MINUTES OF BABYLON SCHOOL BOARD REGULAR BUSINESS MEETING OF SEPTEMBER 11, 2023

DATE OF MEETING:

September 11, 2023

PLACE:

Babylon Junior-Senior High School, 50 Railroad Avenue, Babylon, NY 11702

Members Present

Mrs. Linda Jurs, President

Mrs. Donna Noesi, Vice President

Mr. Ari McKenzie Mrs. Theresa Patiri Mr. David Sonkin Mr. Robert Verdi Mrs. Catherine Wieland

APPROVED

<u>Distinct Superintendent</u> Ms. Carisa Manza

Central Office Administration

Ms. Deirdre Lunetta, Assistant Superintendent for Business

Mr. Jeffrey Haubrich, Assistant Superintendent for Curriculum & Instruction

Attorneys Nicole Murphy

CALL TO ORDER

District Clerk Linda McGarvey

The meeting was called to order at 6:30 p.m. by L. Jurs. A motion to enter executive session by T. Patiri and seconded by D. Noesi, for the purpose of discussing the employment history of particular individuals and advice from counsel, was made. (7-0) Public session resumed at 7:38 p.m. at which time L. Jurs led the assemblage in the Pledge of Allegiance, followed by Hailey singing the National Anthem and then a moment of silence to honor the lives lost 22 years ago and the heroes who continue to serve our Nation today.

APPROVAL OF MINUTES

On motion D. Noesi, seconded by R. Verdi, the minutes of the Regular Business Meeting of August 21, 2023 were approved. (7-0)

APPROVAL OF TREASURER'S & BUSINESS OFFICE FINANCIAL REPORTS & EXTRA CURRICULAR FUND REPORT

On motion by D. Sonkin, seconded by C. Wieland, the Treasurer's and Business Office Financial Reports and Extra Curricular Fund Report for July 2023 were approved. (7-0)

SUPERINTENDENT'S REPORT

Ms. Manza reported the following: Good evening, everyone. Thank you for joining us this evening. Tomorrow marks one year since I joined the Babylon community. I thank everyone again for the warm welcome and continued support as I acclimate to the demands of the new role.

To begin, I would like to honor all the lives lost 22 years ago and all of the heroes who continue to serve our Nation today. As a district, we honored Patriot's Day by wearing red, white, and blue. In addition, throughout the district our flags were flown at half-staff, and our students and staff engaged in activities to honor the brave men and women who continue to serve as heroes in our communities every day.

As I mentioned at the last Board meeting, congratulations are in order for seven 7th graders who represented the Babylon Public Library at the Battle of the Books competition. Every summer, Suffolk County libraries gather with teams of young adult players (entering grades 6-9) to test their trivia mettle on six selected books. Each library team reads the same six books during the summer with a culmination trivia challenge in August. On August 12, thirty Suffolk County libraries met at the Hyatt Regency in Hauppauge to participate in the Battle of the Books. In just their second year, team Capri Sun placed 3rd out of the 30 libraries that competed. Congratulations to Kelsea O'Hara, Lilly Murphy, Leah Skarulis, Juliet Gimberlein, Ciara Weisbecker, Elliott Brunjes and Dominic Davila. We highlighted these students' accomplishment on our District Website and tonight I would

like to offer them a certificate of commendation on behalf of myself and the Board of Education for representing Babylon with Panther Pride.

So folks, our students are back and despite some standard challenges of operationalizing a new school year, the start of the school year has gone rather well.

To get us off on the right foot, the Board of Education, District Administration, and I took a tour of our facilities to assess the readiness of our buildings and campus to welcome our students and staff back. Kudos to the custodial team and buildings and grounds teams, under the direction of Mr. Lorefice, for their exceptional work. The buildings were in pristine condition for our official start on September 5th.

As you may know, September 5th and 6th were Superintendent's Conference Days. I greeted the entire faculty and staff in Rowe Hall and shared our theme for the school year, "Advancing Together." We celebrated the successes of the 22-23 school year and reviewed our goals for the upcoming year. The faculty and staff then engaged in meaningful professional development workshops.

This year, the four overarching goals will be: 1: We pledge to continue to maximize the focus on educating the "whole child" and maximize the achievements for each student. This will focus on ensuring each child reaches his or her truest potential, academically, socially, and emotionally by providing diverse and robust curricular, co-curricular and athletic opportunities. 2: We pledge to continue to focus on aspects of physical safety by enhancing both structures and routines to harden all systems. 3: We pledge to enhance communication with all members of the Babylon learning community and involve all stakeholders in the educational process. 4: We pledge to make fiscally responsible decisions that allow for the maximizing of resources to support students' programs and district initiatives.

I would also like to publicly share two outstanding points of pride for the Babylon Community. For those who may not be aware, Babylon was recently featured in Newsday for their ranking on the U.S News and World Reports as being one of 23 Long Island public high Schools to be ranked among the Top 1,000 schools in the Nation, Top 100 schools in New York State and Top five schools in Suffolk County. This is a tremendous distinction for our community and is reflective of the collective work of all members of the K-12 Babylon learning Community

Additionally, Babylon was one of 35 schools across Long Island to be recognized by the New York State Public High School Athletic Association as a School of Distinction, as a result of 100% of our Varsity teams earning a 90+ GPA. Again, this is a result of the collective efforts of coaches, teachers, administrators, parents and so many others who help to support our student-athletes achieve this accomplishment.

September 7th was the first official day back for our students. We do hope that everyone had an enjoyable first few days back at school. Mr. Haubrich and I visited each building to welcome our staff, students, and families to the new school year and to assess the arrival and departure of buses at each school. Despite the extreme heat, we were pleased to see so many smiling faces arriving at school today.

We would like to thank the members of the PTA for setting up snacks and beverages at each of the buildings to welcome back our staff. We greatly appreciate this gesture of recognition and partnership from our parent volunteers. I had the chance to meet with the presidents of PTA, PTSA, SEPTA and Booster this summer and I can tell you that they are invested in working collaboratively in the best interest of our students. To show your support, I encourage everyone to join the PTA, PTSA and SEPTA organizations.

I also met with the members of the Citizen's Advisory Committee who also share the same commitment to working collaboratively in their efforts to promote student success. With that, they are looking for three new members to serve on their committee. In the coming days, I will be posting the application to the website and sending out a school messenger with the application as well. Anyone interested is encouraged to apply by the deadline of September 22nd.

I would like to take a moment to publicly address some of the issues we encountered with transportation at the start of the school year. Most of the students were transported safely and on time. Mr. Haubrich, Ms. Lunetta and I worked for several hours, and continue to work with Suffolk Transportation. Suffolk Transportation was with us each morning to assess, refine and perfect this very complicated system. There were some parameters that were beyond our control. We had a critical member of our transportation department who went out on an unexpected leave. Therefore, Ms. Lunetta had to address the concerns that were raised prior to the start of school. Then, on the first day of school, Suffolk Transportation had one of its drivers quit, so they had to deploy a substitute bus driver who was unfamiliar with the route take over. She was doing the best that she could, but the learning curve certainly caused some delays. Also, we had a bus break down on the first day and a few students somehow got on the wrong bus. We continue to work with Suffolk Transportation to resolve all remaining issues. Suffolk Transportation has been with us each morning and afternoon assessing the routing and tweaking the times.

All in all, we made marked improvements and will continue to do so over the next few days. We ask anyone that continues to have a concern to fill out the transportation form and someone will respond in a timely fashion. We greatly appreciate the feedback we received from our families and for your continued patience as we synchronize our systems.

Despite some hiccups, I would be remiss if I did not acknowledge the efforts of Ms. Lunetta, Mr. Haubrich and Mr. Dileo, who worked with Suffolk Transportation and me, day and night, to ensure that transportation ran as smoothly as possible. On behalf of the Board of Education and myself, please accept this certificate of commendation as a token of our appreciation.

With three days in, our students and staff are already pretty much adjusted to a new routine. Mr. Haubrich and I visited some classrooms to see our students and faculty and were pleased to observe everyone back to the business of teaching and learning.

Additionally, our Varsity & JV teams are also off to a successful start- there are 254 participants in 12 Fall sport offerings (grades 9-12). The junior high sport season begins today, there are 156 participants in 6 Fall sport offerings (grades 7-8). The teams are doing really well and have been winning most of the games they played so far.

Lastly, I would like to offer public responses to the questions presented at our August 21, Board meeting and through follow-up emails from community members so that everyone is apprised of this information:

Mrs. O'Hara asked the question related to agenda item number 25, consultant services agreement concerning the rationale for the need of a District Doctor at the football games in addition to the athletic trainer. According to Section XI regulations, we are required to have a District Doctor for home games and scrimmages. We contract Dr. James Paci for \$250.00 a game, scrimmage, or practice if we deem necessary. We don't typically use him for practices, but if decided, he would need to be board approved to do so. There are 13 scheduled home games and we had one scrimmage against Shoreham on September 1st, for which the doctor, trainer and ambulance staff were present. If we make it to the playoffs, we will have additional home games.

Mrs. O'Hara asked the question related to agenda item number 26 consultant services contract with the athletic trainer, \$35,000 annually for up to 30 hours a week.

The athletic trainer, Caroline Kiefer, is available during every home practice from 2:00-5:00 p.m. every day, Monday through Saturday and stays until practice ends. Most of the practices are here at the high school. She visits each team, will tape an ankle if needed and the coaches have her cell phone in case of emergencies.

Mrs. O'Hara asked the question related to agenda item number 45 consultant services contract: What is the rate of service for the consultant services contract as outlined in agenda items 45?

It is important to note that All About Kids is used solely to provide parent training for two students with autism whose provider moved to this agency. Kidz Educational Services is used solely for one

student with Autism who is on home instruction for medical reasons and whose parents have rejected multiple providers. This student receives ABA therapy and speech therapy through this agency. All About Kids Parent Counseling and Training is \$132.60 per hour. The IEP mandates that student has these services. Other services, not accessed by the District, range from \$33.15 to \$38.25 for individual half hour sessions

Mrs. O'Hara asked the question related to agenda item number 47 consultant services contract: What is the rate of service for the consultant services contract as outlined in agenda items 47? Kidz Educational Addendum: the amendment approved during the August 21st Board meeting has become standard in most agency contracts since COVID and allows "alternate locations" (remote) for services if medically necessary and agreed upon. ABA therapy costs \$109.14 per hour. Speech costs \$44.88 per 30-minute individual session. The student uses an AAC device so not all speech therapists can provide these services.

It is important to note that the district has contracts with multiple agencies to ensure that there is a broad base of providers to access if needed. We don't necessarily utilize any or all of the services with the agencies whom we contract with.

Mrs. Skarulis inquired about Item #24 of the August 21, 2023 Board meeting, the consultant services contract of Eric Lichtwar specifically:

- What does Mr. Lichtwar teach? Mr. Lichtwar is currently serving as the leave replacement for a teacher out on administrative leave.
- Is he serving as a special education teacher in one or more settings self-contained, inclusion, resource room? Inclusion
- Is his position probationary? No
- Was this Full Time Special Education Teacher position posted on OLAS? It was not because it is for an indeterminate amount of time. The leave could be for one day, for a week, six weeks. It would be hard to fill a position like this based on these uncertainties.

In closing, our system isn't perfect, but we are working tirelessly to improve every aspect of our operation. I share these remarks to improve transparency and look forward to our continued partnership throughout the year. It truly takes a village to raise a child.

REPRESENTATIVES OF ORGANIZATIONS

Ms. Sawczyn, President of SEPTA reported that they are trying to get a lot of families involved with SEPTA. They are planning fund raisers throughout the school year. They are bringing back the Pat Koch Scholarship. They are working on a Square One project for elementary school students. You can reach SEPTA at Babylon.Village.SEPTA@gmail.com. D. Harkins, President of PTSA, reported that they provided bagels, water, etc. to Seniors on the first day of school. The day before school started, they stocked the teachers' lounges with goodies to welcome them back. They are taking collections for the new mindfulness/wreck room, which is located at the high school, items like positive décor, comfortable seating, small tables, puzzles, etc. The first PTSA meeting will be on September 28th. They need to pass their budget and bi-laws. They are also planning an Adventureland night in the Fall. You can find out more information about PTSA on their Facebook page.

PUBLIC COMMENTS/ QUESTIONS

The Board of Education addressed questions/comments from the following visitors: C. Samon, A. Schender, V. Basile, K. Leonardis

OMNIBUS MOTION OF REGULAR BUSINESS MEETING

On motion by A. McKenzie, seconded by D. Noesi, a motion to omnibus items 1-13 was approved. (7-0)

On omnibus motion by D. Sonkin, seconded by C. Wieland, items 1-13 were approved (7-0)

New Business

1. **PER DIEM SUBSTITUTE TEACHER APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the appointment of the following substitute teachers, for the 2023-2024 school year. Compensation for these assignments to be at the substitute teacher per diem rate of pay scale: Days 1-30: \$110.00; Days 31-60: \$120.00; Days 61-90: \$130.00; Over 91 days: \$140.00

High School: Josephine Poio

Elementary School: Rosalia Fenoaltea - pending fingerprint approval

2. PART-TIME AIDE APPOINTMENTS: RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following part-time aide appointments for the 2023-2024 school year. Compensation for these positions to be in accordance with the 2023-2024 Aides and Monitors Association contract. (Step 1: \$19.00, Step 2: \$19.31, Step 3: \$19.69)

Grade School: Sonya D. Focarile

Elementary School: Jenna Rossi – pending fingerprint approval

3. PART-TIME MONITOR APPOINTMENTS: RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following part-time monitor appointments for the 2023-2024 school year. Compensation for these positions to be in accordance with the 2023-2024 Aides and Monitors Association contract. (Step 1: \$17.67, Step 2: \$17.99, Step 3: \$18.36)

Grade School: Nicole Knudsen, Laura Morris

- 4. **PART-TIME SECURITY GUARD APPOINTMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following part-time security guard appointment effective September 12, 2023 to June 30, 2024. Compensation for this appointment to be \$19.00 per hour: Dennis Walker
- 5. **RESCIND THE FOLLOWING APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education rescinds the following appointments, originally approved for hire at the August 21, 2023 meeting:

Elementary School

TramainE Nero (Per Diem Sub), Hunter Howard (Per Diem Sub)

Grade School

MaryAnn Matarese (Monitor)

Shared between Elementary and Grade Schools

Zach Wenskus (Per Diem Sub), Jennifer Velazquez (Per Diem Sub)

6. **CASUAL APPOINTMENTS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following casual appointments for the 2023-2024 school year. Compensation for these positions to be in accordance with the Babylon Teachers' Association Contract for the 2023-2024 school year:

JR./SR. HIGH SCHOOL			
PUBLICATIONS			
Senior Yearbook Advisor	Cheryl Schweider & (co-advisors) Patricia Stork	(\$7,048 Split two ways)	
School Paper Advisor (Panther Tales)	Lindsay Jones, (co-advisors) Sarah Schreiber & Patricia Stork	(\$3,975 Split three ways)	
Literary Magazine Advisor (Visions)	Lindsay Jones, (co-advisors) Sarah Schreiber & Patricia Stork	(\$2,782 Split three ways)	
COMPETITION/PERFORMANCE			
All School Musical			
Production Director	Rebecca Olivieri	(\$5,981)	
Producer/Technical Director	Edward Storey & Emily Reilly (co- advisors)	(\$4,187 Split two ways)	
Musical Director	Charles Leech	(\$4,187)	
Pit Band Director	Angela Turk	(\$3,557)	
Choreographer	Rebecca Olivieri	(\$796)	

Set Construction	Linda Napolitano	(\$1,589)
Drama Production		
Production Director	Rebecca Olivieri	(\$5,981)
Producer/Technical Director	Edward Storey & Emily Reilly (co- advisors)	(\$4,187 split two ways)
Set Construction	Linda Napolitano	(\$1,589)
Extra-Curricular Music		
Band (SHS)	Charles Leech	(\$1,589)
Band (JHS)	Angela Turk	(\$1,589)
Choral (JHS)	Edward Storey	(\$1,589)
Choral (SHS)	Edward Storey	(\$1,589)
Select Chorus	Edward Storey	(\$2,782)
Orchestra	Ashley Tomei	(\$1,589)
Chamber Orchestra Ensemble	Ashley Tomei	(\$1,589)
Jazz Band (SHS)	Charles Leech	(\$2,782)
Jazz Lab Band	Angela Turk	(\$1,589)
Marching Band	Angela Turk	(\$1,788)
Marching Band	Charles Leech	(\$1,788)
Debate Team	Charles Leech	(41,700)
Advisor	Patrick Motagor	(\$4,768)
	Patrick Metzger	(34,700)
DECA Club Head Advisor	Claire Pailly	(\$3,975)
***	Claire Reilly	
Assistant Advisor	Edward Storey	(\$2,782)
Math Team		/da 700\
Advisor (JHS)	Christian Murphy	(\$1,788)
Mock Trial		44
Advisor (JHS)	Marissa Scholl	(\$3,181)
Advisor (JHS)	Jessica Kahn	(\$3,181)
Robotics Club		
Advisor (SHS)	Brian Katz	(\$4,768)
Advisor (JHS)	Peter Mankes	(\$4,768)
Science Fair		
Liaison	Patrick Donaldson	(\$1,589)
ACADEMIC		
Class Advisors		
Senior Class	Linda Fama	(\$3,181)
Senior Class	Jaime Harrison	(\$3,181)
Junior Class	Madeline Lee	(\$2,781)
Junior Class	Barbara O'Halloran	(\$2,781)
Sophomore Class	Ashley Jones	(\$1,788)
Sophomore Class	Christopher Ryan	(\$1,788)
Freshman Class	Barbara Small	(\$1,589)
Freshman Class	Stephanie Greaney	(\$1,589)
Student Council	A STATE OF THE STA	
Senior High School	Linda Fama	(\$3,975)
Senior High School	Brooke Carey	(\$3,975)
Junior High School	Keith Fasano	(\$3,181)
Honor Societies	TOTAL LABORD	(+ ~) = ~ =)
National Honor Society (SHS)	Marissa Scholl	(\$1,589)
National Honor Society (SHS)	Kaitlyn Loos	(\$1,589)
National Honor Society (JHS)	Barbara Small	(\$1,589)
radional notion society (103)	Dai Dai a Sillali	(72,00)
National Honor Cosisty (IUC)	Stanbania Greaney	(\$1,589)
National Honor Society (JHS)	Stephanie Greaney	(41,302)

National Business Honor Society	Claire Reilly	(\$1,589)
National English Honor Society	Joan Johanson & Barbara Small (co-advisors)	(\$1,589 split two ways)
National French Honor Society	Melissa Anderson	(\$1,589)
National Science Honor Society	Kristin Yevoli & (co-advisors) & Andrew Sheltz	(\$1,589 split two ways)
National Social Studies Honor Society (replaces Thoreau Honor Society)	Nicole Blair	(\$1,589)
National Spanish Honor Society	Michelle Scharff	(\$1,589)
National Thespian Honor Society	Rebecca Olivieri	(\$1,589)
Tri-M Honor Society	Angela Turk	(\$1,589)
Art Club (SHS)	Cheryl Schweider	(\$3,181)
Art Club (JHS)	Patricia Stork	(\$2,386)
Best Buddies (Babylon Buddies)	Jaime Harrison	(\$2,386)
Best Buddies (Babylon Buddies)	Barbara O'Halloran	(\$2,386)
Leo Club	Lisa D'Iorio	(\$2,386)
Leo Club	Michael Birnbaum	(\$2,386)
E Sports (replaces Student Store)	Michael Birnbaum	(\$2,386)
CLUBS – TIER 2		
Environmental Club	Ashley Jones	(\$1,589)
Family & Consumer Sciences	Lisa D'Iorio (co-advisors) & Jenna Schwartz	(\$1,589 Split two ways)
Safe Space	Brooke Carey	(\$1,589)
Sign Language Club	Nicole O'Donnell	(\$1,589)
Surf Club (replaces SEA/Interact)	Kyle Cropsey	(\$1,589)
Technology Club	Peter Mankes	(\$1,589)
World Language Club (JHS)	Sarah Caldwell	(\$1,589)
World Language Club (SHS)	Melissa Anderson	(\$1,589)
Natural Helpers	Edward Storey	(\$1,589)
Natural Helpers	Melissa Anderson	(\$1,589)
Natural Helpers	Allison Lepore	(\$1,589)
Natural Helpers	Barbara Small	(\$1,589)
Mixed Media Club (replaces Writers'	Lindsay Jones, (co-advisors)	(\$1,589 Split three ways)
Club)	Sarah Schreiber & Patricia Stork	
Kick Line Club	Jenna Schwartz	(\$1,589)
Gardening Club	Catherine Schipf	(\$1,589)

GRADE SCHOOL SCHOOL		
CLUBS - TIER 2		
Safety Patrol	Donna Hendrickson	(\$1,589)

- 7. **INTER-MUNICIPAL AGREEMENT: RESOLVED**, that the Board of Education approves the inter-municipal agreement between the Babylon Union Free School District and Deer Park Union Free School District for the 2023-2024 school year.
- 8. **RESERVE FUNDS, TRANSFER: RESOLVED,** that upon the recommendation of the Superintendent of Schools, the Board of Education authorizes a transfer from unassigned fund balance as of June 30, 2023 to fund reserves as follows:

Employee Benefit Accrued Liability Reserve	\$308,265
Retirement Contribution Reserve	\$300,000
Retirement Contribution (TRS) Reserve Sub Fund	\$180,000
Workers' Compensation Reserve	\$130,000

9. **BUDGET TRANSFER: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approved the following budget transfer for the 2023-2024 school year:

	Account	Account Description	Transfer Out	Transfer In
1	A2855.1509-01-000	Intersch Activ-Sal	35,000.00	
	A2855.4610-01-000	Intersch Activ-Athletics Contract		35,000.00
	This transfer is neces	sary to reclassify budget fun	ds for the 23-24 ath	letic trainer.

10. **CAPITAL RESERVE CONTRACT AWARDS: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the following resolution:

BE IT RESOLVED, that after a thorough review of the proposals in accordance with mandated criteria, the Board of Education approves the following Request for Proposals (RFP) related to the May 16, 2023 voter approved capital reserve project:

RFP Number	RFP Description	Vendor	Amount
RFP #2024-001	Network Infrastructure	S&J Data technologies	\$190,578.49
RFP #2024-003	Networking Equipment Procurement, Installation and Configuration	Dyntek	\$238,794.63
RFP #2024-004	Security Cameras/Access Control Procurement, Installation and Configuration	Tomex Electronics, Inc.	\$729,236.64

BE IT FURTHER RESOLVED, that the Board of Education authorizes the Superintendent of Schools and the President of the Board of Education to sign and execute the contracts with the vendors on behalf of the Board in conformance with this Resolution.

- 11. **FINANCIAL ADVISORY AGREEMENT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the financial advisory agreement between Hawkins Delafield & Wood LLP and the Babylon Union Free School District for the 2023-2024 school year, for bond and tax anticipation note services.
- 12. **CONSULTANT SERVICES CONTRACT: RESOLVED**, that upon the recommendation of the Superintendent of Schools, the Board of Education approves the consultant services contract between the Babylon Union Free School District and Little Angels Center, Inc. for the term July 3, 2023 through June 30, 2024 inclusive.
- 13. COMMITTEE ON SPECIAL EDUCATION AND COMMITTEE ON PRESCHOOL SPECIAL EDUCATION: RESOLVED, that upon the recommendation of the Superintendent of Schools, the Board of Education accepts the recommendations from the Committee on Special Education and the Committee on Preschool Special Education for cases dated January 10, 2023 through June 28, 2023.

FUTURE BOARD MEETINGS The Board of Education will hold a Regular Business Meeting on Monday, October 2, 2023 at 7:30 p.m. and a Work/Study Meeting on Monday, October 23, 2023 at 7:30 p.m., both in the library of the Babylon Junior-Senior High School

ADJOURNMENT

On motion by R. Verdi, seconded by T. Patiri, the public session of the meeting was adjourned at 8:43 p.m. Approved (7-0)

RESPECTFULLY SUBMITTED.

LINDA MCGARVEY DISTRICT CLERK