. Education Department Hosts Virtual Summit Today, Announces New Efforts and Resources for Supporting Mental Health and Students with Disabilities
- 11.1.5. Department of Public Health (DPH) None
- 11.1.6. Connecticut State Department of Education (CSDE)
  - 11.1.6.1. Student Assessment News May 4, 2022
  - 11.1.6.2. Performance Matters May 2022
  - 11.1.6.3. EducateCT Newsletter June 6, 2022
  - 11.1.6.4. Current Statutes Pertaining to School Accommodations

#### 11.2. Reports

- 11.2.1. Administrator Reports
  - 11.2.1.1. June 2022
  - 11.2.1.2. Thomaston Center School Tennis Court Project, Superintendent Francine Coss
  - 11.2.1.3. 2021-2022 Thomaston Public Schools Consolidated COVID-19 Data and Vaccination Rate Report
  - 11.2.1.4. Governor Lamont Signs Legislation Recognizing Juneteenth as a Legal State Holiday
  - 11.2.1.5. Curriculum Guides
    - 11.2.1.5.1. Technology Information Technology Grades 9-12
    - 11.2.1.5.2. Art Curriculum Guide Grades 4-6

## Vote to accept/approve the curriculum guides as presented.

- 11.2.2. Enrollment Report
  - 11.2.2.1. June 2022
  - 11.2.2.2. 2021 2022 New England School Development Council (NESDEC) Second Semester/Spring Enrollment Projection Service Form
  - 11.2.2.3. New England School Development Council 2021-22 Enrollment Projection Form Update
- 11.3. Contracts
  - 11.3.1. Michelina Stanley, Executive Secretary to the Superintendent, July 1, 2022 June 30, 2027
  - 11.3.2. Memorandum of Agreement Custodian Vacation Days Local 1303-97 Connecticut Council 4, AFSCME, AFL-CIO
  - 11.3.3. Payroll Services Agreement- EdAdvance/Thomaston Board of Education -July 1, 2022-June 30, 2023
- 11.4. Grants
  - 11.4.1. Thomaston School District FY 2023 IDEA
- 11.5. General Information
  - 11.5.1. Fundraisers
    - 11.5.1.1. Fundraising Follow Up

- 11.5.1.1.1. Interact Club Lip Sync Battle
- 11.5.1.2. Gifts/Donations None
- 11.5.1.3. Approved Fund-Raisers
  - 11.5.1.3.1. Collection of Feminine Products BIO (Beauty Inside and Out) Thomaston High School
  - 11.5.1.3.2. Capture the Flag Tournament Class of 2025 Thomaston High School
  - 11.5.1.3.3. Car Wash Thomaston High School Girls Basketball Team
- 11.5.1.4. Denied Fundraisers None

#### 11.6. Personnel

(Policy 4112/4212 - Personnel - Certified/Non-Certified Appointment and Conditions of Employment)

#### 11.6.1. New Hires

- 11.6.1.1. Melanie Jones, Full-Time Paraprofessional, Black Rock School, Effective May 16, 2022
- 11.6.1.2. Michael Seymour, Regular Part-Time Custodian, Districtwide, Effective May 16, 2022
- 11.6.1.3. Casey Carangelo, Building Substitute Teacher (Temporary/PerDiem), Thomaston Center School, Effective May 23, 2022
- 11.6.1.4. Jennifer DePalma, Elementary Classroom Teacher, Black Rock School, Effective August 26, 2022 11.6.2. Transfer/New Assignments
  - 11.6.2.1. Mackenzie Norton from Substitute Paraprofessional to Full-Time District-Wide Paraprofessional, Districtwide, Effective May 9, 2022
  - 11.6.2.2. (Revised Letter) Mackenzie Norton from Substitute Paraprofessional to Full-Time Paraprofessional, Districtwide, Effective May 9, 2022
  - 11.6.2.3. MacKenzie Norton from full-time Paraprofessional (Instructional) to Full-Time 10-Month Centralized Registration/Guidance Secretary, Thomaston High School, Effective June 6, 2022
  - 11.6.2.4. Christine Thomas, Pupil Services Secretary Effective May 23, 2022 June 3, 2022
  - 11.6.2.5. Kelsey Murzak, Extended School Year, Special Education Teacher (temporary, part-time), Effective June 20, 2022
  - 11.6.2.6. Stephanie Catucci, Extended School Year, Special Education Teacher (temporary, part time), Effective June 20, 2022
  - 11.6.2.7. Susan Larson, Director of Extended School Year and Summer School Program (temporary, part-time), Effective June 20, 2022
  - 11.6.2.8. Megan Slekis, Extended School Year, Social Worker (temporary, part time), Effective June 20,
  - 11.6.2.9. Debra Green, Extended School Year, Paraprofessional (temporary, part time), Effective June 20, 2022
  - 11.6.2.10. Diane Aniki, Extended School Year School Nurse (temporary, part-time), Effective June 20, 2022
  - 11.6.2.11. Megan Fitzgerald, Extended School Year, Special Education Teacher, Effective June 20, 2022
  - 11.6.2.12. Marissa Mendoza, Extended School Year, Special Education teacher (temporary, part-time), Effective June 20, 2022
  - 11.6.2.13. Amanda Behuniak, Extended School Year Paraprofessional (instructional) (temporary, part-time), Effective June 20, 2022
  - 11.6.2.14. Sarah Ryan, Summer School Teacher Enrichment Program (temporary, part time), Effective June 20, 2022
  - 11.6.2.15. Chevenne Clark, Summer School Teacher Enrichment Program, Effective June 20, 2022
  - 11.6.2.16. Sarah DeMatteis, Summer School Teacher Enrichment Program, Effective June 20, 2022
  - 11.6.2.17. Erica Polanco, Summer School Teacher Enrichment Program (temporary, part time), Effective June 20, 2022
  - 11.6.2.18. Julia Kunic, Summer School Teacher Enrichment Program (temporary, part time), Effective June 20, 2022
  - 11.6.2.19. Spencer Luthy, District Lead Custodian, Districtwide, Effective July 1, 2022

- 11.6.2.20. Melanie Jones, from full-time Paraprofessional (Instructional) to full-time NAEYC Qualified Paraprofessional, Black Rock School, Effective June 6, 2022
- 11.6.3. Reassignment None
- 11.6.4. Resignations
  - 11.6.4.1. Michael Seymour, Regular Part-Time Custodian, Districtwide, Effective June 10, 2022
- 11.6.5. Retirement None
- 11.6.6. Termination
  - 11.6.6.1. Aaron Collins, Custodian III, Thomaston High School, Effective May 18, 2022
- 11.6.7. Non-Renewals None
- 11.6.8. Stipends 2021 2022

Vote to acknowledge the Superintendent's notification of Personnel, specifically, New Hires/Transfers/Retirements/Resignations/Renewals/Stipends per Policy 4112/4212 Personnel – Certified/Non-Certified Appointment and Conditions of Employment as presented.

11.6.9. Family and Medical Leave Act (FMLA) - None

(Policy 4152.6/4252.6 - Personnel - Certified/Non-Certified Personal Leaves Family and Medical Leave Act)

11.6.10. Interns and Student Teachers - None

(Policy 1212-Community Relations-School Volunteer)

11.7. Field Trips

(Policy 6153 - Instruction Field Trips - Secondary Schools)

11.7.1. Gettysburg and Washington D.C. Grade 8 - April 18-21, 2023

Accept/approve the Gettysburg and Washington D.C. Grade 8 Field Trip - April 18-21, 2023 as presented.

11.8. Sales and Disposal of Books, Equipment and Supplies - None

(Policy 3260 Business/Non-Instructional Operations Sales & Disposal of Books, Equipment & Supplies)

- 11.8.1. Disposal of Books Thomaston Center School Media Center
  - 11.8.1.1. Response Letter from Superintendent Coss to Kristin Bernier, Principal, Thomaston Center School

#### 12. Committee Reports

(Bylaws of the Board 9132 - Standing Committees and Bylaws of the Board 9133 - Special Committees/Advisory Committees)

- 12.1. Achievement Committee Jessica Bedosky, Director of Curriculum, Instruction and Assessment
  - 12.1.1. Thomaston Center School iReady Diagnostic Results for Spring 2022 Jennifer Irazabal, Math Instructional Coach, K-6
- 12.2. Budget Audit Committee
  - 12.2.1. May 2022 Business Manager's Report
    - 12.2.1.1. 2021-2022 Budget Table Without Encumbrances
    - 12.2.1.2. 2021-2022 Budget Table With Encumbrances
    - 12.2.1.3. 2021-2023 Grant Report
    - 12.2.1.4. 2021-2022 Transfer
    - 12.2.1.5. Expenditures

12.2.1.5.1. \$1,312,081.39

12.2.1.6. School Meal Prices

Vote to accept/approve the school meal prices as follows: Breakfast - Districtwide: \$2.00; Lunch - Black Rock School: \$3.15; Lunch - Thomaston Center School: \$3.50; Lunch - Thomaston High School: \$3.65.

12.2.1.7. Healthy Food Certification Resolutions

Vote to accept/approve the 2022-2023 Healthy Food Certification resolutions as presented below:

Resolution 1: Healthy Food Option: Pursuant to C.G.S. Section 10-215f, the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2022, through June 30, 2023. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, and any fundraising activities on school premises sponsored by the school or by

non-school organizations and groups.

Resolution 2: Food Exemptions: for Exemption for Food Items: The board of education or governing authority will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held.

Resolution 3: Beverage Exemptions: The board of education will allow the sale to students of beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the beverages are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting or extracurricular activity. The "school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held, and must be the same place as the beverage sales.

12.2.1.8. Discussion on Adjustment to Oil and Diesel Fuel Per Gallon Strike Prices

Vote to adjust the oil and diesel fuel per gallon strike prices for the 2022-2023 fiscal year from \$2.75 per gallon for oil and \$2.85 per gallon for diesel to prices recommended by Todd Bendtsen, Business Manager, during the June 13, 2022 Regular Meeting.

12.2.1.9. 2022-2023 Operating Budget Reduction of \$252,000 by the Thomaston Board of Finance Vote to accept/approve the 2022-2023 Operating Budget Reduction of \$252,000 by the Thomaston Board of Finance, changing the 2022-2023 Operating Budget from \$16,183,434 to \$15,931,434.

12.3. Policy Committee

(Policy 2231-Administration/Policy and Regulation Systems)

12.3.1. Presentations

12.3.1.1. Policy 5141, Student Health Services - Andrea Peters, Director of Pupil Services - Thomaston Public Schools

12.3.1.1.1. Current Policy

12.3.1.1.2. Marked Up Policy

12.3.1.1.3. Clean Copy

12.3.2. Discussion Items - None

12.3.3. First Read

12.3.3.1. Policy 3281, John Perrucci, Principal, Thomaston High School - School Fundraisers

12.3.3.1.1. Current Policy

12.3.3.1.2. Marked Up Copy

12.3.3.1.3. Clean Copy

12.3.3.2. Policy 3542.43, Food Service, Nicole Lefebvre, Director of Food Services - Thomaston Public Schools

12.3.3.2.1. Current Policy

12.3.3.2.2. Marked Up Copy

12.3.3.2.3. Clean Copy

12.3.3.3. Policy 5131.911, Bullying, Gianni Perugini, Assistant Principal - Thomaston High School

12.3.3.3.1. Current Policy

12.3.3.3.2. Marked Up Copy

12.3.3.3.3. Clean Copy

12.3.4. Discussion Items - None

12.3.5. Second Read

12.3.5.1. Policy 6111, School Calendar, Superintendent Francine Coss

12.3.5.1.1. Current Policy

12.3.5.1.2. Marked Up Policy

12.3.5.1.3. Clean Copy

12.3.5.2. Policy 6146, Graduation Requirements, Superintendent Francine Coss

12.3.5.2.1. Current Policy

12.3.5.2.2. Marked Up Copy

12.3.5.2.3. Clean Copy

12.3.6. Action Items - None

# 13. Enter Executive Session for the purpose of negotiation of the contract for the Superintendent of Schools.

(Policy 9322- Public and Executive Sessions)

13.1. Negotiation of the Contract for the Superintendent of Schools

Vote to enter into Executive Session for the purpose of negotiation of the contract for the Superintendent of Schools.

## 14. Exit Executive Session/Enter into Regular Session

Potential action on the matters discussed in Executive Session.

## 15. Adjournment

Vote to adjourn.