

FREMONT CITY SCHOOLS

BOARD OF EDUCATION



AGENDA

Monday, July 24, 2023

Board of Education Meeting
Fremont Middle School
1250 North Street

Live Stream District Website
<http://www.fremontschools.net/livestream>

6:00 p.m.

Board Members

Lori Bloom
Mary Alice Espiritu
Shantel Laird
Sarah Lewis
Thomas Price

Jon C. Detwiler
Superintendent

Megan Parkhurst
Treasurer

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the Agenda.

AGENDA
Regular Meeting
July 24 2023
Fremont Middle School
6:00 p.m.
and
Live Stream District Website:

<http://www.fremontschools.net/livestream>

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call:
Mrs. Bloom _____ Mrs. Espiritu _____ Ms. Laird _____ Ms. Lewis _____ Mr. Price _____
- IV. Approve or amend and sign the minutes of the regular meeting held July 10, 2023.
Mrs. Bloom _____ Mrs. Espiritu _____ Ms. Laird _____ Ms. Lewis _____ Mr. Price _____
- V. Legislative Report
- VI. Walk on Items
- VII. Community

Hearing of the Public

A Fremont City School District citizen, recognized by the Chair, may speak on any issue, during the Recognition of Visitors and Hearing of the Public Sessions, but the Chair may limit remarks pursuant to the debate regulations of *Robert's Rules of Order* and Fremont City School District Policy:

Fremont City Schools Public Participation

- Please state your name and address
- Please limit your statement to five (5) minutes
- Please direct your comments to the Board of Education President

- VIII. Superintendent's Report
- IX. Recommendations of the Superintendent

FACILITIES AND OPERATIONS

Policy

Item 1. Consider approval of revised Policy JFCA- Student Dress Code (First Reading)

It is recommended that the Board of Education approves revised Policy JFCA- Student Dress Code (see attached).

STUDENT AND STAFF ACHIEVEMENT

Staff

Item 2. Consider approval of the following resignations

Resignation

Administrative: Lyndsey Robinson
Assistant Principal
Reason: Resignation
Effective: End of 2022-23 Contract Year

Resignation

Certified: Emily Huth
Counselor - Ross
Reason: Resignation
Effective: End of 2022-23 Contract Year

Item 3. Consider approval of the following appointments

A. Appointments for the 2023-2024 school year:

Name: Caitlin Shinaver*
Certified Staff: Counselor
Account: General
Salary: BA, Step 1 @ \$38,905

Name: Courtney Stacey*
Certified Staff: Teacher
Account: General
Salary: BA, Step 1 @ \$38,905

*Employment of the above certified employee is contingent upon successful completion of all pre-employment requirements.

Item 4. Consider approval of the following administrative appointment

It is recommended that the Board approves Melissa Swinehart*, Assistant Secondary Principal, Step 1 on the Administrative Compensation Plan pursuant to O.R.C. 3319.02 for a 1-year term commencing on August 1, 2023 and ending on July 31, 2024.

*Employment of the above administrative employee is contingent upon successful completion of all pre-employment requirements and certifications.

Mrs. Bloom _____ Mrs. Espiritu _____ Ms. Laird _____ Ms. Lewis _____ Mr. Price _____

Item 5. Consider approval of the following supplemental contracts

Appointments for the 2023-2024 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Jeffrey Blanchard	Ross	Music Specialist I	\$600.00
Johnathan Cahill	Ross	Head Basketball Coach-Boys' A-10	\$9,217.00
Philip Moran	Ross	Head Swim Coach A-10	\$9,217.00
Jennifer Ziegler-Long	Ross	Head Wrestling Coach-Girls' B-1	\$7,681.00

Item 6. Consider approval of resolution for supplemental duty positions

It is recommended that the following resolution be approved for adoption:

NOW, THEREFORE, BE IT RESOLVED:

Section 1. The supplemental duty positions set forth in Section 2 of this resolution have been offered to those employees of the Fremont City Schools who have a license issued under O.R.C. 3319.22, and no such employees who are qualified to fill the positions have accepted them, and the positions have then been advertised or otherwise made available to any individuals with such a license who are qualified to fill them and who are not employed by the Board, and no such persons have applied for and accepted the positions.

Section 2. The Board hereby employs the following non-certified persons to perform the listed supplemental duties at the stated rate of pay for the 2023-2024 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Michael Borjas	Ross	Music Specialist II	\$300.00
Emily Miller	FMS	M.S. Volleyball Coach I-2	\$2,112.00
Vernon Seavers	Ross	Varsity Asst Football Coach D-9 (1/2 stipend)	\$2,592.50
Jalen Slick	Ross	Varsity Asst Football Coach D-4 (3/4 stipend)	\$3,744.75
Trevor Trimble	FMS	M.S. Football Coach F-1	\$3,072.00
Juan Vela	Ross	Head Basketball Coach-Girls' A-10	\$9,217.00

Section 3. The Board President, Superintendent and Treasurer are authorized to execute supplemental duty contracts with the person identified in Section 2 of this resolution.

Section 4. The Board finds that the resolution has been adopted in accordance with all legal requirements including O.R.C. Sec. 121.22.

Item 7. Consider approval of the following special event workers

It is recommended that the Board approves the following special event workers for fall 2023 athletic events:

Ross High School Events

(Football, Sub-Varsity Football, Soccer, Tennis, Volleyball)

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Jay Bowers	25 Second Clock Operator Football	\$30.00
Julie Madell	Ticket Scanner Soccer	\$25.00
Donald Reinhart	Elevator Operator Football	\$40.00

Item 8. Consider approval of the following special event worker

It is recommended that the Board approves the following special event worker for lifeguards for elective courses and swim events at Ross High School:

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Evan Beardmore (student)	Lifeguard	\$10.10/hr.
Virginia Dabrunz (student)	Lifeguard	\$10.10/hr.
Megan Evans (student)	Lifeguard	\$10.10/hr.
Joshua Fate	Lifeguard	\$10.10/hr.
Kayla Glotzbecker	Lifeguard	\$10.10/hr.
Morgan Guhn	Lifeguard	\$10.10/hr.
Nickolas Hoffman	Lifeguard	\$10.10/hr.
Angela Hush	Lifeguard	\$10.10/hr.
Philip Moran	Lifeguard	\$10.10/hr.
Andrew Taylor	Lifeguard	\$10.10/hr.
Katherine Taylor	Lifeguard	\$10.10/hr.
Brenda Widman	Lifeguard	\$10.10/hr.
Jayden Withrow (student)	Lifeguard	\$10.10/hr.
Pryde Yost	Lifeguard	\$10.10/hr.

Item 9. Consider approval of the following special event workers

It is recommended that the Board approves the following special event workers for bus chaperones for Band/Choir/Orchestra:

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Kimberly Beardmore	Bus Chaperone (Regular Trip)	\$50.00
Kimberly Beardmore	Bus Chaperone (All Day Trip)	\$75.00
Kimberly Beardmore	Bus Chaperone	Volunteer
Marc Beardmore	Bus Chaperone	Volunteer
Tricia Dabrunz	Bus Chaperone	Volunteer
Henry Gegorski	Bus Chaperone (Regular Trip)	\$50.00
Henry Gegorski	Bus Chaperone (All Day Trip)	\$75.00
Henry Gegorski	Bus Chaperone	Volunteer
Brooke Huber	Bus Chaperone (Regular Trip)	\$50.00
Brooke Huber	Bus Chaperone (All Day Trip)	\$75.00
Brooke Huber	Bus Chaperone	Volunteer
Kathleen Hubley	Bus Chaperone (Regular Trip)	\$50.00
Kathleen Hubley	Bus Chaperone (All Day Trip)	\$75.00
Gary Kaltenbach	Bus Chaperone	Volunteer
Emily McKeever	Bus Chaperone	Volunteer
James Seibert	Bus Chaperone	Volunteer
John Shetzer	Bus Chaperone	Volunteer
Patricia Smith	Bus Chaperone (Regular Trip)	\$50.00
Patricia Smith	Bus Chaperone (All Day Trip)	\$75.00
Patricia Smith	Bus Chaperone	Volunteer
Jan Sorg	Bus Chaperone (Regular Trip)	\$50.00
Jan Sorg	Bus Chaperone (All Day Trip)	\$75.00
Jan Sorg	Bus Chaperone	Volunteer
Crystal Walker	Bus Chaperone (Regular Trip)	\$50.00
Crystal Walker	Bus Chaperone (All Day Trip)	\$75.00
Crystal Walker	Bus Chaperone	Volunteer
Adam Young	Bus Chaperone	Volunteer
Julie Young	Bus Chaperone	Volunteer

Item 10. Consider approval of the following for summer food service program

It is recommended that the Board approves the following as program managers for the 2023 Purple & White Delights Summer Meal Program at Ross High School @ \$13.50 per effective July 10 – Aug. 16, 2023. This is to be paid from #006 (Food Service Fund).

Casey Brown

Faith Stiltner

Item 11. Consider approval of the following status changes

It is recommended that the Board approves the status change of Brittany Burmeister from BA degree Step 1 @ \$38,905 to BA degree Step 8 @ \$51,887 effective for the 2023-2024 school year.

It is recommended that the Board approves the status change of Keith Damschroder from BA degree Step 1 @ \$38,905 to BA+30 degree Step 1 @ \$42,243 effective for the 2023-2024 school year.

It is recommended that the Board approves the status change of Andrea Graber from BA degree Step 1 @ \$38,905 to ME degree Step 11 @ \$65,788 effective for the 2023-2024 school year.

It is recommended that the Board approves the status change of Devon Sitterson from BA degree Step 1 @ \$38,905 to MA+15 degree Step 11 @ \$67,889 effective for the 2023-2024 school year.

It is recommended that the Board approves the status change of Machel Biddle from Assistant to the Treasurer, at the District Office, Step 8 @ \$22.63 per hour to Assistant to the Treasurer, at the District Office, Step 13 @ \$23.70 per hour effective July 1, 2023.

It is recommended that the Board approves the status change of Raymond Long from Varsity Asst Football Coach, volunteer to Varsity Asst Football Coach D-10, ¼ stipend @ \$1,344.25 effective start of season.

It is recommended that the Board approves the status change of Michael Rankin from Varsity Asst Football Coach, D-10, ½ stipend @ \$2,688.50 to Varsity Asst Football Coach D-10, ¾ stipend @ \$4,032.75 effective start of season.

Mrs. Bloom _____ Mrs. Espiritu _____ Ms. Laird _____ Ms. Lewis _____ Mr. Price _____

Item 12. Consider approval of the Employee Handbook for the 2023-2024 school year

It is recommended that the Board of Education approves the FCS Employee Handbook for the 2023-2024 school year.

Mrs. Bloom _____ Mrs. Espiritu _____ Ms. Laird _____ Ms. Lewis _____ Mr. Price _____

FISCAL

Report of the Treasurer

Recommendation of the Treasurer

Mrs. Bloom _____ Mrs. Espiritu _____ Ms. Laird _____ Ms. Lewis _____ Mr. Price _____

Fremont City Schools

July 24, 2023

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IX. Board Member Communications and Information

X. Adjournment:

Mrs. Bloom _____ Mrs. Espiritu _____ Ms. Laird _____ Ms. Lewis _____ Mr. Price _____

Resolution for Executive Session (O.R.C. 121.22)

WHEREAS, as a public board of education, the Fremont City School District Board of Education may hold an executive session only after a majority of a quorum (or, in the case of item O, below, a unanimous quorum) of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

- A. To consider the appointment of a public employee or official.
- B. To consider the employment of a public employee or official.
- C. To consider the dismissal of a public employee or official.
- D. To consider the discipline of a public employee or official.
- E. To consider the promotion of a public employee or official.
- F. To consider the demotion of a public employee or official.
- G. To consider the compensation of a public employee or official.
- H. To consider the investigation of charges or complaints against a public employee, official, licensee, or student.
- I. To consider the purchase of property for public purposes.
- J. To consider the sale of property at competitive bidding.
- K. To confer with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action.
- L. To prepare for, conduct, and/or review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
- M. To consider matters required to be kept confidential by federal law or regulations or state statutes.
- N. To discuss details relative to the security arrangements and emergency response protocols for the Board.
- O. To discuss confidential information related to an application for economic development assistance, or negotiations with other political subdivisions related to the application, as executive session is necessary to protect interests of the applicant or related expenditure of public funds. (Unanimous vote required.)

NOW, THEREFORE, BE IT RESOLVED that the Fremont City School District Board of Education does hereby declare its intention to hold an executive session on items _____ as listed above.

Mrs. Bloom _____ Mrs. Espiritu _____ Ms. Laird _____ Ms. Lewis _____ Mr. Price _____

FREMONT CITY BOARD OF EDUCATION
Regular Meeting
Summary
July 10, 2023

Roll Call

MOTION 119-23 APPROVAL OF MINUTES
The regular meeting held June 26, 2023.

MOTION 120-23 APPROVAL TO EXTEND THE PUBLIC PARTICIPATION

**MOTION 121-23 STUDENT AND STAFF ACHIEVMENT – STAFF MATTERS – ITEMS 1, 2,
3, 4, 5, AND 6**

- Item 1 – Approval of resignation
- Item 2 – Approval of appointments
- Item 3 – Approval of administrative appointment
- Item 4 – Approval of resolution for supplemental duty positions
- Item 5 – Approval of special event workers
- Item 6 – Approval of status changes

MOTION 122-23 STUDENT AND STAFF ACHIEVMENT – STAFF MATTERS – ITEMS 7
Item 7 – Approval of Administrative Compensation Plan

MOTION 123-23 STUDENT AND STAFF ACHIEVMENT – STAFF MATTERS – ITEM 8
Item 8 – Approval of Personnel Handbook for Non-Unionized Classified
Employees

MOTION 124-23 ADJOURNMENT

**Fremont City Schools
Board of Education
Regular Meeting Minutes
July 10, 2023**

The Fremont City Board of Education of the Fremont City School District, in Sandusky County, Ohio met on Monday, July 10, 2023, at 6:00 p.m. at the Fremont Middle School, 1250 North Street, Fremont, Ohio and Live Stream District Website: <http://www.fremontschools.net/boelivestream>.

Board President Thomas Price presiding

Pledge of Allegiance

Roll Call:	Thomas Price, Board President	Absent
	Shantel Laird, Board Vice-President	Present
	Lori Bloom	Present
	Mary Alice Espiritu	Present
	Sarah Lewis	Present

MOTION 119-23 Approval of minutes

Motion by Mrs. Espiritu, seconded by Mrs. Bloom, to approve and sign the minutes of the regular meeting held June 26, 2023.

Ayes: Espiritu, Bloom, Lewis, Laird
Motion carried. 4-0

Legislative Liaison Report

- None

Walk on Items

- Policy Discussion

Ms. Laird reviewed through the order of events regarding the Released Time for Religious Instruction Policy and the three “Asks” of the community regarding the policy. She explained the procedure on Suspension of Policies.

Ms. Laird reviewed the Public Participation at Board Meetings Policy with the community members attending the meeting.

**Fremont City Schools
Regular Meeting
July 10, 2023**

COMMUNITY

First Hearing of the Public

There were several guests that spoke on behalf of the Released Time for Religious Instruction.

- Dr. Adrienne Robertson, 812 Vargas Court, Fremont
- Brandon Reinhart, 1422 Clinton Street, Fremont
- Brianne Wukie, 2646 Oak Harbor Road, Fremont
- Rob Harmon, 1720 Celek Drive, Fremont
- Solomon Woodson, 733 Nickolas Street, Fremont
- Tim Hillier, 712 Tucker Road, Fremont
- Forrest Kirchenbauer, 224 St. Paul Drive, Fremont
- Kay Mooney Cox, 2327 CR 241, Fremont
- Josie Setzler, 918 Cleveland Avenue, Fremont
- Mae Dell Leake, 1126 Croghan Street, Fremont
- Justin Smith, 1119 Birchard Avenue, Fremont

MOTION 120-23 Approval to extend the Public Participation

Motion by Ms. Laird, seconded by Mrs. Espiritu, to extend the Public Participation time by 15 minutes to allow additional community members the opportunity to speak.

Ayes: Laird, Espiritu, Bloom, Lewis
Motion carried. 4-0

**Fremont City Schools
Regular Meeting
July 10, 2023**

Ms. Laird expressed her thoughts on the Released Time for Religious Instruction. She does not want to make a motion to repeal the policy. It should be up to the parents to make this decision for their children.

Mrs. Bloom shared her thoughts, and she chooses not to repeal the policy.

Mrs. Espiritu shared her thoughts and does not want to repeal the policy.

Ms. Lewis expressed her thoughts and at this time, does not want to appeal the policy. She would like to take the time to do more research and speak with families that this would impact.

Ms. Laird discussed the Distribution of Materials in the Schools Policy. She asked Mr. Detwiler to research the language and has requested a disclaimer. She would like to provide more clarity.

Ms. Zesta Johson requested to ask a question. She wanted to know what she needed to do in order to take a child out of school for religion.

Superintendent's Report

- He discussed HB 33 and some of the notable changes.
EdChoice voucher expansion
Changes to the State Board of Education
Third Grade Reading Guarantee

Recommendations of the Superintendent

STUDENT AND STAFF ACHIEVMENT

Staff

MOTION 121-23

Motion by Mrs. Bloom, seconded by Mrs. Espiritu, to approve staff matters – Items 1, 2, 3, 4, 5, and 6.

**Fremont City Schools
Regular Meeting
July 10, 2023**

Item 1. Approval of the following resignation

Resignation

Administrative: Amanda Nowak
Psychologist
Reason: Resignation
Effective: End of 2022-23 Contract Year

Item 2. Approval of the following appointments

A. Appointments for the 2023-2024 school year:

Name: Chase Arndt*
Certified Staff: Teacher
Account: General
Salary: BA, Step 1 @ \$38,905

Name: Brittany Burmeister*
Certified Staff: Teacher
Account: General
Salary: BA, Step 1 @ \$38,905

Name: Devon Sitterson*
Certified Staff: Teacher
Account: General
Salary: BA, Step 1 @ \$38,905

*Employment of the above certified employee is contingent upon successful completion of all pre-employment requirements.

B. Appointments for the 2023-2024 school year:

Name: Michael Ickes*
Classified Staff: Custodial I (A-29.00)
Account: General
Salary: Step 1 @ \$15.14/hr effective, July 11, 2023

*Employment of the above certified employee is contingent upon successful completion of all pre-employment requirements.

Item 3. Approval of the following administrative appointment

It is recommended that the Board approves Heather Justen*, Psychologist, Step 1 on the Administrative Compensation Plan pursuant to O.R.C. 3319.02 for a 1-year term commencing on August 1, 2023 and ending on July 31, 2024.

*Employment of the above administrative employee is contingent upon successful completion of all pre-employment requirements and certifications.

**Fremont City Schools
Regular Meeting
July 10, 2023**

Item 4. Approval of resolution for supplemental duty positions

It is recommended that the following resolution be approved for adoption:

NOW, THEREFORE, BE IT RESOLVED:

Section 1. The supplemental duty positions set forth in Section 2 of this resolution have been offered to those employees of the Fremont City Schools who have a license issued under O.R.C. 3319.22, and no such employees who are qualified to fill the positions have accepted them, and the positions have then been advertised or otherwise made available to any individuals with such a license who are qualified to fill them and who are not employed by the Board, and no such persons have applied for and accepted the positions.

Section 2. The Board hereby employs the following non-certified persons to perform the listed supplemental duties at the stated rate of pay for the 2023-2024 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Gerald Binder	Ross	Varsity Asst Football Coach D-2 (1/2 stipend)	\$2400.50
DeVaun Churchya	FMS	M.S. Cross Country Coach J-1 (1/2 stipend)	\$768.00
Tristian Newman	Ross	9 th Grade Football Coach	Volunteer
Joshua Smith	Ross	Varsity Asst Football Coach D-4 (1/2 stipend)	\$2,496.50

Section 3. The Board President, Superintendent and Treasurer are authorized to execute supplemental duty contracts with the person identified in Section 2 of this resolution.

Section 4. The Board finds that the resolution has been adopted in accordance with all legal requirements including O.R.C. Sec. 121.22.

Item 5. Approval of the following special event workers

It is recommended that the Board approves the following special event workers for fall 2022 athletic events:

Ross High School Events

(Football, Sub-Varsity Football, Soccer, Tennis, Volleyball)

**Fremont City Schools
Regular Meeting
July 10, 2023**

Item 5. Approval of the following special event workers (continued)

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Reghan Hinline	Ticket Scanner Football	\$35.00
Gena Hoppes- Hinline	Ticket Scanner Football	\$35.00
Bradley Mohr	Scoreboard Operator Football	\$30.00
Bradley Mohr	Scoreboard Operator Sub-Varsity Football	\$25.00
Anita Poole	Scoreboard Operator Volleyball	\$20.00
Mary Reinhart	Elevator Operator Football	\$40.00
Mark Sheidler	Ticket Scanner Football	\$35.00
Charmaine Smith	Ticket Scanner Football	\$35.00
Crystal Walker	Ticket Scanner Football	\$35.00
Crystal Walker	Ticket Scanner Sub-Varsity Football	\$25.00
Crystal Walker	Ticket Scanner Volleyball	\$20.00
Crystal Walker	Ticket Scanner Soccer	\$25.00
Crystal Walker	Scoreboard Operator Soccer	\$35.00

Item 6. Approval of the following status changes

It is recommended that the Board approves the status change of Dr. Katherine Knight, Psychologist, from Step 1 on the Administrative Compensation Plan to Step 12 on the Administrative Compensation Plan effective for the 2023-2024 school year.

It is recommended that the Board approves the status change of Rebecca Herron from BA degree Step 1 @ \$37,052 to BA+15 degree Step 11 @ \$61,170 effective for the 2023-2024 school year.

It is recommended that the Board approves the status change of Samantha Griffin from Custodial I (A-29.00) at Croghan/Atkinson, Step 1 @ \$13.95 per hour to Custodial II (A-27.01) at Ross, Step 1 @ \$17.11 per hour effective June 7, 2023.

**Ayes: Bloom, Espiritu, Lewis, Laird
Motion carried. 4-0**

MOTION 122-23

Motion by Ms. Lewis, seconded by Mrs. Espiritu, to approve staff matters – Item 7.

Item 7. Approval of the Administrative Compensation Plan

It is recommended that the Board approves the Administrative Compensation Plan effective July 1, 2023 to June 30, 2024.

**Ayes: Lewis, Espiritu, Bloom, Laird
Motion carried. 4-0**

**Fremont City Schools
Regular Meeting
July 10, 2023**

MOTION 123-23

Motion by Mrs. Bloom, seconded by Ms. Lewis, to approve staff matters – Item 8.

Item 8. Approval of Personnel Handbook for Non-Unionized Classified Employees

It is recommended that the Board approves the Personnel Handbook for Non-Unionized Classified Employees effective July 1, 2023 to June 30, 2024.

**Ayes: Bloom, Lewis, Espiritu, Laird
Motion carried. 4-0**

FISCAL

Report of the Treasurer

- None

Recommendations of the Treasurer

- None

BOARD MEMBER COMMUNICATION AND INFORMATION

Thank you to everyone that attended meeting this evening. It is great to see the community come together to express their concerns and opinions. It is very important to take the time to hear all sides.

As a Board, we represent the community and want to do that well and we are glad to have the opportunity to do so. It is great to have the community members be able to have their voices heard and that they care so deeply about our kids. The Board takes everything seriously.

Congratulations to all the new employees. It is nice to hear we are almost fully staffed.

**Fremont City Schools
Regular Meeting
July 10, 2023**

MOTION 124-23 Adjournment

Motion by Mrs. Bloom, seconded by Mrs. Espiritu, to adjourn the regular board meeting at 7:32 p.m.

**Ayes: Bloom, Espiritu, Lewis, Laird
Motion carried. 4-0**

APPROVED:

President

Date: _____

Treasurer