

PUBLIC NOTICE
PERSONNEL COMMISSION AGENDA
REGULAR MEETING #491
AUGUST 12, 2020, 10:00 A.M.
ZOOM VIRTUAL MEETING

<https://sccoe.zoom.us/j/99362776343?pwd=NWMvOFJlV3MwcDVJQkx0Tl9ZakpSQT09>

DIAL IN NUMBER: 1 669 900 6833

MEETING ID: 993 6277 6343

PASSCODE: 290478

I. CALL TO ORDER

II. ROLL CALL

- President - Libby Spector
- Vice President - Nicholas Gervase
- Member - Rodney Martin

III. APPROVAL OF AGENDA #491 – August 12, 2020 ACTION

IV. APPROVAL OF MINUTES

- A. Regular Meeting #490 – July 15, 2020..... ACTION

V. HEARING OF PERSONS DESIRING TO ADDRESS THE COMMISSION OR TO PRESENT PETITIONS

VI. NEW BUSINESS

- A. Approval / Ratification of Classification Specification Revision..... ACTION
 - a. Child Care Resource and Referral Specialist
- B. SCCOE Staffing Report INFORMATION
- C. Approval / Ratification of Establishing and / or Extending Eligibility Lists ACTION
- D. Monthly Vacancy Status Report INFORMATION

VII. SECRETARY’S REPORT

VIII. FUTURE MEETINGS OR DISCUSSION ITEMS (Next Meeting: September 9, 2020)

IX. ADJOURNMENT

NOTE: This agenda will be posted on all County Office of Education bulletin boards. Additional information regarding items on this agenda is available from Classified Personnel Services. Personnel Commission reserves the right to receive issues which are brought up from the floor and refer them to staff for further attention. Oral presentations to the Personnel Commission are limited to five (5) minutes.

**PERSONNEL COMMISSION
REGULAR MEETING #490
JULY 15, 2020, 10:00 A.M.
ZOOM VIRTUAL MEETING**

<https://sccoe.zoom.us/j/96851951637?pwd=NGxKOHd5dkhjdnFZQ0NBK2Z5eXN1Zz09>

Dial In Number: 1-669-900-6833

Meeting ID: 968 5195 1637

Password: 166297

UNAPPROVED MINUTES

I. CALL TO ORDER

The meeting was called to order by President Libby Spector at 10:00 a.m.

II. ROLL CALL

MEMBERS PRESENT	STAFF PRESENT
Libby Spector, President Nicholas Gervase, Vice President Rodney Martin, Member	Marisa Perry Linda Gore Yasmeen Husain

OTHERS PRESENT	
Angela Ballou Suzanne Carrig Tammy Dhanota Antonio Fuentes Michael Garcia	Sarah Gianocarò Kellie Guevara Pam Hale John Ngo

III. APPROVAL OF AGENDA

MOTION #490-1: The Commission approved Agenda #490, July 15, 2020, moved by Mr. Nicholas Gervase, and seconded by Mr. Rodney Martin.

MOTION #490-1: carried unanimously.

IV. APPROVAL OF MINUTES

MOTION #490-2: The Commission approved the Minutes for the Regular Personnel Commission Meeting #489, June 10, 2020, moved by Mr. Rodney Martin, and seconded by Mr. Nicholas Gervase.

MOTION #490-2: carried unanimously.

V. UNFINISHED BUSINESS

Candidate Selection: Director III – HR/Classified Personnel Services (Merit Rule 4.14 /Government Code Section 54957)

President Libby Spector announced the Commission had extended an employment offer to Ms. Marisa Perry, who accepted the position of Director III – HR / Classified Personnel Services, with a start date of July, 1, 2020.

VI. HEARING OF PERSONS DESIRING TO ADDRESS THE COMMISSION OR TO PRESENT PETITIONS

None

VII. NEW BUSINESS

A. Approval of Establishing Classification and Associated Classification Specification

MOTION #490-3: The Commission approved establishing the following classification and associated classification specification, moved by Mr. Nicholas Gervase, and seconded by Mr. Rodney Martin.

MOTION #490-3: carried unanimously.**Classification**

- **Manager – Research, Evaluation and Planning, Range 11**

SEIU representatives raised questions regarding position funding and promotional opportunities for unit members. Suzanne Carrig, Director–Policy Development and Administrative Programs, provided department and position information and grant funding sources. Discussion ensued. Vice-President Gervase addressed SEIU representatives about their expectations of the Commission and provided clarifying information.

B. Approval of Establishing Classification and Associated Classification Specification

MOTION #490-4: The Commission approved establishing the following classification and associated classification specification, moved by Mr. Nicholas Gervase, and seconded by Mr. Rodney Martin.

MOTION #490-4: carried unanimously.**Classification**

- **Supervisor – Child Care Resource and Referral, Range 8**

Michael Garcia, Director – Child Care Planning & Support provided information on this new annual contract from the California Department of Education. SEIU representatives posed questions regarding the reporting structure and the need for this position. Antonio Fuentes, Director–Early Learning Services (ELS) discussed the differences between current ELS functions; the establishment of the Supervisor position would not impact the functions of current positions in ELS.

Michael Garcia further provided duties required of the Supervisor position. Antonio Fuentes explained the income eligibility guidelines for Head Start and the connection between ELS and the Resource and Referral (R&R) Department. Families that don't qualify for Head Start would be referred to R&R and their network of providers, to find placement for the children of Santa Clara County.

Sarah Gianocarò expressed her opinion, as this position won't have many employees to oversee; it might be worthwhile for the Director to oversee the Specialists, rather than establishing another management position.

C. Approval of Establishing Classification and Associated Classification Specification

MOTION #490-5: The Commission approved establishing the following classification and associated classification specification, moved by Mr. Nicholas Gervase, and seconded by Mr. Rodney Martin.

MOTION #490-5: carried unanimously.**Classification**

- **Child Care Resource and Referral Specialist, Range 44**

Sarah Gianocarò expressed concern over the minimum qualifications needed for the Specialist position, as opposed to other comparable Specialist positions within the Office. Marisa Perry, Director-HR/Classified Personnel Services explained the education and experience equivalency and how they are similar in requirements.

SEIU representatives requested a higher salary range for this position at Range 46, to align with other Specialist positions within the Office. Marisa Perry stated the position requirements do

align with other similar positions within Early Learning Services. President Spector requested an audit of the salary placement, to be presented at the next meeting.

D. Approval / Ratification of Establishing and / or Extending Eligibility Lists

MOTION #490-6: The Commission approved and / or ratified the Eligibility Lists listed within Personnel Commission Agenda #490, moved by Mr. Nicholas Gervase, and seconded by Mr. Rodney Martin.

MOTION #490-6: carried unanimously.

#	CLASSIFICATION	DATE	UNIT	NUMBER OF ELIGIBLES	NUMBER OF RANKS
1	Director III - HR/Classified Personnel Services	06/05/20	LT	8	8
2	Director III - District Business Services	06/08/20	LT	1	1
3	Administrative Assistant IV	06/10/20	OTBS	9	7
4	Community Engagement/Public Relations Specialist	06/16/20	OTBS	9	8
5	Financial Administrator - Charter Schools	06/18/20	LT	8	5

E. Monthly Vacancy Status Report – July 15, 2020

Ms. Marisa Perry, Director III – HR/Classified Personnel Services, reported on the Monthly Vacancy Status Report and positions filled. The Commission accepted the report as delivered.

Vice President Gervase inquired about the Chief Business Officer position. Ms. Perry stated the current CBO was retiring; the position was currently posted and the recruitment was being handled by an outside agency. Mr. Gervase asked Ms. Perry to obtain details of the recruitment.

Sarah Gianocarò asked about the Foster Youth Liaison position not appearing on the Vacancy Status Report. Ms. Perry stated the Commission office had not been notified yet of the re-filling of that position. Angela Ballou requested a list of eliminated positions, if possible. Ms. Perry said her request would be forwarded to HR Administration, who handles those actions.

VIII. SECRETARY'S REPORT

Ex-Officio Secretary Perry reported on the following:

A. Office Updates

Commission staff continues to work from home as work is increasing. Recruitments are transitioning to a virtual process for written exams and oral interview panels. Positive feedback has been received from panel members and candidates on the new process. Remote testing is currently not available from CODESP; staff are researching additional options for testing.

IX. FUTURE MEETINGS OR DISCUSSION ITEMS

The next Personnel Commission regular meeting is scheduled for Wednesday, August 12, 2020, at 10:00 a.m., via Zoom.

X. ADJOURNMENT

The meeting adjourned at 11:04 p.m.

Respectfully submitted,

Marisa Perry
Ex-Officio Secretary, Personnel Commission

AGENDA ITEM VI – A (NEW BUSINESS - ACTION)

**APPROVAL / RATIFICATION OF
CLASSIFICATION SPECIFICATION REVISION**

BACKGROUND

A revision of the Child Care Resource and Referral Specialist classification specification is proposed. A review of the minimum qualifications for this position, when compared to positions of similar duties and salary level, warrants a revision of the required minimum qualifications for education and experience.

A copy of the classification specification is enclosed.

Table 1 Summary Report

Classification	Revisions
<ul style="list-style-type: none">• Child Care Resource and Referral Specialist	<ul style="list-style-type: none">• Minimum qualifications revision

RECOMMENDATION

It is recommended the Personnel Commission approve / ratify the following actions:

1. Approval of revising the following classification specification:
 - a. Child Care Resource and Referral Specialist
2. Approval shall be effective August 12, 2020.

SANTA CLARA COUNTY OFFICE OF EDUCATION

CLASS TITLE: Child Care Resource and Referral Specialist

Basic Function:

Under general supervision, the Child Care Resource and Referral Specialist is responsible for fostering and maintaining relationships with families, providers and partners to ensure positive program outcomes for the Resource and Referral Department; provides, facilitates, and/or coordinates trainings, workshops and technical assistance to families and child care providers. Assists the Supervisor - Child Care Resource and Referral in creating and maintaining effective and efficient systems to support the delivery of “front door” early childhood services. Provides information and guidance to child care providers, families and the community, including information regarding child care services, guidance on choosing quality child care programs, and/or referring individuals and families to appropriate social service agencies in compliance with the Resource and Referral policies and procedures and as required through funding entities.

REPRESENTATIVE DUTIES:

The following duties are examples of assignments performed by incumbents in this classification. It is not a comprehensive list of duties, nor is it restrictive regarding job assignments.

ESSENTIAL DUTIES:

Provides telephone counseling to parents related to child development needs and guidance for selecting quality child care; provides information packets and contact information as needed.

Assists with the implementation of services and special projects for child care referral services; performs duties in accordance with specific contractual obligations and department standards.

Provides referral information to families for licensed child care programs.

Prepares and maintains a variety of reports, records and files related to assigned activities, including maintaining computerized provider child care records.

Acts as a resource hub to providers, parents and community; communicates and disseminates information and resources on relevant child care and child care development issues as needed.

Keeps abreast of legislative issues and regulatory changes affecting child care providers.

Attends a variety of workshops, trainings, and community meetings; may be required to work weekends and evening as needed.

Participates in planning meetings and assists department management team with special projects or functions including provider trainings and workshops, and special mailings.

Coordinates trainings, workshops, and technical assistance for families and child care providers; presents information at workshops, meetings and trainings to community groups or organizations as needed.

Collaborates with other department staff and outside agencies to coordinate services to parents and providers.

Operates a computer and assigned software programs; operates other office equipment as necessary.

OTHER DUTIES:

Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Resource and Referral policies, procedures, regulations and performance standards.

Applicable mandated timelines.

State and federal regulations on community action and social services programs.

Oral and written communication skills.

Proper English including grammar, punctuation, spelling and sentence structure.

Interpersonal skills using tact, patience and courtesy.

Cultural sensitivity and competency in all interactions with families, partners and colleagues.

Operation of a computer and assigned software.

ABILITY TO:

Establish and maintain community relationships that serve as referral sources for families and providers.

Recruit and maintain cooperative working relationships with family child care providers.

Provide resources and support to family child care providers and partners contracted by the Resource and Referral Department.

Work within an interdisciplinary team as a cooperative and supportive team member.

Interpret and analyze laws, codes and regulations as they relate to this position.

Maintain professionalism and confidentiality in the course of work.

Provide support to families regarding information and resources to facilitate family needs.

Establish, prepare and maintain reports and effective record-keeping systems.

Maintain current and accurate records.

Complete required documentation to ensure program compliance with federal and state mandates.

Coordinate and conduct parent meetings and trainings.

Work independently with minimal direction.

Operate a computer and assigned office equipment.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: Graduation from high school and supplemented by college-level course work in Early Childhood Education, or related field, and three years related experience involving community services, social services, or health services work. Experience serving families with infants, toddlers, or preschoolers and completion of college coursework in infant/toddler education is preferred.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver’s license.

MAY REQUIRE:

Fluency in English and a second language (Spanish or Vietnamese) as specified by the Santa Clara County Office of Education.

WORKING CONDITIONS:

ENVIRONMENT:

Office environment.

Indoor and outdoor environment.

Must be able to drive personal vehicle to home visits, group sessions, and meetings.

PHYSICAL DEMANDS:

Hearing and speaking to exchange information and make presentations.

Dexterity of hands and fingers to operate a computer keyboard.

Seeing to read a variety of materials.

Sitting for extended periods of time.

Approved by Personnel Commission: July 15, 2020

Revised: 8/12/20



Marisa Perry
Interim Director – HR / Classified Personnel Services

Date: 07/15/2020

SANTA CLARA COUNTY OFFICE OF EDUCATION

CLASS TITLE: Child Care Resource and Referral Specialist

Basic Function:

Under general supervision, the Child Care Resource and Referral Specialist is responsible for fostering and maintaining relationships with families, providers and partners to ensure positive program outcomes for the Resource and Referral Department; provides, facilitates, and/or coordinates trainings, workshops and technical assistance to families and child care providers. Assists the Supervisor - Child Care Resource and Referral in creating and maintaining effective and efficient systems to support the delivery of “front door” early childhood services. Provides information and guidance to child care providers, families and the community, including information regarding child care services, guidance on choosing quality child care programs, and/or referring individuals and families to appropriate social service agencies in compliance with the Resource and Referral policies and procedures and as required through funding entities.

REPRESENTATIVE DUTIES:

The following duties are examples of assignments performed by incumbents in this classification. It is not a comprehensive list of duties, nor is it restrictive regarding job assignments.

ESSENTIAL DUTIES:

Provides telephone counseling to parents related to child development needs and guidance for selecting quality child care; provides information packets and contact information as needed.

Assists with the implementation of services and special projects for child care referral services; performs duties in accordance with specific contractual obligations and department standards.

Provides referral information to families for licensed child care programs.

Prepares and maintains a variety of reports, records and files related to assigned activities, including maintaining computerized provider child care records.

Acts as a resource hub to providers, parents and community; communicates and disseminates information and resources on relevant child care and child care development issues as needed.

Keeps abreast of legislative issues and regulatory changes affecting child care providers.

Attends a variety of workshops, trainings, and community meetings; may be required to work weekends and evening as needed.

Participates in planning meetings and assists department management team with special projects or functions including provider trainings and workshops, and special mailings.

Coordinates trainings, workshops, and technical assistance for families and child care providers; presents information at workshops, meetings and trainings to community groups or organizations as needed.

Collaborates with other department staff and outside agencies to coordinate services to parents and providers.

Operates a computer and assigned software programs; operates other office equipment as necessary.

OTHER DUTIES:

Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Resource and Referral policies, procedures, regulations and performance standards.

Applicable mandated timelines.

State and federal regulations on community action and social services programs.

Oral and written communication skills.

Proper English including grammar, punctuation, spelling and sentence structure.

Interpersonal skills using tact, patience and courtesy.

Cultural sensitivity and competency in all interactions with families, partners and colleagues.

Operation of a computer and assigned software.

ABILITY TO:

Establish and maintain community relationships that serve as referral sources for families and providers.

Recruit and maintain cooperative working relationships with family child care providers.

Provide resources and support to family child care providers and partners contracted by the Resource and Referral Department.

Work within an interdisciplinary team as a cooperative and supportive team member.

Interpret and analyze laws, codes and regulations as they relate to this position.

Maintain professionalism and confidentiality in the course of work.

Provide support to families regarding information and resources to facilitate family needs.

Establish, prepare and maintain reports and effective record-keeping systems.

Maintain current and accurate records.

Complete required documentation to ensure program compliance with federal and state mandates.

Coordinate and conduct parent meetings and trainings.

Work independently with minimal direction.

Operate a computer and assigned office equipment.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: Associate’s degree in Graduation from high school and supplemented by college-level coursework in–Early Childhood Education, or related field, and three-two years related experience involving community services, social services, or health services work. Experience serving families with infants, toddlers, or preschoolers and completion of college coursework in infant/toddler education is preferred.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver’s license.

MAY REQUIRE:

Fluency in English and a second language (Spanish or Vietnamese) as specified by the Santa Clara County Office of Education.

WORKING CONDITIONS:

ENVIRONMENT:

Office environment.

Indoor and outdoor environment.

Must be able to drive personal vehicle to home visits, group sessions, and meetings.

PHYSICAL DEMANDS:

Hearing and speaking to exchange information and make presentations.

Dexterity of hands and fingers to operate a computer keyboard.

Seeing to read a variety of materials.

Sitting for extended periods of time.

Approved by Personnel Commission: July 15, 2020



Marisa Perry

Interim Director – HR / Classified Personnel Services

Date: 07/15/2020

**AGENDA ITEM VI – C (NEW BUSINESS – ACTION)
APPROVAL OF ELIGIBILITY LISTS**

BACKGROUND

The Director III – Human Resources / Classified Personnel Services is responsible for preparing eligibility lists containing the names of eligible persons who have successfully passed required examinations and are available to accept employment in the classified service of the Santa Clara County Office of Education. The names of eligible persons have been arranged on each eligibility list in accordance with its examination rules.

RECOMMENDATION

The Director III – Human Resources / Classified Personnel Services respectfully recommends the Personnel Commission approve and/or ratify the following eligibility lists:

#	CLASSIFICATION	ELIGIBLE LIST DATE EST.	UNIT	# OF ELIGIBLE	# OF RANKS
1	Director III - Data & Analytics Development	07/07/20	LT	6	5
2	Supervisor - Custodial Services	07/30/20	LT	9	7
3	Network Analyst, Senior	07/31/20	OTBS	10	8
4	Nutritionist - Early Learning Services	08/03/20	OTBS	5	4

AGENDA ITEM VI – D (NEW BUSINESS – INFORMATION)

**INFORMATION RECEIVED
MONTHLY VACANCY STATUS REPORT**

BACKGROUND

A monthly report is provided to the Commissioners outlining the vacancy requests since the previous Personnel Commission meeting. The report is updated on an on-going basis, between Personnel Commission meetings. Enclosed, please find the Monthly Vacancy Status Report. This item is informational only.

**CLASSIFIED PERSONNEL SERVICES
Vacancy Status Report**

Reporting Period: July 15, 2020 to August 12, 2020
Report Date: 8/6/2020

#	PC#	CLASSIFICATION	DEPARTMENT/ SCHOOL SITE	STAFF	STATUS	TENTATIVE START DATE
1	1783	Paraeducator - Special Education	Special Education/Dartmouth	Marisa	Filled	8/12/2020
2	0759	Accountant I/II	Accounting Services Internal	Kathy	Filled	07/17/20
3	1723	Custodian	General Services	Yasmeen	Certified	
4	5680	Data Warehouse Analyst	Technology Infrastructure and Support Services	Kathy	Certified	
5	5533	Director III - Data & Analytics Development	Data & Analytics Development	Marisa	Certified	
6	5059	Home Visiting Specialist - Early Head Start - Restricted	Early Learning Services/Administration	Marisa	Certified	
7	5124	Network Analyst, Senior	Technical Support Services	Kathy	Certified	
8	2611	Nutritionist - Early Learning Services	Early Learning Services	Meipo	Certified	
9	5154	Outdoor Recreation Specialist (Full-time)	Walden West	Yasmeen	Certified	
10	5155	Outdoor Recreation Specialist (Part-time)	Walden West	Yasmeen	Certified	
11	5411	Supervisor - Custodial Services	Maintenance & Operations	Yasmeen	Certified	
12	5706	Administrative Assistant II	Safe & Healthy Schools	Meipo	Testing/Orals	
13	TBD	Manager - Research, Planning and Support	Office of the Superintendent	Kathy	Testing/Orals	
14	5710	Safe and Healthy Schools Specialist, Senior	Safe & Healthy Schools	Kathy	Testing/Orals	
15	5158	Senior Executive Assistant	Human Resources/Administration	Linda	Testing/Orals	
16	5433	Supervisor - Public Information	Media & Communications	Meipo	Testing/Orals	
17	4831	Supervisor - Safe & Healthy Schools	Safe & Healthy Schools	Yasmeen	Testing/Orals	
18	0588	Education Interpreter I/II	Special Education/Leigh	Yasmeen	Repost	
19	1648	Education Interpreter I/II	Special Education/Dartmouth	Yasmeen	Repost	
20	2535	Education Interpreter I/II	Special Education/Oster	Yasmeen	Repost	
21	2537	Education Interpreter I/II	Special Education/Leigh	Yasmeen	Repost	
22	2769	Education Interpreter I/II	Special Education/Leigh	Yasmeen	Repost	
23	2770	Education Interpreter I/II	Special Education/Oster	Yasmeen	Repost	
24	3552	Education Interpreter I/II	Special Education/Dartmouth	Yasmeen	Repost	
25	4701	Education Interpreter I/II	Special Education/Oster	Yasmeen	Repost	
26	0863	Accounting Specialist I/II	District Business & Advisory Services	Marisa	Hold	
27	1818	Associate Teacher - Restricted	Early Learning Services/Foothill	Meipo	Hold	
28	5616	Associate Teacher - Restricted (Spanish Preferred)	Early Learning Services/Luther Burbank	Meipo	Hold	
29	2731	Associate Teacher - Restricted (Vietnamese Preferred)	Early Learning Services/Wool Creek	Meipo	Hold	
30	5038	Associate Teacher - Educare	Early Learning Services/Santee	Meipo	Hold	
31	5356	Associate Teacher - Restricted	Early Learning Services/Hollister	Meipo	Hold	
32	5425	Associate Teacher - Restricted (Spanish Preferred)	Early Learning Services/Stonegate	Meipo	Hold	
33	5670	Child Development Specialist	Early Learning Services/Early Head Start	Yasmeen	Hold	
34	5671	Child Development Specialist	Early Learning Services/Early Head Start	Yasmeen	Hold	
35	1066	Custodian	General Services	Yasmeen	Hold	
36	0233	Environmental Education Program Lead	Walden West	Yasmeen	Hold	

**CLASSIFIED PERSONNEL SERVICES
Vacancy Status Report**

Reporting Period: July 15, 2020 to August 12, 2020
Report Date: 8/6/2020

#	PC#	CLASSIFICATION	DEPARTMENT/ SCHOOL SITE	STAFF	STATUS	TENTATIVE START DATE
37	5666	Family & Provider Specialist	Early Learning Services/Early Head Start	Kathy	Hold	
38	5667	Family & Provider Specialist	Early Learning Services/Early Head Start	Kathy	Hold	
39	5668	Family & Provider Specialist	Early Learning Services/Early Head Start	Kathy	Hold	
40	5669	Family & Provider Specialist	Early Learning Services/Early Head Start	Kathy	Hold	
41	5665	Maternal Child Health Specialist	Early Learning Services/Early Head Start	Meipo	Hold	
42	5690	Navigator - Opportunity Youth Academy	Opportunity Youth Academy	Marisa	Hold	
43	3981	Paraeducator - Alternative Education	Alternative Education/Sunol	Meipo	Hold	
44	5264	Paraeducator - Opportunity Youth Academy	Opportunity Youth Academy/Sobrato	Meipo	Hold	
45	5517	Paraeducator - Opportunity Youth Academy	Opportunity Youth AcademySunol	Meipo	Hold	
46	0527	Print Support Technician	Print Services	Kathy	Hold	
47	3520	Specialized Physical Health Care (SPHC) Assistant	Special Education/Chandler Tripp	Meipo	Hold	
48	5076	Teacher Assistant - Educare	Early Learning Services/Educare-Santee	Meipo	Hold	
49	0394	Teacher Assistant I	Early Learning Services/Snell State Preschool	Meipo	Hold	
50	4008	Teacher Assistant II	Early Learning Services/K.R. Smith	Marisa	Hold	