

A REGULAR

MONDAY, JULY 14, 2025

CALL MEETING TO ORDER

The Board met in Regular Session at 5:30 pm at the ASC. Ms. Neely, President, called the meeting to order and the following responded to roll call: Mr. Bline, Mr. Christenberry, Mr. Hunt, Mr. Quackenbush, Ms. Neely

PLEDGE OF ALLEGIANCE

Mr. Bline led the Pledge of Allegiance.

RECOGNITIONS

Aaron Hinchliffe from the Ohio School Boards Association will attend to recognize Tom Bline for 15 years of service to public education in Ohio.

25-052

TREASURER'S RECOMMENDATIONS

052

Mr. Christenberry moved, and Mr. Bline seconded the motion to approve the following:

Approval of Board Minutes

The Board of Education approves the board meeting minutes listed below:
(Reference File: Treasurer's Office)

June 9, 2025 – Regular Meeting
June 30, 2025 – Special Meeting

Approval of June 2025 Financial Reports

The financial statements, including investments, interest earned in the amount of \$152,076.28 and payment to vendors are approved.

Ayes: Mr. Christenberry, Mr. Bline, Mr. Hunt, Mr. Quackenbush, Ms. Neely
Nays: None
Absent: None
Motion Carried.

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25-053

SUPERINTENDENT'S RECOMMENDATIONS

053

Mr. Hunt moved, and Mr. Quackenbush seconded the motion to approve the following:

PERSONNEL

Retirements/Resignations

The retirements and resignations listed below are accepted:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
<u>Date</u>		
<u>Certificated Staff:</u>		
Brandon, Denise	Intervention Specialist - CVE (Resignation)	08/01/25
Stevens, Julia	Kindergarten - BF (Resignation)	08/01/25
<u>Classified Staff:</u>		
Kauffman, Desiree	Breakfast Cashier (Resignation)	06/09/25
Roberts, Rebecca	Custodian II (Resignation)	06/30/25
Wright, Shyanna	Ortho Aide HQ (Resignation)	07/08/25

Leave of Absence

The leaves of absence listed below are accepted. (Reference File: Treasurer's Office)

Classified Unpaid

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Gartner, Holly	Custodian II	06/17/25-07/07/25
Romine, Danielle	Health Aide	08/06/25-12/31/25
Westbrook, Connie	Custodian I	07/07/25-09/01/25

Appointments and Assignments

The appointments and assignments listed below are approved, pending the successful completion of pre-employment drug testing as per Board Policy and the results of a

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criminal records background check as required by ORC 3319.39, and receipt of appropriate teaching certificate from the Ohio Department of Education.

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Salary		Effective	
<u>Name</u>	<u>Assignment</u>	<u>Date</u>	<u>Amount</u>
<u>Certificated:</u>			
Heading, Sarah	Vocal Music/	2025-2026	
\$48,552.64			
		General Music -WMS/McG	
		BA / 0 yr experience	
		(Per Article 30 D of the Master	
Contract)			
Spicer, Elli	1st Grade - Legend	2025-2026	\$52,784.30
	5 YR / 0 experience		
		(Per Article 30 D of the Master	
Contract)			
Bielecki, Derek	English – NHS	2025-2026	\$52,561.58
		BA/4 yrs experience	
		(Per Article 30D of the Master	
Contract)			
<u>Classified:</u>			
<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Rate of Pay</u>
Kvintus, Rena	Secretary	07/29/25	\$20.76
Hewitt, Jessica	Ortho Aide HQ	08/06/25	\$17.87
Jerles, Dennis	Custodian II	07/01/25	\$18.08 +.40
Vanoster, Troy Lunch Cashier		08/13/25	\$16.97

Supplemental Contracts

The supplemental contracts listed below are approved for the 2025-2026 school year:

		Effective	Salary
<u>Name</u>	<u>Assignment</u>	<u>Date</u>	<u>Amount</u>
<u>Group IA</u>			
Franks, William	Hd HS. Football - NHS	2025-2026	\$12,962.00
<u>Group I</u>			
Auer, Lee	HS Marching/Concert/ Symphonic Band Director – NHS	2025-2026	\$ 7,795.00
Bowen, Susan	HS Dramatics - NHS	2025-2026	\$ 7,795.00
Dunham, Matt	Advisor/Wildcat News	2025-2026	\$ 7,795.00

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	Network - NHS		
Nutt, Russell	HS Vocal Music Dir. - NHS	2025-2026	\$ 7,795.00
Oberholtzer, Mark	MS Athletic Coordinator	2025-2026	\$ 5,222.65
Richards, Justin	MS Athlete Coord. .33	2025-2026	\$ 2,572.35
Rudd, Ashley	HS Orchestra/Strings	2025-2026	\$ 7,795.00
	Director – NHS		

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Group II

Brown, Alexandra	Head HS Girls Soccer	2025-2026	\$ 6,147.00
Brown, Tyler	Asst. HS Football .66 - NHS	2025-2026	\$ 4,057.02
Carpenter, Catherine	Assoc. HS Vocal. Music	2025-2026	\$ 6,147.00
	Director - NHS		
Cooksey, Nathan	Head 9th Grade Football - NHS	2025-2026	\$ 6,147.00
Evans, Granger	Asst. HS Football - NHS	2025-2026	\$ 6,147.00
Kashner, Garrett	Asst. HS Football .20 - NHS	2025-2026	\$ 1,229.40
Kopachy, Michael	Asst. HS Football - NHS	2025-2026	\$ 6,147.00
McCullough, Erika	Hd HS Cross Country-NHS	2025-2026	\$ 6,147.00
Pinney, Dava	Hd HS Girls Volleyball-NHS	2025-2026	\$ 6,147.00
Poulcott, John	Asst. HS Football - NHS	2025-2026	\$ 6,147.00
Price, Roy	Asst. HS Football - NHS	2025-2026	\$ 6,147.00
Riley, James Darby	Asst. HS Football - NHS	2025-2026	\$ 6,147.00
Salina, Mark	Asst. HS Football .65 - NHS	2025-2026	\$ 3,995.55
Shipp, Andrew R.	Asst. HS Football .14 - NHS	2025-2026	\$ 860.58
Shipp, Andrew R.	Asst. HS Football .35 - NHS	2025-2026	\$ 2,151.45
Smith, Geoffrey	Hd. HS Boys Soccer - NHS	2025-2026	\$ 6,147.00
Taylor, Tanner	Asst. HS Football - NHS	2025-2026	\$ 6,147.00

Group III

Baker, Ganelle	Head 9th Grade Girls Volleyball - NHS	2025-2026	\$ 5,123.00
Cain, Kelly	Asst. HS Girls Volleyball - NHS	2025-2026	\$ 5,123.00
Dexter, Michelle	HS Cheerleader Advisor .33	2025-2026	\$ 2,589.33
Gostrue, Katherine	Asst. HS Girls Soccer - NHS	2025-2026	\$ 5,123.00
Green, Joshua	Head 7th Grade Football .35	2025-2026	\$ 1,793.05
Hays, Rob	Head HS Boys Tennis - NHS	2025-2026	\$ 5,123.00
Hays, Rob	Hd. HS Girls Tennis - NHS	2025-2026	\$ 5,123.00
Howard, William	Asst. HS Boys Soccer .50 -	2025-2026	\$ 2,561.50

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	NHS		
Kashner, Garrett	Head 7th Grade Football .50	2025-2026	\$ 2,561.50
Lopez, Jairo	Asst. HS Boys Soccer .50 -	2025-2026	\$ 2,561.50
	NHS		
Malanowski, Kristyn	HS Cheerleader Advisor .33	2025-2026	\$ 2,598.33
Oiler, Anthony Wm.	Head 8th Grade Football	2025-2026	\$ 5,123.00
Palmisano, Isabella	Asst. HS Girls Volleyball -	2025-2026	\$ 5,123.00
	NHS		

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Schehl, Matthew	Head 7th Grade Football .15	2025-2026	\$ 768.45
Sites, Jacob	Asst. HS Cross Country-NHS	2025-2026	\$ 5,123.00
Villa, Antonio	Head HS Golf - NHS	2025-2026	\$ 5,123.00
Weber, Warren	Asst. 9th Grade Football-NHS	2025-2026	\$ 5,123.00
Wolfe, Jerrod	Asst. 9th Grade Football-NHS	2025-2026	\$ 5,123.00
Woodrow, Erin	HS Cheerleader Advisor .33	2025-2026	\$ 2,589.33
<u>Group IV</u>			
Bietel, Catie	Asst. 9th Grade Volleyball -	2025-2026	\$ 4,143.00
	NHS		
Dabo, Mykel	Asst. MS Football .50	2025-2026	\$ 2,071.50
Dagois, Noah	Asst. Boys Soccer - NHS	2025-2026	\$ 4,143.00
Dowling, Joe	HS Yearbook Adv. .50 - NHS	2025-2026	\$ 2,071.50
Dunham, Mat	Wildcat Community Media	2025-2026	\$ 4,143.00
	Director - NHS		
Durr, Steve	7th Gr. Girls Volleyball-LMS	2025-2026	\$ 4,143.00
Durr, Steve	8th Gr. Girls Volleyball-LMS	2025-2026	\$ 4,143.00
Dusenberry, Amber	7th Gr. Girls Volleyball-HMS	2025-2026	\$ 4,143.00
Guenther, Hollie	7th Gr. Girls Volleyball-WMS	2025-2026	\$ 4,143.00
Guenther, Hollie	8th Gr. Girls Volleyball-WMS	2025-2026	\$ 4,143.00
Haas, Hunter	JV Golf - NHS	2025-2026	\$ 4,143.00
Hardy, Matthew	Asst. MS Football .50	2025-2026	\$ 2,071.50
King, Thomas	HS Yearbook Advisor .50 -	2025-2026	\$ 2,071.50
	NHS		
Koebel, Scott	Key Club - NHS	2025-2026	\$ 4,143.00
McMakin, Bryan	Asst. MS Football .50	2025-2026	\$ 2,071.50
Moore, Joshua	Asst. MS Football .50	2025-2026	\$ 2,071.50
Norman, Jeffery	Asst. MS Football .50	2025-2026	\$ 2,071.50
Peters, John	Head MS Cross Country	2025-2026	\$ 4,143.00
Peterson, Eric	Asst. MS Football .50	2025-2026	\$ 2,071.50
Priest, Kaylee	Marching Band Aux./Winter	2025-2026	\$ 4,143.00
	Guard – NHS		

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Taylor, Tanner	Asst. Athletic Director - Spring - NHS	2025-2026	\$ 4,143.00
Taylor, Tanner	Asst. Athletic Director - Winter - NHS	2025-2026	\$ 4,143.00
Taylor, Tanner	Asst. Athletic Director - Fall – NHS	2025-2026	\$ 4,143.00
Urbina-Valeriano, Brooke	8th Gr Girls Volleyball-HMS	2025-2026	\$ 4,143.00
Watson, Micah	Asst. HS Girls Tennis - NHS	2025-2026	\$ 4,143.00

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Group V

Hipp, Shelby	Asst. Marching/Concert/ Symphonic Band .50 – NHS	2025-2026	\$ 1,537.00
Orth, Michaela	Asst. Marching/Concert/ Symphonic Band .50 - NHS	2025-2026	\$ 1,537.00
Renzi, Paul	Asst. Marching/Concert/ Symphonic Band - NHS	2025/2026	\$ 3,074.00
Richards, Griffin	Head M.S. Golf	2025-2026	\$ 3,074.00
Ruppert, Kevin	Asst. Marching/Concert/ Symphonic Band – NHS	2025-2026	\$ 3,074.00
Schnabel, Jeffrey	M.S. Soccer	2025-2026	\$ 3,074.00

Group VI

Ashton, Shari Lee	MS Cheerleader Adv. - HMS	2025-2026	\$ 2,584.00
Cook, Emily	Class Council - NHS	2025-2026	\$ 2,584.00
Dexter, Michelle	MS Cheerleader Advisor .33- WMS	2025-2026	\$ 861.33
Dexter, Michelle	MS Cheerleader Advisor .33 LMS	2025-2026	\$ 861.33
Ferdinand, Neil	In the Know Advisor - NHS	2025-2026	\$ 2,584.00
Jenkins, Noah	HS Theater Productions Sound Technician - NHS	2025-2026	\$ 2,584.00
Jenkins, Noah	HS Theater Productions Lighting Technician - NHS	2025-2026	\$ 2,584.00
Jenkins, Noah	Band Equip. Manger .- NHS	2025-2026	\$ 2,584.00
Kovach, Alex	Hd HS E Sports Coach- NHS	2025-2026	\$ 2,584.00
Malanowski, Kristyn	MS Cheerleader Advisor .33- WMS	2025-2026	\$ 861.33
Malanowski, Kristyn	MS Cheerleader Advisor .33- LMS	2025-2026	\$ 861.33
Moore, Geoffrey	Athletic Equipment Manager - NHS	2025-2026	\$ 2,584.00

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Nutt, Russell	HS Theater Technical Director .50 - NHS	2025-2026	\$ 1,292.00
Rudd, Ashley	HS Theater Technical Director .50 - NHS	2025-2026	\$ 1,292.00
Stroud, Logan	Student Council Adv - NHS	2025-2026	\$ 2,584.00
Woodrow, Erin	MS Cheerleader Advisor WMS	.33- 2025-2026	\$ 861.33
Woodrow, Erin	MS Cheerleader Advisor LMS	.33- 2025-2026	\$ 861.33

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Group VII

Auer, Lee	Pep Band - NHS	2025-2026	\$ 2,094.00
Banks, Zachary	Asst. Marching Band - NHS	2025-2026	\$ 2,094.00
Clark, Lauren	HS Interdisciplinary Team Leader/Health/PE .20 - NHS	2025-2026	\$ 418.80
Clark, Lauren	Vocational Work Program .50 – NHS	2025-2026	\$ 1,047.00
Clark, Lauren	HS Interdisciplinary Team Leader/Social Studies – NHS	2025-2026	\$ 2,094.00
Coombs, Wm. “Matt”	MS Instrumental Music (Orchestra) - LMS	2025-2026	\$ 2,094.00
Ellerbrock, Alison	HS Interdisciplinary Team Leader/Health/PE .20 – NHS	2025-2026	\$ 418.80
Ellerbrock, Alison	HS Interdisciplinary Team Leader/English – NHS	2025-2026	\$ 2,094.00
Estep, Rebekah	HS Interdisciplinary Team Leader/Foreign Language - NHS	2025-2026	\$ 2,094.00
Evans, Alison	HS Interdisciplinary Team Leader/Health/PE .20 – NHS	2025-2026	\$ 418.80
Evans, Alison	HS Interdisciplinary Team Leader/Special Education - NHS	2025-2026	\$ 2,094.00
Facemire, Jennifer	HS Interdisciplinary Team Leader/Health/PE .20 - NHS	2025-2026	\$ 418.80
Facemire, Jennifer	HS Interdisciplinary Team Leader/Math - NHS	2025-2026	\$ 2,094.00
Heading, Sarah	MS Vocal Music - WMS	2025-2026	\$ 2,094.00
Hipp, Shelby	Asst. Marching Band. .25 - NHS	2025-2026	\$ 523.50
King, Tyler	MS Instrumental Music (Band) - LMS	2025-2026	\$ 2,094.00
Koebel, Scott	HS Interdisciplinary Team	2025-2026	\$ 2,094.00

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Lorenz, Kathy	Leader/Guidance - NHS HS Interdisciplinary Team	2025-2026	\$ 2,094.00
Nash, Ailene	Leader/Fine Arts - NHS HS Interdisciplinary Team	2025-2026	\$ 418.80
Nash, Ailene	Leader/Health/PE .20 - NHS NHS Interdisciplinary Team	2025-2026	\$ 2,094.00
Renzi, Paul	Leader/Science - NHS MS Instrumental Music (Band) – WMS	2025-2026	\$ 2,094.00

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Renzi, Paul	Asst. Marching Band .25 - NHS	2025-2026	\$ 523.50
Rudd, Ashley	MS Instrumental Music (Orchestra) - WMS	2025-2026	\$ 2,094.00
Ruppert, Kevin	MS Instrumental Music (Band) - HMS	2025-2026	\$ 2,094.00
Ruppert, Kevin	Asst. Marching Band .25 - NHS	2025-2026	\$ 523.50
Schafer, Samantha	MS Vocal Music - HMS	2025-2026	\$ 2,094.00
Shook, Tom	Asst. Marching Band .25 - NHS	2025-2026	\$ 523.50
Shook, Tom	Asst. Marching. Band - NHS	2025-2026	\$ 2,094.00
Stevenson, Michelle	MS Vocal Music - LMS	2025-2026	\$ 2,094.00
Stroud, Logan	Vocational Work Program .50 - NHS	2025-2026	\$ 1,047.00
Walker, Sarah	MS Instrumental Music (Orchestra) - HMS	2025-2026	\$ 2,094.00
<u>Group VIII</u>			
Auer, Lee	Jazz/Stage Band - NHS	2025-2026	\$ 1,514.00
Auer, Lee	Solo/Ensemble Bnd .50-NHS	2025-2026	\$ 757.00
Carpenter, Catherine	Solo/Ensemble Bnd .50-NHS	2025-2026	\$ 757.00
Clark, Lauren	National Honor Society .50 NHS	2025-2026	\$ 757.00
Esh, Kate	National Honor Society .50 NHS	2025-2026	\$ 757.00
Jenkins, Noah	HS Music Sound Tech. -NHS	2025-2026	\$ 1,514.00
Jenkins, Noah	HS Music Light Tech.- NHS	2025-202	\$ 1,514.00
Renzi, Paul	Asst. Symphonic Band - NHS	2025-2026	\$ 1,514.00
Ruppert, Kevin	Asst. Symphonic Band - NHS	2025-2026	\$ 1,514.00
Ward, Georgianne	Asst. Symphonic Band - NHS	2025-2026	\$ 1,514.00

Group IX

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Buchholz, Melinda	PBIS Team - NHS	2025-2026	\$ 935.00
Ellerbrock, Alison	PBIS Team - NHS	2025-2026	\$ 935.00
Endsley, Jaime	HS Spanish Club Adv - NHS	2025-2026	\$ 935.00
Fawcett, Rachel	HS French Club Advisor .50 - NHS	2025-2026	\$ 467.50
Johnston, Luke	PBIS Team - NHS	2025-2026	\$ 935.00
Lorenz, Kathy	HS Art Club Advisor - NHS	2025-2026	\$ 935.00
Miracle, Lindsay	PBIS Team - NHS	2025-2026	\$ 935.00

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Rauch, Juliana	HS French Club Advisor .50 - NHS	2025-2026	\$ 467.50
Stroud, Logan	PBIS Team - NHS	2025-2026	\$ 935.00

Summer Supplementals – Summer School/Summer Camps - \$47.57/hr.

Borgia, Mary (Foreign Language)
Bell, Michelle
Hart, Bethany (Thursday and Friday Only)
Huffman, Suzie
Naughton, Rebekah

Salary and/or Position Adjustments

The salary/position adjustments listed below are approved.

Certificated:

<u>Effective</u> <u>Name</u>	<u>Salary</u>	<u>Assignment</u>	<u>Date</u>
<u>Amount</u> Conley, Caitlyn	2nd Grade – Carson	2025-2026	
\$52,784.30		BA / 1 yr experience to 5 YR / 1	
yr experience			
Garber, Raeanna	Intervention Spc.- BF	2025-2026	\$57,238.61
	BA / 4 yrs experience to 5 YR / 4 yrs experience		
Marhefka, Sara	Math Teacher - NHS	2025-2026	\$52,784.30
	BA / 1 yr experience to 5 YR/ 1 yr experience		
Posey, Liberty	3rd Grade - Legend	2025-2026	\$52,784.30
	BA / 0 yr experience to 5 YR / 0 yr experience		
Richards, Kaylee	ELA Teacher – LMS	2025-2026	\$56,570.51
	MA / 0 yrs experience		
Tudor, William	Intervention Spec. - LMS	2025-2026	\$74,388.00

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10 yrs experience
Williamson-Cline, 2nd Grade Teacher – BF 2025-2026
\$84,855.77
Amanda
MA+30 / 13 yrs experience

BA / 10 yrs experience to MA /

MA / 13 yrs experience to

Substitutes

The Board of Education approves the substitutes listed below for the 2025-2026 school year:

Classified

Aides

Allen, Laura
Dennewitz, Laura
Ivko, Leah
Long, Ashley

Food Service

Davis, Sarah
Martin, Cheryl

Secretarial

Atwell, Eileen

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Volunteers

The Board of Education approves the volunteers below for the 2025-2026 school year:

Baloaloe, Fae Ariadne
Deaton, Missy

Catlin, Autumn
Fisher, Ashleigh

Other

Memorandum of Understanding

The Board of Education approves the memorandum of understanding between NCS and the Newark Teachers' Association (NTA) in regard to the retention bonus.

(Reference File: Treasurer's Office)

STUDENTS/CURRICULUM

Special Education Contracts

Newark Students

The Board of Education approves agreements with the following school districts to provide special education services to Newark students during the 2024-2025 school year.

(Reference File: Treasurer's Office)

Union Local

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TeachTown

The Board of Education approve the quote from TeachTown for curriculum for MD, Autism and Cross Category classrooms. We ask that this quote be approved retroactively beginning July 1, 2025. (Reference File: Treasurer's Office)

Other

Approval of Graduates

The students below are approved for July graduation for NCS Digital:

Trinity Roxanne Rose McLaughlin

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Adoption of Student and Family Handbooks

The Board of Education adopts the 2025-2026 Student and Family Handbook, as announced as intent at its June 30, 2025 Board of Education Meeting. (Reference File: Treasurer's Office)

BUSINESS

Contracts

Approval of Agreement with East Central Career Programs, Inc.

The Board of Education approves the agreement with East Central Career Programs Inc. to continue the Jobs for America's Graduates Program (JOG). (Reference File: Treasurer's Office)

Approval of Agreement with Licking County Department of Job & Family Services for School Clothes

The Board of Education approves an agreement with Licking County Department of Job & Family Services for the School Clothes Program. (Reference File: Treasurer's Office)

PBJ Connections

The Board of Education approves the agreement with PBJ Connections to provide support for Tier 3 new social workers. (Reference File: Treasurer's Office)

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Ayes: Mr. Hunt, Mr. Quackenbush, Mr. Bline, Mr. Christenberry, Ms. Neely
Nays: None
Absent: None
Motion Carried.

25-054 SUPERINTENDENT'S RECOMMENDATIONS 054

Mr. Christenberry moved, and Mr. Bline seconded the motion to approve the following:

Supplemental Contracts

The supplemental contracts listed below are approved for the 2025-2026 school year:

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<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary Amount</u>
<u>Group IA</u>			
Quackenbush, Jeff	Head HS. Boys - Basketball – NHS	2025-2026	\$12,962.00
<u>Group V</u>			
Ray, Allyson	Asst. M.S. Cross Country	2025-2026	\$ 3,074.00

Ayes: Mr. Christenberry, Mr. Bline, Mr. Hunt, Ms. Neely
Nays: None
Abstain: Mr. Quackenbush
Absent: None
Motion Carried.

INTENT TO ADOPT BOARD POLICIES

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The Board of Education announces its intent to adopt the following policies and announcement is made that these policies will be available to the Board, staff, and public for inspection in the Office of the Superintendent of Schools from July 14, 2025 through August 11, 2025. (Reference File: Treasurer's Office)

25-055 BOARD OF EDUCATION RECOMMENDATIONS 055

Mr. Bline moved and Mr. Quackenbush seconded the motion to approve the following:

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The Board of Education adopts Board of Education policies listed below as announced at the June 9, 2025 meeting of the Board of Education.

Executive Committee

<u>Policy #</u>	<u>Policy Name</u>	<u>New/Revised</u>
8500	Food Services	Revised

SALT Committee

<u>Policy #</u>	<u>Policy Name</u>	<u>New/Revised</u>
5120	Assignment Within District	Revised
5540	Interrogation of Students	Revised
5605	Suspension/Expulsion of Students with Disabilities	Revised
5725	Students as Precinct Election Officials	New

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Ayes:	Mr. Bline, Mr. Quackenbush, Mr. Christenberry, Mr. Hunt, Ms. Neely
Nays:	None
Absent:	None
Motion Carried.	

ADJOURNMENT

Mr. Bline moved, and Mr. Christenberry seconded the motion to adjourn. Ms. Neely closed the meeting at 5:43 p.m.

Ayes:	Mr. Bline, Mr. Christenberry, Mr. Hunt, Mr. Quackenbush, Ms. Neely
Nays:	None
Absent:	None
Motion Carried.	

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Cindy Neely, President

Julio Valladares, Treasurer