



“Using a democratic structure, SABEA supports student success and works towards improving the professional, economic, and personal lives of our members and families.”

Volume 2 Number 9 May 2015

SABEA: YOUR UNION’S MONTHLY NEWSLETTER:

End of the School Year activities and events to keep in mind:

- | | |
|---------|---|
| May 19 | <i>New York State School Budget Votes</i> |
| May 28 | <i>Retiree Transition Meeting at Burgoyne for 2015 retirees</i> |
| May 29 | <i>SABEA Retirement Party at Holiday Inn in Saratoga</i> |
| June 10 | <i>SABEA rep Meeting at SAEC, Elections: poll locations at SAEC & Myers</i> |
| June 25 | <i>Last Day Picnic in Gavin Park</i> |

NOTE FROM PRESIDENT RUTH SHIPPEE:

Can you believe that we are in May already? It seems like O & M and the clerical staff at the various BOCES locations were prepping for the school year staff and students to arrive just the other day and now the end of the school year is rapidly approaching. When I was teaching in Alternative High and in the Gifted and Talented program, this was the time of year when I started to evaluate what my goals were for the year, how many had been accomplished, where I needed to revise for the next year and how I and my students had grown.

The same is true for SABEA. We have taken on many goals and challenges this year: some have been accomplished and some are still being worked on. I am finding that

more and more people are willing to come into the discussion and the effort to ensure that we have a workplace that allows and encourages us to do the best job we can. This is not always easy but I am impressed at the increasing numbers of people who understand that in order to make this difference, we all need to be involved.

There are many ways we can be more involved in promoting our mission and protecting our rights. This year we succeeded in the goal to get more members involved. We had new reps. We had people taking part in looking at evaluations for the various groups in SABEA. We had many people sign up for the MAC to make communication with our state and federal law makers as easy as a click of a

mouse. We had people attend many, many rallies locally and in Albany. We had people become committee members for SABEA and NYSUT. We had people take advantage of trainings that NYSUT has to assist them personally and as a member of a union. We had people become informed on why the "opt out" movement was important- not that tests are bad but tests whose purpose is to evaluate teachers and not to help students are bad. We had more people participate in VOTE COPE- understanding that it is through those monies that we as a union can enter the "conversation" to refute the billionaires' messages in Albany and Washington. To all that have responded to the call- **thank you.**

Issues that we continue to work to bring a positive conclusion are numerous also. As we watch and learn about how the recent state budget will impact our districts and then BOCES budget, we will work to ensure that *our members are treated well.* We will be looking to NYSUT's staff to give us immediate feedback as the new Board of Regents looks at how *the revised teacher APPR* will be rolled out and what we need to do to *protect and serve* our members. We are also reaching out more to our *retirees* to look for ways that they can help have the voice of SABEA heard.

An issue that many have been asking about and heard that progress is slow, is our current *contract negotiations.* Thanks to those NYSUT members before us, legislation is in place that holds are current contract's conditions in place until a new

one is successfully negotiated. For those on step, that means that you continue to move on the schedule. For those like me that are off step, the pay-off will come when that contract is in place. There are several issues that you, the membership stated are very important. *Working conditions and expectations, salary and health care.* When we are at the table, we have stated over and over again that our members expect a solid offer and we will not take something to be voted on *UNLESS,* it represents what people have stated is important.

So, have we made progress- **YES.** Do we, as a union have more work to do- **YES.** While at the NYSUT President's Conference I had the opportunity to hear the AFL-CIO Executive Vice President Tefere Gebre. He summed up my feelings very well. It does not matter if you are a Democrat or Republican, as a union member, you need to strive to support your union and other labor brothers and sisters. *We need to look at how we act, what we select to buy and use and stand behind and WITH other laborers. If we don't, we will lose to the big money interests.*

What does this mean for you? Within the next month? Sign up for VOTE COPE to help influence support for labor in Albany and DC- and hopefully for our students. Educate yourself on your local school budget and then vote on **Tuesday, May 19.**

Let's end the year strong and make plans to move forward.

In Solidarity-

Ruth

sabea.nysut@gmail.com

Recent RA (Representative Assembly) of NYSUT held in Buffalo:

Submitted by President Ruth Shippee

Each year delegates, local presidents and NYSUT Board of Directors meet to discuss policy, develop legislative platforms, discuss budgets, award honors and share services. This year, in response to locals asking for cost savings, the usual 3 day event was squeezed into 1-1/2. Delegates Nicole Mabey and Ruth Shippee and NYSUT Director at Large Sandie Carner represented the Faculty and SRP staff at BOCES during this conference.

The Session began with the Presidents' Conferences. We were split into several groups to discuss some of the most pressing issues facing unions in New York State at this time. The session began with a dialogue with the NYSUT Executive Board. As with any organization, this brought about interesting and at times, loud discussions. The direction of NYSUT's actions is shape through these discourses. This was followed by sessions.

NYSUT Research and Educational Services Department presented updates on critical issues led by Dan Kinley, Director of Policy and Program Development. This discussed, among other things what the recent legislation on APPR said and did not say. Changes in certification/registration, tenure and 3020-a were also topics.

Another was led by Melinda Person, Political Director on Beyond Mobilizing Our Members- A Focus on Organizing. This was of particular importance to me as this has been a focus of mine. We conducted several exercises on how to bring more members into action. The various locals shared some of their experiences and challenges. In this, we discussed the impact of being a state where our unions are broken would mean. Many wonder what a Right to Work state would be like where you do not have to pay union dues. *From the history of Wisconsin and other states, in the first year, you would lose over 7% of your wages and benefits and that would increase in the following years. **Think you should get more involved?***

Then, I attended Preparing for a Post-Agency Fee World. This also discussed how salary and benefits would be impacted if colleagues could choose if and when they would pay dues. No one likes to pay dues but most would agree that the packages and protection that a union can provide soften that required membership fee. Look to Wisconsin and other states to see what happens.

As the Presidents' conference ended, the Annual May Day Rally for International Workers' Day was held on the walk between the two convention centers. This was an amazing event where over 100 unions were represented. It really brought the point home that each union member needs to support those in other unions- whether it is in a local elections or budget vote, a choice of purchases, building, etc. We need to support one another.

Then the "condensed" RA began. This whirlwind went late at night taking the delegates through sessions where we looked at the various resolutions that would be passed on to the whole session, recommended changes to the NYSUT Constitution, general sessions with nearly 2000 delegates, awards (SABEA received one for our VOTE COPE level of contribution), comments from leaders of NYSUT, AFT , AFL-CIO. There were also displays from the

various Member Benefit vendors, services from NYSUT such as social services, to assist local leaders in bringing support back to their locals.

More information to come your way as it becomes available.

Welcome the newest members of SABEA! Let's show them the best that the union can be:

Emily Hume-Itinerant Spanish
Steve Zito-SPED Myers
Cynthia Goodsell-SPED Support Staff
Melissa Delsignor- Itinerant Art
Jon Whible-TA @WSTLC



Keep these SABEA members in mind both for support and in joys! Let Laura at sunshineclublaura@hotmail.com know about any life events: she would rather her multiple times than not recognize and reach out to people. This also includes information regarding our many retirees!

Sunshine Report- from April events of life:

Ellen Krywy (Retiree) ill
Holly Spire's (WSTLC) husband passed away
Marilyn Kimball's husband passed away
Susan Ackerman's (Art teacher) mom passed away
Michele Powers' (retiree) mom passed away



It has come to the attention of the Executive Board and Reps that there is a letter soliciting funds for a memorial. THIS IS not something that SABEA is doing. If a solicitation were to occur, it would be on SABEA Letterhead or in this newsletter.

NYSUT: *Remember our First Book Drive in September- next opportunity-we will be sending out information on how we can get more free books- and selecting the titles we are getting!*

Union organizes huge "First Book" distribution for next month

NYSUT has secured a warehouse near its Latham HQ and will be hosting a one-time, [statewide First Book giveaway](#) for qualified (Title I) members May 11-15. First Book will send emails to qualified teachers who have already registered with First Book to let them know. They can fill out an application for the Book Bank, select titles they want; choose a pick-up time and come get free books. Because the Book Bank is technically open to anyone in the U.S. (because books can be shipped as well -- for a cost) NYSUT naturally wants members to get first crack. For more info, contact Paul Webster at NYSUT, [800-342-9810](tel:800-342-9810), ext. 6616.



**SABEA'S
BOOKS**



http://poststar.com/news/local/safe-in-nepal-and-working-to-help/article_9a6d6c4d-29c1-5d1b-a919-982f0a5ea744.html

Follow link to article about Katherine's Schmiel's daughter who is Nepal. Keep her and her family in your thoughts as that area of the world has been hit by multiple earthquakes.

News from NYSUT President Karen Magee:

Karen's notes: We will not stand down!



NYSUT's 2015 Representative Assembly in Buffalo delivered a powerful message of unity as we focused on the many challenges ahead. Leaders from smaller locals stood side-by-side with our biggest locals in affirming NYSUT's activism going forward. The RA underscored that our members are energized and mobilized. So too are thousands of parents, allies and community partners who support us. We have brought to our side in record numbers the voting public of New York State -- and they stand with us in defense of public education. We will fix what Gov. Cuomo has broken -- and go beyond, with a new, positive vision for public education.

NYSUT's long-term strategy requires action in multiple arenas. This week, we engaged in

- the courts, where we argued our tenure defense on Staten Island;
- the court of public opinion -- where we participated in teacher, nurse and public service appreciation campaigns;
- the Legislature, where we launched our new "Reclaim the Joy" campaign detailed below; and
- the Regents, where NYSUT testified at a "learning summit" about what's needed to fix the governor's evaluations mess.

With a rapidly changing situation at the state Capitol, and the Senate dealing with leadership woes, we need to maintain our steady, persistent advocacy. For starters, please [act at the MAC in support of our "Reclaim the joy" campaign](#).

[As I said at the RA](#), if you take away one message to share with fellow NYSUT members, let it be this: *You asked for a fighting union and YOU'VE GOT IT.*

MORE FROM NYSUT:

At an invitation-only Regents Learning Summit on Teacher and Principal Evaluation, NYSUT Vice President Catalina Fortino called on the Regents to address significant problems with the governor's evaluation plan. She presented NYSUT's recommendations to the crowd, including NYSUT members from Western New York, Central New York, Finger Lakes, Southern Tier, North Country, Capital District, Hudson Valley, New York City and Long Island.

Fortino said the governor's implementation deadline is clearly unrealistic and the union supports moving it to September 2016. She also said it's crucial to "bring the voice of the practitioner into the conversation."

The Regents will be discussing draft regulations at their May 18-19 meeting and expect to approve them at their June meeting. [Here's our testimony](#). Here also is a link to [Fortino's testimony, media coverage and our web coverage](#) including a collection of [#Evalapalooza](#) tweets. Meanwhile, two days before the summit, [NYSUT reiterated](#) that one forum is not enough and pressed SED to create more opportunities to hear from parents, educators and the public.

The 700 school districts in the state have proposed an average spending increase of 1.9 percent and an average tax levy of 1.6 percent, according to SED data. Residents vote May 19 on budgets and to elect school board members. [Only 18 districts are seeking to override the tax cap](#).

Educator's Voice, NYSUT's academic journal, is online with new features

Spread the word the [2015 edition of Educator's Voice](#) has gone digital. The theme for this year is "Critical Thinking and Problem Solving for 21st Century Learners." The online edition includes many extras, including video interviews, demonstrations and a place where you can comment on articles.



Also online you'll find the [call for proposals](#) for next year's issue of "Educator's Voice." The theme is: "English Language Learners: A Mosaic of Languages and Cultures."

AFT NEWS:



New ads expose Christie's dishonesty on pensions

The AFT launched a substantial radio and online ad buy May 6 in New Jersey, exposing Gov. Chris Christie's dishonesty around his state's pension fund. "Gov. Christie has broken the public trust," says AFT President Randi Weingarten. "Three years ago, he struck a deal with the Legislature that was premised on shared sacrifice. And teachers, firefighters and nurses made that sacrifice. They paid their share. But Christie is refusing to pay his, and now these workers' dignity and security in retirement hangs in the balance. That's

why they're in court—because a real leader doesn't go back on his word, especially when the livelihoods of so many hardworking Americans are at stake." Meanwhile, the AFT also has put together [a video](#) responding to Jeb Bush's attempt to blame teachers and the community for Baltimore's problems

Help wanted!!!

LOOKING FOR PEOPLE TO BE BUILDING REPS

Due to current people moving or job obligations, the following positions are open:

*Gick Road based people
Itinerants*

Duties are to:

1. Attend monthly rep meetings held on the second Wednesday of the month at 3:30 in various locations.
2. Distribute newsletter, monthly minutes and other materials to your group
3. Attend meetings with people in your group with administration

There is a stipend for these positions.

Preference will be given to a member of the group but others currently open to any SABEA member.

Please contact Membership Chairperson Nicole Mabey if interested or looking for information.

SABEA is only as strong as its members and participation.

VOTE COPE CONTRIBUTIONS AT WORK:

What: contributions to NYSUT's lobbying arm- no dues can be used

Opponents: Billionaires who are making money off of our students and our work

Action needed: Complete your VOTE COPE form when you get it and send to Kelly Dowd SAEC-G.

What's in it for you? A voice at the table AND a jacket with the SABEA logo for those who contribute at the suggested levels.

Is defending your ability to have a fair contract and working conditions worth 4 pizzas a year? Sign up for \$3/pay period.

Your rep will be contacting you soon if you have not heard from him/her.

The **2015 BOCES/SABEA Active to Retiree** transition meeting will be on **Thursday, May 28th** at 1153 Burgoyne Ave. Hudson Falls from 3 to 5 pm in the Hudson Falls School District conference room.

Topics to be covered are BOCES Health Benefits, NYSUT Member Benefits and Sick Day payment options.



News from Executive Vice President Cliff Brosnan: From AFT-



Clifford,

Sunday night marked a big moment in the fight against our country's testing fixation. Although most of the media don't seem to understand the grass-roots frustration with high-stakes standardized testing, "Last Week Tonight with John Oliver," a major HBO show, ran a **blistering segment on what these tests are doing to our children, our teachers and our schools.**

[Watch the clip from the show and sign our Thank You to host John Oliver.](#)

Sometimes it takes a comedian to uncover just how bad something really is. **John Oliver exposed the American obsession with high-stakes standardized testing through the hilarious insight that only he can deliver.** He highlights test boycotts, out-of-control test prep, the inappropriate use of these tests to grade teachers and schools, and even how Race to the Top and No Child Left Behind have driven this madness. Oliver also digs into

the ways that Pearson has profited from the high-stakes standardized tests that are forced on our students and schools.

This segment wouldn't have happened without people like you—people who are fighting to end the obsession with testing so our schools can get back to teaching and learning. Collectively, our actions around the country are working. When commentary like this is delivered, it's because our collective advocacy laid the groundwork.

This show has its pulse on what parents, students, teachers and the community are feeling—so it's only a matter of time before the rest of the media and politicians catch up.

[Watch the video and sign our Thank You card to John Oliver!](#)

Sometimes it takes humor and satire to show people the real underbelly of a serious issue. Thanks to John Oliver, we have a new tool to help spread the word. I hope you'll watch the video, and thank John Oliver for speaking out for our students, educators and schools.

In solidarity, Randi Weingarten

Executive Vice President Cliff Brosnan also recommends that you take the time to view the *Fraud City* segment about teachers from the 4-22-15 Daily Show on thedailyshow.cc.com.

The Saratoga Central Labor Council is sponsoring a " Common \$en\$e Economic" event on 5/21 so don't forget to put it on the calendar and invite a friend.

The Labor Council RSVP/ Digital Flyer is here:

<http://www.cdalf.org/common-sense-economics/>

Below is a quick overview of my work on your behalf as SABEA Delegate.

- I attended along with President Shippee and Executive VP Cliff Brosnan, an informational meeting in Albany regarding APPR and the new legislation around it. NYSUT informed us about possible issues that may impact unions and right to work. *Some very critical reasons to be proactive and step up our political voice by contributing to Vote-Cope!*
- SABEA gets publicity wherever I go as folks are impressed with our programs. I was invited to be a trainer for a new "Para Institute" being started by NEA. I also presented at the AFT/PSRP Conference.
- I have initiated a meeting at NYSUT HQ with staff from UUP, NYSUT Research & Education Dept., other school union leaders and our BOCES HR department to seek some solutions to the lack of

qualified Special Education Teachers & Substitutes. We must seek variances or some relief to address the shortage. We cannot continue using subs in place of full time staff as it is not in the best interest of our students or members.

- SABEA President Shippee will be picking up another 800 new books on Thursday as I ordered them free again from AFT/First Book.
- I want to thank those members that joined me in Albany at our Rally for Respect for Public Education. I was proud to represent us and to have fellow SABEANS there standing with me!
- I continue to attend Saratoga Adirondack League of Teacher meetings and enjoy getting & sharing valuable information that we can use during negotiations etc.
- I recently returned from the NYSUT Representative Assembly where Ruth, Nicole & I participated in helping to make union policy. We networked with other leaders, debated and passed resolutions that will shape our union and protect public education. Please feel free to ask about the resolutions that SABEA sponsored and our collective experiences.
- Thank you for trusting me as your Delegate at NYSUT, and other public education events.
- Proud to have been notified that I will be representing us as your NYSTRS Delegate, and Mary Moyles is your NYSTRS Alternate.

In solidarity,
Sandie Carner-Shafran

In situations when an employee may be subject to counseling and/or the recipient of a counseling memo here are some things to keep in mind.

Counseling

- A face to face communication between a supervisor and a subordinate;
- usually focusing on a particular component of an employee behavior (such as specific incident or, in some cases, overall performance and behavior)
- The intent should be to serve as a positive and constructive process aimed at improving employee behavior.
- Counseling is non-punitive.
- You are entitled to union representation during a counseling session.
- Counseling can be the first step in the progressive discipline process.
- An employee should be given the opportunity to tell his/her whole story.

Counseling Memorandum

- A document issued by management that summarizes the counseling session and sets forth future goals and expectations.

What are the contents of a counseling memo?

- It should include date, time, and place of the counseling session.
- State the purpose of the discussion, including the background which led for the need for the session.
- State the reason for the memo.
- Identify what the employee should be doing; what rules are not being followed, and what pattern has been developed.
- An employee should be given an opportunity to provide a rebuttal to the counseling memo.
- Union leadership should assist an employee in drafting a counseling rebuttal.
- An employee may be asked to sign the counseling memo. Ensure that the employee signature only acknowledges receipt of the memo, not agreement with the contents.
- An employee who did not initially request the presence of a union representative can stop the counseling session to request that a representative is present.

Submitted by 2nd Vice President Kris Keough- SRP Grievance Chair from materials she and and Jo James have obtained from the NYSUT Grievance Academy.





SABEA VOLUNTARY SICK LEAVE BANK

What is the SABEA Voluntary Sick Leave Bank?

The Voluntary Sick Leave Bank's purpose is to provide additional sick leave for those participating members who have a long term illness and /or disability. Participants need to have exhausted their own accumulated sick leave and be previously enrolled as a member of the Voluntary Sick Leave Bank.

What are the eligibility requirements?

A unit members must be employed for a full year (and then the following July is when the member may be eligible).

How do I enroll?

"Annually on or about June 1, non-participation eligible unit members may elect to participate in the Voluntary Sick Leave Bank."

A member needs to enroll only one time.

An email with the enrollment form will be sent from Human Resources on or around June 1.

What does it cost to join?

The cost is a contribution of two (2) days from the new member's accumulated sick leave account. Days contributed are not returnable.

Who serves on the Voluntary Sick Leave Bank committee?

The committee consists of two SABEA members, appointed by the President, and one administrator, appointed by the District Superintendent.

How does the Voluntary Sick Leave Bank work?

A participating members may fill out an initial application. The application requires medical evidence acceptable to the committee of the extended nature of the illness/disability. Individual grants are limited to a maximum of 100 days per school year. The Voluntary Sick Bank committee meets to review the application.

Who currently serves on the Voluntary Sick Leave Bank Committee?

The SABEA committee members are Donna Butcher and Terry LaNoir (746-3885). The administrator committee member is Donna Wisenburn- (contact Colleen Allen at 746-3354.)

For more information, please feel free to contact one of you Voluntary Sick Leave Bank committee members.

REPORTED BY NOMINATING COMMITTEE CHAIR CHRIS OGDEN:

The position of 1st Vice President/Faculty Grievance Chairperson, will be decided during polling to take place on **June 10** as per our Constitution. This is the only contested position.

ELECTION NOTICE

The elections of one (1)SABEA Executive Committee Positions, that of 1st Vice President, will be conducted a the date, time and places indicated below:

DATE: Wednesday, June 10, 2015

TIME: 2:30 PM to 5:00 PM

PLACES:

- 1- F. Donald Myers Education Center Gymnasium
- 2- Southern Adirondack Education Center Multi-Purpose Room (Gym)

corrected

Any members of SABEA and any person that pays Agency Fees and would like to become a member of SABEA prior to casting a vote, will be eligible to vote. Please bring ID.

The following resumes were submitted to the nominations committee in April to be submitted to the membership through this newsletter.

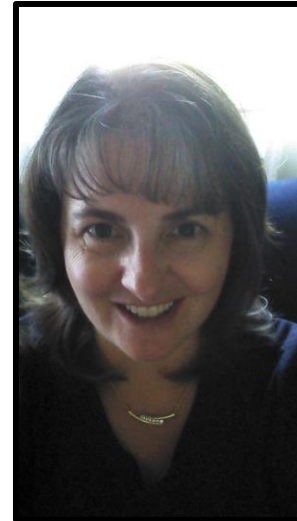
The Nominating Committee asked that they be run in the newsletter again.



+++++

Jo James

32 Whippoorwill Road, Queensbury, NY 12804
(518)222-4059 jojames818@gmail.com



SABEA Experience

- Building Representative - 3 years
(Continuation of Jo James resume)
- Grievance Academy
- NYSUT BOCES Conference - 2 years
- NYSUT SRP Conference
- Volunteered at First Books distribution
- Rally at Betty Little's office

Employment History

- Special Education Teacher WSWHE BOCES, 2000-present
Center based high school program math and science 13 years 12:1:2, 8:1:2 BOCES programs
in district
Pre-K - 1st grade summers
- Special Education Teacher Salem Central School
Resource Room and Consultant Teacher K-12

Education

- College of St. Joseph - Master's of Education (Special Education and Elementary Education)
- SUNY Plattsburgh - Bachelor of Science in Business Management
Coursework in Labor Relations
- Adirondack Community College - Associate of Science in Business Administration

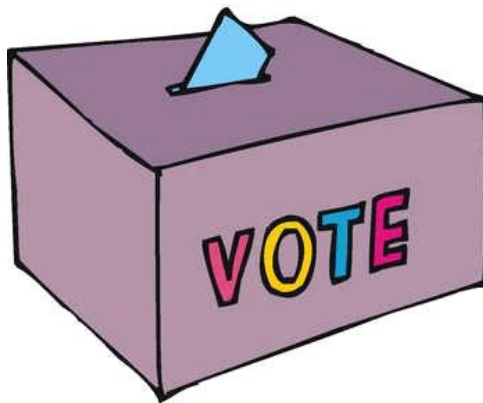
Other BOCES Experience

- Team Leader
 - Student Council Advisor
 - Junior/Senior Class Advisor
 - Mentor
 - Building Leadership Team
 - Site Based Committee
-

Paul Zabielski
100 Howe Rd
Greenfield, N.Y.

Short Resume;

I am a graduate of Scotia Glenville High School and F.D. Myers Center in 1981. After school I put my education from the Myers Center immediately to work and became employed in the Horse Care Industry. Over the next 15 years I climbed to the highest level of the industry, receiving every major certification it had to offer and operated a very successful business while attending college. I also was elected to the board of SHHA and served as an advisor for many years. I am a graduate of Empire State College and started teaching at the Myers Center in 1997. During my 18 years, as a NYS certified teacher, at the Myers Center I have worked as an instructor, served on a number of committees, elected team leader for many years and have advocated for my students and team members throughout my career.



Looking for some assistance with personal issues such as elder care?

Give NYSUT Social Services a call

Their people are there to help give us assistance.

Give them a call at

1-800-342-9810

Next Representative Council Meeting:

Wednesday, June 10 at 3:30 at SAEC

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Benefits that matter to you!

Membership in NYSUT allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits.

These endorsed programs include crucial products that the majority of NYSUT members already purchase:

- Homeowners Insurance
- Auto Insurance
- Legal & Financial Services
- Life Insurance
- Shopping & Travel Programs

To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call 800-626-8101.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



For more than 30 years, the NYSUT Education & Learning Trust has been offering professional development programs created with the NYSUT member in mind -- providing an extensive online inventory with studies to fit your busy schedule.

The Education & Learning Trust offers online, VESi or in-classroom courses for graduate, undergraduate and in-service credit. Professional development training is available for public education issues such as:

- School Quality
- Student Achievement
- Achievement Gaps
- Teacher Retention
- Special Education
- Cultural Diversity
- Classroom Management
- And Much More

To learn more about ELT programs available and/or register online, visit nysut.org/inspire or call 800-528-6208.

