REGIONAL SCHOOL DISTRICT No. 20 BOARD OF EDUCATION

Special Meeting Minutes July 27, 2023

1. <u>Call to Order</u> The Board of Education meeting held at Wamogo and via teleconference was called to order at 7:00 p.m. by Chris Leone.

Members present: Emily Cole, Chair, John Morosani, Vice Chair, Alexandrea Papp, Secretary, Andrew Tita, Treasurer, Jannelle Carroll, Krista Rizzo, Joanne Moore, Bill Davenport, Christine Lauretano, Jennifer Munson, Rob DeLayo, and Tiffany Parkhouse. Also present: Chris Leone, Kristen Della Volpe, Assistant Superintendent, Craig Robillard, Accounting Manager, and Deanna Marchand, Region 20 Project Manager.

2. <u>Pledge of Allegiance</u> Mr. Leone invited everyone to stand and recite the Pledge of Allegiance.

Prior to moving to Election of Officers, the public was informed if anyone wanted to sign up for Public Comment to use the sign-up sheet and to please see Mr. Robillard.

3. Election of Officers

a. <u>Chairperson</u>

John Morosani made a motion to nominate Emily Cole as Chairperson. Christine Lauretano seconded the motion. There were no other nominations. A vote was called. The motion passed unanimously.

b. <u>Vice Chairperson</u>

Christine Lauretano made a motion to nominate John Morosani as Vice Chairperson. Krista Rizzo seconded the motion. There were no other nominations. A vote was called. The motion passed unanimously.

c. Secretary

Christine Lauretano made a motion to nominate Alexandrea Papp as Secretary. Krista Rizzo seconded the motion. There were no other nominations. A vote was called. The motion passed unanimously.

d. Treasurer

Alexandrea Papp made a motion to nominate Andrew Tita as Treasurer. Bill Davenport seconded the motion. There were no other nominations. The motion passed unanimously.

4. Committee Reports

Tiffany Parkhouse provided the Policy Committee Report commenting the Agricultural and Science Committee (ASTE) will now be a Standing Committee and a Bylaw was modified to do so. Members also discussed next steps for forms review and legislation that affects some of the policies that now will have to be amended.

Bill Davenport shared the ASTE Committee met and learned that the IRS approved the Arethusa Foundation as a 501(c)(3) non-profit, the committee reviewed a draft Arethusa

Farm Land Use plan and received legislative updates related to AgSci.

Joanne Moore commented the Long Term Planning Committee discussed and will create the Board Goals with open documents, identify all of the six committees. Board members would be permitted to add their thoughts and feedback and goals would be specific and measurable. The committee also discussed the Bobcat logo and identified adjectives that would best describe the vision of a bobcat for the graphic designer. The plan is to have a Region 20 Branding Sheet completed in August.

Krista Rizzo provided the Communications Committee report sharing that the Region 20 website will launch on August 1st, held a discussion on social media discussion about Instagram and Facebook, and have decided to keep them for informational purposes and potentially expand text alerts and app alerts for Region 20. Krista Rizzo will continue to send monthly updates to local towns and newspapers to keep the community informed of what is happening with the Region 20 Board.

Andrew Tita shared the Finance Committee received updates regarding transportation and is expecting a preliminary proposal from All-Star in September. A debt reconciliation plan will also be brought forward in September for review and discussion, property transfers are in progress, and the committee discussed an auditor for Region 20 agreed not to go to RFP and continue with the current auditor who represents Region 6 and the towns of Litchfield and Morris.

5. Chairman's Report

Upcoming Board of Education Meetings

- · August 10 Goshen Center School 7:00 p.m.
- · August 24 Litchfield Center School 7:00 p.m.
- · September 14 James Morris School 7:00 p.m.
- · September 28 Warren School 7:00 p.m.

(All meetings will have a remote option)

6. Approval of Minutes

- 6.1 Long Term Planning Committee minutes of June 22, 2023
- 6.2 Facilities Committee minutes of June 22, 2023
- 6.3 Negotiations Committee minutes of June 22, 2023
- 6.4 Board of Education minutes of June 22, 2023

John Morosani made a motion to agglomerate the Committee and Board of Education minutes of June 22, 2023. Krista Rizzo seconded the motion. There was no discussion. The motion passed unanimously.

John Morosani made a motion to approve the agglomerated minutes of June 22, 2023. Janelle Carroll seconded the motion. There was no discussion. The motion passed unanimously.

7. Public Comment

Individuals offering public comment should please state their first and last name and the town where they reside. Remarks should be limited to no more than three minutes. A maximum time limit of 30 minutes will be allocated for public comment at any one

meeting. Individuals representing a common interest or topic may be asked to have one individual speak for the group. Public comments must be relevant to the meeting's agenda. Speakers shall direct all comments to the Board, not to individual BOE members or administrators. Profane or vulgar language, partisan political statements, and comments related to the conduct or performance of staff are not permitted. Public comment is received without Board comment or response, the Board is to keep comments "under advisement." However, BOE members may seek clarification or additional information from speakers through the Chairman.

Thomas Weik from the town of Morris thanked the Board for allowing the public to comment on this topic about the way the high school name was chosen. He was hoping the Board would reconsider the name and allow for greater input from the people in four towns as they will be living with the names of these schools for many, many years to come. Mr. Weik added perhaps the Board would handle the name the way it did with the bracket system for the colors and mascot that allows for a lot more participation. Mr. Weik then thanked the Board.

Kristen Edwards from the town of Warren agrees with everything Mr. Weik said. The bracket system for the mascots and the colors, brought everybody together; hearing all the kids talk about it with the staff, just brought everybody together. And then being kind of hey, this is the name was tough. I hope the Board would reconsider the name and use the bracket system.

Judy Shaw from the town of Warren thanked the Board for the time and effort put into naming the schools. Ms. Shaw was pleased to hear the Board was considering not using a person's name for the school. When learning the name was from the White family it felt like the Board was using an individual family name and was disappointed. Also, when thinking of a high school Ms. Shaw thinks of youthful energy, and calling the school memorial is really in memory of the deceased and that just seems to be so inconsistent with youthful energy. Also, there is very little diversity in our communities and to start off with the name White may be insensitive, and Ms. Shaw is uncomfortable with it. Ms. Shaw's favorite name was already submitted, and she hopes the Board will reconsider the name.

Susan Murphy from the town of Litchfield chose not to speak.

Josh Szwed from the town of Litchfield agrees with a lot of what's already been said and cited some statistics from emails that were received from the superintendent. When the district did the mascot selection, there were over 1,000 votes for each round. When the district voted on the colors in the final round, there were over 1,700 votes. There were a large number of people that were engaged in this process. People care about the process; they're really invested in this. Mr. Szwed added he has been active in a Facebook group that was formed to discuss some possibilities and a lot of good ideas are going around. This is an important process and hoping there is a possibility to open back up the high school naming process for more suggestions but would add to have people provide the rationale for why they selected the name. Then the board could list finalists with the rationale. Before selecting a name, people could really think about what that name means and why it would be a good name, reflecting and unifying the towns.

Carrie Szwed from the town of Litchfield appreciates the sentiment of giving the name White Memorial to the high school and she thinks she speaks for the rest of the White Memorial staff that we appreciate that sentiment. She thinks that Elaine and May White, would have also appreciated it very much. But at this point in time, she does see how it could lead to a lot of confusion and she would propose possibly going with another name and having the public vote. Ms. Szwed closed by suggesting the name Rolling Hills. She closed by thanking the Board.

Meg Finn from the town of Litchfield opened by saying how happy she was when each Board member was selected. Ms. Finn echoes everybody's sentiment and thinks the main thing that people were wishing for when selecting a school name was a little bit more participation and transparency. She believes there are many people who contributed to regionalization, and there is a lot of history, teachers, and alumni that could be used. Ms. Finn hopes that maybe after the mission statement is created and developed and all of the rest of the branding, a new name will kind of shake out.

Gina Duckworth of Litchfield commented she has a child entering grade 9 and was really excited about entering a new school. When hearing the new name of the high school he was very disappointed and wondered why the name memorial was attached to the new high school. He was super excited about the merger but disappointed in the name. Ms. Duckworth commented that the word memorial attached to the new high school is not the way to go and was hoping for something happier, friendly, exciting, and optimistic for the kids.

Christine Rosa is a Librarian at Wamogo thanked the Board for the opportunity to speak and has been reflecting on the new name. Ms. Rosa was pouring over the yearbooks since 1956 to do a history of Wamogo and came upon a word that she had to look up the definition. She shared the school was described when it was originally established as bucolic. And thought of bucolic bobcats. Ms. Rosa loves the alliteration of it and bucolic means relating to the pleasant aspects of the countryside and country life and thought, what a great name that would be; bucolic regional high school. Ms. Rosa was just hoping that the Board might consider it and possibly like everyone else open up the naming process and allow some more discussion about the name. Ms. Rosa thanked the Board.

Michelle Leifert from the town of Goshen is a 1989 graduate of Wamogo and her daughter just graduated. Ms. Leifert has a lot of the same sentiments that have been already shared about the name. Historically, the White Memorial Foundation is its own organization, founded by the White siblings as a memorial to their parents. It was incorporated with the intention of land conservation, research, and environmental education. White Memorial has its own distinct and independent existence in Litchfield County with this dedicated staff, a board of directors, and a history that extends beyond 100 years. To take the foundation's namesake and attach it to a secondary public school, within the same town, seems like we are cheating our own distinct and independent existence, as a newly regional high school district and ourselves. Ms. Leifert just wants to ask the Board to reconsider the name and also open back up the naming process and to do what was previously done; the bracket system and have more transparency in that process as well. Thank you.

Cynthia Warshaw from the town of Warren was really concerned about the school and their reactions to the name. When the student heard about it was really painful for them. To say "Go Whites" or White Bobcats is really sensitive to this generation. This generation is very aware and is very proactive to try to eliminate any kind of prejudices. Ms. Warshaw added it would be a good name for a wing at the agricultural school but she does not think it's a good name for the high school. She added you can see Bantam Lake from the parking lot and some of the kids said Lakeview and Hilltop are also popular. She hopes that the Board will reconsider the name and understands they have a tough job. She added from the point of view of the students, she is hoping the Board gets feedback from the students. She thanked the Board.

Lana Cifaldi from the town of Goshen opened by thanking the Board for its hard work and dedication to this really important work of bringing our schools together and our communities together. She went on to say she absolutely loves the idea of the community vote on the school names. It was fun. All of the other previous votes were fun and they engage the community and really involved all stakeholders that she thinks is really important. Ms. Cifaldi's only concern is if there would be a community vote and potentially needing to conduct a revote. She went on to explain about the school colors voting, that the colors didn't win by 50% vote, and there was a revote. Ms. Cifaldi is concerned that if the Board makes a decision to have a vote on names there may need to be a revote and should the Board reconsider relooking at colors?

8. Superintendent Update

-Org Chart (Ver. 7.2023)

The Superintendent Update included a Region 20 Org Chart, the Board will approve administrative job positions later in the evening and will receive non-certified job descriptions in August with teacher job descriptions to follow.

Mr. Leone closed by thanking the 30 people in the audience and 72 people online for attending the meeting as community engagement matters. He also appreciates those that came and offered public comments rather than on Facebook behind a computer screen.

9. Action Items

9.1 Review and Discussion Region 20 Middle School and High School Names

Mr. Leone opened by commenting the district/Board received over 50 emails that began after the initial decision on school names was made up through yesterday when two more emails were received. Ninety-nine percent of the emails centered on the high school name and all have been shared with the Board. He added he had not seen this much interest in a topic since COVID and the Litchfield Board meeting when discussing armed security.

John Morosani commented people are paying attention to what the high school name will be called and are willing to come out and express their concerns. He added he has spoken with a number of people about the topic and wanted to make a couple of points that may have led to some of the confusion. There were three different opportunities. First was the name of the mascot, which came to the Bobcats. The second was the color scheme and then the last was the name of the school. While sometimes hard to keep up by reading the minutes of each meeting, the decision was made as a result of what the Board saw in the mascot and color selection. The decision was made that we would not have the school name selected by popular vote. That is not to say the Board did not take

into account what people said. There were over 400 responses with about 30 different choices; many were the exact same. The Board wasn't trying to hold a popularity contest from that standpoint. At the first meeting, there was a discussion on how to proceed and think there was inaccurate representation that we decided that we would not name the school after an individual. In review of the minutes, there is no motion in effect to that which is what controls what actually happens. The Board came back a month later and talked about a variety of different names and White Memorial kind of resonated within the Board and people agreed on it. The very land under two schools came from the White family so there is a historical perspective from that standpoint. He closed by saying, having said all that he has heard the people and thinks the Board should reconsider this and go back to the subcommittee for further discussion; the Long Term Planning Committee chaired by Joanne Moore.

John Morosani made a motion to return the discussion of what to name the Region 20 High School back to the Long Term Planning Committee. Andrew Tita seconded the motion.

During discussion, Christine Lauretano thanked everyone who spoke very eloquently and very respectfully, and John Morosani explained how the process went. If the naming of the high school goes back to the committee, Ms. Lauretano fears that the Board is setting a precedent and can't continue doing that. Hearing feedback is great but hopes that everyone who has feedback and gave it will be aware of the processes and pay attention. If you're really that invested in something, pay attention to the entire process, the process was no different than the Board did for the mascots as far as communicating with everybody. Ms. Lauretano added she is in favor of bringing it back to the committee because that's what the Board is hearing but at the same time, moving forward, be more mindful of what's happening, be involved, and come to the meeting. She reiterated she is in favor of bringing it back to the committee but doesn't want to set a precedent every time somebody doesn't like something.

Joanne Moore thanked everyone for coming out both in person and remotely. She added she is very, very grateful to all of the constituents and the Board, is willing to continue the discussion in the Long Term Planning. In May the committee had a very lively discussion and then it came to vote in June. Ms. Moore added the committee is happy to take that on again and added this is an opportunity. As constituents you have the responsibility to learn first-hand, what's happening in Region 20. There are a lot of big issues coming up and attendance, both remotely, and in person will keep constituents informed; get firsthand facts and you won't build off of emotion and drama, just stick to the facts because this is such an exciting opportunity for our students. Ms. Moore closed by saying she was a passionate educator and equally passionate Board member along with the rest of the Board and thanked everyone for their interest and involvement and to please stay involved, as it is important.

A vote was called.

The motion passes 11-1-0.

9.2 Approval Region 20 Mission Statement

Joanne Moore made a motion for the Approval of Region 20 Mission Statement. Krista Rizzo seconded the motion. There was no discussion. The motion passed unanimously.

9.3 Approval of Policy 4211.2 – School Security Personnel (Second Read)

Andrew Tita made a motion for the Approval of Policy 4211.2-School Security Personnel (Second Read). Bill Davenport seconded the motion. There was no discussion. The motion passes 10-0-2.

9.4 Approval of Region 20 PowerSchool Contract

Krista Rizzo made a motion for the Approval of Region 20 PowerSchool Contract. John Morosani seconded the motion. There was no discussion. The motion passed unanimously.

9.5 Approval of Region 20 TAHD- Public Health Emergency

John Morosani made a motion for the Approval of Region 20 TAHD-Public Health Emergency. Joanne Moore seconded the motion. There was no discussion. The motion passed unanimously.

9.6 Approval of Administrator Job Descriptions

- 9.6.1 ASTE Principal
- 9.6.2 Elementary/Intermediate School Principal
- 9.6.3 Middle School Principal
- 9.6.4 High School Principal
- 9.6.5 Assistant Principal Middle or High School
- 9.6.6 Dean of Students and Athletic Director

Christine Lauretano made a motion for the Approval of Administrator Job Descriptions Action Items 9.6.1 through 9.6.6. Andrew Tita seconded the motion. There was no discussion. The motion passed unanimously.

10. Executive Session

Christine Lauretano made a motion to enter Executive Session and invite Chris Leone. John Morosani seconded the motion. There was no discussion. The motion passed unanimously.

Entered Executive Session: 7:45 p.m.

John Morosani made a motion to exit Executive Session. Tiffany Parkhouse seconded the motion. There was no discussion. The motion passed unanimously.

Exited Executive Session: 8:15 p.m.

11. <u>Adjournment</u> There being no further business to come before this Board Tiffany Parkhouse made a motion to adjourn. Jannelle Carroll seconded the motion. There was no discussion. The motion passed unanimously. The meeting adjourned at 8:15 p.m.

Respectfully submitted, Christine Escobar Secretary, <u>pro-tem</u>

Communications Committee

1. <u>Call to Order</u> The Communications Committee meeting held at Wamogo and via teleconference was called to order at 6:31 p.m. by Krista Rizzo.

Members present: Krista Rizzo, Chair, Andrew Tita, Joanne Moore, and Tiffany Parkhouse. Also present: Chris Leone, Superintendent, Emily Cole, Jennifer Munson, Bill Davenport, Jannelle Carroll, Christine Lauretano, John Morosani, Alexandrea Papp, Rob DeLayo, Kristen Della Volpe, Assistant Superintendent, Craig Robillard, Accounting Manager, and Deanna Marchand, Region 20 Project Manager.

2. Website Update

The Region 20 website will be launched on August 1, 2023.

3. Social Media Discussion

Mr. Leone shared as of July 17, Region 20 has 672 followers on Instagram and 392 followers on Facebook. The committee held a discussion and decided not to open a Threads account.

4. Monthly Update Discussion

Krista Rizzo has been writing a monthly Region 20 update sharing it with the towns and it gets posted on town websites, the Goshen News, and sent to John McKenna. Mr. Leone thanked Krista for her work and she will continue on writing the monthly updates.

5. Other Business

None

6. <u>Adjourn</u> There being no further business to come before this committee the meeting adjourned at 6:49 p.m.

Respectfully submitted, Christine Escobar Secretary, pro-tem

Finance Committee

1. <u>Call to Order</u> The Finance Committee meeting held at Wamogo and via teleconference was called to order at 5:50 p.m. by Andrew Tita.

Members present: Andrew Tita, Chair, Krista Rizzo, John Morosani, and Rob DeLayo. Also present: Chris Leone, Superintendent, Emily Cole, Jennifer Munson, Bill Davenport, Jannelle Carroll, Christine Lauretano, Joanne Moore, Alexandrea Papp, Tiffany Parkhouse, Kristen Della Volpe, Assistant Superintendent, Craig Robillard, Accounting Manager, and Deanna Marchand, Region 20 Project Manager.

2. <u>Transportation Update</u>

Mr. Leone had a preliminary meeting with All-Star to discuss Region 20 transportation. The plan is to bring forth a five-year proposal to the committee in September for its review. Region 6 and Litchfield Public Schools have two years left on their contract and the agreement would extend out three additional years.

3. <u>Debt Reconciliation Update</u>

In September, Mr. Leone will bring forward a debt reconciliation plan from Litchfield Bancorp to address Region 6 and Litchfield debt. Mr. Leone shared general concepts on how debt will be addressed.

4. Property Transfer Update

Mr. Leone began discussions with the Region 20 attorneys on handling the property transfers. It is expected post title search the transfer of property for Region 6 will be a simple process. The process for Litchfield may be a little more complex and cited the example of the solar panels being located on Litchfield High School property. Mr. Leone hopes to have all details and paperwork completed and to the Board by mid-February.

5. Auditor Discussion

Mr. Leone led a discussion on selecting an auditor for Region 20 and whether the committee would go to RFP or keep the same auditor used by Region 6, the towns of Litchfield and Morris. Discussion ensued. The committee decided to continue the services with the current auditor of Region 6 and the towns of Litchfield and Morris.

6. <u>Liability/Property Insurance Discussion</u>

The committee discussed liability and property insurance needs for Region 20 and will go to RPF in an effort to secure better rates.

7. Other Business

The committee had an extensive conversation on the merger of Google accounts for Litchfield Public Schools and Region 6. A process was outlined and routine updates will be provided to the committee until the Google migration is completed.

8. <u>Adjourn</u> There being no further business to come before this committee the meeting adjourned at 6:18 p.m.

Respectfully submitted, Christine Escobar Secretary, <u>pro-tem</u>

Long Term Planning

1. <u>Call to Order</u> The Long Term Planning Committee meeting held at Wamogo and via teleconference was called to order at 5:05 p.m. by Joanne Moore.

Members present: Joanne Moore, Chair, Krista Rizzo, Jennifer Munson, and Tiffany Parkhouse. Also present: Chris Leone, Superintendent, Emily Cole, John Morosani, Bill Davenport, Jannelle Carroll, Christine Lauretano, Andrew Tita, Alexandrea Papp, Rob DeLayo, Kristen Della Volpe, Assistant Superintendent, Craig Robillard, Accounting Manager, and Deanna Marchand, Region 20 Project Manager.

2. Board Goals (Draft/Writing)

Mr. Leone opened a discussion on drafting Board of Education goals commenting they are done annually and set the foundation for the district and superintendent, of which Administrators create their building goals for teachers and staff and go all the way through the system. Mr. Leone also encouraged the Board to develop smart goals that are specific, simple, sensible, significant, and measurable.

Discussion ensued that included but was not limited to identifying one goal per subcommittee, outlining a process that included brainstorming ideas, roles of committee members in developing, editing goals, and a timeline of bringing draft goals back to the Long Term Planning Committee in mid-September for review and consideration.

3. Bobcat Logo Update

The committee reviewed a slide deck of logo concepts that included R20 logos, R20 seals, and a few bobcat concepts. The committee reviewed slide-by-slide and selected various preferred logos and fonts. In August, the district will bring forward a branding sheet for the committee to review.

4. Other Business

None

5. <u>Adjourn</u> There being no further business to come before this committee the meeting adjourned at 5:41 p.m.

Respectfully submitted, Christine Escobar Secretary, pro-tem

ASTE Committee

1. <u>Call to Order</u> The ASTE Committee meeting held at Wamogo and via teleconference was called to order at 4:38 p.m. by Bill Davenport.

Members present: Bill Davenport, Chair, Jannelle Carroll, Christine Lauretano, and Alexandrea Papp. Also present: Chris Leone, Superintendent, Emily Cole, John Morosani, Joanne Moore, Krista Rizzo, Jennifer Munson, Andrew Tita, Tiffany Parkhouse, Rob DeLayo, Kristen Della Volpe, Assistant Superintendent, Craig Robillard, Accounting Manager, and Deanna Marchand, Region 20 Project Manager.

2. Arethusa Farm Project – Draft Use Plan

Mr. Leone reviewed a draft of the Arethusa Farms Land Use plan. The presentation included a map of the farm broken down into 6 working areas (irrigated fields, chicken coop, back fields, upper barns, and two lower campus areas) with associated work and timelines. Mr. Leone addressed questions from the committee.

3. 2023 Legislative Update

Mr. Leone provided the legislative update commenting the three-year average enrollment cap has been lifted for the 2024-2025 school year. Additionally, ASTE per pupil funding has been moved from \$4,200 to \$5,200 however the CSDE failed to provide updated enrollment numbers to the state legislator in advance of the spring session. This has resulted in a loss of \$64k for the district (2023-2024 SY). Mr. Leone will work with Representatives Cook and Currey in an effort to rectify this situation.

4. Other Business

None

5. <u>Adjourn</u> There being no further business to come before this committee the meeting adjourned at 4:51 p.m.

Respectfully submitted, Christine Escobar Secretary, pro-tem

Policy Committee

1. <u>Call to Order</u> The Policy Committee meeting held at Wamogo and via teleconference was called to order at 4:05 p.m. by Tiffany Parkhouse.

Members present: Tiffany Parkhouse, Chair, Andrew Tita, Jannelle Carroll, and Joanne Moore. Also present: Chris Leone, Superintendent, Emily Cole, John Morosani, Alexandrea Papp, Krista Rizzo, Jennifer Munson, Christine Lauretano, Bill Davenport, Rob DeLayo, Kristen Della Volpe, Assistant Superintendent, Craig Robillard, Accounting Manager, and Deanna Marchand, Region 20 Project Manager.

2. <u>Bylaw Change – ASTE Committee</u>

Tiffany Parkhouse shared the draft ASTE Duties and Responsibilities language for Policy 9132 Standing Committees. This is in support of moving the ASTE Committee from a special committee to a standing committee. Discussion ensued. Based on committee member feedback the draft ASTE Duties and Responsibilities were edited. This new language will be incorporated in Policy 9132 Standing Committees and the revised policy will go before the Board of Education meeting on August 10, 2023, for first read.

3. Discussion on Forms (Review/Next Steps)

Kristen Della Volpe reviewed the last set of forms, Bullying and Harassment, with the committee and addressed questions. Post review, Mr. Leone described the next steps to be reviewing new policies as a result of recent legislation changes. Once Region 20 is up and running the committee will work on the Policy Crosswalk, an annual schedule to review and make edits and/or updates to the existing policy book.

4. Other Business

None

5. <u>Adjourn</u> There being no further business to come before this committee the meeting adjourned at 4:37 p.m.

Respectfully submitted, Christine Escobar Secretary, <u>pro-tem</u>