

SCHOOL BOARD NEWS

The Haywood County Board of Education met for their Regular Session on Monday, September 13, 2021 at the Education Center in Clyde, N.C. at 7:00 p.m.

Chairman Francis called the September 13, 2021 Regular Board Meeting to order at 7:01 p.m.

Mr. Jimmy Rogers gave the invocation and Chairman Francis led the Pledge of Allegiance to the Flag.

Chairman Francis made the following announcements:

- The Board sends their condolences to Jimmy Rogers family in the passing of his wife.
- The Board sends their condolences to Bobby Rogers family in the passing of his mother.
- The Board sends their condolences to the Ledford family in the passing of Steve Ledford.
- Attorney Pat Smathers is absent from the meeting due to a prior commitment.
- Next Regular Board Meeting – Monday, October 11, 2021 – 7:00 p.m. – Education Center

Agenda adjustments were as follows:

- Add three Building and Grounds Committee items following #25

Approved the September 13, 2021 Regular Board Agenda as presented by Chairman Chuck Francis.

Recognized the following AP Scholar Recipients:

- Pisgah High School
 - AP Scholar Award
 - *Christian Basulto, Anthony Blazer, Lucas Cody, Maria Correa, Jackson Holland, Morgan Putnam, William Rhodarmer, Heather Robinson, Riley Seiple, Madison Stewart, Nicholas Sutton*
 - AP Scholar Award with Honor
 - *Kennedy Barker, Tyra Shuford, Lettie Jo Watson, Susan Zhang*
- Tuscola High School
 - AP Scholar Award
 - *Alexander Georgiev, Anneke Lam, Ella Laursen, Amanda Markley, Truongan Nguyen, Jacob Smith, Kacy Vanden Bergh*
 - AP Scholar Award with Honor
 - *Harper Schwab*

Recognized the following Teacher Assistants of the Year

- *Bethel Elementary – Amber Messer*
- *Hazelwood Elementary – Dianne Bruce*
- *Junaluska Elementary – Grey Ross*
- *Jonathan Valley Elementary – Chris Hill*
- *Meadowbrook Elementary – Kim Ball*
- *North Canton Elementary – Lisa Fisher*
- *Riverbend Elementary – Kat Moore*

Recognized Chelsea Carpenter as the 2021 Beginning Teacher of the Year.

Jill Barker presented 2020-2021 School Performance Data. Haywood County Schools ranked 10th among the state's 115 school districts, based upon the school system's performance composite.

Jill Barker shared Central Haywood High School In-person Re-entry information following Tropical Storm Fred flood damage.

Trevor Putnam provided an update on Shining Rock Classical Academy Meal Service. Haywood County Schools will not be providing meals as stated at a previous board meeting.

The following individuals addressed the Board concerning masks in schools.

- *Stephanie Bell, Stephanie Niles*

Approved the following minutes as presented by Chuck Francis.

- August 9, 2021 Closed and Regular Session
- August 13, 2021 Emergency Virtual Meeting
- August 19, 2021 Emergency Virtual Meeting
- August 21, 2021 Emergency Virtual Meeting
- September 9, 2021 Closed Session

Walter Lucas requested to address the Board concerning lockers.

Approved the 2021-2022 Middle/High School fees presented by Carol Fox. There are no fees for elementary schools.

Approved the 2021-2022 Title I Plan as presented by Lisa Thompson.

Approved the 2021-2022 Title II Plan as presented by Lisa Thompson.

Approved the 2021-2022 Title IV Plan as presented by Lisa Thompson.

Approved the 2021-2022 Title I Part C Migrant Education Program as presented by Aleasa Glance.

Approved the ESSER III Plan as presented by Lisa Thompson.

Approved the Sole Source Waiver for Elementary Math Staff Development as presented by Lisa Thompson.

Approved the 2021-2022 Education Direction/Central Haywood High school Contract as presented by Lisa Thompson.

Trevor Putnam provided an update on compliance with N.C. Session Law 2021 item#130 related to a mask plan. He presented Policy 4231/5021/7263 Face Coverings to the Board.

Approved the motion to suspend the thirty day rule for Policy 4231/5021/7263 Face Coverings. The Board will present the mask plan at each regular monthly board meeting.

Approved Policy 4231/5021/7263 Face Coverings as presented by Trevor Putnam.

The following policies were tabled for thirty days to allow for public input; presented by Trevor Putnam.

- 3610 Counseling Program

- 5210 Distribution and Display of Non-School Material
- 6140 Student Wellness
- 6210 Organization of School Nutrition Services
- 6220 Operation of School Nutrition Services
- 6230 School Meal and Competitive Foods Standards
- 6305 Safety and Student Transportation Services
- 6315 Drivers
- 6321 Bus Routes
- 6450 Purchase of Services
- 7100 Recruitment and Selection of Personnel
- 7130 Licensure
- 7430 Substitute Teachers
- 9020 Facility Design

Approved the following policies as presented by Trevor Putnam.

- 3300 School Calendar and Time for Learning
- 3460 Graduation Requirements

Approved the regular monthly financial reports as presented by Finance Committee.

Approved the motion for Clyde Elementary School to purchase a Freestanding ID sign with Electronic LED Display at a cost of \$23,715.00 paid in full by Clyde Elementary School; presented by Building and Grounds Committee.

Approved the motion to surplus Plasma Cutter from the Tuscola High School drafting program on govdeals.com as presented by Building and Grounds Committee.

Approved the motion for WNC Communities to be named trustee for funds provided by Dogwood Trust pending approval of the Memorandum of Understanding by Haywood County Schools Board Attorney as presented by Building and Grounds Committee.

Approved the Constitution Week Proclamation as presented by Bill Nolte.

Approved the following personnel as presented by Bill Nolte.

Haywood County Schools-Board Meeting

9/13/21

PERSONNEL FOR INFORMATION

Separation from Employment

NAME-POSITION, SITE, REASON

Robert Edwards-TA, CMS, Resignation
 Pamela Faulkner-Afterschool , MES, Resignation
 Michelle Romberger-TA, HES, Resignation
 Joy Willis-TA, RES, Resignation
 Melissa Jenkins-TA, HES, Resignation
 Mary Lou Cunningham-CN Asst, CLY, Resignation
 Tyler Mulligan-Teacher, THS, Resignation
 Sarah Crume-Teacher, WMS, Resignation

Amy White Forga-TIMS Mgr, BUS, Resignation
Dewayne Squires-Bus Driver, CMS, Resignation
Nathan Weaver-Custodian, THS, Resignation
Gwendolyn Riddle-Custodian, CLY, Resignation
Jennifer Prouty-CN Asst, WMS, Resignation
Russell Amsler-Custodian, CLY, Resignation
Tammy Rich-Burgess-CN Asst, HES, Resignation
Christopher W Frodsham-Teacher, BMS, Retirement
Donna Parton-TA/Bus Driver, THS, Retirement
Amy Norman-Title I Tutor, NCE, Resignation
Barbara Fowler-Bus Driver, THS, Resignation
Kristie Payne- Clerical, Maintenance, Retirement
Wendy Garrison-TA, JVE, Resignation

Employee Status Change

NAME-POSITION ,SITE,ADD/MOVE/REMOVE/CHANGE

Nicole Revis-Teacher Title I , BES, Change to 4th replacing Heidi Ashe
Glenna Rayburn-Title I Teacher, BES, Change to Title I Classroom Teacher 5th
Michelle Plexico-Title I Teacher, HES, Change to 2nd replacing Kari Setser
Angela May-Teacher Math, WMS, Move to CMS Math 8th replacing Lori Wright
Martha Brown-Teacher Music, THS, Move to JES replacing Stephen Nixon
Chris Simson-Custodian, CHHS, Move to THS replacing Laura Harlan
Dawn Hyatt-TA ISS, CHHS, Move to CMS replacing Robert Edwards
Doris Cogdill-EC Bus Monitor, THS, Move to JES EC Bus Monitor #101

Student Teacher Intern II

NAME-SITE

Carolyna Padilla-MES
Rachel Hines-MES

PERSONNEL FOR APPROVAL

***Emergency placement by Superintendent**

Employment

NAME-POSITION ,SITE,REASON

Eugenia Palmer-Title I Teacher, NCE, Title I Teacher 15 hrs/wk
Catherine McCracken-Title I Teacher, NCE, Title I Teacher <19.5 hrs/wk
Debra Howell-Title I Teacher, NCE, Title I Teacher 12 hrs/wk
Amy Norman-Title I TA, NCE, Title I TA <19.5 hrs/wk
Brooke Ashe-TA,CLY,FT 10 mth replacing Mary Annette Ruff
Rebecca L Queen-TA PreK ,JVE,FT 10 mth replacing Christopher Hill
Chelsea Bolin-TA K,JVE,FT 10 mth replacing Valerie Powell
Laura Harkins-TA K,JVE,FT 10 mth replacing McKenzie Vaughn
Kirby James-TA,CLY,FT 10 mth replacing Melchor Gamez
Jaclyn Aldridge-CN Asst, JES, PT 10 mth 3 hrs/day replacing Heather Taylor
Sheri Sutton-Custodian, WMS, FT 12 mth replacing James Aldredge
Jordan Pace-TA PreK-Interim, CLY, FT 10 Interim for Bryanda Burgess
Ronald Johnson-Bus Driver, CMS,PT 10 mth Bus #164 AM/PM replacing Barbara Waters
April James-CN Asst, THS, PT 10 mth 4 hrs/day replacing Margaret Burris
Joshua Drake Franklin-Afterschool/Summer Care, BES, PT 12 mth <15 hrs/wk as needed

Stephanie Parris-CN Asst, THS, PT 10 mth Interim replacing Ellen White
 Haleigh Miller-TA EC,RES,FT 10 mth replacing Joy Willis
 Carolina Watson-Afterschool/Summer Care, BES, PT 12 mth <15 hrs/wk as needed
 Sarah Willis-Afterschool/Summer Care, BES, PT 12 mth <15 hrs/wk as needed
 Cora Raya-Custodian, CLY, PT 12 mth replacing John Paul Thomas
 Barbara Walls-CN Asst, RES, PT 10 mth 3 hrs/day replacing Keisha Lanning
 Amanda Garrett-Afterschool/Summer Care, BES, PT 12 mth <15 hrs/wk as needed
 Emily Webb-Teacher 4th,JES,FT 10 mth replacing Hayley Prince
 Laura Cory-CN Asst, NCE, PT 10 mth 3 hrs/day replacing Erin Cole
 Jeffrey Franks-Custodian, CLY, FT 12 replacing Gwendolyn Riddle
 Mary Jesse-Title I Tutor, JES, PT 10 mth <19.5 hrs/wk
 Beverly Ketner-Title I Tutor, JES, PT 10 mth <19.5 hrs/wk
 Angela Glavich-Title I Tutor, MES, PT 10 mth <29.5 hrs/wk
 Tina Masciarelli-Title I Tutor, MES, PT 10 mth <29.5 hrs/wk
 Rosemary Houston-Counselor Interim, HES, FT 10 mth Interim for C Linder
 Anthony Mathis-TA EC,WMS,FT 10 mth replacing Susie Thomas
 Dana Smith-Title I Tutor, JES, PT 10 mth <19.5 hr/wk
 Gracie Mann-Afterschool/Summer Care, NCE, PT 12 mth <19.5 hrs/wk as needed
 Patricia Schandavel-Title I Tutor, JES, PT 10 mth <19.5 hr/wk
 Suzanne Wilson-Title I Tutor TA,NCE,PT 19.5 hrs/wk replacing Amy Norman
 Ashley Purcell-TA,CLY,FT 10 mth replacing Kisha Bryson
 Renee Corbin-Teacher Art, BMS, PT 10 mth replacing Anna Rose Garrett
 Renee Mackey-Payroll Specialist, CO, FT 12 mth replacing Sheena Stevens
 Tamara Singleton-CN Asst, WMS, PT 10 mth 5.5 hrs/day replacing Jennifer Prouty
 Deloras Rathbone-Afterschool/Summer Care, JVE, PT 12 mth <19 hrs/wk
 Katherine Fielden-Data Manager, HES, FT 10 mth replacing Ashley Nesbitt

Employee Status Change

NAME-POSITION,SITE,ADD/MOVE/REMOVE/CHANGE

Karen Chambers-Teacher EC, CO, Change from 29 hrs/week to 19.5 hrs/wk
 Mark Ethridge-Teacher Science, HCLC, Change from 11 mth to 10 mth
 April Wilson-Occupational Therapist, CO, Change from PT 4 days/ wk to FT 10 mth
 Teresa Shaw-Teacher Sub, WMS, Change to FT 10 mth Interim 7th EC Math replacing Daniyelle Hyatt
 Barbara West-Teacher Sub, PHS, Change to FT 10 mth Interim Animal Science/Horticulture replacing Courtney Smith
 Sandra Curry-CN Asst, CLY, Change to Interim CN Mgr CLY 8 hrs/day replacing Lou Ann Wyatt
 Jennifer Franklin-CN Asst, JES, Move from WMS to JES FT 10 mth 7 hrs/day replacing Carol Wilson
 Rita Guy-Bus Driver, PHS, Change from Bus #32 AM/PM to Bus #168 PM Route replacing Amanda Morgan
 Amanda Morgan-Bus Driver, PHS, Change from Bus #168 PM to Bus #32 AM/PM replacing Rita Guy
 Dustin Tate-Custodian, JVE, Add Sub Bus Driver
 Dannie Conard-Custodian, CMS, Add Bus #10 AM/PM replacing Dwayne Squires
 Lisa Griffin-Afterschool Care, BES, Rate of Pay Increase
 Angela Michelle Mull-Afterschool Director, JVE, Rate of Pay Increase
 Kelly Hall-Afterschool Care, JVE, Rate of Pay Increase
 Tonya Greene-Afterschool Care, JVE, Rate of Pay Increase
 Ashley Caldwell-Afterschool Care, JVE, Rate of Pay Increase
 Rachel Rizoti-Afterschool Care, JVE, Rate of Pay Increase
 Wendy Garrison-Afterschool Care, JVE, Rate of Pay Increase

Christopher Hill-Afterschool Care, JVE, Rate of Pay Increase
 Haven Guyer-Afterschool Care, JVE, Rate of Pay Increase
 Merrilyn Waldron-Afterschool Care, JVE, Rate of Pay Increase
 Jane Newmeyer-Teacher Sub, CO, Move to WMS FT 10 mth EC TA Shadow replacing Misty Morris
 Fritzie Wise-Bus Sub, THS, Add CMS Interim Chorus
 Kaylan Morris-TA, NCE, Add Afterschool/Summer Camp Director <19.5 hrs/wk
 Hayley Prince-Teacher, JES, Change to JES Lead Teacher replacing Cecilia Ruth Marcus
 Donna Lyle-Teacher Sub, CO, Move to MES FT 10 TA replacing Amanda Caldwell
 Cindy Vaughn-Teacher, THS, Add HEC EC services <5 hrs/wk
 Fritzie Wise-Bus Sub, THS, Add FT Teacher Interim for Martha Brown
 Paige Wood-Teacher, HES, Add Afterschool Care <19.5 hrs/wk
 Zelva Lee-TA ISS, BMS, Change from Teacher Sub to FT 10 mth TA replacing Sarah Hundley
 Travis Varner-Custodian, WMS, Add Bus Driver #4 replacing James Aldredge
 Sylvia Donnahoe-CN Asst, RES, Add 4 hours After school and Pay Rate Increase
 Ashley Nesbitt-Data Mgr, HES, Change to FT 10 mth TA replacing Melissa Jenkins
 Casey Lutz-Title I TA, CLY, Change to FT 10 mth Teacher K New Position
 Lisa Fisher-TA K, NCE, Add TA 1st-5th
 Kaylan Morris-TA K, NCE, Add TA 1st-5th
 Linda Henson-TA K, NCE, Add TA 1st-5th
 Peyton Willis-TA 1st, NCE , Add TA K, 2nd-5th
 Stacy Freeman-TA 1st, NCE , Add TA K, 2nd-5th
 Carol Harkins-TA 1st, NCE , Add TA K, 2nd-5th
 Jessica Igwe-Afterschool Care, NCE, Rate of Pay Increase
 Layna Cope-Asst Principal, PHS, Add Bus Sub as needed
 Paula Nichols-Teacher Sub, CO, Add Title I Tutor JVE <19.5 hrs/wk
 Jeffrey Foster-Teacher, HCLC, Change from 24 hrs/wk to 20 hrs/wk
 Mark Ethridge-Teacher, HCLC, Change from 24 hrs/wk to 20 hrs/wk
 Maggie Christy-TA Title I , CLY, Add TA K-5
 Tonya Shepard-Lead Teacher , CMS, Add National Board Supplement (Local)
 William Cochran-Bus Sub, CO, Add JES Bus Sub as needed
 Katelyn Harris-Teacher, JVE, Add After school/Summer Care <15 hrs/wk
 Tamera Ensley-TA, PHS, Change to Clerical-Guidance replacing Kristy Tench
 Jaclyn Aldridge-CN Asst, JES, Add Afterschool Care <14 hrs/wk replacing Will Nolte
 Misty Morris-TA, CLY, Add Afterschool Care Sub as needed
 Rachel Duncan -Teacher, HES, Add After school/Summer Care <15 hrs/wk
 Elizabeth Funderbunk-Teacher Sub, CO, Add Title I Tutor JES <19.5 hrs/wk
 James Gardner-Bus Sub, CO, Add HES Bus Sub as needed
 William Cochran-Bus Sub, CO, Add HES Bus Sub as needed
 Angela Ray-Bus Sub, CO, Add HES Bus Sub as needed
 Lloyd Messer-Bus Sub, CO, Add HES Bus Sub as needed
 Darby Warren-Teacher Sub, CO, Add MES FT 10 mth Teacher Interim for Danielian
 Darby Warren-Teacher Sub, CO, Add MES FT 10 mth Teacher Interim for Williams
 Amanda Robinson -Payroll Specialist, CO , Change to Lead Payroll Specialist <29.5 hrs/wk
 Stephanie Gunter Rice-Afterschool Director, MES, Rate of Pay Increase
 Rachel Medford-Afterschool Care, MES, Rate of Pay Increase
 Jennifer N Rogers-Teacher Sub, CO, Change to FT 10 mth TA 1st and 5th replacing Michelle Romberger
 Jessica Coward-Teacher, THS, Add Bus Driver Sub HES as needed
 Barbara Bradley-CN Asst Sub, CN, Change to HES Interim PT 10 mth 5 hrs/day replacing Tammy Burgess
 Dorothea Stewart-Teacher, CO, Add Bus Sub PHS As Needed
 Cassidy Bridges-TA, MES, Add TA K-5th

Donna Lyle-TA, MES, Add TA K-5th
Tracy Fowler-Teacher Sub, BES, Add Title I Tutor <10 hrs/wk
Madalyn Loffredo-Teacher , JVE, Add After School/Summer Camp <19 hrs/wk
Shannon Herley-Bookkeeper, CLY, Add Clerical ESSER Bonus
Harrison Muse-Custodian, HES, Add Bus Driver #5 replacing Cliff Sowa
Robert Phillips-Finance Asst, CO, Change to Hourly As Needed

Contracted Services

NAME-HOURS,SITE,REASON

Lisa Cook -As Needed, PHS, Ticket Taker paid by PHS Athletics
Jeanelle Jones-As Needed, PHS, Ticket Taker paid by PHS Athletics
Ashlee Jones -As Needed, PHS, Ticket Taker paid by PHS Athletics
Stephanie Kuykendall -As Needed, PHS, Ticket Taker paid by PHS Athletics
Tammy Ensley -As Needed, PHS, Ticket Taker paid by PHS Athletics
Taylor Clark -As Needed, PHS, Ticket Taker paid by PHS Athletics
Kristi Sorrells -As Needed, PHS, Ticket Taker paid by PHS Athletics
Darlene Dills -As Needed, PHS, Ticket Taker paid by PHS Athletics
Barbara West -As Needed, PHS, Ticket Taker paid by PHS Athletics
Beth Easton -As Needed, PHS, Ticket Taker paid by PHS Athletics
Charles Styles -As Needed, PHS, Ticket Taker paid by PHS Athletics
Dorene Styles -As Needed, PHS, Ticket Taker paid by PHS Athletics
Charles Jones -As Needed, PHS, Ticket Taker paid by PHS Athletics
Deborah Flynn -As Needed, PHS, Ticket Taker paid by PHS Athletics
June Mathis -As Needed, PHS, Ticket Taker paid by PHS Athletics
Marsha Garnes -As Needed, PHS, Ticket Taker paid by PHS Athletics
Shayne Wheeler -As Needed, PHS, Ticket Taker paid by PHS Athletics
Tammy Inman -As Needed, PHS, Ticket Taker paid by PHS Athletics
Tracy Phillips -As Needed, PHS, Ticket Taker paid by PHS Athletics
Gail Rose -As Needed, PHS, Ticket Taker paid by PHS Athletics
Joe Cassada-As Needed, PHS, Ticket Taker paid by PHS Athletics
Sheila Rogers -As Needed, PHS, Ticket Taker paid by PHS Athletics
Tammy Ensley-As Needed, PHS, Ticket Taker paid by PHS Athletics
Lisa Cook-As Needed, PHS, Ticket Taker paid by PHS Athletics
Jeanelle Jones-As Needed, PHS, Ticket Taker paid by PHS Athletics
Ashlee Jones-As Needed, PHS, Ticket Taker paid by PHS Athletics
Stephanie Kuykendall-As Needed, PHS, Ticket Taker paid by PHS Athletics
Lisa Frazier-As Needed, PHS, Ticket Taker paid by PHS Athletics
Taylor Clark-As Needed, PHS, Ticket Taker paid by PHS Athletics
Charly Inman-As Needed, PHS, Ticket Taker paid by PHS Athletics
Elizabeth Sellers-As Needed, PHS, Ticket Taker paid by PHS Athletics
Martha Early-As Needed, PHS, Ticket Taker paid by PHS Athletics
Andrew Burton-As Needed, PHS, Ticket Taker paid by PHS Athletics
Lori Mills-As Needed, PHS, Ticket Taker paid by PHS Athletics
Whitney Haas-As Needed, PHS, Ticket Taker paid by PHS Athletics
Charissa Ponder-As Needed, PHS, Ticket Taker paid by PHS Athletics
Jill Robinson-As Needed, PHS, Ticket Taker paid by PHS Athletics
Sharon Marshall-As Needed, PHS, Ticket Taker paid by PHS Athletics
Joanna Sayblack-As Needed, PHS, Ticket Taker paid by PHS Athletics
Ashley Pace-As Needed, PHS, Ticket Taker paid by PHS Athletics
Barry Lance-As Needed, PHS, Ticket Taker paid by PHS Athletics

Dorothea Stewart-As Needed, PHS, Ticket Taker paid by PHS Athletics
Kim Hendricks-As Needed, PHS, Ticket Taker paid by PHS Athletics

Substitutes

NAME-STATUS, POSITION, EFFECTIVE

Deborah Koontz-Certified Teacher Sub
Jeffrey Haynes-Non-Certified Teacher Sub
Amanda Garrett-Non-Certified Teacher Sub
Emily Gaddy-Certified Teacher Sub
Gracie Mann-Non-Certified Teacher Sub

Employee Coach

NAME-POSITION, HEAD/ASSISTANT, BOYS/GIRLS

Arthur Holt-Football, Assistant, Boys , THS
Edward Davies-Assistant Athletic Director, Assistant, Boys/Girls , WMS
Cam Bass-Athletic Director, Head , Boys/Girls, WMS
Zachary Shepherd-Gym Supervisor, Head, Boys/Girls, THS
Samuel Messer-Stadium Supervisor, Head, Boys/Girls, THS
Chris Brookshire-Fall Weights, Head, Boys, THS
Joshua Simmons-Basketball, Head, Girls, CMS
Joshua Simmons-Athletic Director, Head, Boys/Girls, CMS
Heather Boyd Wilson-Cheerleading, Head, Girls, CMS

Non-Employee Coach

NAME-POSITION, HEAD/ASSISTANT, BOYS/GIRLS

Scott Simmons-Swim, Head , Boys/Girls , PHS
Daniel Haynes-Soccer, Assistant, Boys , WMS
Brittany Cook-Cheerleading, Assistant, Girls, PHS
Jose Nieves-Wrestling, Head, Boys, BMS
Andrew Johnson-Tennis, Head, Girls, THS

Volunteer Services

NAME-POSITION, HEAD/ASSISTANT, BOYS/GIRLS

Kimberly Ball-Cheer, Assistant, Girls, CMS
David Ponder-Soccer, Assistant, Boys , PHS
Brent Rathbone-Football, Assistant, Boys, THS
Joanna Rinker-Cross Country, Assistant, Boys/Girls, THS
Hugh Caldwell III-Wrestling, N/A, Boys, WMS
Kevin Lowery-Basketball, Assistant, Girls, CMS

There being no further business, the meeting adjourned at 8:16 p.m.