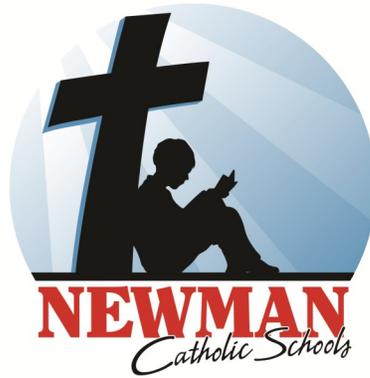


NEWMAN CATHOLIC
EARLY CHILDHOOD CENTER
ST. MICHAEL

615 STARK STREET
WASAU, WI 5403

PHONE 715-848-0206



The Cardinal Connection

*Fostering disciples of Christ
through Catholic faith,
service and academics.*

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October 2025

NCECC: St. Michael

WELCOME

to Newman Catholic Early Childhood Center: St. Michael!

Dear NCECC: St. Michael Families,

Newman Catholic Schools is destined for amazing things throughout the 2025 - 2026 school year. The gifts and talents of our students combined with the dedication and passion of our teachers allows us to strive for excellence. Excellence in our faith and academics is what you will see throughout the school year. We continue to work hard to ensure that NCS is recognized as a system that sets their students and teachers up for high achievement. NCECC: St. Michael will make every effort to assist your child spiritually, academically, and socially throughout the year. It is our goal to create an enriching learning environment that engages every child uniquely.

NCECC: St. Michael is a great place to be! We are a school with strong family relationships, which are essential to high academic achievement. We encourage and want our parents and community members to be involved in and supportive of the education of our youngest NCS learners. Throughout the school year there will be many opportunities for moms, dads, grandmas, grandpas, neighbors, and many others to be involved in the children's education. We look forward to your support throughout the school year!

We thank you for choosing Newman Catholic Early Childhood Center: St. Michael to provide your child with a loving, safe, engaging and fun early childhood experience. Early childhood education is a wonderful foundation for future educational success, and you have chosen to help your child make a great first step on a wonderful journey of learning and discovery. We thank you for your continued support, and look forward to working with you and your child in the coming year!

God Bless,

Sarah Welch
Site Director

NCECC: St. Michael Staff Directory

	Staff Member	Role	Email
Early Childhood Center Office	Sarah Welch 715 - 848 - 0206, Option 2	Site Director	swelch@newmancatholicsschools.com
	Marie Stubbe 715 - 848 - 0206, Option 1	Administrative Assistant	mstubbe@newmancatholicsschoolsc.om
	Franki Raatz	"Float" (Supports all classrooms)	fraatz@newmancatholicsschools.com
Little Lambs (6 weeks - 18 months) 715 - 848 - 0206 Option 3, Option 1	Amanda Feira	Teacher	afeira@newmancatholicsschools.com
	Alexis Hogan	Teacher	ahogan@newmancatholicsschools.com
Little Angels (18 months - 2 1/2 years) 715 - 848 - 0206 Option 3, Option 2	Gabriela "Gabby" Robledo	Teacher	grobledo@newmancatholicsschools.com
	Linda Milligan	Teacher	lmilligan@newmancatholicsschools.com
Rainbow (2 1/2 years - 3 1/2 years) 715 - 848 - 0206 Option 3, Option 3	Elizabeth "Liz" Hansen	Teacher	ehansen@newmancatholicsschools.com
Noah's Ark (3 years - 4 years) 715 - 848 - 0206 Option 3, Option 4	Danielle Cushman	Teacher	dcushman@newmancatholicsschools.com
Young Disciples (4 years - 5 years) 715 - 848 - 0206 Option 3, Option 5	Paula Pavlovich	Teacher	ppavlovich@newmancatholicsschools.com
3-Year-Old Preschool 715 - 848 - 0206 Option 3, Option 6	Monica Tatro	Teacher	mtatro@newmancatholicsschools.com
	Laura Hansen	Classroom Aide	
4K AM, 4K PM and 4K Religion 715 - 848 - 0206 Option 3, Option 7	Franki Raatz	Teacher	fraatz@newmancatholicsschools.com
	Coral Dziemarski	Classroom Aide	

Thank You!

NCECC: St. Michael would like to extend a special "THANK YOU!" to:

The Greater Wausau Area Lions Club for coming in to do vision screenings for our 3-Year-Old Preschool students.

Your thoughtfulness is greatly appreciated!



NCECC: St. Michael Employment Opportunities

Licensed Childcare Teachers - **Immediate Need**

Experience preferred but not required. Any necessary training will be provided.

- ◆ Second teachers in the Rainbow classroom (2 1/2 years to 3 years).
- ◆ Second teacher in the Noah's Ark classroom (3 years to 4 years).
- ◆ Second teacher in the Young Disciples classrooms (4 years to 5 years).
- ◆ Licensed Child Care "Float" - supports all classrooms from 6 weeks through 6 years.

If you have questions or are interested in any of these positions, please contact Sarah Welch, NCECC: St. Michael Site Director at 715 - 848 - 0206 option 2 or swelch@newmancatholicschools.com.

Newman Catholic Schools is an equal opportunity employer.

Volunteering at NCECC: St. Michael

As a requirement of both the Diocese of La Crosse and Newman Catholic Schools, the following steps need to be completed **PRIOR** to volunteering in any capacity at NCECC: St. Michael:

⇒ **EVERY FIVE YEARS** - complete the "**Diocese of La Crosse Authorization and Acknowledgement of Criminal Background Check & Authorization for Release of FBI Information**" form ([Link to website PDF](#)).

- All fields **MUST** be completed for the background check to be run.
- Under "**CATHOLIC SCHOOLS**", select "Other" and answer "Volunteer".
- At the bottom of the form:

- | | |
|---|----------------------------------|
| • Parish / School | Newman Catholic Schools |
| • Parish / School Contact Person | hr@newmancatholicschools.com |
| • City/Unified System | Wausau / Newman Catholic Schools |
| • Contact Phone Number | 715 - 845 - 5735 |



⇒ **EVERY YEAR** - complete the online Safe Environment Training provided by the Diocese of La Crosse ([Link to online training](#)).

- **Take your time**; it will not be considered "Complete" if it feels you went through it to fast.
- **For "School"** select "Newman Catholic Schools".
- **For "Position"** select "Other" and then answer "Volunteer".

⇒ **EVERY YEAR** - complete the "**Annual Verification of Protect and Heal Training**" form ([Link to website PDF](#)).

⇒ **EVERY YEAR** - complete the "**Diocese of La Crosse Protect and Heal Employee and Volunteer Confidential Questionnaire**" form ([Link to website PDF](#)).

Paper copies of all of the PDFs are available from the Early Childhood Center Office.

If you have any questions, please reach out to either Ms. Sarah or Ms. Marie in the Early Childhood Center Office.



Like us on Facebook!

See all the fun things happening at Newman Catholic Schools.
"Like" and "Follow" us on Facebook!
Look for the Newman Catholic Schools logo.

Bits 'N Pieces from NCECC: St. Michael

Upcoming Dates in October

Thursday, October 2	FIELD TRIP - 3-Year-Old Preschool	
Friday, October 3	NO SCHOOL - 3-Year-Old Preschool Licensed Child Care still available.	4K AM, 4K PM still in session.
Monday, October 6	NO LICENSED CHILD CARE	4K AM & PM STILL HAVE CLASS
Wednesday, October 8	FIELD TRIP - 4K AM & PM	
Thursday, October 16	PICTURE DAY for Licensed Child Care, 3-Year-Old Preschool, 4K AM, and 4K PM	
Friday, October 17	GRANDPARENT'S DAY - Watch for a handout home and an email with more details.	
Wednesday, October 22	NO SCHOOL - 4K AM & PM	Licensed Child Care still available.
Thursday, October 23	NO SCHOOL - 4K AM & PM Licensed Child Care still available.	3-Year-Old Preschool still in session.
Friday, October 24	NO SCHOOL - 4K AM & PM Licensed Child Care still available.	3-Year-Old Preschool still in session.
Thursday, October 30	NO SCHOOL -3-Year-Old Preschool Licensed Child Care still available.	4K AM, 4K PM still in session.
Friday, October 31	NO SCHOOL -3-Year-Old Preschool Licensed Child Care still available.	4K AM, 4K PM still in session.

Friday Spirit Days

Every Friday show your Newman Catholic Schools pride by wearing Newman spirit wear or Newman colors (Red and Columbia Blue).

Student Extra Clothes

Please make sure your student(s) have **at least** one full set of clothes - including something to wear on their feet - in case of an accident. If your child was sent home in clothes from the Early Childhood Center Supply, please make sure those are laundered and returned to your child's teacher in a timely manner.

Licensed Child Care Mailboxes

Each family enrolled in Licensed Child Care has a mailbox outside the Early Childhood Center Office. Any paper handouts from the Early Childhood Center Office will be placed in mailboxes to be picked up. Please remember to check your mailbox daily and return things on a timely manner. **Your mailbox is for outgoing items ONLY**; incoming items should be given directly to Ms. Sarah or Ms. Marie, given to your teacher for them to bring to the Early Childhood Center Office, or placed in the blue document dropbox (pictured at right) outside the Early Childhood Center Office by Ms. Marie's window.



Document Dropbox

A blue document dropbox (pictured at right) is located outside the Early Childhood Center Office by Ms. Marie's window. This dropbox is always locked; only Ms. Sarah and Ms. Marie from the Early Childhood Center Office have a key to unlock it and retrieve the items inside.

Licensed Child Care Blankets During the Nap / Rest Period

Students over the age of one are allowed to bring a blanket from home to use during our daily nap / rest period. **All blanks should be child-sized so they can easily fit in your child's classroom cubby.** All blankets should go home on a weekly basis to be washed at home.

Licensed Child Care Weekly Tuition

Please remember to make tuition payments in a timely manner. Tuition is due the Friday before the week of service. Failure to make payments in a timely manner will result in late fees being added to accounts. Disenrollment from child care can be a consequence of not keeping accounts up to date. Talk to Ms. Sarah or Ms. Marie in the Early Childhood Center Office if you need assistance making your tuition payments.

Party Invitations / Present Distribution (Newman Catholic Schools Policy)

We ask that party invitations are not handed out at school during class **UNLESS**:

- The entire class is being invited.
- All of the boys in the class are being invited.
- All of the girls in the class are being invited.

If invitations or presents must be handed out while at the Early Childhood Center, we ask that a time is coordinated with either Ms. Sarah or Ms. Marie from the Early Childhood Center Office so they can distribute the items in a discreet manner.

This policy is explained in further detail in the Early Childhood Center Parent Handbook; a copy of which is available in person in a 3-ring -binder on top of the family mailboxes outside the Early Childhood Center Office or on the Newman Catholic Schools website. Please consult with the Site Director if you have questions regarding this policy.

Early Childhood Center Sick Policy

As a reminder, below is the sick policy for the Early Childhood Center here at St. Michael. This policy is in effect for all programs in the building - Licensed Child Care, 3-Year-Old Preschool, 4K AM, and 4K PM.

Please keep in mind, your child does not have to stay home only when they are sick. If they are having a rough day where they are not acting their usual, feel free to keep them home if you don't feel they will have a productive learning day.

The safety and well-being of all staff, children, and families at NCECC: St. Michael is of the utmost importance to us. We always commit to taking all precautions toward keeping children and staff safe and healthy.

We encourage families to practice frequent handwashing at home. NCECC St. Michael will practice handwashing:

- * upon arrival to the classroom at the beginning of the day
- * before and after meals and snacks
- * after playing outside or in the gym
- * after using the bathroom
- * after blowing their nose, coughing, or sneezing.

It is strongly encouraged to have a backup care plan in the event your child has to stay home due to illness, COVID quarantine, or in the event the Marathon County Health Department directs us to close. Please make sure your family's contact information, emergency contacts, and authorized pickups are up to date with the Early Childhood Center Office.

We understand that Newman Catholic Schools K - 12 students and Wausau School District students may have different illness protocols; however, due to the nature of child care, NCECC: St. Michael is asking all families enrolled in programs within our building to follow the guidelines outlined below.

- * Children who develop symptoms of illness while at NCECC: St. Michael will be separated from others. Staff will contact the child's parents and then both authorized pickups, and/or emergency contacts and request a pickup for their ill child. Any child in any program - Licensed Child Care, Preschool, or 4K - must be picked up within an hour of the initial parent contact per state licensing regulations.
- * Children with symptoms of illness - including COVID - or have been exposed to COVID are asked to stay home until they are symptom free and not under the influence of medication for twenty-four hours. Symptoms a child will be sent for include:

* Diarrhea (more than one loose stool)	* Difficult or irregular breathing
* Extreme or unusual behavior	* Fever of 100.0° F. or higher
* Severe coughing	* Severe itching of body or scalp
* Sore throat	* Unusual spots or rashes
* Vomiting	* Yellowish skin or eyes
* Pink eye (eye does not necessarily have to be pink but may be discharging mucus).	

Parking Lot Usage - Thursday, October 9

St. Michael Parish is the "All Schools Mass" for Newman Catholic Schools on Thursday, October 9. All students and staff from NCES: St. Anne, NCES: St. Mark, NCMS / NCHS, and NCCS: Holy Name will be attending this event. **Due to limited church space, parents and other guests are not allowed to attend this event.**

Because of this event:

- There will be an increased law enforcement presence around NCECC: St. Michael due to the recent attacks at churches in Minnesota and Michigan.
- Our main parking lot may not be accessible to families during the Preschool and 4K AM pickup window depending on how the school buses park. Please be prepared to park in the parking lots by Family Dollar or on the streets around NCECC: St. Michael when coming to pick up your student(s) that day.

Parking Lot Entrance and Exit Reminder

In the interest of safety for everyone that uses our parking lot, please take note of the entrance and exit signs that are posted on the fence.

- The entrance by the Parish Office building - marked with a blue dot in the image below - is intended to be an **ENTRANCE ONLY**.
Please do not use this location to exit the parking lot.
- The entrance by the playground area - marked with a red dot in the image below - is intended to be an **EXIT ONLY**.
Please do not use this location to enter the parking lot.

We understand it may be more convenient to use the Entrance as an Exit or the Exit as an Entrance; however many groups of use the parking lot and we are trying to keep the traffic flow consistent for everyone.

Also, please **DRIVE SLOW** and keep your eyes open for little ones that may dart through the parking lot away from their parents.

We appreciate your help in keeping your parking lot safe for all.



Classroom News

Little Lambs

It is hard to believe fall is upon us, The children will be learning about Fall colors, pumpkins and Halloween.

Reminder:

- Center Closed Monday October 6
- Picture Day is Thursday October 16
- Grandparents day is Friday October 17th



God Bless

Ms. Amanda and Ms. Alexis

Little Angels

In October, Little Angels will be working on fall/Halloween projects. Please make sure your child has warm clothes for outdoor play.

Important date:

16th picture day
17th grandparents day
28 th Halloween party
31 t pajama party and movie day
Have a fun and safe Halloween!

Ms. Gabby and Ms. Linda

Young Disciples

Welcome to October

This is what young disciples will be working on for the month:

Continuing to write letters and numbers
Learning about fall colors and the different leaves
Finding out how pumpkins grow.

Our Halloween party this year will be a little different, we will be celebrating it with 4K in the morning. More information will be coming to you soon.

Wishing you an amazing October spent with family and friends.

God's Blessings to you all
Ms. Paula



Rainbow

Hello Rainbow room families, here are a few things to look forward to in the month of October. Our class will be making crafts and art out of pumpkins and apples, we will be collecting leaves, pinecones and acorns on nature walks, and towards the end of the month we will have fun with a small Halloween party. I look forward to continuing the fun and learning.

Mrs. Liz

Noah's Ark

Our weekly themes for this month will be: Fall animals and Halloween.

Please remember that we have preschool on Tuesdays, Thursdays and Fridays. We will be serving breakfast on these days starting at 7:30am with it ending at 8am.

Important Dates:

- Friday, October 3rd– No Preschool (LCC Open)
- Monday, October 6th –Center Closed-Staff In-service
- Thursday, October 16th-Picture Day
- Friday, October 17th– Grandparents Day (2pm)
- Thursday, October 30th– No Preschool (LCC Open)
- Friday, October 31st– No Preschool (LCC Open)

Preschool

Hello 3P Families,

We had an absolutely fabulous first month in our 3P classroom. Our class is learning so much. We are all working hard on being great friends, great listeners, and great helpers. We have talked about the letters A,B, and C. We have learned numbers 0-4 and are practicing them each day. All the kids are doing an amazing job learning our routines and our schedule.

We are starting October with a fun trip to the pumpkin patch. This month our class will be learning about the fall season, community and community helpers, and pumpkins. In Religion, we will be talking about how God made the world and how we take care of the world for God. We will continue learning letters D,E,F,G and numbers 6,7,and 8. We will also be working on our hand strength for small motor activities like cutting with scissors, holding our crayons and pencils correctly, and using zip-pers and buttons!

Ms. Monica

Important October Dates

10/2 Field Trip to Willow Springs Garden
10/3 No 3P
10/16 Picture Day
10/17 Grandparents Day
10/30 & 10/31 No Preschool

Classroom News (continued)

4K AM & PM

Welcome to October! It seemed like September just flew by!

For this month, our class's theme is My Family and Friends!

We'll be discussing things like:

- The different kinds and sizes of families
- Family members beyond moms, dads, brothers, and sisters
- Pets and the different kinds we can have
- Friends and how to build friendships!

Here are some important dates to remember for this month:

- October 8 is the pumpkin patch field trip to Willow Springs (dress appropriately!)
- October 16 is picture day
- October 17 is our Grandparent's Day celebration
- October 22, 23, & 24 there is NO 4K
- October 28 is when we are having our Halloween party! Keep an eye out for a snack sign-up sheet!

Some general reminders:

- Library is every Thursday but books should be returned on Tuesdays (just to make sure everyone has theirs back in time)
- We have a water bottle shelf in the classroom where their water bottles will stay during the week (they will be sent home every Friday unless requested earlier)
- Show & Tell is every Thursday, please make sure everyone brings something to share! (no remote control toys or cameras please!)
- If you are sending your child to school in a dress, please make sure they are wearing shorts underneath!

Let's have a fantastic October!

Ms. Franki

4K Religion

It's hard to believe that we have been in school for 1 whole month already, and we have made so many new friends!

This month is all about Saints. We will learn about what a Saint is and some of the names of saints. We will be learning how to pray the Rosary.

On October 20th, we will be taking a "field trip" to the church for a scavenger hunt.

We will be having a Halloween Party on October 28th, which is the same day as dress-up day in 4k.

Ms. Coral

4K and Preschool Field Trips to Willow Springs

While both our 3-Year-Old Preschool and 4K programs are taking field trips to Willow Springs it is important to note the bussing difference between the two trips.

- **The 3-Year-Old Preschool Trip** (Thursday, October 2) is arranged by Newman Catholic Schools. Our policy allows parents to ride the bus with the students.
- **The 4K Trip** (Wednesday, October 8) is arranged by the Wausau School District. Their policy allows parents to meet the students at the destination, but they are not allowed to ride the bus with the students.

For both field trips:

- **Students need to ride the provided bus between NCECC: St. Michael and Willow Springs.** Students cannot be brought to Willow Springs by their parent(s) nor can they leave Willow Springs with their parent(s).
- **Children should be dressed for the weather predicted for the day of the field trip as well as for any activities they may participate in at Willow Springs.** We strongly encourage dressing in layers and wearing clothes and footwear that are okay to get dirty.

4K on Monday, October 6

Schedule on Monday, October 6

Due to a Licensed Child Care Staff Inservice on Monday, October 6; Licensed Child Care services are not going to be available to families. Because of this, 4K PM students are invited to join the 4K AM class on this day so everyone can meet together due to the lack of Licensed Child Care.

The schedule this day will be:

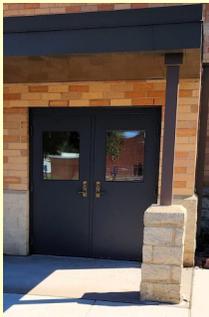
- 8:05 am - 4K AM & PM classroom door opens.
- 8:15 am - 4K AM & PM class begins.
- 10:45 am - 4K AM & PM class is dismissed. Students either are picked up by their family or go to 4K Religion with Ms. Coral.
- 11:10 am - 4K Religion is dismissed. Students are picked up by their family.

4K Dropoff and Pickup on Monday, October 6

Due to a Licensed Child Care Staff Inservice, St. Michael Parish staff will be waxing the main floor hallway since they were not able to get that done during our August Inservice Week closure. Because they will be waxing the floor, we will not be able to use the front entrance to drop off and pick up 4K students, nor will we be able to use the elevator to get up and down stairs.

For 4K dropoff and pickup that day, please do the following::

Use the exterior cafeteria door to enter and exit the building.



Walk through the cafeteria to the opposite corner and go through the door marked with a red star in the image below.



Go up the stairs and through the doors at the top.



You are at the end of the hallway opposite the elevator. You will walk past the Library, Music Room, "Faith Formation" room, and Staff bathroom room your way to and from 4K.

We will have signs posted to help navigate the temporary route.

4K Attendance on Monday, October 6

If you are not going to come to 4K on Monday, October 6 for any of the following reasons, please make sure to let Ms. Sarah, Ms. Marie, and/or Ms. Franki know so we can mark you as "Excused" for the day:

- Not attending due to Licensed Child Care being closed.
- Not attending due to not being able to use the elevator.

Any other reason for being absent may be considered "Unexcused" depending on the situation.

**** This information will also be sent home via Constant Contact and a paper handout. ****

**I praise you because I am fearfully and wonderfully made; your works are wonderful.
Psalm 139:14**



NOW HIRING



SERVING SIZE: 1 DIRECTOR OF NUTRITION

% DAILY VALUE**

COMPLIANCE & SAFETY 100%

PASSION 200%

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DETERMINATION 100%

*Now hiring to keep our Cardinals fueled and thriving

**Apply today at newmancatholicsschools.com

★ October 2025

SCRIP NEWS



Check out the mobile app for scrip on your smartphone: RaiseRight. Available in the App Store or Google Play. Use your same log in as the RaiseRight website.



Download our RaiseRight mobile app



New to scrip? Find the instructional video at newmancatholicschools.com, click on scrip. Please call or email scrip@newmancatholicschools.com for the NCS enrollment code.

School Deliveries:

Deliveries for Scrip will be delivered to the Newman Catholic Schools on Thursdays during the school year. This applies to paid Scrip orders only.

Scrip Hours

Monday 9:00-4:00

Thursday 9:00-4:00

Follow RaiseRight on Facebook for tips and rebate bonus information.

Contact us: 715-849-7713
615 Stark St. Wausau, WI 54403
scrip@newmancatholicschools.com



October 2025 Scrip Hours:

Local Scrip Order Week

Wednesday October 1	Closed
Thursday October 2	9:00-4:00
Friday October 3	Closed

Monday October 6	9:00-4:00
Tuesday October 7	Closed
Wednesday October 8	Closed
Thursday October 9	9:00-4:00
Friday October 10	Closed

Local Scrip Order Week

Monday October 13	9:00-4:00
Tuesday October 14	Closed
Wednesday October 15	Closed
Thursday October 16	9:00-4:00
Friday October 17	Closed

Monday October 20	9:00-4:00
Tuesday October 21	Closed
Wednesday October 22	Closed
Thursday October 23	9:00-4:00
Friday October 24	Closed

Local Scrip Order Week

Monday October 27	9:00-4:00
Tuesday October 28	Closed
Wednesday October 29	Closed
Thursday October 30	9:00-4:00
Friday October 31	Closed



Newman Catholic Schools
www.newmancatholicschools.com

NCECC: St. Michael Calendar

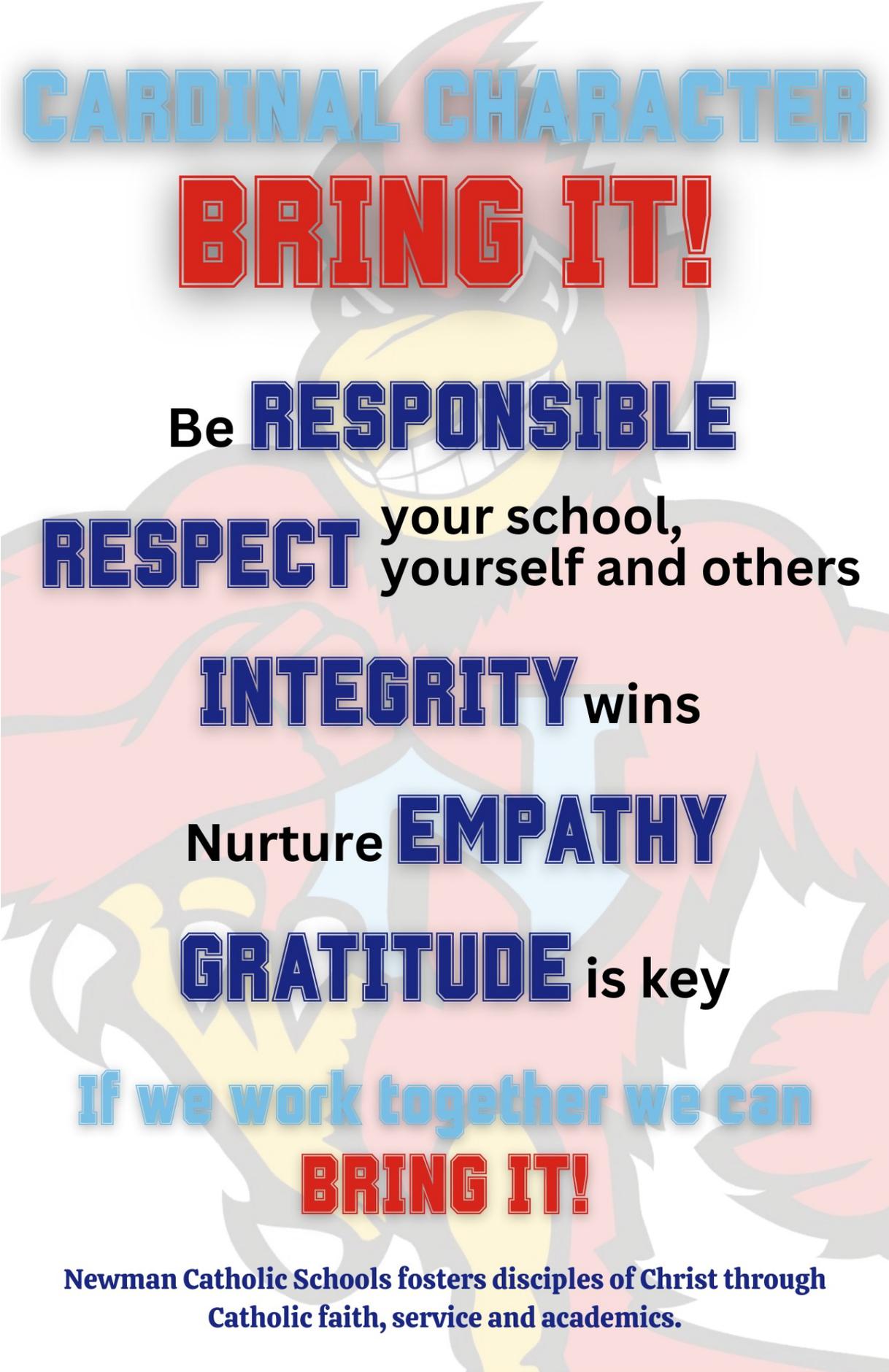
October 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 FIELD TRIP 3-Year-Old Preschool	3 NO SCHOOL 3-Year-Old Preschool • 4K AM & PM still have class. • Licensed Child Care still available.	4
5	6 NO LICENSED CHILD CARE - Staff Inservice 4K AM & PM still have class.	7	8 FIELD TRIP 4K AM & PM	9	10	11
12	13	14	15	16 	17 Grandparents Day Celebrations	18
19	20	21	22 NO SCHOOL 4K AM & PM • Licensed Child Care still available.	23 NO SCHOOL 4K AM & PM • 3-Year-Old Preschool still has class. • Licensed Child Care still available.	24 NO SCHOOL 4K AM & PM • 3-Year-Old Preschool still has class. • Licensed Child Care still available.	25
26	27	28 Building-Wide Trick or Treating	29	30 NO SCHOOL 3-Year-Old Preschool • 4K AM & PM still have class. • Licensed Child Care still available.	31 NO SCHOOL 3-Year-Old Preschool • 4K AM & PM still have class. • Licensed Child Care still available.	

SUBSCRIBE TO OUR CALENDAR TO STAY UP-TO-DATE ON BUILDING EVENTS

- 1) On the Newman website, (www.newmancatholicschools.com) click "Calendars" under "About".
- 2) On the "Academic" calendars tab; click the grey RSS icon.
- 3) In the "Calendar Feeds" box, click the green "ICAL" button to the right of the calendar you wish to subscribe to.
- 4) Select the appropriate option for your device.



CARDINAL CHARACTER

BRING IT!

Be **RESPONSIBLE**

RESPECT your school,
yourself and others

INTEGRITY wins

Nurture **EMPATHY**

GRATITUDE is key

If we work together we can

BRING IT!

Newman Catholic Schools fosters disciples of Christ through
Catholic faith, service and academics.