

Minutes for the Board Meeting of the Ambridge Area School District held virtually via ZOOM on Wednesday, February 17, 2021.

I. Call to Order: Mrs. Fischer called the meeting to order at approximately 7:10 p.m.

The regular monthly Board Meeting of the Ambridge Area School District Board of Directors on Wednesday, February 17, 2021, is now called to order.

II. Flag Salute-Please rise: Mrs. Fischer asked all present to rise for flag salute.

III. Notice: Mrs. Fischer read the following statement: This meeting is being recorded for District purposes. It is or may be published in part or in its entirety on the District's website without the express permission of meeting participants.

IV. Roll Call

Mrs. Cathy Fischer, President
 Mr. Scott Angus, Vice President
 Mrs. Mary Jo Kehoe, Treasurer
 Mrs. Chuck Campalong
 Mrs. Kathleen Curtis
 Mrs. Denise Manganello
 Mr. William Metz
 Ms. Valerie Pedigo
 Ms. Valerie Young

Others Present

Dr. Joseph W. Pasquerilla, Superintendent
 Mr. Barry J. King, Assistant to the Superintendent
 Ms. Megan Turnbull, Solicitor
 Mrs. June Mueller, Board Secretary

V. Sunshine Law

Mrs. Mueller read the following:

The Board of School Directors held an Executive Session on Wednesday, February 17th to discuss:

- Personnel matter(s)
- Matters subject to attorney client privilege and other confidentiality laws

VI. Correspondence

VII. Motion to accept or correct the Minutes of: January 13th Meet and Discuss Voting Meeting, January 13th Meet and Discuss Non-Voting Meeting, January 20th Board Meeting

Mrs. Fischer moved to accept the minutes, seconded by Mr. Angus. All in favor.

VIII. Motion to accept the Treasurer's Report dated: January 2021

Mrs. Fischer moved to accept the treasurer's report, seconded by Mrs. Kehoe. All in favor.

IX. Amendment/Addendum to Agenda/Approval of Agenda

Items 8-9 have been added under Education and Technology

X. Recognition/Presentation**Ms. Chelsea Benedict and the School Board of Directors**

Would like to recognize Ariyane Thomas, an Ambridge Area School District Senior, on her Junior Achievement recognition.

Congratulations!!

Ms. Ariyane Thomas – Black History Month Presentation**Dr. Pasquerilla – Pandemic Coordinator Re-Opening Committee Presentation****XI. Public Comment (Regarding Agenda Items Only)**

In light of the state declared disaster emergency, the Board has adopted modified public meeting and public comment processes, consistent with the Sunshine Law. These modified rules have been published in a newspaper of general circulation and on the District's website. Public comment will only be taken in written formats via email in advance of the meeting. Public comments received in advance will be circulated to the Board. All public comments regarding agenda items will be read during the meeting. All other comments will be summarized during the meeting. All comments must include the resident/property owner's name and address.

XII. Committee Reports**Education and Technology**

Mrs. Manganello

1. 2021-2022 Proposed School Calendar

It is recommended the Proposed 2021-2022 School Year Calendar be approved, as presented.

2. Foster Care Youth Transportation MOU

It is recommended to hereby approve the Memorandum of Understanding between the Ambridge Area School District and the Beaver County Children and Youth Services to establish transportation procedures to ensure the educational stability of Foster Care Youth, as presented.

3. Foster Care Liaison

It is recommended to approve Mrs. Jo Ann Hoover as the Foster Care Liaison for the Ambridge Area School District.

4. CCBC Community College of Beaver County Dual Enrollment/High School Academies Agreement

It is recommended to retroactively approve a Dual Enrollment/High School Academies Agreement between the Ambridge Area School District and The Community College of Beaver County. The term of this agreement is from July 1, 2019 – June 30, 2023. This program will allow students to concurrently enroll in an associate degree, certificate or diploma programs, while completing their high school requirements, as presented.

5. Prevention Network

It is recommended that the agreement with The Prevention Network not be renewed for the 2021-2022 school year, representing a cost savings of \$90,000.00.

6. CLASS Academy

It is recommended to approve the purchase of (11) eleven seats for the Alternative Education Services through the CLASS Academy Program for the 2021-2022 school year at an approximate cost of \$11,500.00.

7. Geneva College

It is recommended to approve an agreement with Geneva College Department of Communication Disorders, to allow Geneva College students to gain field experience within the District, **pending solicitor's review of the final agreement.**

Mrs. Manganello moved to accept items 1-7, seconded by Mr. Angus. Vote in favor was unanimous.

8. Pre-K – Grade 5

It is recommended grades Pre-K through 5 continue the hybrid model with a new addition of every other Friday in Cohorts, garnet and gray day, beginning February 22, 2021.

Mr. Campalong moved to accept item 8, seconded by Mrs. Curtis. Mr. Metz voted against item 8.

9. Secondary Level Return to Hybrid Model

It is recommended grades 6-12 return to hybrid model, effective March 1, 2021.

Mr. Campalong moved to accept item 9, seconded by Mr. Angus. Vote in favor was unanimous.

Mrs. Manganello motioned to amend item 8 to return to four days in person with virtual only on Fridays, effective March 1, 2021, seconded by Mrs. Cutis. Mr. Angus, Mr. Campalong, Mrs. Kehoe Mr. Metz, Ms. Pedigo, Ms. Young and Mrs. Fischer voted against the amendment. Motion failed.

Dr. Pasquerilla stated he would be opposed to bringing all students back into the classroom at this time due to the fact you would be unable to socially distance and follow CDC guidelines and PDE Attestation Form guidelines.

Finance and Budget

Ms. Pedigo

1. School District Monthly Bills and Salaries

It is recommended that the monthly school district bills in the amount of \$967,714.81 and the monthly school district personnel salaries in the amount of \$1,280,478.32 be paid.

2. Cafeteria Monthly Bills and Salaries

It is recommended that the monthly cafeteria bills in the amount of \$35,272.86 and the monthly cafeteria personnel salaries in the amount of \$41,431.94 be paid.

3. Adoption of the 2021-2022 Preliminary Budget

It is recommended that the Board adopt the 2021-2022 Preliminary Budget in the amount of \$52,177,846.00, as presented, and file notice of the same with the Pennsylvania Department of Education on form PDE 2028 or other as required by Act 1, including applications for applicable Act 1 exceptions.

4. Tax Exoneration

It is recommended to approve the requested tax exoneration for Parcel 12-006-0101.012-01-1, real estate owned by Beaver County, in the amount of \$1,604.78 for tax years 2016, 2017 and 2018, as requested by the Beaver County Law Department dated January 20, 2021.

5. Repository

It is recommended the Board approve the Sale of Property from the Beaver County Repository of Unsold Property for the following properties:

- a) 525 Glenwood, PA Tax Parcel 10-003-0328.000, for the bid amount of \$2,910.00 to Mark and Kristina Juszczak.

Ms. Pedigo moved to accept items 1-5, seconded by Ms. Young. Vote in favor was unanimous.

Buildings and Grounds**Mr. Angus**1. Duquesne Light – Reimbursement Project

It is recommended to approve the proposed LED lighting conversion agreement with Enerlogics at a cost not to exceed \$35,000.00, contingent upon total project reimbursement by Duquesne Light and upon contract review and approval by the Solicitor.

Mr. Angus moved to accept item 1, seconded by Mrs. Manganello. Vote in favor was unanimous.

Athletics**Mr. Campalong**1. WPIAL Playoffs (Mask Regulations)

It is recommended to approve the Boys and Girls Basketball teams to play in the WPIAL playoffs, and it is further recommended to allow the teams to follow the WPIAL masking rules.

Mr. Campalong moved to accept item 1, seconded by Mr. Metz. Vote in favor was unanimous.

Public Relations**Mr. Metz****Steering and Rules****Mrs. Kehoe**1. Policy 103 – Discrimination/Title IX Sexual Harassment Affecting Students – Second Reading

It is recommended, as a second reading, to revise School Board Policy 103 - *Discrimination/Title IX Sexual Harassment Affecting Students*, to provide an equal opportunity for all students to achieve their maximum potential through the programs and activities offered in the schools without discrimination.

2. Policy 113.1 – Discipline of Students with Disabilities – Second Reading

It is recommended, as a second reading, to revise School Board Policy 113.1– *Discipline of Students with Disabilities*, to develop and implement Positive Behavior Support Plans and programs for students with disabilities who require specific interventions to address behaviors that interfere with learning.

3. Policy 113.2 – Behavior Support – Second Reading

It is recommended, as a second reading to revise School Board Policy 113.2 – *Behavior Support*, to ensure students with disabilities shall be educated in the least restrictive environment in accordance with their Individualized Education Program.

4. Policy 113.4 – Confidentiality of Special Education Student Information – Second Reading

It is recommended, as a second reading to adopt School Board Policy 113.4 – *Confidentiality of Special Education Student Information*, to protect the confidentiality of personally identifiable information in the education records of students with disabilities.

5. Policy 122 – Extracurricular Activities – Second Reading

It is recommended, as a second reading, to revise School Board Policy 122 - *Extracurricular Activities*, to recognize the educational values inherent in student participation in extracurricular activities and supports the concept of student organizations.

6. Policy 123 – Interscholastic Athletics – Second Reading

It is recommended, as a second reading, to revise School Board Policy 123 - *Interscholastic Athletics*, to recognize the value of a program of interscholastic athletics as an integral part of the total school experience for all district students.

7. Policy 123.2 – Sudden Cardiac Arrest – Second Reading

It is recommended, as a second reading, to revise School Board Policy 123.2 - *Sudden Cardiac Arrest*, to ensure the safety of students participating in the district's athletic program.

8. Policy 218.3

It is recommend to renumber Policy 218.2 – *Use of Metal Detectors* to Policy 709.1, to line up with the numbering of PSBA. Policy 218.3 will now become *Discipline of Student Convicted/Adjudicated of Sexual Assault*.

9. Policy 218.3 – Discipline of Student Convicted/Adjudicated of Sexual Assault – Second Reading

It is recommended, as a second reading, to adopt School Board Policy 218.3 - *Discipline of Student Convicted/Adjudicated of Sexual Assault*, to recognize the importance of a safe school environment for students who are victims of sexual assault.

10. Policy 252 – Dating Violence – Second Reading

It is recommended, as a second reading, to adopt School Board Policy 252 – *Dating Violence*, to maintain a safe, positive learning environment for all students that is free from dating violence.

Mrs. Kehoe moved to accept items 1-10, seconded by Mrs. Curtis. Vote in favor was unanimous.

Legislative

Ms. Young

Salary Schedule and Labor Relations**Mrs. Curtis**1. Memorandum of Understanding

It is recommended to hereby approve the Memorandum of Understanding between the Ambridge Area School District and the Ambridge Area Education Association regarding uncompensated leaves, as presented.

2. Memorandum of Understanding

It is recommended the Memorandum of Understanding between the Ambridge Area School District and the Ambridge Area Education Support Professional Association ESPA/PSEA-NEA regarding a four-day work week for the summer of 2021 be approved, as presented.

3. Memorandum of Understanding

It is recommended the Memorandum of Understanding between the Ambridge Area School District and the Local 248 Ambridge Area School Employees AFSCME-AFL-CIO regarding a four-day work week for the summer of 2021 be approved, as presented.

Mrs. Curtis moved to accept items 1-3, seconded by Mr. Angus. Vote in favor was unanimous.

Personnel**Mr. Angus**1. Resolution 2020-2021-06

It is recommended that the Board adopt Resolution No. 2020-2021-06, a resolution declaring an intention to suspend (furlough) professional employees directly instructing students for the 2021-2022 school year for economic reasons, and to direct the elimination of identified professional employee, administrative and other employment positions for the 2021-2022 school year.

2. Act 93 Positions

A. It is recommended to eliminate the following positions, effective June 30, 2021:

1. Athletic and Transportation Director
2. High School and Middle School Assistant Principal (10-month position)

B. It is recommended to authorize the creation of the following position for the 2021-2022 school year and open the same to qualified applicants:

1. High School and Middle School Assistant Principal and Athletic Director (12-month position)

3. High School and Middle School Assistant Principal and Athletic Director

It is recommended to hire David Turk as the High School and Middle School Assistant Principal and Athletic Director, a 12 month position, effective July 1, 2021, at a salary of \$90,000.00, as per the terms of the negotiated Act 93 Agreement.

4. Transportation Stipend

It is recommended to create a transportation coordinator stipend, not to exceed \$8,000.00 annually, for assignment to an existing District Administrator, or to absorb the duties by a current employee effective July 1, 2021.

5. 2021-2022 District Course and Section Adjustments

A. It is recommended to hereby approve the following position curtailments at the close of the 2020-2021 school year:

1. Ambridge Area High School Social Studies Teacher
2. Elementary School Librarian
3. Economy Elementary Fifth Grade Teacher

6. 2021-2022 District Course and Section Adjustments

A. It is recommended to hereby approve the following position curtailment at the close of the 2020-2021 school year:

1. Highland Elementary Second Grade Teacher

7. Ambridge Area School District Education Association

A. It is recommended to hereby approve the following position curtailments at the close of the 2020-2021 school year:

1. Highland Elementary Learning Support/ Emotional Support K-3
2. Highland Elementary Learning Support Grade 3
3. Highland Elementary Learning Support Grade 4
4. Highland Elementary Learning Support Grade 5

B. It is recommended to approve the creation of the following positions for the 2021-2022 school year:

1. Highland Elementary Learning Support/Emotional Support K-2
2. Highland Elementary Learning Support/Emotional Support Grades 3-5
3. Highland Elementary Learning Support/Autistic Support Grades 3-5

8. Ambridge Area School District Education Association

A. It is recommended to hereby approve the following position curtailments at the close of the 2020-2021 school year:

1. Economy Elementary Emotional Support Grades 4-5
2. Economy Elementary Learning Support Grades 4-5

B. It is recommended to approve the creation of the following position for the 2021-2022 school year:

1. Economy Elementary Learning Support/Emotional Support Grades 4-5

9. Ambridge Area School District Education Association

A. It is recommended to hereby approve the following position curtailments at the close of the 2020-2021 school year:

1. Home School Visitor/Social Worker Ambridge Area High School
2. Home School Visitor/Social Worker Highland Elementary / State Street Elementary
3. Home School Visitor /Social Worker Ambridge Area Middle School / Economy Elementary

B. It is recommended to approve the creation of the following positions for the 2021-2022 school year:

1. Home School Visitor/Social Worker Ambridge Area High School/Highland Elementary
2. Home School Visitor/Social Worker Ambridge Area Middle School/Economy Elementary/State Street Elementary

10. Education Support Professional Association

A. It is recommended to eliminate the following positions, effective February 18, 2021:

1. Accounts Payable Secretary
2. Bookkeeper-Facilities Secretary
3. Secretary to the Director of Curriculum, Instruction, Assessment and Special Projects/Enrollment

B. It is recommended to authorize the creation of the following positions and open to qualified applicants:

1. Accounts Management and Student Registration Secretary
2. Accounts Processing and Requisitions Secretary

11. Accounts Management and Student Registration Secretary

It is recommended to appoint Cathy Hopkins as the Accounts Management and Student Registration Secretary, effective February 18, 2021.

12. Accounts Processing and Requisitions Secretary

It is recommended to appoint Tracey Murphy as the Accounts Processing and Requisitions Secretary, effective February 18, 2021.

13. Local 248 AASD Employees AFSCME AFL-CIO

A. It is recommended to eliminate the following positions, effective February 18, 2021:

1. Night Watchman

14. Resignation

It is recommended to ratify the resignation of Karen Kuhel, a Food Service Worker, effective February 1, 2021, with regret.

15. Resignation

It is recommended to ratify the resignation of Keiko Bostrom, a Food Service Worker, effective February 1, 2021, with regret.

16. Resignation

It is recommended to ratify the resignation of Barbara Pawlishak, a Food Service Worker, effective February 1, 2021, with regret.

17. Resignation

It is recommended to ratify the resignation of Georgia Niznik, a Food Service Worker, effective January 20, 2021, with regret.

18. FMLA

It is recommended to ratify employee #1964 taking a leave of absence under Board Policy 535, Family and Medical Leave beginning January 21, 2021, not to exceed 12 weeks.

19. FMLA

It is recommended to ratify employee #1013 taking a leave of absence under Board Policy 535, Family and Medical Leave beginning February 10, 2021, not to exceed 12 weeks.

20. 2020-2021 Spring Coaches

It is recommended to ratify the following individuals to fill the designated spring coaching positions for the 2020-2021 school year at a salary as per the terms of the collective bargaining agreement, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening, provided the school year allows and coaches are able to hold spring sports as normal.

| | |
|-------------------------------------|-----------------|
| 1) <u>Baseball</u> | <u>Stipends</u> |
| a) Matt Laporte, Head Coach | \$4,300.00 |
| b) Jason Gerle, Assistant Coach | \$2,200.00 |
| c) JP Wetzel, MS Coach | \$2,050.00 |
| d) Rick Holman, Volunteer | No Remuneration |
| 2) <u>Boys Tennis</u> | |
| a) Georgia Barlamas, Head Coach | \$4,300.00 |
| b) Megan Racioppo, Assistant Coach | \$1,050.00 |
| 3) <u>Boys Volleyball</u> | |
| a) Glenn Freed, Head Coach | \$4,300.00 |
| b) Glenn Freed, MS Coach | \$2,050.00 |
| c) Cole Hopkins, MS Coach | \$1,350.00 |
| d) Josh Jones, Volunteer | No Remuneration |
| 4) <u>Track/Field</u> | |
| a) Felicia Mycyk, Head Coach | \$4,300.00 |
| b) Denise Duncan Assistant Coach | \$2,400.00 |
| c) Ryan Budny, Assistant Coach | \$2,200.00 |
| d) Marlon Kittrell, Assistant Coach | \$2,000.00 |
| e) Felicia Mycyk, MS Coach | \$1,850.00 |
| f) Preston Moore, MS Coach | \$1,550.00 |
| 5) <u>Softball</u> | |
| a) Dennis Szymoniak, Assistant | \$2,400.00 |
| b) Brittany McKittrick, Assistant | \$2,200.00 |
| c) Carrie Keber, MS Coach | \$1,350.00 |
| d) Kim Pinchot Bogati, Volunteer | No Remuneration |
| e) Robert Keber, Volunteer | No Remuneration |

21. Food Service Workers

It is recommended to hire the following individuals as Food Service Workers, at the non-contractual rate of \$10.00 per hour, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

Jeanne Suwalski
Robert Barr

22. Stipend Split

It is recommended to approve the following stipends, including those amended and/or pro-rated related to resignations, approved leaves and reassignments:

| | | |
|-------------------|--------------------------------|------------|
| Amy Braund | Newspaper | \$104.44 |
| William Brahen | JROTC Cadet Club | \$104.44 |
| Brian Trievel | JROTC Cadet Club | \$365.56 |
| Amy Braund | Sixth Grade Dept. Head | \$303.33 |
| Carrier Keber | Sixth Grade Dept. Head | \$1,061.67 |
| Grace DeBona | Social Studies Dept. Head | \$303.33 |
| Chris Yannessa | Social Studies Dept. Head | \$1,061.67 |
| Devin Householder | Band 1 st Assistant | \$1,866.67 |
| | MS Yearbook | \$0.00 |
| | MS Drama Club | \$0.00 |
| Joanne Gonzalez | Sophomore Class | \$0.00 |
| Joanne Gonzalez | Secondary Math Dept. Head | \$0.00 |
| Shad Greco | PA Math League | \$0.00 |
| Stacey Brock | Fifth Grade Dept. Head | \$0.00 |
| Susan Manuppelli | Special Education Dept. Head | \$0.00 |

23. Tutoring

It is recommended the following individuals be approved to tutor students, per the Special Education Mitigation Grant, at the rate of pay as per the collective bargaining agreement between the Ambridge Area School District and the Ambridge Area Education Association:

Marian Puet
Steve Hrvatin
Patty Weale
Janeace Libby

24. Uncompensated Leave

It is recommended to ratify employee #2732 taking one day unpaid leave, effective February 10, 2021, as a one-time approval.

25. Rescind

It is recommended to rescind the approval of following individuals approved at the July 15, 2020 Board Meeting for the 2020-2021 Band Camp. Due to COVID-19, the individuals were unable to perform their duties:

| | | |
|-----------------|-----------------|----------|
| Wind Instructor | Emily Zbrzezny | \$300.00 |
| Wind Instructor | Robert Jarsulic | \$300.00 |

26. Posted Positions: Clubs/Activities

It is recommended the following individuals who have applied for the specified posted positions for the 2020-2021 school year be approved at the rate of pay as per the collective bargaining agreement, provided the school year allows Sponsors to hold activities and clubs as normal:

| <u>ACTIVITY/CLUB</u> | | <u>Salary</u> |
|--|---------------|---------------|
| High School Band 1 st Assistant | Chris Ceratti | \$2,333.33 |
| Middle School Yearbook | Paige Scherer | \$470.00 |

27. KeySolution Staffing, L.L.C.

It is recommended to approve an agreement between the Ambridge Area School District and KeySolution Staffing L.L.C. to provide the District with services commensurate with the position of Director of Special Education. The term of this agreement shall end on June 30, 2022, not to exceed \$95,000.00, **pending solicitor’s review of the final agreement.**

Mr. Angus moved to accept items 1-27, seconded by Mr. Campalong. Vote in favor was unanimous.

XIII. Solicitor’s Report

XIV. Superintendent’s Report

Dr. Pasquerilla thanked staff, students, parents, Board and entire community. Also thanked the student presenter, feels she excelled in her presentation and can’t wait to share it with others in the District.

Mrs. Fischer asked Dr. Pasquerilla to speak on the educational eliminations, as Ms. Pedigo suggested. Dr. Pasquerilla explained that the Economy Elementary Emotional Support and Learning Support will be combined due to the registration and need for Emotional Support. At this time there are no students enrolled in Emotional Support for the upcoming school year. If there would be a student who would qualify they would be able to provide for the student through the combined learning support.

XV. Motion to Adjourn

At 8:15 p.m. Mrs. Fischer moved to adjourn, seconded by Mr. Campalong. All in favor.

ATTACHMENTS

Brenda Protulipac, Economy

Good evening, my name is Brenda Protulipac from Economy Borough. I have 3 children in the district, 2 at the high school and 1 at the middle school. I am asking you to please return our kids to the classroom now, if not full-time then at least in the hybrid model. It is so important for us to get all kids back in school ASAP. Please set a date for all students to return in some capacity. Thank you for your time and consideration on this very important matter.

> Sincerely,

> Brenda Protulipac

Danielle Zatchey

Ambridge, PA

What will it take for you to allow students back into the schools 5 days a week? The CDC recommends schools to be opened and deems schools safe for students. Of the positive cases Ambridge has had, how many infected were elementary school students? Of the faculty that have tested positive, how many have been infected due to their place of work? Teachers and faculty are not getting COVID from their students.

The numbers in Beaver county are significantly lower than the last time the board met, yet opening schools still is not a priority.

Parents should have a say in whether or not they send their kids to school. I am asking that you consider sending another survey, asking parents if they would send their kids back fully or stay remote. If there is enough staying home, why can't those families that wish to send their kids, do so? Every district that surrounds us is back in school 4-5 days with the exception of one. Their class sizes are NO SMALLER than ours, yet, they have been able to successfully have in person education since the beginning of the school year. HOW? Why can't we do it too? If you are concerned about class sizes, why do furloughs continue to be the solution to our budget problem? Keep the teachers and slim down the class sizes. Give parents a say in their children's education.

Vicky Freed

Not only do the high school students need to return to in person instruction, but they need to go more than 2 days a week. If the elementary school students can return to hybrid and schools larger than ours can return full time, there is no reason why these students cannot return to in person instruction. It is not a matter of safety. The same protocols and guidelines are in place throughout the district and all the buildings are the same.

These teenagers have more of an emotional, social and psychological reason to return to in person instruction and not just hybrid. They have academic requirements and personal needs that require their returning to school full time. They are under extreme stress and their emotional well-being depends on it.

In addition, there is a need to permit field trips and concerts at the high school level. Sports have resumed and students have been participating following strict guidelines. For the students in the music program, that is their sport. Concerts and steel drum gigs can be performed under the social distancing mandate better than athletes participating in certain sports. Steel drum gigs are a privilege for seniors. These seniors have not been to one performance. This is their sport. They should have the same opportunities as the athletes.

Stop punishing these students who are trying to survive their high school years. This pandemic is still all around us but life must go on. It should be the students' decision to participate in all of these activities and attend school in person full time. It is your responsibility to provide the opportunity to them in a safe manner and their choice to participate.

Shannon Sims, Harmony Twp

Mrs. Simms sent to the Board a Reopen School Petition with 260 signatures.