I. CALL TO ORDER
Mr. Putorti called the meeting to order with the Pledge of Allegiance and introductions at 7:30 p.m.
II. BOARD AND ADMINISTRATIVE COMMUNICATIONS
A. Recognitions
   1. Congratulations to Gurman Singh on being named a Commended Student in the 2017 National Merit Scholarship Program. He was recognized for outstanding performance on the preliminary SAT/National Merit Scholarship Qualifying Test in 2015
B. Correspondence
   1. Letter dated September 1, 2016 from Marlene Siegel, Chief Financial Officer, Bridgeport Public Schools regarding the charging of tuition beginning with the 2017-18 school year
   2. Letter from Jay Hatfield to Anthony Deprimo, Director of Public Works acknowledging the work that was done prior to the opening of school

III. PUBLIC COMMENT
None

IV. CONSENT AGENDA
A. Approval of Minutes
   1. Regular BOE Meeting Minutes – September 6, 2016
   2. Special BOE Meeting 1 Minutes – September 19, 2016
C. Board of Education Student Representative
   1. As recommended by the Seymour High School Student Council, appoint Miss Paulina Karwowski (grade 11) as the alternate Board of Education Student Representative for the 2016-17 school year
D. Acknowledge the receipt of homeschooling notification and render no opinion as to the appropriateness of the planned program
   1. Deanna Miklos
      Ms. Andrea Radeschi has informed the Board of Education of their intent to home school her child, Deanna Miklos, for the 2016-2017 school year
   2. Mei-Li Phung and Jen-Ji Phung
      Ms. Jeanne Phung has informed the Board of Education of her intent to home school her children, Mei-Li Phung and Jen-Ji Phung for the 2016-2017 school year
E. Volunteer Appointments
   1. Tallcouch, Tyler
      • Volunteer Assistant Coach
      • HS Boys Swim Team
F. Staff Hiring – Non Certified
   1. Brower, Linda
      • Part Time Monitor Paraprofessional
      • Bungay Elementary School
      • Replacing Peter Carlson
   2. Ignace, Benjamin
      • Part Time Custodian
      • High School
      • Replacing Tom Schutte
   3. McGowan, Brandon
      • Part Time Custodian
      • Middle School
      • Replacing Tomasso Esposito
   4. LaQuay, Christopher
      • Part Time Custodian
      • High School
      • Replacing Steve Angelucci
5. Nebesny, David
   • Part Time Custodian
   • Chatfield-LoPresti School
   • Replacing Domenic Petronchak

**MOTION:** (Mr. Kubik/sec., Ms. Magri) move to approve the consent agenda as presented

**SO VOTED**

**AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

Mr. Putorti welcomed Miss Paulina Karwowski as the second student representative for the Board of Education.

**V. ITEMS REMOVED FROM CONSENT AGENDA**
None

**VI. REPORTS**

A. **HS Student Representative Report** – Cassandra Quintiliano, Paulina Karwowski

Miss Quintiliano reported on the following September School Events

1. Meet the teacher night on the September 8
2. Financial Aid Night – September 22
3. Freshman Parent Breakfast – September 27
4. Senior Parent Breakfast – September 29
5. Pumpkin Festival volunteers for setup-cleanup
6. College Visits – Many colleges have visited Seymour High School and more will be coming
7. Debate Team - competed at the Yale Invitational Parliamentary Debate against teams from around the Nation and Canada. Seymour sent three varsity teams/pairs. Overall, Seymour won 8 out of 12 rounds. They placed 76, 93, and 116 out of 160 teams. This is a great improvement from last year's results of 6 wins out of 12 rounds. The team is lead by Ejona Gjata and Jacob Hunnicutt who prepared the team for the tournament

September Sports Results
1. Football - 3/0
2. Volleyball - 7/1
3. Boys Soccer - 3/2/1
4. Girls Soccer - 2/4
5. Swimming Girls - 4/0

October Upcoming Events
1. Meet SHS for Grade 8
2. October 11 - Presentation to the Students in SMS during the school day
3. October 13 - Evening presentation for the parents of incoming 8th grade students
4. Senior Day – October 3
5. Auditorium with Guidance
6. Fathers Club – Lunch
7. Spirit Week 11-15
   a. Tuesday - Formal Day
   b. Wednesday - Nerds/Jocks
      - Evening Trivia Night
   c. Thursday - Preppy Day/America
   d. Friday - Color Wars
   e. Saturday Homecoming Dance – Neon
8. Class Ring Breakfast - 10/20

B. **School Improvement Plan Information** – Vonda Tencza

Mrs. Syriac explained that Mrs. Tencza will be describing the new format we will be using to present School Improvement Plans this year. Mrs. Tencza said we wanted to provide the School Improvement Plans in a different format this year. It will be presented in a way that all four schools will provide the same information in the same format.
She said they spent quite a lot of time looking at different districts and different formats and feel they have picked what they felt will work the best for our district. The plan is to provide the Board with the School Improvement Plan data for all four schools before the October 17 meeting and ask the Board to send the questions to her before the meeting. She said they are looking for input from the Board. Mrs. Syriac said they have been working on changes to the template and worked over the summer to implement the changes. Mrs. Tencza felt the changes are positive ones that will make it easier for Board members to interpret the data. Mrs. Tencza said that the School Improvement Plans will be reviewed at year end and will make changes as needed. Mr. Garofolo asked if we do comparative analysis of other districts in our areas. Mrs. Tencza said currently all the data points are from our district but may do this in the future. Mr. Garofolo said we want our kids to succeed and comparisons may be meaningful to us. Mr. Kubik said he liked the fact that each school will be presenting the same information in a standard format. He also said he felt our targets in the past were unreasonable.

C. Committee Reports
1. Finance Committee Meeting Minutes – September 6, 2016
2. Transportation Committee Meeting Minutes – September 19, 2016
   a. Contractual Information -All-Star Transportation
      Ms. Sobieski did a brief overview of the Transportation Committee meeting on September 19, 2016. Mr. Putorti asked if this was a one year contract. Mr. Belden explained we are in the fourth year of a five year agreement. Mr. Stanek said Mr. Belden agreed to visit the bus facility from time to time to check the buses and to do periodic random checks on the files of the drivers to be certain all necessary background checks have been done. Mr. Putorti asked how the buses did during the start of school. Mr. Belden acknowledged we had the usual delays initially. The staff keeps records of the early arrivals and delays and we make the necessary changes in the bus routes to resolve them. He said we try to work with parents who have concerns about bus stops and that safety is number one. He said he felt All Star Transportation does an excellent job.
      **MOTION:** (Ms. Sobieski/sec., Mr. Stanek) to accept the recommendation of the Transportation Committee to approve the 2016-17 contractual requirements from All Star Transportation as presented
      **SO VOTED**
      **AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

3. Facilities Committee Meeting Minutes – September 19, 2016
   a. Power Point Energy Proposal
      Mr. Garofolo said this is part of a continuing effort to bring in systems that allow greener, cost effective programs to the district. This proposal allows us to do efficiency changes within the district.
      **MOTION:** (Mr. Garofolo/sec., Mr. Stanek) to accept the recommendation of the Facilities Committee to approve the proposal of Power Point Energy dated September 8, 2016 to perform various energy efficiency improvements at Chatfield LoPresti School, Bungay School and Seymour Middle School and to authorize the Superintendent to enter into an agreement with Eversource to provide no-cost financing to the Seymour Public Schools utilizing the Small Business Energy Advantage Program
      **SO VOTED**
      **AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello
   b. Review of capital project plan for all schools within the district
      Mr. Garofolo said that as we move forward there are things that need to be done. Mr. Belden distributed the preliminary draft of the schools capital projects saying this is a proactive document.
Maintenance continues to be done but there is an end of life for some projects. Mr. Garofolo said we should consider getting these things done. Mr. Belden said Mr. Natzel got most of the information contained in the report together.

He said this is starting point for the Town to review the projects. This gets something in front of the Town for budgetary purposes. This report will be expanded as time goes on. Mr. Garofolo spoke about how districts sometime put maintenance aside as a cost cutting measure which has a rolling, cumulative effect. It is not cheap, not a simple decision to make and we should not do cuts lightly as they can become catastrophic. Town should give this due diligence.

Ms. Magri said the Town will prioritize all town buildings but has not done this yet. Mr. Strumello asked if we go through Mr. Natzel or the Board of Selectman. He said Mrs. Syriac meets with the Town once a month. He wants to be sure the ball is not dropped. Mr. Natzel said they have not yet seen this report but will bring it to their attention.

Mrs. Syriac said a letter is sent to the Town for capital projects. Mr. Strumello said Bungay School alone is a building project and it could take years.

c. Naming of the High School Gymnasium

Mr. Stanek said Roseann and Joe Cuda have petitioned the Board to name the Seymour High School gymnasium for Joe Cuda who was very active in sports in the town of Seymour. He said if the Board chooses to do this, he knows Mr. Cuda he would be deserving of this honor. He said he felt that Mr. Cuda should have been nominated for the Gallagher Award. Mr. Putorti asked if Mr. Cuda was employed by the Board and Mr. Stanek confirmed that he was not employed by the Board. Mr. Putorti said that since no recommendation was made by the Facilities Committee, he felt it should go back to the committee for consideration. Mr. Stanek said the Committee reviewed all the guidelines for naming a facility but did not make a recommendation. All the information was included with the petition. Mr. Putorti then asked if he meets all the guidelines. Mrs. Syriac read the guidelines to the Board. Mr. Strumello said he felt Mr. Cuda was more involved with town recreation sports and wondered if it might be more fitting to name the gym at the community center for him. He said he was not sure if this qualifies for naming a school facility. Mr. Putorti said he felt a coach who has contact with the students may earn this honor at a later time.

Mr. Putorti asked if anyone wanted to make a motion in support of naming the gym after Mr. Cuda and no motion was made. Mr. Putorti said the Facilities committee should send a letter stating that no action will be taken at this time to the Cuda family. Mr. Garofolo said once you name a facility it lasts indefinitely. He feels Mr. Cuda is not to the level where naming the gymnasium after him is appropriate. He suggested that when a request comes to the Board that an alternative honor might be to established a hallway display to honor accomplishments of these people.

D. Softball Field Committee Report

Since Mr. Hatfield was not in attendance, Mr. Putorti asked Mr. Belden to give this report. Mr. Belden said the committee has completed most of its work. The dedication ceremony is on Columbus Day, Monday, October 10, 2016. The invitation to the Board was distributed. The next meeting of the Softball Field Committee is on Thursday to discuss the dedication ceremony. The only open item is the press box. Mr. Belden reported that they came in under budget on all work that is completed.

E. Board of Education Report

1. Chairman’s Comments
   None

2. Board Member Comments

   Mr. Strumello and Mr. DiStasi gave an update on the mentoring program as it enters its third year. We currently have thirteen mentors in the program of those thirteen; six are working with their original students. They continue to encourage the growth of the program and continue to encourage new mentors. They have an extensive list of prominent agencies involved in the program. Mr. Stanek suggested a topic for a future Board Retreat; CCJEF vs. Rell decision which would be a good topic with regard to funding. It will have wide ranging impact.
F. Superintendent’s Report

1. Meet the Teachers Report
   - Bungay School 452 parents
   - Chatfield-LoPresti School 417 parents
   - Seymour Middle School 311 parents
   - Seymour High School 140 parents

2. Senior Citizen Passes Delivered 09/20/16
   On September 20, 2016, Senior Citizen passes were delivered to the Seymour Senior Center

3. Centralized Student Registration Process
   We have moved to a Centralized Student Registration Process. We feel we can provide a more conducive and welcoming process to parents especially those who have kids in more than one school.

4. Student Data Privacy Act
   The Student Data Privacy Act is legislation that has to do with software products and how to deal with student privacy. If there are any questions, please email Christine Syriac. Teacher have not been asked to stop using products, we are in the process of coming up with a procedure for this. There is talk that this may go back to the legislature for changes so we are moving slowly.

VII. INFORMATION

A. School Activities and Recognitions
   1. Seymour Middle School
   2. Bungay School
   3. Chatfield-LoPresti School

B. Staff Hiring – Appendix E
   1. Frosolone, Nicholas (Split Position)
      - Head Coach
      - MS Boys Soccer
      - Replacing Brian Cleveland
   2. Goldstein, Zachary (Split Position)
      - Head Coach
      - MS Boys Soccer
      - Replacing Brian Cleveland
   3. Schneider, Brandt
      - Advisor
      - HS Drama Club
      - Open Position
   4. Shelinsky, Stephanie
      - Advisor
      - HS National Honor Society
      - Replacing Eric DeMarco (former split position)

C. Staff Resignations – Appendix E
   1. Prasauckas, Craig
      - Assistant Coach, Boys Basketball
      - Seymour High School
      - Effective 09/20/16

D. Staff Resignations – Certified
   1. Swann, Sarah
      - Teacher, Physical Education/Health
      - Seymour High School
      - Effective 10/20/16
2. Toscano, Samantha  
   - Teacher, Art  
   - Seymour High School  
   - Effective 11/02/16

E. Volunteer Appointments by Superintendent  
   1. Cretella, Christina  
      - Volunteer Assistant Coach  
      - HS Girls Volleyball  
   2. Tilton, Joshua  
      - Volunteer Assistant Coach  
      - HS Football

F. Staff Resignations – Non Certified  
   1. Dockery, Kathy  
      - Part Time Clerical Paraprofessional  
      - Bungay Elementary School  
      - Effective 09/21/16

VIII. ITEMS FOR DISCUSSION  
A. Curriculum Work Proposal – Christine Syriac  
   We decided not to replace the 4th grade teacher at Bungay School and were able to save approximately $66,000 doing so. The position was eliminated due to low enrollment. Mrs. Syriac shared her proposal for Curriculum Work. The curriculum director position was eliminated and Administration has been doing the work but not making strides. She proposed a method to do some of the curriculum by picking a grade level, find an expert, and get teacher volunteers. She is asking the Board to approve this proposal while the funds are available. Teacher volunteers would receive an hourly stipend and would do the work after school. She feels teachers would be willing to do this as long as there is a clear and concise schedule of the meetings and they know well in advance of the meeting dates. Her projected cost for this proposal is $63,000 to $69,000. Mr. Garofolo asked why these three areas are the starting place. Mrs. Syriac explained that Language Arts have been worked on for many years since the Curriculum Director left and reading is a goal. Mrs. Hamad has been working on math curriculum for many years with teachers. High School English has not been revised for a few years and our SAT scores reflect the need to look at curriculum. She said this proposal is in response to the NEASC report, the SAT scores, and the previous Smarter Balance Tests. Mr. Stanek said he felt that the extra money should be placed in a contingency fund. Ms. Magri asked if there would be any problem getting teachers to volunteer. Mrs. Syriac said she is not concerned; the teachers will step up because they want to be involved. And as long as we have a clear cut calendar, they will participate.

   MOTION: (Mr. Strumello/sec., Ms. Magri) to appropriate $69,000 for the Curriculum Work in the areas of K-5 English Language Arts, 6-8 Mathematics, and SHS English 9-12 as presented by the Superintendent of Schools

   SO VOTED
   AFFIRMATIVE: Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Strumello  
   OPPOSED: Mr. Stanek

   MOTION PASSES  
   MOTION: (Mr. Strumello/sec., Mr. Kubik) to add to the agenda a discussion and possible action on the Employee Compensation Analysis

   SO VOTED
   AFFIRMATIVE: Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

   Mrs. Syriac distributed the Employee Compensation Analysis template with the recommended revisions by the Board Attorney. She reviewed each column and what the information would be. Mr. Putorti said he felt this would satisfy the Town’s request.
MOTION: (Mr. Kubik/sec., Mr. Strumello) to approve the format of the Employee Compensation Analysis as presented and recommended by the Board Attorney

AMENDED MOTION: (Mr. Kubik/sec., Mr. Strumello) to approve the format of the Employee Compensation Analysis as presented and recommended by the Board Attorney and to provide notice to all bargaining units of the publication of this document and to hear any objection from the bargaining units within 21 days

SO VOTED

AFFIRMATIVE: Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

Mr. Garofolo indicated that he felt once this information is out there it can be used for political manipulation and adversely affects the Board budget and plans. Mr. Putorti said he did not feel that was the goal; that it was to be used for the Bond Rating, and not to use against us. Mr. Garofolo said it is a concern he has. Mr. Stanek asked what we would do if a bargaining unit objected. Mrs. Syriac said we would work with the bargaining unit prior to publishing the report.

MOTION: (Mr. Strumello/sec., Mr. Garofolo) to add to the agenda a discussion of the Board Retreat

SO VOTED

AFFIRMATIVE: Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

Mr. Strumello confirmed the date of November 28 and booked it with CABE. The Board previously talked about limiting the meeting to two hours. However, the presenter said he would prefer three hours (6:00 – 9:00 or 7:00 – 10:00). After a brief discussion the Board decided on 7:00 to 10:00

IX. RECOMMENDED ACTIONS

A. Seymour High School Sports Hall of Fame

Mr. Stanek read the resolution into the minutes:

YEOMOUR BOARD OF EDUCATION

RESOLUTION

HONORING THE CLASS OF 2016 INDUCTEES OF THE SEYMOUR HIGH SCHOOL SPORTS HALL OF FAME

WHEREAS, The Seymour High School Sports Hall of Fame has been established to recognize outstanding athletes and coaches who have graduated from Seymour High School or coached Seymour High School athletes; and
WHEREAS, The Seymour High School Sports Hall of Fame is inducting its Class of 2016 members; and
WHEREAS, the Seymour Board of Education is proud to recognize the athletic accomplishments of the Class of 2016 inductees to The Seymour High School Sports Hall of Fame; and
WHEREAS, the Members of the Seymour Board of Education wish to join in recognizing and honoring the Class of 2016 inductees to The Seymour High School Sports Hall of Fame.

NOW, THEREFORE, BE IT RESOLVED that we, the Members of the Seymour Board of Education, hereby offer our sincerest congratulations and extend our very best wishes on this memorable occasion to the Class of 2016 inductees of The Seymour High School Sports Hall of Fame, to wit:

Joseph Pawlak 1961
Paul Sponheimer, Jr. 1969
Arthur Newkirk 1972
Matthew Wozniak 1975
Karen Cweklinsky Griffin 1984
David Tokarz 2000

Dated at Seymour, Connecticut and adopted by the Seymour Board of Education on this 3rd day of October, 2016.

YEOMOUR BOARD OF EDUCATION

Yashu Putorti, Chairman
Edward Strumello, Vice-Chairman
Jay Hatfield, Secretary
James Garofolo
Kristen Harmeling
Peter Kubik
Jennifer Magri
Allison Sobieski
Frederick D. Stanek

Christine Syriac, Superintendent of Schools
Vonda Tencza, Associate Superintendent
Richard Belden, Assistant Superintendent
Finance & Operations

Regular BOE Meeting Agenda

October 3, 2016
MOTION: (Mr. Strumello/sec., Mr. Stanek) to adopt the proposed resolution honoring the Class of 2016 Inductees to the Seymour High School Sports Hall of Fame

**SO VOTED**

**AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

**B. Out of State Field Trips**

1. Seymour High School Band and Chorus, Boston, MA
   **MOTION:** (Mr. Strumello/sec., Ms. Sobieski) to approve the request of Mr. Brandt Schneider to take the Seymour High School band and chorus on an out of state field trip to Boston, MA on April 6, 2017 to April 8, 2017
   **SO VOTED**
   **AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

2. Seymour Middle School Grade 7, Bronx, NY
   **MOTION:** (Mr. Strumello/sec., Ms. Magri) to approve the request of Ms. Roxanne Lindgren to take the Seymour Middle School grade 7 on an out of state field trip to the Bronx Zoo in Bronx, NY on November 10, 2016
   **SO VOTED**
   **AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

3. Seymour Middle School Grade 8, Philadelphia, PA
   **MOTION:** (Ms. Magri/sec., Mr. Kubik) to approve the request of Mr. Harvey Catlin to take the Seymour Middle School grade 8 on an out of state field trip to Philadelphia, PA on May 3, 2017 to May 5, 2017
   **SO VOTED**
   **AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

4. Seymour Middle School Glee Club, New York, NY
   **MOTION:** (Ms. Magri/sec., Mr. Stanek) to approve the request of Mr. Nate Dobas to take the Seymour Middle School Glee Club on an out of state field trip to New York City, NY on December 17, 2016
   **SO VOTED**
   **AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

**C. Staff Hiring – Certified**

1. Cleveland, Meaghan
   - Physical Education/Health Teacher
   - High School
   - Replacing Sarah Swann
   **MOTION:** (Ms. Magri/sec., Mr. Strumello) to accept the recommendation of the Superintendent to hire Meaghan Cleveland as the Physical Education/Health Teacher at Seymour High School
   **SO VOTED**
   **AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

**D. Ratification of Administrators Contract**

**MOTION:** (Mr. Strumello/sec., Ms. Magri) move that the board ratify the Administrators Contract for the 2017-2018, 2018-2019, 2019-2020 school years

**SO VOTED**

**AFFIRMATIVE:** Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello
E. Interview Assistant Principal Candidate, Bungay Elementary School

MOTION: (Mr. Strumello/sec., Mr. Kubik) move that the Board enter Executive Session to interview the recommended candidate for the Assistant Principal of Bungay Elementary School and invite Mrs. Christine Syriac, Mrs. Tencza, Mrs. Feige, and the candidate to attend

SO VOTED

AFFIRMATIVE: Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

It is anticipated that the asterisked items will be discussed in Executive Session from which the public will be excluded.

Enter Executive Session: 9:10 pm
Out of Executive Session: 9:30 pm

MOTION: (Mr. Kubik/sec., Mr. Strumello) to accept the recommendation of the Superintendent to hire Lauren Reid as the Assistant Principal at Bungay Elementary School

SO VOTED

AFFIRMATIVE: Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

The Board congratulated Ms. Reid on her employment with the Seymour Public Schools.

IX. PUBLIC COMMENT

None

X. ADJOURNMENT

MOTION: (Mr. Kubik/sec., Mr. Strumello) to adjourn

SO VOTED

AFFIRMATIVE: Mr. Garofolo, Mr. Kubik, Ms. Magri, Mr. Putorti, Ms. Sobieski, Mr. Stanek, Mr. Strumello

Meeting adjourned at 9:32 pm

Submitted by:
Lee-Ann Dauerty
Board Clerk