

TEWKSBURY TOWNSHIP SCHOOL DISTRICT
173 Old Turnpike Road
Califon, New Jersey 07830
Phone: 908-439-2010 Fax: 908-439-2655

REGULAR BOARD MEETING AGENDA
August 25, 2026

7:00 PM REGULAR BOARD MEETING - Open to Public Old Turnpike School Library

If members of the public wish to attend the meeting virtually, meetings are streamed Live over Youtube via the following link: <https://youtube.com/live/Cqndz6EGSeQ?feature=share>

**During public comment, public participants are invited to address the Board
with questions or comments.**

District Goals

1. To create a learning environment that promotes creative and independent thinking with a focus on academic excellence; that is also adaptable to each student.
2. To create a financial framework so that the school district is fiscally responsible while supporting learning environments.
3. To create a welcoming and supportive learning environment to foster a lifelong love of learning for all students; This includes a robust connection to their school and wider community.

Board Goals

1. To support a learning environment that promotes creative and independent thinking with a focus on academic excellence; that is also adaptable to each student.
2. To create a financial framework so that the school district is fiscally responsible while supporting learning environments.
3. To encourage a welcoming and supportive learning environment to foster a lifelong love of learning for all students; This includes robust connection to their school and wider community.

I. CALL TO ORDER Time: _____

II. SUNSHINE ANNOUNCEMENT

Welcome to a meeting of the Tewksbury Township Board of Education. The New Jersey Open Public Meeting Law was enacted to ensure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. Notice of the meeting has been posted on the Tewksbury Township School District website. www.tewksburyschools.org. In addition, in accordance with S4654/A5878, signed into law by Governor Murphy in July 2025, the New Jersey Department of State is required to maintain a centralized, publicly accessible directory of legal notice hyperlinks submitted by public entities across the State that can be accessed here: <https://www.nj.gov/state/statewide-legal-notices-list.shtml>.

III. PLEDGE OF ALLEGIANCE

IV. ROLL CALL

Ms. Dorcus	Mrs. Flood	Mr. Infusino	Mrs. Munoz	Ms. Ross
Ms. Russo	Mr. Schwartz	Mrs. Wygera	Dr. Simon	Mr. Garrido _____ Ms. Goguen

V. OPPORTUNITY FOR PUBLIC COMMENT

During this portion of the meeting, the in-person public participants are invited to address the Board with questions or comments on actionable agenda items only. If your comment pertains to personnel, individual employees or students, negotiations or legal matters, we ask that you see the superintendent separately as the Board does not generally discuss these issues in public.

The public is requested to sign the register provided for this purpose and to state their name, address, and direct their comments to the Board President. While all comments will be considered and a response will be forthcoming if and when appropriate, the Board will not respond to the speakers at the time of their appearance.

The public comment period will be a maximum of thirty minutes in length unless there are unusual circumstances. Those appearing will be allocated three minutes to speak and no one will be permitted to speak twice until all those wishing to speak have had a turn. Civility and mutual respect is expected. Speakers should be courteous to Board members, District employees, students, and other members of the public.

Motion to close public comments _____ 2nd _____

All in Favor:

Roll Call:

Yes: Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____
Mr. Schwartz _____ Mrs. Wygera _____ Dr. Simon _____

VI. PRESENTATION

VII. CORRESPONDENCE

VIII. SUPERINTENDENT'S REPORT

- HIB Report
- Enrollment Reports
- Emergency/Fire Drill Reports

School	Tewksbury Elementary School			
Month/Year	June 2026	June 2026	July 2026	July 2026
Date	6/9/2026	6/11/2026	7/8/26 9:09 AM	7/9/26 11:00 AM
Drill Description	Fire	Shelter in Place	Fire	Evacuation
Duration/ Time of Drill	3 minutes	5 Minutes	3 minutes	4 minutes
Weather Conditions	Sunny	n/a	sunny	Overcast
Conductor of Drill	Principal Moore & Staff	Principal Moore & Staff	Principal Moore, Dr. Webb & Staff	Principal Moore & Staff
Notification Method	building intercom & speakers & walkies	building intercom & speakers & walkies	building intercom & speakers & walkies	building intercom & speakers & walkies

Motion: _____ 2nd _____

Discussion

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____ Mr. Schwartz _____
Mrs. Wygera _____ Dr. Simon _____

IX. MINUTES

Motion to approve the following minutes:

- June 10, 2026 Regular Board Meeting
- June 29, 2026 Special Meeting
- June 29, 2026 Executive Session

Motion: _____ 2nd _____

Discussion

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____ Mr. Schwartz _____
Mrs. Wygera _____ Dr. Simon _____

X. COMMITTEE REPORTS

A. Curriculum

Discussion

Motion to approve the following:

1. Approve the 2026-2027 Virtual Instruction Program.
2. Approve the following field trips for the 2026-2027 school year:

Grade	Destination	Date (month/year)	Approximate Cost per Student (cost of attendance not paid by district)	Staff Member(s) Coordinating the Trip
8	Hilltop Reserve, Flemington, NJ. Students will attend the memorial dedication ceremony on the 25th anniversary of the attacks.	September, 2026	-0-	Scott Sipos
5	The Bronx Zoo, Bronx, NY	October, 2026	\$84.00	Bonnie Mendralla

3. Approve adoption of the 2026-2027 Mentoring Plan.
4. Approve adoption of the 2026-2027 District PDP Plan.
5. Approve the updated Old Turnpike School Code of Conduct and Student Handbook for the 2026-2027 school year.
6. Approve the updated Tewksbury Elementary School Code of Conduct and Student Handbook for the 2026-2027 school year.
7. Approve Lisa Moore as the Affirmative Action Officer.
8. Approve Megan Verderamo as the District Anti-Bullying Coordinator.
9. Approve Sheila Donovan as the Tewksbury Elementary School HIB Specialist.
10. Approve Katherine Gould as the Old Turnpike School HIB Specialist.
11. Approve Megan Verderamo as the School Safety Specialist.
12. Approve Megan Verderamo as the District Testing Coordinator.
13. Approve Megan Verderamo as Title IX Coordinator.
14. Approve Megan Verderamo as the Homeless Liaison.
15. Approve Sheila Donovan as the Tewksbury Elementary School Testing Coordinator.
16. Approve Katherine Gould as the Old Turnpike School Testing Coordinator.
17. Approve Sheila Donovan as the Tewksbury Elementary School 504 Plan Coordinator.
18. Approve Katherine Gould as the Old Turnpike School 504 Plan Coordinator.
19. Approve Ruthann Champagne as the District 504 Plan Coordinator.
20. Approve the use of the Charlotte Danielson 2013 Teacher Evaluation Model and Frontline Professional Growth Evaluation Tool.
21. Approve the use of the Kim Marshall Evaluation Rubric for the Administrator Evaluation.
22. Approve the following members of the School Improvement Panel (ScIP):
 - Tewksbury Elementary School
 - Lisa Moore-Principal
 - Megan Verderamo- Supervisor of Instruction and Programs
 - Camille Bristow-Teacher
 - Nicole Kinzel-Teacher
 - Fay Peticari-Teacher
 - Old Turnpike School
 - Pedro Garrido-Interim Principal
 - Megan Verderamo- Supervisor of Instruction and Programs
 - Alana Magro - Teacher

- Katrina Moore - Teacher
- Cathy Zisk - Teacher

23. Approve the following members of the 2026-2027 TES School Safety/Climate Team:

- Lisa Moore-Principal
- Megan Verderamo-Supervisor of Instruction and Programs
- Sheila Donovan-School Guidance Counselor
- Alyssa Forsythe-Teacher
- Andria Tibak-Teacher
- Annie Rose-Mason-Parent
- Tara Saksa-Parent
- Nicola Hall-Teacher

24. Approve the following members of the 2026-2027 OTS School Safety/Climate Team:

- Pedro Garrido-Principal
- Tom Lobb-Teacher
- Katherine Gould-School Guidance Counselor/Anti-Bullying Specialist
- Sara Medenilla-School Nurse
- Megan Verderamo-Supervisor of Instruction and Programs
- Bonnie Mendralla-Teacher
- Chris Mortenson-Parent

25. Approve the following members of the Data Quality Team:

- Megan Verderamo-Supervisor of Instruction and Programs
- Pedro Garrido-Interim Superintendent
- Jarret Magierowski-Network and Database Support Technician

26. Approve revisions to curriculum documents completed during summer and re-approve all district curriculum documents.

- Revisions include Grades 5-8 English Language Arts Honors Program, Grades 5-8 English Language Arts Program

27. Approve the submission of the Student Safety Data System Report for the 2025-2026 school year to the NJ Department of Education.

28. In accordance with N.J.S.A. 18A:17-43.4 approve the establishment of a Threat Assessment Team for the 2026-2027 school year with the following members:

Tewksbury Elementary School	Old Turnpike School
Megan Verderamo - Supervisor of Instruction and Programs (School Safety Specialist)	Megan Verderamo - Supervisor of Instruction and Programs (School Safety Specialist)
Sheila Donovan-School Guidance Counselor	Katherine Gould-School Guidance Counselor

Steven Strange-Teacher	Thomas Lobb-Teacher
One of the following Tewksbury Police Department Members: Chief Tim Hanft Ptl. Ralph Hroncich	One of the following Tewksbury Police Department Members: Chief Tim Hanft Ptl. Ralph Hroncich

Motion: _____ 2nd _____

Discussion

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____ Mr. Schwartz _____
Mrs. Wygera _____ Dr. Simon _____

B. Policy

Discussion

1. Motion to approve the following Policies and Regulations on second reading:

P0168 Recording of Board Meetings (Revised)
P0168.01 Live Streaming of Board Meetings/Video Recordings of
Public Board Meetings (Revised)

2. Motion to approve the following Policies and Regulations on first reading:

Policy Alert 238

P 2363 – Student Use of Privately-Owned Technology (Abolished)

P 8660 – Transportation by Private Vehicles – To and From School-Related Activities
(M)(Revised)

P 8662 – Transportation by Private or District-Owned Vehicles – To and From School (M) (New)

P & R 5516 – Student Use of Internet-Enabled Devices (M) (Revised)

Motion: _____ 2nd _____

Discussion

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____ Mr. Schwartz _____
Mrs. Wygera _____ Dr. Simon _____

C. Finance

Discussion

Motion to approve the following:

1. Approval of Bills

BE IT RESOLVED that the Board approve the attached lists of district bills for payment as presented by the School Business Administrator for the period June 11, 2026 through June 30,

2026 for a total amount of \$1,345,257.56, and July 1, 2026 through August 25, 2026 for a total amount of \$2,275,809.44.

2. Acceptance and Approval of Board Secretary's Report for the month of June 2026, and July, 2026.

BE IT RESOLVED that upon review of the Board Secretary's Reports for the month of June 2026, and July, 2026 in consultation with appropriate district officials, the Board of Education certifies that no fund had been over expended in violation of NJAC 6A:23A-16:10(b); and the Board of Education further certifies, based on the Board Secretary's certification, that the total of encumbrances for each line item account does not exceed the line item appropriation in violation of NJAC 6A:23A-16:10(a).

3. Acceptance and Approval of Treasurer's Report for the month of June 2026, and July, 2026.

BE IT RESOLVED that upon review of the Treasurer's Report for the month of June 2026, and July, 2026 in consultation with appropriate district officials, the Board of Education certifies that no fund had been over expended in violation of NJAC 6A:23A-16:10(b); and the Board Secretary further certifies, based on the Board Treasurer's Report, that the total of encumbrances for each line item account does not exceed the line item appropriation in violation of NJAC 6A:23A-16:10(a).

The Board Secretary certifies, pursuant to NJAC 6A:23A-16:10(c)(3), that the total of encumbrances for each line item account does not exceed the line item appropriation in violation of NJAC 6A:23A-16:10(a).

4. Approve the attached list of transfers.
5. Approve the following workshop/travel requests for the 2026-2027 school year.

Workshops/Travel Requests				
Staff Member	Date	Registration	Other Expenses*	Event/Destination
Pedro Garrido	9/23/26- 9/25/26	-0-	Hotel \$464.49 Mileage = \$44.18 Meals - \$170	Hunterdon County Superintendent's Conference at Shawnee Inn, PA.
Heather Goguen	9/22/26, 11/06/26, 11/12/26, 12/15/26, 2/16/27, 3/11/27, 4/13/27	\$1,393.00	Mileage = \$202.02	New Jersey Association of School Business Officials Professional Development - Monthly Sessions, Whippany, NJ

*Mileage will be reimbursed according to board policy.

6. Approve the submission of the ESEA application for FY 2027 and accept the grant award upon subsequent approval for the FY2027 ESEA application. Grant allocations:

Title IA	\$11,598
Title IIA (through consortium)	\$6,755
Title III (through consortium)	\$1,610
Title IV	\$10,000

7. Approve the submission of the IDEA application for FY 2027 and accept the grant award upon subsequent approval for the FY2027 IDEA application. Grant allocations:

Basic	\$ 115,536
Preschool	\$ 8,044

8. Approve the submission of the REAP application for FY 2027 and accept the grant award upon subsequent approval for the FY2027 REAP application for REAP grant allocations in the amount of \$ 58,593.
9. Approve the renewal of insurance coverage for the period of July 1, 2026 – June 30, 2027 school year in accordance with the following:

Coverage	Insurer	Cost
Worker's Compensation	SAIF	\$62,493
Supplemental Worker's Compensation	SAIF	\$4,470
Package (includes Property, Boiler & Machinery, General and Auto Liability, Environmental Impairment Liability)	SAIF	\$100,674
Student Accident	BMI	\$3,453
School Leaders' Prof Liability	SAIF	\$19,091
Excess Liability	SAIF	\$8,000
Bond – Goguen	Selective	\$588

10. Approve the Joint transportation agreement with Califon School District for the 2026-2027 school year. Tewksbury Township School District will transport 11 school choice students residing in Califon for the annual fee of \$1,177 per student. Tewksbury Township School District will also transport Califon students for sports and field trips at an hourly rate of \$100/hour.

11. Approve the Joint transportation agreement with Lebanon Township School District for the 2026-2027 school year. Lebanon Township School District will transport 1 school choice student residing in Tewksbury Township for the annual fee of \$1,100 per student.
12. Approve the acceptance of FY26 Non-Public Transportation Aid in the amount of \$26,777.
13. Approve the acceptance of FY26 Extraordinary Aid in the amount of \$102,908.
14. Approve the following fundraiser:

Fundraiser	Description	Date	Advisor(s)
Magazine/Catalog Sale	OTS Grades 5, 6, 7 & 8 Online Catalog/Magazine Sale with 40% of the sales going back to OTS account.	Sept.- Nov. 2026	Dee Krowl

15. Approve New Jersey School Boards Association to add an additional service to the Superintendent Search contract for a social media background check at a cost of \$150.

Motion: _____ 2nd _____

Discussion

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____ Mr. Schwartz _____
Mrs. Wygera _____ Dr. Simon _____

D. Technology

Discussion

E. Facilities

Discussion

- Summer Projects and Referendum Projects update

Motion to approve the following:

1. Approve the use of facilities at the Tewksbury Elementary School and contract with Full Sweep Productions, LLC, for August 13 and 14, 2026 in the amount of \$17,500 along with any overtime paid for custodial help.
2. Approve Allowance #1 with Reiner Group, Inc. in Old Turnpike School Gym for PCO#1 custom fabric duct color (school color navy blue) for \$3,150 and PCO#2 replace ceiling tiles in Board Office for \$14,625; total = \$17,775.
3. Approve Allowance #2 with Reiner Group, Inc. in Old Turnpike School Gym for PCO#3 prime and paint tectum roof deck, structural steel and conduit for \$31,500 and PCO#4 Prime and paint lower block walls and six steel columns for \$4,950; total = \$ \$36,450.

4. Approve Allowance #1 with C&M Door Controls in Old Turnpike School for COR#1 for labor and materials for safety films and attachments on site at Door D for \$1,600 and COR#2 for labor and materials for print signs in lieu of vinyl signage for \$3,322; total = \$4,922.

Motion: _____ 2nd _____

Discussion

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____ Mr. Schwartz _____
Mrs. Wygera _____ Dr. Simon _____

F. Transportation

Discussion

- Shared Services Maintenance Jointure Agreement with Delaware Valley Regional School District
- Bus Passes

G. Communication

Discussion

H. Other

Discussion

Motion to approve the following:

1. Approve the District Goals for the 2026-2027 school year.
2. Approve the Board Goals for the 2026-2027 school year.

Motion: _____ 2nd _____

Discussion

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____ Mr. Schwartz _____
Mrs. Wygera _____ Dr. Simon _____

XI. LEGISLATIVE REVIEW

Discussion

XII. OPPORTUNITY FOR PUBLIC COMMENT

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The public comment period will be a maximum of thirty minutes in length unless there are unusual circumstances. Those appearing will be allocated three minutes to speak and no one will be permitted to speak twice until all those wishing to speak have had a turn. Civility and mutual respect is expected. Speakers should be courteous to Board members, District employees, students, and other members of the public.

Motion to close public comments _____ 2nd _____

All in Favor:

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____

Mr. Schwartz _____ Mrs. Wygera _____ Dr. Simon _____

I. Personnel

Discussion

Motion to approve the following:

1. At the recommendation of the Interim Superintendent, approve Kelley Rodriquez as a part time paraprofessional effective August 31, 2026 through June 30, 2027, at Step 4, \$20.10 per hour, 5 hours per school day.
2. At the recommendation of the Interim Superintendent, the following substitute teachers/aides for the 2026-2027 school year:
 - Radine Schneider
 - Autumn Tullo
3. At the recommendation of the Interim Superintendent, approve the following chaperone for the 2026-2027 school year:

Name	Event	Date	Stipend
Tara Saksa	Ski Club (Driver)	Jan-Feb., 2027 (5 trips total)	\$40/hour (not to exceed 8 hours per trip) plus mileage

4. At the recommendation of the Interim Superintendent, approve Nicole Amato as the Early Morning Student Monitor at Old Turnpike School beginning August 31, 2026 through June 30, 2027 (or last day of school). Stipend is \$13.40 per school day in session. Timesheet must be submitted.
5. At the recommendation of the Interim Superintendent, approve Maura Obercian as the new teacher mentor for Marlena Holsten, Part-Time Elementary School Art Teacher, beginning August 31, 2026. Upon completion, the mentor will be paid the annual mentor fee of \$550.
6. At the recommendation of the Interim Superintendent, approve the following after school club for the 2026-2027 school year, contingent upon a minimum enrollment of 10 students per club.

Name	Name of Club	Session 1 (Sept.-Jan.)	Session 2 (Jan.-May)	Supply Budget Requested	Stipend Amount
Nicole Polinger	Gaming Club	✓	✓	\$200	\$3,000.00

7. At the recommendation of the Interim Superintendent, approve the following summer staff for summer 2026 Child Study Team work.

Name	Position	Step	Hours	Rate
Nicholas Nocella	Speech Language Pathologist to complete speech evaluations as needed	Step 6 MA	up to 40	\$52.68
Nicholas Nocella	Speech Language Pathologist to attend Summer CST Meetings	n/a	up to 15	\$40.00

8. At the recommendation of the Interim Superintendent, approve Nicole Amato to attend the 5th Grade Back to School Night in September, 2026. Rate will be \$40/hour for up to two hours.

9. *Rescind the following motion which was approved on 5/27/26:*

At the recommendation of the Superintendent, approve the following honoraria positions for the 2026-2027 school year.

Name	Position	Stipend
Rob Lovering	Co-Ed Soccer Head Coach	\$4,401.00
Daniela DiGiovanni	Co-Ed Soccer Assistant Coach	\$3,721.00

10. At the recommendation of the Interim Superintendent, approve the following honoraria positions for the 2026-2027 school year.

Name	Position	Stipend
Daniela DiGiovanni	Co-Ed Soccer Head Coach	\$4,401.00
Kaycie Sconda	Co-Ed Soccer Assistant Coach	\$3,721.00

11. *Rescind the following motion which was approved on 6/10/26:*

At the recommendation of the Superintendent, approve the following after school club for the 2026-2027 school year, contingent upon a minimum enrollment of 10 students per club.

Name	Name of Club	Session 1 (Sept.-Jan.)	Session 2 (Jan.-May)	Supply Budget Requested	Stipend Amount
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<i>Krista Kovalsky</i>	<i>OTS Lego Club</i>	✓	✓	0	\$3,000.00
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12. At the recommendation of the Interim Superintendent, approve the following after school club for the 2026-2027 school year, contingent upon a minimum enrollment of 10 students per club.

Name	Name of Club	Session 1 (Sept.-Jan.)	Session 2 (Jan.-May)	Supply Budget Requested	Stipend Amount
Elisa DeVita	OTS Lego Club	✓	✓	0	\$3,000.00

13. *Rescind the following motion which was approved on 5/27/26:*

At the recommendation of the Superintendent, approve the following staff for summer 2026 Child Study Team work.

Name	Position	Step	Hours	Rate
<i>Katherine Royer</i>	<i>School Psychologist</i>	<i>Step 5 MA+30</i>	<i>up to 40</i>	<i>\$53.06</i>

14. At the recommendation of the Interim Superintendent, approve the following staff for summer 2026 Child Study Team work.

Name	Position	Step	Hours	Rate
Katherine Royer	School Psychologist	Step 5 MA+30	up to 45	\$53.06

15. At the recommendation of the Interim Superintendent, approve Carol Webb as a consultant to provide mentoring services to Ruthann Champagne in her role of Supervisor of Special Education for the 2026-2027 school year at a cost of \$3,500 for up to 35 hours.

16. At the recommendation of the Interim Superintendent, approve the FMLA leave request for Samantha Wu, Middle School Science Teacher, effective August 27, 2026 through September 20, 2026, with an anticipated return-to-work date of September 21, 2026, subject to medical clearance from physician.

Motion: _____ 2nd _____

Discussion

Roll Call:

Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____ Mr. Schwartz _____
Mrs. Wygera _____ Dr. Simon _____

XIII. OLD BUSINESS

XIV. NEW BUSINESS

XV. EXECUTIVE SESSION

Motion _____ 2nd _____ Enter closed session at _____ p.m.

WHEREAS, Chapter 231, P.L. 1975, also known as the Sunshine Law, authorizes a public body to meet in executive or private session under certain limited circumstances, and:

WHEREAS, said law required the Board of Education to adopt a resolution at a public meeting before it can meet in such an executive or private session;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Township of Tewksbury that it does hereby determine that it is necessary to meet in executive session at this time to discuss personnel and legal matters for approximately thirty minutes. The matters discussed will be made public if and when confidentiality is no longer required and action pursuant to said discussion shall take place only at a public meeting. Action may be taken.

Motion _____ 2nd _____ Enter open session at _____ p.m.

XVI. ADJOURNMENT

Motion _____ 2nd _____ Time of Adjournment: _____ p.m.

All in Favor:

Roll Call:

Yes: Ms. Dorcus _____ Mrs. Flood _____ Mr. Infusino _____ Mrs. Munoz _____ Ms. Ross _____ Ms. Russo _____
Mr. Schwartz _____ Mrs. Wygera _____ Dr. Simon _____