

September 14, 2016

**NEVADA DEPARTMENT OF EDUCATION  
COMMISSION ON PROFESSIONAL STANDARDS IN EDUCATION  
WEDNESDAY, SEPTEMBER 14, 2016**

**Meeting Locations:**

| <b>Office</b>           | <b>Address</b>        | <b>City</b> | <b>Meeting Room</b>                |
|-------------------------|-----------------------|-------------|------------------------------------|
| Department of Education | 9890 S. Maryland Pkwy | Las Vegas   | Board Room (2 <sup>nd</sup> Floor) |
| Department of Education | 700 E. Fifth St       | Carson City | Board Room                         |

**SUMMARY MINUTES OF THE MEETING**

*(Video Conferenced)*

**COMMISSION MEMBERS PRESENT:**

Melissa Burnham  
Frances McGregor  
Kapua Maruyama  
Ana Zeh  
Ramona Esparza  
Jennifer Carvalho

**DEPARTMENT STAFF PRESENT:**

**In Las Vegas:**

Jason Dietrich, Director of Educator Licensure  
Kim Bennett, Administrative Assistant IV

**In Carson City:**

No Carson City staff present

**LEGAL STAFF PRESENT:**

**In Carson City:**

Greg Ott, Deputy Attorney General

**AUDIENCE IN ATTENDANCE:**

**In Las Vegas:**

Andre Yates, Clark County School District  
Jessica Bouchte, Clark County School District  
Tonya Walls, Touro University  
Monte Bay, Clark County School District  
Allison Smith, University of Nevada, Las Vegas  
Rob Askey, Touro University

**Carson City:**

No Carson City audience in attendance

**Agenda Item #1 – Call to Order; Roll Call; Pledge of Allegiance:**

President Burnham called the meeting to order at 8:38 am.  
Roll call attendance was taken as reflected above. It was determined a quorum was met.  
President Burnham led the Commission in the Pledge of Allegiance.

**Agenda Item #2 – Public Comment #1:**

**Las Vegas:**

Andre Yates, Human Resources, Clark County School District, recognizes and commends the Office of

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Educator Licensure, particularly the staff and Jason Dietrich, for their efforts this year. We have hired 1,650 people so far this year; you would think given this information there would be a huge backlog of files, but it has been the opposite. They have been extremely efficient. The biggest struggle has been getting new hires into classrooms. We are currently looking at 40 pending issuance, as opposed to 350 last year. Due to their efforts in communication I have with them, including the enhanced background procedures that are occurring, they are partnering with our Police Services Department so folks will no longer have to print two times. They will print with Police Services and the reports will go to the respective agencies and the cost will remain the same, which is pretty remarkable within itself. I predict that when we get that going for our new hires and renewals we may not have news stories like we did this year, although that is attributable to their own actions, or lack thereof, despite their reminders. I just want to take a moment to thank them for all their efforts. We are excited that we will probably be able to meet the wishes of the department for next year with regard to the receipt issues. Thank you for everything.

**Carson City:**

No public comment.

**Elko:**

No public comment.

**Agenda Item #3 – Approval of Flexible Agenda:**

**Motion:** Commissioner Carvalho made a motion to approve a flexible agenda. Motion was seconded by Commissioner Esparza. **Motion carried unanimously.**

**Agenda Item #4 – Approval of May 18, 2016 Minutes:**

The Commission members took a moment to review the May 18, 2016 minutes. No changes were identified or recommended.

**Motion:** Commissioner Carvalho made a motion to approve the May 18, 2016 minutes. Motion was seconded by Commissioner Maruyama. **Motion carried unanimously.**

**Agenda Item #5 – Nevada Department of Education (NDE) Updates:**

Jason Dietrich presented the following department updates:

1. **Staffing Updates:** Jason Dietrich has been promoted to Director of Educator Licensure. Michael Arakawa has been promoted to Program Officer III in Educator Licensure. Kim Bennett has been promoted to Administrative Assistant IV in Educator Effectiveness and Family Engagement to serve as assistant to Deputy Superintendent Dena Durish. Paul Partida is the new Administrative Assistant III in Educator Licensure and will serve as assistant to Jason as well as assistant to this Commission. Alma Suarez is the new Licensure Analyst. Rhonda Hutchins and Matthew Borek are the new Education Program Professionals in Educator Effectiveness and Family Engagement.
2. **Commission Terms:** President Burnham, Commissioner Gallivan-Wallace, Commissioner Zeh, and Commissioner Maruyama's new terms are in effect and will expire June 30, 2019.
3. **Licensure Study:** The first deliverable was in July regarding regulation anomalies. The second deliverable was in early August regarding a state jurisdictional study. The third deliverable was in mid-August regarding recommendations for current practices. All deliverables are currently under review by department staff.
4. **RFP:** We have submitted the 100-plus page request to post the RFP for the new licensure system. The open period will be for several weeks to conclude by late October.
5. **ARL Provider Applications:** The submission period began September 1, 2016 and closes September 22, 2016. The Review Team meeting is scheduled for October 5, 2016.
6. **Legislative Commission Updates:** The following regulations were passed by the Legislative Commission and filed with the Secretary of State's office April 4, 2016 and June 29, 2016:
  - R032-15 / NAC 391.425 – Business and Industry cleanup

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- R033-15 / NAC 391.420 – Business and Industry adding ethnic music and ethnic dance
- R034-15 / NAC 391.013 – Parental Involvement and Family Engagement temporary to permanent regulation
- R138-15 / NAC 391.320 – Social worker qualification revisions
- R139-15 / NAC 391.223 – Audiologist qualification revisions
- R140-15 / NAC 391.237 – TESL/ELAD content revisions
- R143-15 / NAC 391.073 – Retiree license qualification revisions
- R152-15 / NAC 391.1301 – Majors and Minors program areas revisions
- R153-15 / NAC 391.13043 – Major in math calculus coursework revisions
- R154-15 / NAC 391.XXX – Establishment of a Jobs for America’s Graduates (JAG) license
- R022-16 / NAC 391.013 – Repeal of full state certification (Every Student Succeeds Act (ESSA) changes forthcoming)
- R026-16 / NAC 391.056 – Provisional licensure qualifications revisions

President Burnham congratulated Jason Dietrich, on behalf of the Commission, on his promotion to Director of Educator Licensure; she appreciates all the work he has been doing to promote and to have folks fully staffed. Hopefully there will be a period of stability.

President Burnham asked Jason for a status of the Legislative Commission having 12 to 14 of our draft items. Jason stated we had 12 regulations pass; 2 regulations passed and filed on April 4, 2016, and the remaining 10 were passed and filed on June 28, 2016 for a total of 12 regulations. Jason will post a list of these after the meeting. There are another 6 items pending Legislative Commission, along with the 3 hearings today, which will put us at 9 to hopefully be heard by Legislative Commission in November.

President Burnham asked for a status of the activities of the State Board of Education related to the English Language Acquisition and Development endorsement. Jason states he has reached out to Karl Wilson, NDE Education Programs Supervisor who oversees that work for a status. Karl is currently traveling and is not able to provide an update at this time. The minutes from that meeting have not yet been posted; Jason will forward to the Commission members when they have.

President Burnham asked about having this Commission meet with the State Board of Education yearly to discuss potential items that may impact each other. Jason states he wasn’t aware of this wish; he will reach out to Karen Johansen and Superintendent of Public Instruction, Dr. Steve Canavero to discuss the possibilities. Deputy Attorney General Greg Ott was not aware of this need, but is aware of a joint meeting with the State Board of Education and NSHE Regents being scheduled at some point. President Burnham feels it may be helpful to have communication between bodies.

Jason did note that we have participants attending today’s meeting from Great Basin College attending via videoconference. We are testing this technology to see how it can function for the Commission use. It allows the remote participants to join without driving great distances. Jason will provide an update at the next meeting.

**Agenda Item #6 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: [NAC 391.010](#) Definitions. ([NRS 385.080](#), [391.019](#))**

Workshop began at 9:01 am.

Jason Dietrich presented this workshop on behalf of NDE. NAC 391.010 for definitions regarding licensure in area 6 on the proposed regulation for initial license. We have added clarifying language, as well as taking out language that says “teacher” and replacing with “educator”. The intent is to clarify that each one of these types of license are a stand-alone and can be an initial license, there is no impact to Licensure work.

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President Burnham feels this clarification is helpful and asks if there should be more detail under 6.e Special; Jason states Special, as it stands, is a broad term. We did not want to get too narrow in our focus as it may cause further revisions. Special would look like a special qualifications license, and potentially a Business and Industry license, and felt it would be best to keep it as broad as possible. Early Childhood can be added if the Commission so wishes prior to hearing.

No public comment made in Las Vegas, Carson City or Elko.

**Motion:** Commissioner Zeh made a motion to approve NAC 391.010, and to add Early Childhood to the language. Motion was seconded by Commissioner Esparza. **Motion carried unanimously.**

Workshop ended at 9:08 am.

**Agenda Item #7 – Public Hearing and Possible Adoption of Proposed Amendments to R039-16; NAC Chapter 391 relating to educational personnel; revising provisions governing the single subject major or minor in world languages; and providing other matters properly relating thereto.**

Hearing began at 9:08 am.

Jason Dietrich presented this hearing on behalf of NDE. R039-16 relates to the modification of regulations to remove specific language listing within the regulation as heard at prior workshop and passed by this Commission. The language is as-written from workshop, replacing with terminology “world languages”; no further changes have been made. This will also allow us as a department to add those qualifying world languages directly into the Licensure system without having to come back to this Commission every time to add a specific language.

**Motion:** Commissioner Esparza made a motion to approve R039-16 as written. Motion was seconded by Commissioner Carvalho. **Motion carried unanimously.**

Hearing ended at 9:12 am

**Agenda Item #8 – Public Hearing and Possible Adoption of Proposed Amendments to R040-16; NAC Chapter 391 relating to educational personnel; revising the amount of the fee which must be submitted by an applicant for licensure as a teacher or other educational employee; and providing other matters properly relating thereto.**

Hearing began at 9:12 am

Jason Dietrich presented this hearing on behalf of NDE. R040-16 relates to fees. The language is the same as was written and presented to this Commission previously. This Commission has passed the other 3 fee regulations in prior workshops and hearings. This is the one remaining component that was delayed due to some language review/clarification by Legislative Counsel Bureau. This regulation takes the initial licensing fee from \$161.00 to \$180.00. This is a crucial regulation that needs to be passed, as it is the tie-in regulation that references back to the other 3.

**Motion:** Commissioner Carvalho made a motion to approve R040-16 as written. Motion was seconded by Commissioner Maruyama. Five Commissioners voted aye, Commissioner McGregor voted no. **Motion carried.**

Hearing ended at 9:15 am.

**Agenda Item #9 – Public Hearing and Possible Adoption of Proposed Amendments to R041-16; NAC Chapter 391 relating to educational personnel; revising provisions relating to the issuance by the Superintendent of Public Instruction of a provisional license or endorsement; and providing other matters properly relating thereto.**

Hearing began at 9:16 am.

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Jason Dietrich presented this hearing on behalf of NDE. R041-16 relates to the addition of the JAG license that this Commission previously passed. The underlying change is to exempt experience gained in a classroom while under a JAG license from counting towards student teaching. This is an outlier stating that if you are in this position teaching under a JAG license, you cannot use that towards your 8 semester hours of student teaching to go towards traditional licensure, much like substitute language. It is more of a stand-alone/special license. Other than strike-through's and cleanup, the intent is solely to take the JAG exemption and place it within the regulation.

Commissioner Esparza asked if it is not necessarily content specific; Jason agreed that this is why it is the intent to exempt that license from being able to utilize time in the classroom for the student teaching requirement.

**Motion:** Commissioner Zeh made a motion to approve R041-16 as written. Motion was seconded by Commissioner Esparza. **Motion carried unanimously.**

Hearing ended at 9:21 am.

**Agenda Item #10 – Review and Possible Approval/Denial of Grand Canyon University (GCU) Alternative Route to Licensure (ARL) Provider Application, Special Education Generalist Program, Pursuant to NAC 391.461.**

Jason Dietrich presented this item on behalf of the ARL Sub-Committee Review Team. During the last ARL review period, GCU was given an extended amount of time to delineate a missing course in their request for a Special Education Generalist Program, which the ARL Sub-Committee granted. Due to cancelation of several subsequent Commission meetings due to no quorum, this has been on hold. GCU did present the required documentation within the timeframe to the department, regarding the lack of one Humanities class to complete the program. That class does meet all state criteria; it has been embedded in their program. On behalf of NDE and the ARL Sub-Committee Review Team, we are requesting approval of GCU's ARL application for Special Education Generalist Program.

President Burnham asked if there is documentation of materials; Jason stated there weren't any supporting materials to submit for this item, as only the Humanities class was missing. Jason offered to table this item for materials if needed. He assured the Commission that they did meet the criteria. President Burnham accepted a verbal summary in lieu of the written materials.

**Motion:** Commissioner Maruyama made a motion to approve GCU's ARL provider application for Special Education Generalist Program as presented. Motion was seconded by Commissioner Carvalho. **Motion carried unanimously.**

**Agenda Item #11 – Alternative Routes to Licensure (ARL) Provider Application / Administrator Program.**

Jason Dietrich presented this discussion item on behalf of NDE. During a previous ARL provider application review period, there was a program that was brought forward for Administration that was denied by the ARL Sub-Committee. It was discussed at the department level, as well as with President Burnham, about bringing this back to the Commission as a discussion item to further investigate the possibilities of maintaining and/or approving a future Administrator program for ARL.

President Burnham asks if we have any information from the original Legislation on this, or if there was deemed a shortage and need for Administrators in the ARL programs, and what the Legislative intent was before it came to this Commission. Jason understands through the historical record, the Administrative ARL program would have been primarily a necessity of the rural districts. Metropolitan districts, such as Clark and Washoe, have direct access to the institutions of higher education versus the rural settings. We did receive and email to the Commission members, as well as post to our website on the Commission support materials page, a letter that was received from Dr. David Jensen, Superintendent of Humboldt

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County School District. We also have Andre Yates, Clark County School District, in the Las Vegas audience who may be able to provide historical reference as to the meetings that were held as he was in attendance for some of those meetings, and could potentially provide some content.

Commissioner Esparza noted her concern that when you are expected to be an instructional leader at a school, and expected to evaluate teachers, it would be an interesting conversation when you bring in people outside of education that may not have been teachers and would now be evaluating individuals. Not saying that she has a stance as of yet, but she wants to understand the criteria, and what is the data telling us about what is going to be the expectation if you allow this door to open. It's too vague for her to have an opinion and she has more questions than anything else about it at this time. Jason reminds the Commission to be mindful that Nevada is a base-license state, which would mean that one must hold a base teaching license to be endorsed as an Administrator. You cannot go into an Administrative ARL program and come out with an Administrator license. You still must have the base teaching license and experience as an educator.

President Burnham asks what type of license is specified that is embedded into the requirement. Jason states it would have to be a clear and valid license before going into an ARL program for Administration. Someone would need to have a teaching license, professional development, and be placed into their assignment area to complete the coursework and convert into a traditional Administration license.

President Burnham recalls when this type of program was brought to the Commission's attention, Commissioner Wilson had concerns.

President Burnham asked about any current information on problems with staffing schools with qualified administrators. Commissioner Esparza asked Andre Yates, Clark County School District, to speak on this subject.

**Public Comment – Las Vegas:**

Andre Yates, Clark County School District, states he used to do Administrative training for CCSD. He ran the pre-service, as well as the initial service program. It was a requirement of all future site-based Administrators to successfully complete that program prior to seeking appointment with CCSD for a site-based position. During the dark budget cut period, that program was cut but has since returned and we are very excited as we think that training and development for our administrators is very important, that program is now in place again. However, they have flipped between the 3 and 5 year rule and just because someone has an administrator license with the increased service program they are required to complete that prior. Now with regard to historical context of this request, he served on that committee and remembers bits and pieces of it. It was born out of their rural friends up north particularly, and the challenge that they were facing, and probably still are, in development of future leaders in their districts. Because they have a finite number of folks to work with they are asking for flexibility and pathways that they could go through in order to become leaders in their buildings. As an administrator from Clark County, our stance was that we weren't necessarily against it; we want to support our colleagues from the north, however we may not partake in it, we probably will not and really weren't looking any time in the future to tap into that. There is some flexibility in regulations that do provide some leeway for the rural districts, and I think it's important that we try to differentiate when we can because their needs are much different than ours.

President Burnham appreciates the comments and context. She noted we haven't in the past, and doesn't believe we have a mechanism to do so, to distinguish that this is okay in these particular counties but not in those particular counties, so in reality opening this door will open the door for everyone. We cannot partially open the door for just some people. Or if we did, it would probably give Legislative Counsel Bureau a headache to try to figure out how to write that language. She doesn't think that action will happen today but is happy to entertain more conversation and hear questions, comments and concerns.

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She is not prepared at this moment to make this decision, but wants to address somewhere that Administrator program possibility was entered in either regulation or in the application.

Jason stated that it does appear on the application for an ARL provider. The regulations are a little vague and do cross back and forth, but under NAC 391.0573 it prescribes the specific areas in which the Superintendent of Public Instruction may issue a conditional license to teach pupils in Pre-K through grade 12, pursuant to including without limitation. He will refer to Deputy Attorney General Greg Ott but believes the way the language is written in Section 1 “without limitation” allows for the Commission to do an Administrator program.

Commissioner Carvalho states that she would like us to look into this further. She feels that the way Mr. Yates said it was perfect, where we could as a Commission write a regulation that allows counties to take advantage of it but if they don't and want a stricter standard, they are free to do that. If we give them an opportunity and they may not need it, that we should. We rarely get letters like this from Superintendents and we need to listen to it. It's hard for us in the bigger counties to see the issues that he deals with. We need to try and look into it further to see what they are dealing with, see how we can help them. Maybe the first step is to see if he could speak with us and have some proposed language. If we can help our rural counties then we should.

President Burnham agrees with Commissioner Carvalho. Often times our rural county partners and collaborators are not considered in terms of items such as this. She is not suggesting that we dismiss the concerns of rural districts. Her intention is to figure out how we do this, if we need to do this, what is the true need for it if there is one, and in that case, can we write a regulation that says this is applicable only for rural and what would be the justification for doing so if it's still requiring coursework and the coursework is the reason why they can't find qualified administrators. I would like further clarification on that. I do not want to put our rural partners, who are present with us today, on the spot, but if anyone in Elko would like to comment, you do not need to, but if you would like to provide comment on the rural need for administrators, it may be helpful to provide context.

**Public Comment – Elko:**

Tom Reagan stated he is not aware of the need for principals in the rural areas, but that has not been their focus, their focus has been on teacher education. Unfortunately he could not provide good information.

Teresa Stauffer stated she is speaking from a personal perspective due to she has been an administrator, she and her interns don't know that there is a need at this time for that. She does know there are other options and would love to see our Nevada institutions of higher education for graduate work have more options for online for some of those things, but her personal experience in rural situations is such that the current programs for preparation don't have enough to truly prepare a leader to be an instructional leader in all the areas they need. Offering an abbreviated preparation piece would be scary to her. She feels it would have to be looked at very carefully from that perspective because in rural situations the need is even broader to have an understanding of all the pieces and parts, not just the business end or instructional leadership for general education, but the special education regulations, all pieces and parts in a greater capacity, as you are the only person who is doing that for that building, you may not have multiple administrators. Therefore you need a broader rather than lesser knowledge.

President Burnham appreciates these perspectives and is certainly helpful.

Jason states if we elect to move this item to a future agenda, he could schedule the video link to have Superintendent Jensen speak to the Commission.

Commissioner Carvalho asks if the Department has an opinion or recommendation for this.

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Jason states he wouldn't want to take a stance on the Department side, but would say we have been fairly progressive as of late in our ARL efforts. He personally agrees that we should open the conversation, take it down the road, and see what could be done and if it's a viable alternative for ARL. Jason feels we should investigate the option.

**Public Comment – Carson City:**

Kate with Washoe County School District asks if you have met ARL or applied for an ARL license you could not have previously have held a license in another state, so to have to have 3 years' experience as a teacher, you would have to have a license; so that part is confusing to her. Also, she shared that we offer an emergency regulation for substitute licenses that specific to help those rural areas, maybe the language part could be done based off the size of the students if we needed to offer that ARL for an Administrator license, maybe that is a possibility for language.

President Burnham appreciates the suggestions. Jason states, for clarification, the smaller rural populations are at approximately 14,000. If the county has less than that quantity they are able to apply for an emergency substitute license which requires a high school diploma. Kate may be referring to the language of counties and possibly the size; Legislative Counsel Bureau has drafted prior language stating limits within county sizes.

President Burnham suggests we table this conversation and move to a future agenda item, perhaps Dr. Jensen would be willing to prepare wording as to the reasoning behind this, or to summarize the letter that he provided for this meeting. It would be helpful to have proposed regulation language for what that might look like so we would have something more in detail to deliberate. We could have language about the size of the county if that is the pleasure of the group. She didn't hear much support for taking action at this meeting, rather to move to a future meeting.

Commissioner Carvalho agrees; it would be nice to have the Humboldt Superintendent available, and possible Department proposed language for another meeting.

Jason states he can reach out to Superintendent Jensen and work with him as far as moving this forward to a future agenda item via link. The Department can look at all the language relating to conditional licensure and work in consult with Deputy Attorney General Ott and take back to the Commission. It may need to come to the December meeting.

President Burnham agrees this would be helpful.

**Agenda Item #12 – Future Meeting Dates.**

Jason stated the proposed meeting dates were in the Commission packets and posted to the NDE website meeting materials. We outlines the remaining meeting dates available to us working around meeting space for remainder of FY2017, October, 2016 through June, 2017. Limited room availability moved a few dates around. For FY2018 we have the 3<sup>rd</sup> Wednesday monthly moving forward to avoid scheduling conflict.

President Burnham stated the December 21, 2016 date may not work due to the proximity to the holidays.

Commissioner Esparza agrees that December's date would conflict with her schedule as well.

Commissioner Carvalho also has a conflict for the December date.

Commissioner McGregor agrees there will be a quorum issue for the December date.

President Burnham suggests looking into other options, potentially November through second week in December. Jason states he will look at November or early December based on room availability,

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potentially into January. He will send out possibilities to the members and will post all other remaining dates.

**Agenda Item #13 – Future Agenda Items.**

Jason states at this time we have not drafted a future agenda, no specific items are scheduled. There are a couple of follow up hearings that are in the works, and potential for a couple of temporary regulations that may appear on a future agenda. He clarified we are currently in a dark period starting July 1 preceding the year after a Legislative session for an entire year. Anything we enact that he has not already pre-reserved R doc numbers for; the work must be re-done beginning July 1 of the following year.

President Burnham asked about having a presentation on information regarding Legislative session that NDE has if they are public by October. Jason states we are still drafting some BDR language and looking at priorities. He will confer with Deputy Superintendent Durish and Superintendent Canavero to see what information will be viably public at that time and will bring to the Commission.

President Burnham asks to have the English Language Acquisition and Development decision made at the State Board of Education meeting be an agenda item for discussion; particularly the implications for the Commission and what that means for language drafting. Jason states he will work with Karl Wilson, EPS for NDE that leads the ELAD work and will try to agenda a presentation.

**Agenda Item #14 – Commissioners' Comments.**

Commissioner Esparza stated they have so many of our teachers in classrooms as a result of the hard work from both the north and the south in some of the changes that have been made. She sees the difference it has made at her school and wanted to say thank you. Putting those teachers in the classroom that are best qualified has made a world of difference for their students. Kudos to the Human Resources department in Clark County and all those who made it happen.

President Burnham is pleased to have been reappointed and look forward to continuing service on the Commission. It is hard work and appreciates the efforts of everyone. Reviewing regulations is not everyone's idea of fun but does appreciate the work and service on behalf of the state and its children.

**Agenda Item #15 – Deputy Attorney General Comments.**

Deputy Attorney General Greg Ott noted on the comments made earlier about having a joint meeting between the State Board of Education and the Commission. There is a provision in NRS 385.040 requires the State Board of Education once a year to include a discussion with the Superintendents of the school districts, Presidents of Boards of Trustees of school districts, representatives governing bodies, charter schools, and chairs of all Boards, Commissions, Councils in the public education system. Everyone provides input back to the state board, typically done in December. He didn't see anything about a requirement or allowance for a joint meeting, not that it would need a specific allowance that could be something that could be scheduled. Karen Johansen, NDE, said it hasn't been done for at least 5 years but there is record of it having been done in the past. The Commission should note that this is an election season; it means the Board of Education's composition will change in the upcoming months. If the Commission does want to pursue a joint meeting, it might make sense to do so after the New Year.

**Agenda Item #16 – Public Comment #2.**

No public comment in Elko, Las Vegas or Carson City

**Agenda Item #17 – Adjournment.**

The meeting adjourned at 10:20 am.