**Executive Board Minutes** 

June 13, 2022

The meeting was called to order at 4:16pm by Keith Harvey.

# I. President's Report – Keith Harvey

A. As we conclude this school year, I would like to extend my gratitude to the Executive Board and our membership for all that you do to make Long Beach Public Schools a better place for our children and its workers.



At the end of last year, and throughout the

summer, we were told that everything was back to normal for this September. Then everything changed last minute, and September was anything but normal. This presented many unique challenges and unforeseen issues for us. The extra hours you have put in as educators and union representatives have not gone unnoticed by the community, district, or union. As we prepare for the end of this year, it is also important that we look forward to next year. The trajectory of the pandemic is looking much more promising, and we are hopeful that September will be a more traditional start to the year. As such, now is the time to start having conversations about what we want our classrooms and schools to look like next year. This will allow us to have clear and consistent goals at our grade, department and building levels. Good luck with the final days of the school year.

I wish everyone a safe, happy, and healthy summer.

#### **B.** Building Rep Elections

Thank you very much Beth Prostick and Amy Leder for running multiple elections this year. I would also like to thank all the members of the Executive Board who have dedicated their time to support the students and teachers this year. Congratulations and welcome to all our newly elected Building Reps. I look forward to working with you next year.

# C. 2022-23 Executive Board Dates - Approved

Monday, 9/12/22 will be the first executive board meeting. The remainder of the meetings are listed below.

9/12/22	12/12/22	3/13/23	5/22/23
10/24/22	1/9/23	3/27/23	6/12/23
11/14/22	1/23/23	4/24/23	
11/28/22	2/13/23	5/8/23	

Keith Harvey
President
Karen Bloom
Executive Vice President
Beth Prostick
Vice President for
Elementary Schools
Amy Leder
Vice President for Secondary Schools
Patricia Van Loon
Recording Secretary
Elleen Parks
Corresponding Secretary
James Fiola

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Treasurer

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#### **D.** 2022-23 Pay Dates

Below is a list of next year's pay dates. Please remember that next year's club stipends will be paid in two payments, like coaching; one payment on the payday nearest to half-way through, and the second payment on that payday nearest to the end of the club term/season.

9/16/2022	11/23/2022	1/20/2023	3/17/2023	5/12/2023
9/30/2022	12/9/2022	2/3/2023	3/31/2023	5/26/2023
10/14/2022	12/23/2022	2/17/2023	4/14/2023	6/9/2023
10/28/2022	1/6/2023	3/3/2023	4/28/2023	6/23/2023
11/10/2022				

#### E. Remote Snow Days

The State Education Department authorized a "snow day pilot" program during the 2020-2021 and 2021-2022 school years. This program allowed school districts to deliver instruction remotely on days in which it would otherwise have closed due to an emergency. It is anticipated that this will be adopted permanently at the Regents July meeting.

# F. NYSUT Leadership Training

A list of NYSUT's summer workshop schedule for 2022 was distributed at the meeting. If you need more information, please contact Keith Harvey.

#### **G.** Local CTA Dues

As per our constitution and By-Laws, I may recommend that the Executive Board approve a local membership fee increase. After a thorough review of our finances by our treasurer Jim Fiola, I believe this will not be necessary for next year. As a result, our local dues shall remain the same for next year.

#### H. Union Sick Bank

Thank you very much to all who have donated so far. Many of our members have been using the targeted day option on the donation form. Please remember you still have the option to donate directly to the bank. As the school year comes to an end, I hope each of you sees fit to donate at least one day to the bank to ensure the continuation of this valuable benefit. If you know of anyone that is leaving the district and has day(s) in their bank, please ask them to donate. Donation Form

#### I. Sell-back of Health Insurance

If you have elected to "sell-back" your health insurance, you should have received your second half payment as separate paycheck on June 13. Please keep in mind that if you sell-back your health insurance you are still entitled to our Dental and Eyeglass plans.

## J. Annual Turn-In of Sick Days

If you have accumulated at least 75 sick days and wish to exercise your option of selling back unused sick days earned this year (up to 12 or 14 if you worked at Summer School) you must submit a "Request for Payment in Exchange for Accumulated Unused Sick Days" form to Dr. Natali's office. The rate is \$98.05 per day. Please be aware that you can accumulate up to 200 days in your sick day bank. Any days in excess of 200 should be sold back to the district or donated to the Sick Bank.

#### **K. Study Money Dates**

Those who were approved for the May 13th summer study money were listed on the May 24, BOE agenda. Looking ahead to next year, the tuition reimbursement dates will be Fall-9/30/22, Winter-12/9/22, and Summer-5/12/23. The application is available online at Request for Participation in Study Program— Group A.

#### L. Pay Options

Each year you have three pay options:

- 21 equal bi-weekly payments (September through June)
- 25 payments; 21 payments (September through June) + 4 payments on the last day of school
- 26 payments; you will receive 1/26 of your annual salary every two weeks from the first pay date in September through the last pay date in June when you will receive the remaining paychecks as separate checks, all dated June 30, which you may deposit at any time from June to August. Direct deposit will not be available for the last six paychecks. All deductions will be spread out over the 26 pay checks.

To elect an option other than the one you currently have; you must enroll prior to June 30 and the new option may not be changed until the start of the following school year. Click here for the form.

#### M. Eyeglass Reimbursement-- Reminder

We are in year two of a two-year cycle for eyeglass/contact purchases. Members have \$400 to spend on glasses/contacts. Plus, such coverage may now be used for the member and their family. Completed claim <u>forms</u> with receipts attached must be sent to the HR department in Administration, or email Dr. Natali.

# N. Packing and Unpacking

Teachers who are moving and/or packing due to an alternative use of their room or a room transfer shall be paid \$26.17 per hour up to a maximum of 4 hours. The work must be done outside of the school day and a record kept of the dates and times.

#### O. Health Care Bonuses-- Reminder

The recently adopted 2023 state budget created a healthcare and mental hygiene workers bonus program to recruit and retain existing employees. The association is continuing to discuss this process with the district for our eligible members. At this time, we are waiting to see if the Commissioner of Health will develop forms, and procedures that may be needed. I look forward to bringing you more information throughout the process.

## P. Credit Swap

The following teacher has credits available. Please contact them directly if you are interested.

1.5 credits for Hofstra University

Patricia Lugo plugo@lbeach.org

#### II. Committees

# A. Grievance Committee - Karen Bloom

- 1. There are no grievances to report at this time.
- 2. Please contact me if you have any issues that you feel are a violation of our contract.

# B. Negotiation Committee - Chief Negotiator's Report - Keith Harvey

#### 1. Permanent Substitute Contract

The final draft has been signed. A digital copy can also be found on our website.

#### C. New Member Committee – James Fiola and Alison Katulka

As this is Jim's last report, he wishes everyone much success in their career here in the Long Beach City School district. It has been his privilege to work with Alison as co-Buddy coordinator for these many years and he looks forward to hearing about all your positive student interactions at future New Member gatherings and Year End Celebrations. Of course, you can always drop in and see him in the Credit Union Office, Room 218A in the High School. If you have not joined the Credit Union yet, we encourage you to do so.

Keep reading the minutes and have a wonderful summer.

#### D. Political Action Committee – Jennifer Garrett

- 1. As always, please feel free to share your ideas on how LBCTA PAC can better serve our members. You can email your thoughts to LBCTAPAC@gmail.com.
- **2.** Have a great summer!

# E. Public Relations – Amy Leder and Beth Prostick

- 1. Save the date...Making Strides Against Breast Cancer walk at Jones Beach will be on Sunday, October 16, 2022. We are already looking for new creative ideas for tshirts. Please send your ideas to Amy or Beth.
- **2.** Long Beach High School's TV production team was awarded a certificate of appreciation at the 5th Annual BASH (Broadcasting Awards for Senior High) for their outstanding efforts hosting last year's virtual event. Congratulations to Eric Krywe and all the students involved.
- **3.** A special congratulations to our Treasurer, Jim Fiola on your upcoming retirement. Our members have benefited greatly from your forever love and compassion to the LBCTA. See you on the golf course!

#### F. Social Committee – Ellen Parks

1. Congratulations to all the retirees! Wishing everyone a safe and healthy summer vacation!

#### G. Teacher Center – John Marr

- 1. The Long Beach Teacher Center is looking to expand summer offerings in the next few days. Please check on Frontline.
- **2.** If you are interested in running a PD class next year, please contact the Director at lbtc@lbeach.org.

# III. Vice President - Karen Bloom

**A.** Congratulations to all of our retirees! Especially our own Jim Fiola! We wish you all the best and hope that you fully enjoy your retirement! Thank you for your years of service! Welcome to our newly appointed teachers and a BIG congratulations to those teachers who received Tenure!

#### B. APPR

- 1. No APPR this year! As we thought, all requirements are waived for this school year!
- **2.** Feel free to contact me if you have specific concerns regarding APPR.

#### C. Health & Safety Committee

- 1. Thank you to Mr. DeVito for helping to get the hallway in the back of the middle school covered after school. It has made a big difference.
- 2. The ID machine at the HS has finally arrived! We are hoping that this will lead to all students wearing them in the building next year!
- **3.** Construction will be taking place at the HS to complete the rear roadway as well as some other campus paving. The Lido complex should be completed this summer as well.
- **4.** If you have any Health & Safety issues that you are unable to resolve at the building level, please email me at <a href="mailto:kbloom@lbeach.org">kbloom@lbeach.org</a>.

#### D. Other

- 1. Have a relaxing and fun summer with family and friends! We all earned this break!
- 2. Please remember to attend School Board meetings whenever possible.
- **3.** Please consider donating days to our District Sick Bank. The form is on our website at www.lbcta.com.

#### IV. Elementary Vice President – Beth Prostick

- **A.** Congratulations to our newly elected 2022-2023 Building reps. I look forward to working with you all. A special welcome to our new East School rep, Melissa Canner.
- **B.** Best of luck to all our retirees. You will all be missed.
- C. Our workday for next year is 8:40-3:40.
- **D.** Please consider donating a sick day to our sick bank.
- **E.** I wish everyone a very restful and fun summer vacation. Enjoy every minute!

**F.** Send me any issues you were unable to work out at your building. I can be reached at bprostick@lbeach.org.

# V. Secondary Vice President – Amy Leder

- **A.** Congratulations to all of our new and returning 2022-2023 Building Reps. Welcome to our new reps, Loren Wolfin, Pamela Bankey, Brian Petschauer, Scott Stark, and Grace Parisi. It's so great to see some new faces. Thank you to our veteran reps for your continued commitment to the LBCTA.
- **B.** Congratulations to our incredible retirees. You will truly be missed.
- **C.** Congratulations to our teachers who received tenure.
- **D.** Wishing everyone the most wonderful and restful summer. Enjoy every second of the well-earned break.

#### VI. Treasurer's Report – James Fiola

# A. May Financial Results

Revenues		<b>Expenditures</b>	
Union Dues	\$40,912	NYSUT	\$16,580
Year End Celebration	2,223	AFT	10,376
Vote Cope	4,830	Meeting Expense	340
•	ŕ	Taxes and Ins	23
Retiree Dues	27	Donations	6,000
Total	\$47,992	Year End Celebration	6,445
		Scholarships	3,000
		Public Relations	4,655
		Training	928
		Total	\$48,347

- **B.** Congratulations to all my fellow retirees. I wish you all a long, happy, and healthy retirement. In addition, I congratulate all those who have been granted tenure this year. Of course, I wish you all a fun and restful summer.
  - Please consider donating a sick day to the Sick Day Bank and virtually attend an upcoming School Board Meeting. Thank you for reading the minutes and please encourage your fellow members to do the same. If you have any changes to your personal file (address, name, etc.), please email them to Jonathan Bloom at <a href="mailto:jfiola@lbeach.org">jfiola@lbeach.org</a>.
- C. Union dues for 2021/2022 for full-time members will remain at \$1,017.96. The break-out is \$397 local, \$378 NYSUT, \$234.36 AFT dues and \$8 PTA. \$101.80 will be taken from your first check of the month and will show up under the column "Dues-Teachers". We are determined to keep your dues as low as possible while still meeting our local obligations and making charitable contributions to the Long Beach community.

#### For tax purposes, the 2021 union dues are \$1,018.

**D.** Some closing thoughts: For the last 18 or 19 years attending Executive Board Meetings once or twice a month has been part of my regular routine. When I was hired to teach math at Long Beach High School in the summer of 2000 after a 17-year accounting career, I really had no idea about what it meant to be part of a union. When I started that September, Frank Volpe was assigned as my union buddy and the start of my education regarding the LBCTA quickly began. Little did I know then that Frank would become my best friend. When I attained tenure, I started my union career as a building rep, then served as senior rep and became Treasurer upon Myra Garber's retirement.

Over the years, I began to see the Union as a family. I considered the entire membership as a huge extended family, the Executive Board as a large nuclear family and the Officers like brothers and sisters. The years passed and the people have changed, but the goal of supporting our members to the fullest extent has carried on and never wavered. I am proud of the work that we have done and the connections and relationships I have made with members throughout the district. My current roles in the Union and the Credit Union have allowed me to connect with everyone in the Long Beach City School District and for that I am most grateful.

I am happy to leave here with the LBCTA in good hands and in a position where we have positive relationships with the School Board, Administration, and the Community. I feel this is due to Keith's hard work and the work of everyone on the Executive Board along with the entire Group A staff.

There is no "Past Treasurer" position on the Executive Board. There is no reason for it with Past President Volpe attending every meeting, but I will be around in the background. I have met with Jon Bloom several times already going over Treasurer procedures and will continue to do so and be available to him whenever he needs me. The position of Treasurer is in fine hands with my friend JB.

I will continue as CEO of the Credit Union for several more years. So my roots in Long Beach remain. I have many dear friends here and look forward to continuing and growing these relationships. I want to thank everyone for supporting me for these 22 years. I consider myself extremely fortunate to be among such wonderful and caring educators who also happen to be awesome people.

Be well, Good Luck and God Bless.

I will see you down the Road.

#### VII. Building Report

#### A. West School

- 1. Wishing congratulations to our staff members who are leaving West to take on new positions throughout the district:
  - **a.** Courtney Elliott and Kim Short who will be leading the Discovery Program at Lindell.
  - **b.** Edenia Aristy who will be leading the Discovery Program at Lido.
  - **c.** Travis VanNostrand who will be joining the middle school team as a math teacher.
- **2.** Congratulations to Stephanie Zimmerman on her tenure!
- **3.** Congratulations Steve Peppe on being officially appointed as the new head custodian of West School.
- **4.** Congratulations to Claudine Clark, Anne LaPenna, and Julie deBruin as our new Building Representatives for the 2022- 2023 school year
- **5.** Thank you to Dan Bailey, Mr. Rosen, and all those who participated in organizing our Field Day.
- **6.** Thank you to the Election Committee for their dedication in the election process.
- 7. Thank you to our PTA for ALL their hard work this year! We are very lucky to have such a dedicated group of parents. A BIG thank you for organizing the food for West BEACH DAY this year.
- **8.** Please consider donating a sick day to the sick bank.
- **9.** We want to wish a HAPPY and HEALTHY summer to everyone!!! Looking forward to the 2022-2023 school year!

#### **B.** Lindell School

- 1. The Lindell family had a great time marching this year in the Memorial Day Parade.
- **2.** Thank you to Kirstyn Golden and all the volunteer parents and community members who made Lindell's Virtual Career Day an educational and informative event.
- **3.** Great job to Grade 1 teachers and writers with Author's Day.
- **4.** Our Grade 2 teachers and students are looking forward to a wonderful VIP Day.
- **5.** Many thanks to the Activity Day Committee and all the teachers and parent volunteers who made Activity Day a huge success.
- **6.** Congratulations to all the 5th grade students moving up to the M.S. We are proud of your achievements.
- 7. Congratulations to Phil Cabasino, Rachel Ray, Christina Causi and Cara Pues on receiving tenure.
- **8.** Many thanks to Dr. Pullara and Ms. McGovern on a successful school year. We appreciate you both.
- **9.** Best wishes to all the retirees.
- 10. Have a safe, relaxing, and healthy summer

#### C. East School

- 1. Welcome to Melissa Canner as our newest building rep.
- 2. Congratulations to Denise Levitt and Kristin Higgins on receiving tenure.
- **3.** Thank you to Michelle Bennett who always takes the time to be at the Long Beach Memorial Day parade. Thank you to our 3rd grade recorder players, staff, and families who represented East School at the parade.
- **4.** Thank you to the East School PTA and Fun Day committee for planning a day of movement, music, and motion for our students.
- **5.** A great day at Coleman Camp was enjoyed by our 5th graders.
- **6.** Congratulations to our 5th graders on moving up to middle school. Wishing you all the best!
- 7. Congratulations to Edward Courtney on receiving the BOCES NASTAR Award in recognition of his innovation and exemplary technology leadership in the Long Beach School District.
- **8.** Congratulations and best wishes to all the retirees. May you embrace and enjoy a happy, relaxing, and fun new chapter in your life.
- **9.** Wishing you all a healthy, happy summer.

#### D. Lido School

- 1. Congratulations to Ann Wiemann on receiving tenure!
- **2.** Congratulations and best wishes to the retirees! Thank you for your years of service to the students of Long Beach.
- **3.** The Memorial Day Parade was enjoyed by all who attended. The band students and 3rd graders did a great job playing songs as they marched.
- **4.** Lido School's Field Day was such a fun day. Students had fun outdoors wearing their team color shirts provided by our amazing Lido PTA. All the activities were enjoyed. Kudos to Anthony LaPenna and Erin Veltre for organizing our Field Day activities. Also, many thanks to Lido PTA and all the parent volunteers who came out to help.
- 5. Students and staff had a blast with a fun-filled Spirit Week leading up to Field Day.
- **6.** Congratulations to Dr. Lauren Miller and husband on the birth of their son, Thomas Bryan.
- 7. Wishing a speedy recovery to Lynda D'Alessio and Aileen Monahan.
- **8.** Thank you to Kirstyn Golden for organizing and planning the Long Beach Career Day activities and for organizing the Virtual Assembly with Lora Webster, paralympian for sitting volleyball and Lido School parent too.
- 9. Congratulations to Dorothy Lopez, Dana Monti, Lori Parenti, and Molly Drake on their

- election to be the LBCTA Lido School and PreK Building Reps for the 2022-2023 school year.
- **10.** Congratulations to Jim Fiola, LBCTA Treasurer, on his retirement! Wishing you much enjoyment and relaxation!
- **11.** Thank you to members who have donated sick days to the LBCTA District Sick Bank. Please consider donating a day.
- 12. Wishing everyone a happy, healthy, and well-deserved summer break!!

#### E. Pre-K

- 1. Congratulations to Jessica Schairer on her recent engagement!
- 2. Congratulations to Lauren Miller on the birth of her son, Thomas Bryon!
- **3.** Thank you to all the Lido Leaders that marched in the Memorial Day parade! It was a great day!
- **4.** Thank you to Ms. Golden for the wonderful career day!
- **5.** Thank you to the Pre-K PTA, parent volunteers, and Jackie Borneman "Ms.B" for an amazing field day!
- **6.** Thank you to the Lido PTA for supplying the staff with Field Day t-shirts.
- 7. Thank you to the Pre-K PTA for the t-shirts and caps for our end of the year showcase.
- **8.** Congratulations and best wishes to the retirees!! Thank you for your years of service to the students of Long Beach.
- **9.** Congratulations to Jim Fiola on his retirement and thank you for your years of service as our LBCTA treasurer. You will be missed!
- 10. Please consider donating a sick day to the LBCTA sick bank.
- 11. Have a relaxing and happy summer vacation!

#### F. Middle School

- **1.** We appreciate the approval for the addition of a security guard at the back door until 3:30. Thank you.
- **2.** We requested to review schedules for next school year over the summer. We hope this will again prove beneficial to all stakeholders.
- **3.** This year's 6<sup>th</sup> grade rocket launches were a huge success. Thanks to Mrs. Tursi, our science department, Mr. Lundwall, and Mr. Pross for their help in making this event a success for our students.
- **4.** Thank you to Megan Kalner, Jen McWilliams and all chaperones for helping to make the 7th grade trip to Mushroom Park a huge success. A great time was had by all.
- **5.** Congratulations to our 6th, 7th and 8th grade Band, Orchestra, and Jazz Band for their performances at NYSSMA at Mineola High School. Every group received either a gold or silver medal!
- **6.** Congratulations to coaches Dayna Obidienzo and Andrea Hinke and all student athletes for their participation in the Special Olympics. Great job by all!
- 7. Kudos to Wally Kramme, Billy Papetti, and all members of our Student Organization on a very successful and spirit filled end of the year! The ABC Countdown attire was great fun for all!
- **8.** Thank you to MYP Community Project Committee Advisors, Project Facilitators, Jenn McWilliams, Megan Kalner, and Coordinator Lauren Behan, for coordinating another successful year of service learning for our students.
- **9.** Special thanks to Mrs. Espinet and our many teacher readers for our daily morning announcement in celebration of Asian/Pacific Islander American and Jewish American month for May and Pride Month for June. Thank you for all of your work!
- **10.** Special thanks to Billy Papetti for organizing and producing our daily morning video announcements. Great job by our LBMS News Team, each news anchor, and advisor Ms. Brodsky. Special thanks to Lindsey Pichichero for the daily birthday shout-outs!

- **11.** Our *Beautiful Me* program was a great success! Our 8<sup>th</sup> grade girls had the opportunity to spend a school day focusing on their inner beauty, strengths and increase their overall selfesteem. Special thanks to Jess Hemmerdinger for organizing this wonderful program and to all 18 of our Teacher-Leaders that made this all possible.
- **12.** Thank you to our Sunshine Committee, (Lindsay Pichichero, Nicole Vasheo, Raquel Lopez, and Barbara Vahey) for all you did this year! We appreciate all you do!
- **13.** Congratulations to Sean Miller on the birth of his son, Thomas Bryan Miller.
- 14. Congratulations to Jasmin Salazar on the birth of her son, Jacob Alexander Salazar.
- **15.** Congratulations to Jenn Garrett, Ali Katulka, John Marr, Natasha Nurse, and Grace Parisi on their recent elections to serve as Building Representatives for the 2022- 2023 School Year.
- **16.** Good luck to Natalie Aviles at LBHS.
- **17.** Warm wishes for a happy retirement to Bill Ramnarine, Melanie Scott, and Laura Swan. We wish you all the very best on your future endeavors.
- **18.** Have a happy, healthy, and relaxing summer vacation!

# G. High School

- 1. Congratulations to Greg Milone, Pam Bankey, Lisa Casey, Loren Wolfin, Brian Petschauer, Anthony Balsamo, and Camila Gamboa on their recent elections to serve as Building Committee Representatives for the 2022-2023 School Year. Scott Stark, Andrew Rossi, and Matthew Hartmann will serve as our alternates.
- 2. Congratulations to Patricia Fallon, James Fiola, Chrissie Fowler, William Gibson, Annette King, Stephanie McAvoy, Ann Marie Pulice, and Flor West on your retirements. We wish you all nothing but health and happiness in the future.
- **3.** Congratulations to Timothy Cabasino, Ashley Castanio, Conor Manning, Eva Mastrantuono, Stephanie Mena, and Heather Yaeger who recently were granted tenure.
- **4.** Congratulations to all the counselors, teachers, and students involved in the Senior Awards Night. It was a wonderful evening.
- **5.** Congratulations to all the students and teachers who were recognized for their hard work at the IB Diploma recognition ceremony.
- **6.** Congratulations to all the students and teachers involved in the recent National Art Honor Society induction ceremony.
- 7. Congratulations to Eric Krywe and the LBHS TV production team who was awarded a certificate of appreciation at the 5th Annual Broadcasting Awards for Senior High for their outstanding efforts hosting last year's event.
- **8.** Congratulations to the 2022 graduating class of LBHS!
- **9.** Staff would like to see the district require students to wear student ID cards during the school day now that the new student ID machine is in.
- 10. Please consider donating a sick day to the LBCTA Sick Day Bank.
- 11. Wishing everyone a wonderful, safe, and happy summer vacation!

At 5:15pm, a motion was made by Jim Fiola to adjourn the meeting. It was seconded by Matthew Hartmann.

#### In Attendance:

West: Claudine Clark, Julie de Bruin

Lindell: Sue Simons, Cathy Barone, Heather Puckhaber

East: Jennifer Diamond, Jennifer Maggio

Lido: Dorothy Lopez, Dana Monti, Lori Parenti

**Pre-K:** Molly Drake **LBMS:** Natasha Nurse

LBHS: Lisa Casey, Jonathan Bloom, Camila Gamboa, Matthew Hartmann

**Long Beach Teacher Center (LBTC):** 

Retiree: Frank Volpe

Officers: Keith Harvey, Karen Bloom, Beth Prostick, Amy Leder, Patricia Van Loon, Jim Fiola,

Elleen Parks

Minutes respectfully submitted by Patricia Van Loon, Recording Secretary.

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