

MINUTES OF THE BOARD OF EDUCATION OF HOWARD COUNTY

May 27, 2008

The Board of Education of Howard County held a regularly scheduled meeting on Thursday, May 27, 2008, at 4:00 p.m., in the Board Room of the Department of Education, located at 10910 Route 108, Ellicott City, Maryland. The following were present:

Frank J. Aquino, Chairman
Ellen Flynn Giles, Vice Chairman
Lawrence H. Cohen
Sandra H. French
Patricia S. Gordon
Diane B. Mikulis
Janet Siddiqui, M.D.

Sydney L. Cousin, Superintendent, Secretary/Treasurer
Sandra Erickson, Deputy Superintendent
Patti Caplan, Director, Public Relations
Florence Jackson, Recording Secretary

Chairman Aquino called the meeting to order at 4:02 p.m., and Andrew Wang, Ellicott Mills MS student, led the group in the Pledge of Allegiance.

Public Forum

Isaiah DuPree, Wilde Lake MS student, spoke in praise of his GT Resource teacher and his pride in having work published in *Our Voice Literary Magazine*. He then read his poem entitled *We the People Who are Darker than Blue*.

Jake Rhody, Lime Kiln MS student, expressed his frustration in having writers block and then read a poem called *Writers Block* which he wrote for an instructional seminar called Writers Guild. It was written as a submission to *Our Voice Literary Magazine*.

Andrew Wang, Ellicott Mills MS student, shared an excerpt from his poem entitled *France*. He added that he and his classmates have benefited from the GT class on writing.

Approval of Agenda

Dr. Cousin noted the following changes to the agenda:

- Delete: Item VII. Student Representative's Report.
- Delete: Item IX.B. Minutes – Closed Meetings.
- Move: Item XIX. Information Item: Mt. Hebron Scoreboard Donation -- move to Item XI.B. – Report.

Action: Mrs. Giles moved approval of the amended agenda. The motion was seconded by Mr. Cohen and approved by the members of the Board (7/0).

13th Annual Sportsmanship Award

Mr. Michael Williams, Coordinator of Athletics, explained that the Sportsmanship Cup has been presented annually since 1994 to the school displaying outstanding sportsmanship. The Sportsmanship Cup honors the philosophy and mission of the Howard County Public School System's Interscholastic Athletic Program. The 2008 HCPSS Sportsmanship Award is being presented to Glenelg HS. Assistant Principal Celia Carr and Athletics and Activities Manager John Davis accepted the award on behalf of the school.

NAACP – 2007 Achievement Awards

Dr. Rhonda Jones, Chairman of the Education Committee of the NAACP, presented awards to schools receiving A's and B's on the NAACP's analysis of performance and attendance of African American students. Ilchester ES is the first school in the county to receive the special award for earning A's in all categories. Other schools recognized include:

- Bellows Spring ES
- Bushy Park ES
- Clemens Crossing ES
- Clarksville ES
- Dayton Oaks ES
- Forest Ridge ES
- Fulton ES
- Northfield ES
- Pointers Run ES
- Thunder Hill ES
- Triadelphia Ridge ES
- Waterloo ES
- Clarksville MS

Superintendent's Report

Dr. Cousin congratulated members of the Class of 2008 (over 3,700 students) and noted the change in the last day of school from June 16 to June 13. He also remarked on the expanded medical coverage being offered by the school system. In addition, Dr. Cousin recognized the Marriotts Ridge HS Boys Baseball Team for their participation in the state championship and congratulated school system employees who have been with the system for 15 years and longer.

Deputy Superintendent Sandra Erickson congratulated the following individuals:

- Board member Sandra French, who will receive the Child Advocate Award from Leadership Howard County on Tuesday, June 10, 2008, at The Spear Center.
- The HCPSS Office of Human Resources, the third grade team at Elkridge ES, and Long Reach HS Coach Chuck Spaulding for receiving Celebration of Excellence Awards from the ARC of Howard County on May 20, 2008.
- Phelps Luck ES and Lime Kiln MS, schools that are among 13 Maryland schools selected by the Maryland State Department of Education (MSDE) to receive Students Improving Maryland Awards.
- Hollifield Station, Rockburn and Guilford elementary schools for receiving Howard County's first Healthy School Awards last week.
- Glenelg HS Boys and Girls Lacrosse Teams, which both brought home state championships this year, and Glenelg Coach Josh Hatmaker for his selection by the Washington Post as Metro Coach of the Year for Boy's Lacrosse.

Board Members' Reports

Ms. Gordon spoke about her attendance and that of other Board members at the Simulated Congressional Hearings (SCH). She remarked on the positive aspects of the hearings, which involved students in 29 schools. She pointed out that community members participated by being judges, and she expressed hope that all schools in the county will participate in the hearings next year.

Consent Agenda Restricted*

Bids and Contracts and School Bus Contract Transfer.

Action: Mrs. Mikulis moved approval of the Restricted Consent Agenda. The motion was seconded by Dr. Siddiqui and approved by the members of the Board (7/0).

Bids and Contracts – Approved by the Board.

P-1 Technology Replacement Plan: Phase 2.0
 Lease Agreement
 Rescinding of award

School Bus Contract Transfer – Approved by the Board.

<u>Contractor</u>	<u>Number of Contracts with this Transfer</u>
Coles Bus Service	5
Ashwell Bus Service	6

Consent Agenda

Donations; Minutes of Regular Meeting of April 10, 2008; Final Legislative Report/2008 General Assembly; and Recommended Appointment to the Board of Directors of the Howard County Public Schools Educational Foundation.

Mrs. Mikulis asked that Donations be pulled for discussion.

Action: Mrs. Giles moved approval of the Consent Agenda. The motion was seconded by Mr. Cohen and approved by the members of the Board (7/0).

Mrs. Mikulis questioned the \$900 donation to Clemens Crossing ES for the purchase of tables and desks for classrooms being renovated. Mrs. Wise explained that the donation was specifically for additional centers for the new classrooms.

Donations:

Clemens Crossing ES: Ilona Bass, in the amount of \$900.00, designated for the purchase of tables and desks for classrooms that are being renovated.

- Atholton HS: PTSA, in the amount of \$6,294, (\$500) designated to assist with Environmental Club expenses, (\$1,000) designated for the Class of 2008, (\$2,200) designated for the purchase of staff lounge chairs, and (\$2,594) designated for various student clubs and student activities.
- Centennial HS: Liberty Mutual, in the amount of \$1,000, designated for the After-Prom Chemical-Free Party.
- Allegis Group Foundation, in the amount of \$2,500, designated for the After-Prom Chemical-Free Party.
- Boosters, in the amount of \$1,806, (\$1,000) designated for the After-Prom Chemical-Free Party, (\$500) designated as the start-up fund for the Class of 2012, and (\$306) designated for the Drill Team.
- Q-Mex II of MD, LLC, in the amount of \$517.80 designated for the After-Prom Chemical-Free Party.
- Glenelg HS: Anonymous Donor, in the amount of \$1,000, designated for the R. P Connor Memorial Fund.
- Howard HS: Music Boosters, in the amount of \$7,386.62, designated for the Music Program and the band trip.
- Lion's Pride, in the amount of \$884, designated for the purchase of equipment and uniform for the girls' lacrosse team.
- Marriotts Ridge HS: Boosters, in the amount of \$600, designated to pay for the registration fee for students in the American Computer Science League (AMSL) to participate in the All-Star Contest.

Mt. Hebron HS: Viking Backers, in the amount of \$14,996, designated for the purchase of scoreboards, and the Class of 2007, in the amount of \$7,715.13, designated for the purchase of scoreboards.

Recommended Appointment to the Board of Directors of the Howard County Public Schools Educational Foundation – Accepted by the Board.

Mrs. French requested that the candidates appointed to the Board of Directors of the Howard County Public Schools Educational Foundation be announced and read the following names:

- Kathy J. Bell, President, Brdancat Enterprise, Inc.
- Doug Hostetler, Owner, Hostetler Church, LLC.
- Felicita Sola-Carter, Assistant Deputy Commissioner Human Resources, Social Security Administration.
- Richard Talkin, Attorney.

Minutes of Regular Meeting of April 10, 2008 – Approved by the Board.

Final Legislative Report/2008 General Assembly – Accepted by the Board.

Bridge To Excellence – Prekindergarten-12 Language Arts Report

Presenters: Ms. Zeleana Morris, Coordinator, Secondary Language Arts; Ms. Francine S. Clay, Coordinator, Elementary Language Arts; Ms. Ukuoma Ukaïro, Student, Cradlerock School; Ms. Sharon Stein, Secondary Reading Instructional Facilitator; Ms. Sharon Giorgio, Resource Teacher, Elementary Language Arts; Ms. Theresa Trail, Reading Support Teacher, Cradlerock School; Ms. Kristen Mathe, Student, Centennial HS; Mr. Max Piland, Student, Centennial HS; Ms. Tracy Stansbury, Grade 3 Team Leader, Cradlerock School; Ms. Joyce Greene, Grade 6 English Teacher, Cradlerock School; Mr. Rus VanWestervelt, Grade 11/12 Teacher, CHS; Ms. Judith Hunter, Reading Support Teacher; and Ms. Teresa Canter, Parent.

The Language Arts Program is designed to provide the students of HCPSS with the essential skills to achieve proficiency in language arts. Data reveals that challenges exist in achieving county standards of performance in Reading and English, particularly for some student groups. Additionally, the graduation requirement that students pass

the English High School Assessment increases high-stakes accountability for students and schools. Writing is an essential component of the PreK-12 language arts curriculum.

Ms. Clay and Ms. Morris presented an update on the status of writing across the grades. The ultimate goal of the Language Arts Program is to prepare students to effectively communicate orally and in writing in the 21st century. The school system has adopted the 6+1 Traits of Writing, which are introduced to students in elementary grades and reinforced through high school. In the fall of 2008, students in Grades 3-5 will each receive an *Elementary Writing Guidebook*, and high school students will receive the *Writing Standards: A High School Manual*.

Ms. Clay and Ms. Morris noted that state standards require that students receive instruction in listening, speaking, reading, and writing. The HCPSS PreK-12 Language Arts Curriculum encompasses these four areas in an integrated approach. Each standard and the accompanying objectives are supported through print and non-print resources designed to engage students actively in authentic reading and writing activities. Curriculum is interdisciplinary in focus. Students are taught to make connections between and among disciplines. They are taught to understand the global nature of the world in which they live, respecting and drawing on the richness of a diverse society.

Discussion:

Dr. Siddiqui asked how the Language Arts Program is reinforced throughout different disciplines and subject areas such as science and social studies. Ms. Clay explained that at the elementary level, the curriculum writers are trained to use content material to reinforce the 6 traits where ever possible. Ms. Morris added that at the secondary level, after-school and in-house workshops were offered in various content areas, such as social studies, English, and science, for collaboration among teachers.

Mrs. Mikulis asked Ms. Morris to explain the partnership between HCPSS and Capital Debate. Ms. Morris explained that Mr. Ron Bratt, Chairperson of Capital Debate, has visited schools (mostly middle and high schools) and is helping young people learn about the art of debating. Due to the interest expressed, many high schools would like to start a debate team. Currently, three high schools in Howard County have a debate team, and the goal is to add three high schools

each year until all high schools have a debate team. Middle school students have been introduced to the art of debating through the GT program and through their English classes. On August 20, 2008, Mr. Bratt is scheduled to work with coaches as part of Professional Development Day.

Mrs. Giles noted that students are able to earn points at the middle school level during debates, which helps them go farther at the high school level. Through the encouragement of the GT office and language arts program at the MS level in providing expansion units and opportunities for students, the school system is building a cadre of students who will be prepared for the next step as they move on to the high school level.

Mrs. Mikulis asked for an update on the reading curriculum for middle school students. Mrs. Erickson stated that Board action on the middle school schedule has only been in full implementation for about two or three years now. Middle school principals have indicated a need for more time during the school day for academic intervention. Staff is interested in moving forward to a new way that will accomplish various needs.

Mrs. Mikulis asked if collaboration efforts between students and the local newspaper staff, school system staff, or even Board members have been considered with regards to writing and editing. Ms. Morris acknowledged the importance of community partnerships and indicated that she get back to the Board on this idea.

Mr. Cohen asked if students write in longhand any more, due to the popularity of using the computer. Ms. Morris said that staff is doing their part in not substituting quality writing for what can be accomplished with a computer. She added that penmanship help for students is being addressed at the elementary level through the use of timed writings where students are given a writing assignment and not allowed to use a computer. Ms. Clay added that teachers are incorporating the use of handwriting instruction into learning centers, which makes handwriting a purposeful practice. Ms. Gordon also commented on the importance of emphasizing the development of good handwriting skills.

Mrs. French asked how many writing assignments students are given in a school year. Ms. Morris explained that in each middle and high school English class, students are expected to write at least eight papers, which are mostly done outside of the classroom. Ms. Clay

added that at the elementary level, students are being introduced to the writing process and to each of the 6 + 1 traits. Students keep portfolios, and they revise and edit their work for different traits. Students at the elementary level are expected to write on a daily basis.

Mrs. French asked if book reports are still assigned to students. Ms. Clay and Ms. Morris explained that book reports are part of the curriculum but are now done in a variety of ways. Mrs. French noted that reading assignments are more in-depth and sophisticated than in the past. Students are involved in other writing activities as well, such as blogs that are facilitated by classroom teachers. Mrs. French asked that Board members be invited to see and/or participate in the writing process in the elementary schools. Staff agreed to her request.

Mrs. Giles noted that communications skills are imperative to a student's post-secondary success and applauded staff for their work in this area.

Mr. Aquino commented that the total language arts experience not only prepares students for success on standardized assessments, but also helps them develop high-level critical, analytical, and creative skills through written and spoken modes. Ms. Clay pointed out that curriculum involves listening, speaking, reading, and writing to give students multiple opportunities to respond to those formats. A definite improvement is being seen in students' constructive responses at the elementary level. Ms. Morris noted that English is not just about taking assessments, and she said that the spoken mode and the written mode are part of the curriculum. She added that students are given the opportunity to learn how to stand in front of a group, articulate, have eye-to-eye contact, and to share their views.

Board members commended staff for all their efforts in these areas.

Mt. Hebron HS Scoreboard Donations

Presenter: Mrs. Linda Wise, Assistant Superintendent, School Administration.

At the Board's request, Mrs. Wise reported on the funding used to purchase Mt. Hebron High School's new scoreboard system for a total cost of \$48,011. In FY 2007, Mt. Hebron began a fundraising effort to upgrade their athletic facilities, which included the scoreboard system. The funds were collected over the course of two years (FY 2007 and

FY 2008). The scoreboard system was procured under the oversight of the HCPSS Purchasing Office in accordance with Board Policy 4050, Procurement of Materials, Supplies, Equipment and Services.

Mrs. Wise indicated that Mt. Hebron received cash donations totaling \$25,299.07 for the scoreboard system. The funds received directly by the school were accounted for in the school activities fund. Donations were acknowledged and reported in accordance with Policy 4010, Donations, including acknowledgement letters to all donors and reporting to the Board those donations over \$500.

The Mt. Hebron Viking Backers paid \$14,996 of the total cost directly to the selected vendor for the scoreboard system. In addition, the Class of 2007 directed their school activity fund balance of \$7,715.93 to be used for the costs of the scoreboard system. Funds from the Class of 2007 were originally collected through fundraisers and were handled in accordance with the fundraising policy.

Discussion:

Mr. Aquino emphasized the importance of ensuring that everyone understands and follows the process where large donations are made or groups of donations are accumulated together for a large purchase such as this. Dr. Cousin assured the Board that staff is working on this issue and the process to make it simple and understandable.

Mrs. Erickson noted the difficulty in interpreting various statements in both policies (4010 and 4050) and stated that it may be necessary to revisit these policies for practicality purposes. Mrs. Wise agreed and noted that schools are trying to stay in compliance, but it is cumbersome and difficult to understand at times.

Dr. Cousin pointed out that a lot of discussion and public input went into the development of these policies. Staff will work to address issues regarding these policies, but there may be unintended consequences of making changes.

Mrs. Mikulis stated that the definition of an improvement project in Policy 6060, Improvement to School Sites or School Facilities, is very broad and indicated that it may be necessary to also revisit that particular policy.

Mrs. French noted the importance of providing a clearer view to the county government that not all expenses are able to be covered by the

operating or capital budgets and that it is necessary to have a public record of how much the community supports the school system in various areas.

Mrs. French also expressed her willingness to increase the dollar amount of donations that must be approved by the Board from \$500 to \$1,000 in light of inflation. Mr. Aquino suggested that the Board wait until receiving additional information from the Superintendent regarding better interpretation of Policies 4010, 4050, and 6060.

Dr. Siddiqui expressed appreciation for all the generous donations that the school system receives and noted that they are vital to the schools. The process should be kept as simple as possible because the school system will be relying on donations even more in the future.

Mr. Aquino noted that the Educational Foundation was created for equity purposes, and this information may be of interest to the foundation in decision-making.

Closed Meeting

At 6:05 p.m. in public, Mrs. Mikulis motioned that the Board move into Closed Session pursuant to Section 10-508A of the State Government Article of the Annotated Code of Maryland to discuss personnel issues. The motion was seconded by Ms. Gordon and approved by the members of the Board (7/0).

Recess - The chairman reconvened the regular Board meeting at 7:40 p.m.

Public Forum

There was no one present to address the Board.

Appointment – Community Advisory Council (CAC)

Mr. Chris Wertman, CAC Chairman, addressed the Board regarding CAC concerns with offering monetary rewards to students for information related to violations of policy and/or laws. The CAC recommended increased recordkeeping regarding the use of the option, notification of parents before giving payment to a student, and the development of a policy on the issue, etc.

Discussion:

Board members expressed concern with taking authority out of the hands of administrators when they need to respond quickly to a situation. Mr. Cohen noted that all information received is kept confidential and no student is ever named to ensure that a student is not put in jeopardy for providing information.

Ms. Gordon indicated the need for discussion and input from the administration about the process. Mrs. Wise emphasized the importance of giving administrators every tool available in order to keep students safe but also noted that this practice is only put in place when the safety of students, staff, or the school has been jeopardized or there is a major disruption to the school environment.

Dr. Siddiqui expressed concerns regarding compromising the confidentiality of students involved, even during the parental notification process. She expressed interest in receiving input on this issue from the Student Member.

Proclamation: Recognition of Custodial, Maintenance, Grounds, and Warehouse Personnel

PROCLAMATION
IN APPRECIATION
OF
CUSTODIAL, GROUNDS, MAINTENANCE &
WAREHOUSE PERSONNEL

WHEREAS the Custodial, Grounds, Maintenance and Warehouse personnel of the Howard County Public School System serve the staff, students and community with dedication and commitment; and

WHEREAS the Custodial, Grounds, Maintenance and Warehouse personnel play a vital role in maintaining our schools, offices and grounds in a highly efficient and safe manner; and

WHEREAS the Custodial, Grounds, Maintenance and Warehouse personnel consistently respond to the needs of the school system and individual schools by providing a safe and nurturing learning environment for our students; and

WHEREAS the Custodial, Grounds, Maintenance and Warehouse personnel are often the unsung heroes of the Howard County Public School System; and

WHEREAS the end of the 2007-2008 school year provides an opportunity to recognize the numerous contributions made by these dedicated employees;

THEREFORE BE IT PROCLAIMED that the Board of Education of Howard County supports efforts to express appreciation to the Custodial, Grounds, Maintenance and Warehouse personnel of the school system; and

BE IT FURTHER PROCLAIMED that this declaration be adopted by the Board of Education of Howard County in recognition of and appreciation for the dedication and high quality of service provided by our Custodial, Grounds, Maintenance and Warehouse personnel in their support of the Howard County Public School System.

Frank J. Aquino, Chairman
Board of Education of Howard County

Sydney L. Cousin, Superintendent
Howard County Public School System

Motion: Mr. Cohen moved approval of the Proclamation in Recognition of Custodial, Maintenance, Grounds, and Warehouse Personnel. The motion was seconded by Dr. Siddiqui.

Mr. Ray Brown, Chief Operating Officer, expressed appreciation to the Board on behalf of the hard-working maintenance, custodial, grounds, and warehouse personnel.

Action: The motion was approved by the members of the Board (7/0).

Ombudsman Report

Mrs. Rose Dennison, Ombudsman, reported that a total of 57 cases were handled by the Ombudsman's office between November 6, 2007, and May 9, 2008. Data was presented about the types of cases brought to her and noted that the problem-resolution process provides the opportunity to identify trends in concerns. All data is maintained in a secure manner and reported on an aggregate level only. This feedback provides another data point for use in system improvement.

Discussion:

Board members expressed concern that the percentages noted in the report could be misleading to the public and asked that specific numbers be included for specific incidents.

Mrs. French expressed disappointment that only two school PTAs accepted the Ombudsman's offer to provide a presentation to their organizations. She expressed hope that more would become involved and thanked Ms. Dennison for her efforts in providing information. Mrs. French also noted the importance of the standards that have been set for acceptable behavior in the classroom, hallways, cafeterias, and on the playground.

In response to Dr. Siddiqui, Ms. Dennison stated that she is working with staff on an assessment tool to formally evaluate the reporting process. Mrs. Giles suggested that an analysis of data be performed to determine which cases were the most complex and required the highest degree of intervention or assistance in order to identify what is working well and/or if different approaches should be instituted.

Board members noted that many compliments have been received regarding the service provided by Ms. Dennison to the community and congratulated her on her work. Ms. Dennison noted that she follows up with concerns on a regular basis to determine if satisfactory resolutions have been found. She pointed out that part of the policy is to look at the process to see if the policy is being implemented fairly and consistently throughout the school system. Mrs. Erickson noted that the vast majority of cases are handled very quickly and expediently at the school level.

Dr. Cousin stated that staff will work with the Ombudsman in addressing recommendations and pointed out that the percentage of cases involving the Ombudsman are very small. He thanked Ms. Dennison for her work and emphasized the point that 95 percent of cases are resolved with school system staff.

Board Committee Structure

Board members discussed various issues in addition to the pros and cons of establishing a Board Committee Structure. Currently, the Board convenes an audit committee. Discussion also involved the creation and formalization of a legislative committee and a policy committee.

Dr. Siddiqui agreed with the creation of the legislative committee but expressed concern with forming a policy committee due to autonomy issues. She indicated that Board presence on a committee could inadvertently cause influence in the direction of discussions, and she felt that ample time is provided to the Board by staff through the

current process of presenting reports to the Board and allowing sufficient time for the Board to provide input and take action.

Ms. Gordon acknowledged Dr. Siddiqui's concerns but stated her belief that Board presence on these committees will keep the Board up to date and will allow Board members to all have input at the same time.

Mr. Cohen also expressed concerns about the possibility of influencing committee discussions. He pointed out that the current process the Board follows regarding policymaking decisions has been very effective.

Mrs. Mikulis noted that a Board Policy Committee is not the same as the Community/Staff Policy Committee, and no decisions have been made regarding pre-presentation or post-presentation by staff to the Board.

Mr. Aquino expressed his agreement with moving forward with the committee structure as presented and noted that this would result in a good use of Board time and resources.

Mrs. Giles provided a history of discussions and public input regarding Board committee structure and suggestions on processes.

Mrs. French emphasized that the Board is responsible for upholding policies, for defending them to the public when criticized, and applying policy in appeals, both evidentiary and administrative. The Board has no input into the creation of policies, and she stressed the need for more Board insight.

Dr. Cousin noted that the idea of having policy committees is a Board decision, but he expressed concern about committee function and the need for Board members to agree on other issues discussed earlier. Mr. Mark Blom, General Counsel, spoke about the impact of Open Meetings Act issues, which could be worked out.

Mrs. Erickson commented that staff would prefer to present a full report of the staff committee to the Board, and then if necessary, the Board could refer that report to the committee rather than presenting to the Board committee first. She also noted the need to determine if Board committee recommendations would be for the Board's deliberation or to staff for reconsideration. Mrs. Erickson stated that the current Policy Specialist has indicated the positive aspects of

having committees and the helpfulness that would be provided to staff as a result.

Mr. Aquino noted that details of the committee structures could be worked out at a future date. He reiterated his agreement on the formulation of the committees and asked for Board consensus. Board members suggested using the model for the current Board Audit Committee as a basis for decision-making.

Mrs. Mikulis commented that the concept of forming committees is primarily aimed at efficiency of the Board and better distribution of the workload. In addition, she noted that a certain level of trust must be involved.

A draft policy charter is scheduled to be presented to the Board on August 14, 2008.

Scheduling

The Board scheduled upcoming meetings and events.

Adjournment

The meeting was adjourned by the Chairman at 9:20 p.m.

*Under Section 3-701 of the Education Article of the Annotated Code of Maryland, the Student Member may not vote on these matters. Passage of a motion by the Board on these matters requires the affirmative vote of four (4) Board members.

Please note that the Student Member was not in attendance at the May 27, 2008, meeting.