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 Minutes of REGULAR Meeting
 

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October 18, 2023

The Twinsburg City School District Board of Education met in REGULAR session on the above date at the Twinsburg Government Center, 10075 Ravenna Road, Twinsburg, Ohio 44087, at 7:00 p.m. The following Board Members were present: Mr. Curtis, Mrs. Davis, Mr. Felber (President) Mrs. Travis (Vice President). Mrs. Crawford was not in attendance. In attendance were Superintendent Powers, Treasurer Rozsnyai and Business Manager Strickland. Recordings of the Board of Education meeting are made as part of the official record. Video Recordings and Board Approved Minutes are available on the District's website. Mr. Felber, presiding, called the meeting to order at 7:00p.m.

### COMMUNICATIONS

1. Board President's Report
  2. Superintendent's Report
    - *Special Proclamations*
      - Matthew Holdford – *Humane Society of Summit County, 2023 Animal Hero of the Year*
      - Brighton Stoddard Dare – *Eagle Scout, Troop 223*
    - *Students of the Month/Building Highlights:*
      - Wilcox Primary School
      - George G. Dodge Intermediate School
      - Twinsburg High School
- Remonstrance:  
Mr. Mike Talentino spoke on behalf of the Blue Ribbon School Committee.
3. Committee Reports—Mrs. Travis gave an update from the recent Curriculum meeting.

### ADMINISTRATIVE REPORTS

- *2024/2025 Academic Calendar Recommendation*  
Kathi Powers, Superintendent
- *Federal Grants, 2023/2024*  
Ryan Bandiera, Director of Pupil Services  
Alex Popovich, Curriculum Supervisor
- *Student Wellness Update*  
Ryan Bandiera, Director of Pupil Services

### 10182023-H1 Meeting Minutes

Mr. Curtis motioned and Mrs. Travis seconded that the Twinsburg Board of Education approves the following meeting minutes: Regular Board Meeting of September 20, 2023 and Special Board Meeting of September 27, 2023 as sent to the Board under separate cover.

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

**Mrs. Travis motioned and Mrs. Davis seconded to adopt resolutions 10182023-I1 to 10182023-I3.**

10182023-I1 **Employment, Certificated**

that the Twinsburg Board of Education accepts the Certificated/Licensed Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background checks. See EXHIBIT I-1

10182023-I2 **Employment, Classified**

that the Twinsburg Board of Education accepts the Classified Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background checks. See EXHIBIT I-2

10182023-I3 **Employment, Supplemental Contracts**

that the Twinsburg Board of Education accepts the Supplemental Contract recommendations detailed in the attached Exhibit as per the dates, terms and other applicable conditions specified, pending satisfactory ORC background checks. See EXHIBIT I-3

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motions approved.*

**Mr. Curtis motioned and Mrs. Travis seconded to adopt resolutions 10182023-J1 to 10182023-J10**

10182023-J1 **Inventory Deletions – Media Center**

that the Twinsburg Board of Education approves the attached listing of Media Center items to be deleted from inventory; per the attached Exhibit. See EXHIBIT J-1

10182023-J2 **Career-Technical Programming**

that the Twinsburg City School District Board of Education, in accordance with ORC 3313.90, hereby specifies the District's intent not to provide career-technical education for all seventh and eighth graders enrolled in the Twinsburg City School District, however, the Twinsburg City School District will provide career-technical programming for interested eighth grade students via Project Lead the Way (PLTW) course offerings at RB Chamberlin Middle School.

10182023-J3 **Settlement Agreement, Release & Waiver**

that the Twinsburg Board of Education approves the Settlement Agreement, Release and Waiver for a placement agreement and compensatory education for one (1) student for the 2023-2024 and 2024-2025 school years; as sent to the Board under separate cover.

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**10182023-J4 Settlement Agreement – Workers Compensation**

that the Twinsburg Board of Education approves a Workers Compensation Settlement Agreement for Sandra Jakubowski, as sent to the Board under separate cover.

**10182023-J5 Service Agreement – Education Alternatives**

that the Twinsburg Board of Education approve the Service Agreement with Education Alternatives, 5445 Smith Road, Cleveland, OH 44142 for one (1) student to attend the day treatment program at Education Alternatives in Ravenna for the 2023/2024 school year as sent to the Board under separate cover. Tuition cost is \$30,912.00. This is a General fund account expenditure. The student's District of Residence is Painesville City, costs will be billed back on the SF-14H and SF-6.

**10182023-J6 Renewal – Raz Plus and Raz Plus ELL**

that the Twinsburg Board of Education approve the renewal of Raz Plus and Raz Plus ELL through Learning A-Z for improving reading literacy, at the cost of \$15,399.00 for a 12-month contract, per the attached quote. This is a General Fund and Title 1 split expenditure. See EXHIBIT J-6

**10182023-J7 CTE Partnership Funds**

that the Twinsburg Board of Education approves the reimbursement of \$30,000 through the Cuyahoga Valley Career Center's Funds for CTE Partnership, FY24. These funds will be used to purchase Career-Technical Education (CTE) foundational course materials for RB Chamberlin Middle School and Twinsburg High School. The funds will also be used to support STEM career-focused activities and initiatives in the Twinsburg City School District.

**10182023-J8 Impracticality of Transportation**

that the Twinsburg Board of Education determines the impracticality of transportation for the school listed below for the 2023-2024 school year per the Ohio Department of Education in accordance with the Ohio Revised Code Section 3327.01 (list of students kept on file in the Transportation Office). The amount of payment will be \$596.43 per student. This is in addition to the students approved August 2, 2023 and August 16, 2023.

School Name	No. of Students
Gilmour Academy (K-12)	1
Ratner Montessori (K-8)	1

**10182023-J9 Event Security – Police Officer for 2023/2024 School Year**

that the Twinsburg Board of Education approves Police Officer John Blust to provide security at events for the 2023/2024 school year, as needed, at a rate of \$45.00/hour. This is in addition to the Officers approved 7/19/2023, 9/06/2023 and 10/04/23; this is a General Fund expenditure.

**10182023-J10 Adjustment to Academic Calendar. Samuel Bissell Elementary School, 2023/2024**

that the Twinsburg Board of Education authorizes an adjustment to the 2023/2024 Academic Calendar for Samuel Bissell Elementary School students only. Students at Samuel Bissell Elementary School will not have school on the following dates to allow the Samuel Bissell Elementary School staff to complete required Dyslexia training:

Monday, November 6, 2023
Friday, January 12, 2024
Tuesday, February 20, 2024

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*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motions approved.*

10182023-J11 **Extended Learning Funds**

Mrs. Davis motioned and Mrs. Curtis seconded that the Twinsburg Board of Education approves the reimbursement of \$22,919.73 (FY23) and \$22,919.72 (FY24) through the Educational Service Center of Northeast Ohio for Extending Learning Funds.

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*Abstain: Mrs. Travis*

*The Board President declared the motion approved.*

1018203-J12 **Public Hearing – TCSD Academic Calendar, 2024/2025**

Mrs. Travis motioned and Mrs. Davis seconded that the Twinsburg Board of Education holds this Public Hearing to give notice of the recommendation for the 2024/2025 TCSD Academic Calendar and to provide an opportunity for public comment, per the attached Exhibit. See EXHIBIT J-12

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

10182023-J13 **OSC Bus Bids**

Mr. Curtis motioned and Mrs. Travis seconded that the Twinsburg Board of Education approves and authorizes the Ohio Schools Council for the November 2023 Cooperative School Bus Purchasing Program to advertise and receive bids on behalf of said Board as per the specifications submitted for the cooperative purchase of three (3) – 72 passenger unitized conventional school bus chassis and bodies.

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

**MISCELLANEOUS**

**Mr. Curtis highlighted the football program. Mrs. Davis highlighted the girls and boys Soccer Teams and The Volleyball Team.**

10182023-L **EXECUTIVE SESSION**

Mr. Felber motioned and Mrs. Travis seconded that the Board of Education enters into Executive Session at 8:37 p.m. to discuss employment, discipline, and compensation of public employees, as per Board of Education Policy #0166 (A).

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

10182023-M **RECONVENE/ROLL CALL**

Mr. Felber motioned and Mrs. Travis seconded that the Board of Education reconvene at 9:00 p.m.

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

10182023-N **ADJOURNMENT**

Mr. Curtis motioned and Mrs. Travis seconded to adjourn at 9:30 p.m.

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

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Board President

\_\_\_\_\_  
Treasurer

Certificated Staff Recommendations

October 18, 2023

<b>CONTRACTS</b>					
<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Rate</b>	<b>Effective</b>	<b>Notes</b>
Archer, Kyle	Intervention Specialist	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense

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Bell, Mike	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Bradshaw, Adam	Intervention Specialist	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Chappell, Russ	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Colegrove, Zachary	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Drain, Nancy	Teacher	THS	\$29.00/hr.	9/30/2023	To be paid the teacher stipend rate to attend Professional Development for Spanish CCP classes at Kent State University; not to exceed four (4) hours total; this is a General Fund expense
Garber, John	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Genos, Spencer	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Holzheimer, Megan	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Hudson, Seth	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense

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Kalkbrenner, Todd	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Kelly, Kurt	Intervention Specialist	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Kurt, Cynthia	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Kuzas, Chris	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Lally, Michael	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Lipinski, Jim	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Manley, Molly	Intervention Specialist	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
McPherson, Cara	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Mohnacky, Chris	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense

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Musselman, Lori	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Pinckney, Danee	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Porinchak, Michael	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Rader, Jessica	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Rutkowski, Matthew	School Counselor	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Spellman, Jill	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Sulzer, Marnie	Intervention Specialist	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Swinning, Nikki	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Teel, Abigail	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense

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Thomas, Brandy	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Tomko, Jeff	Intervention Specialist	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Tornow, Ashley	Teacher	THS	\$29.00/hr.	October 2023	To be paid the teacher stipend rate for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense

**LEAVE OF ABSENCE**

<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>Days</b>	<b>Notes</b>
Williams, Kelly	Teacher	Dodge	9/19/2023 – 9/26/2023	5 days	FMLA concurrent with sick leave

**RESIGNATIONS/RETIREMENTS**

<b>Name</b>	<b>Position</b>	<b>Bldg/Grade</b>	<b>Effective</b>	<b>Notes</b>
McConkey, Hayley	Pep Club Advisor	THS	10/12/2023	
Suder-Riley, Nora	Teacher	THS	5/30/2024	Resignation for the purpose of retirement; Thirty-three (33) years of service to the District.

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## Classified Staff Recommendations

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<b>CONTRACTS</b>					
<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Rate</b>	<b>Effective</b>	<b>Notes</b>
Anatra, Jim	Janitor	Dodge	\$20.44/hr. Step 10	TBD	260 days per contract year; prorated for the 2023-2024 school year; 8 hours per day; replacing Michael Fischer who was promoted to Night Custodian
Barger, Melissa	Lunchroom/ Playground Assistant	Dodge	\$15.87/hr. Step 2	10/16/2023	193 days per contract year; prorated for the 2023-2024 school year; 3.5 hours per day; replacing Kim Rosasco who declined recall
Batchelder, Katri	Administrative Assistant .5 FTE	Wilcox	\$18.34/hr. Step 2	10/11/2023	223 days per contract year; prorated for the 2023-2024 school year; 0.5 FTE; 4 hours per day; replacing Joanie O'Hara who transferred to full-time Admin Assistant/District Registrar position
Brenner, Tiffany	Instructional Assistant	THS	Current Hourly Rate/Step	October 2023	To be paid for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Dove, Deven	Janitor	THS	\$18.03/hr. Step 5	10/16/2023	260 days per contract year; prorated for the 2023-2024 school year; 8 hours per day; replacing James Rolan who previously resigned
Garvey, Tracey	Instructional Assistant	THS	Current Hourly Rate/Step	October 2023	To be paid for completion of PSAT training module; not to exceed one (1) hour total; this is a General Fund expense
Hogges, Novisa	Bus Driver	Transportation	\$24.68/hr. Step 7	10/18/2023	191-day contract, prorated for the 2023/2024 school year; 5.5 hours per day; replacing Rick Levi who was promoted to Mechanic
James, Joven	AV Technical Student Worker	District	\$13.50/hr.	9/27/2023 - 7/31/2024	Hours to be determined by the Business Manager

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Libertine, Beth	Cook	Dodge	\$15.14/hr. Step 1	10/23/2023	189 days per contract year; prorated for the 2023-2024 school year; 3 hours per day.
Murphy, Tammy	Janitor	Wilcox	\$20.44/hr. Step 10	10/16/2023	260 days per contract year; prorated for the 2023-2024 school year; 7 hours per day; replacing Don Colon who previously retired
Niro, Jacob	AV Technical Student Worker	District	\$13.50/hr.	9/27/2023 – 7/31/2024	Hours to be determined by the Business Manager
Preisendorfer, Ryan	Activities Janitor	District	\$20.44/hr. Step 12	TBD	260 days per contract year; prorated for 2023/2024; Eight (8) hours per day; Replacing Jim Anatra who was transferred to a Janitor's position at Dodge
Riley, Marlana	AV Technical Student Worker	District	\$13.50/hr.	9/27/2023 – 7/31/2024	Hours to be determined by the Business Manager
Roberts, Boe	Janitor	Wilcox	\$20.44/hr. Step 10	10/11/2023	260 days per contract year; prorated for the 2023-2024 school year; 8 hours per day; replacing Mike Shaltunuk who was promoted to Wilcox Night Custodian
Seigler, Tamara	Lunchroom/ Playground Assistant	Wilcox	\$15.41/hr. Step 1	10/18/2023	193 days per contract year; prorated for the 2023-2024 school year; 3 hours per day; replacing Kathi Fruscella who is assigned as ALE Monitor
Thomas, Sharon	Cook	RBC	\$16.96/hr. Step 5	10/23/2023	189 days per contract year; prorated for the 2023/2024 school year; Three (3) hours per day

**LEAVE OF ABSENCE**

<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>Days</b>	<b>Notes</b>
Kirkpatrick, Kristel	Lunchroom/ Playground Assistant	Wilcox	10/23/2023 – 10/27/2023	5 days	Unpaid leave per the Superintendent

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Perrin, Sandra	Bus Attendant	Transportation	10/05/2023 – 10/05/2024	60 days	Intermittent FMLA
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<b>RESIGNATIONS/RETIREMENTS</b>				
<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>Notes</b>
Jakubowski, Sandra	Lunchroom/ Playground Assistant	Bissell	9/27/2023	Resignation
Peters, Kathy	Cook	THS	12/31/2023	Retirement – 24.5 years of service to the District

Exhibit I-2

## Extracurricular Contracts

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<b>EXTRACURRICULAR</b>					
<b>Name</b>	<b>Contract</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>% of Base</b>	<b>Notes</b>
Benson, Erin	Ticket Manager	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$50/game	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games
Berlin, Harvey	Scoreboard Operator	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$20/game	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games
Brenner, Tiffany	Ticket Taker	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$12.50/hr.	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games

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Brown, Adam	Trainer	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$75/game	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games
Depew, Emily	Assistant Softball Head Coach	THS	2023/2024	0.77%	
Fantone, Brian	Site Manager	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$100/game	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games
Fantone, Lisa	Ticket Taker	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$12.50/hr.	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games
Finnerty, Cheryl	Ticket Taker	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$12.50/hr.	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games
Gahagan, Kevin	Announcer	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$20/game	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games
Gregoire, Tonia	HS Pep Club Advisor	THS	2023/2024	3.00%	
Grumbos, Mike	Announcer	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November  1, 4, 7, 11	\$20/game	OHSAA Tournament Worker (Sectional/ District Home Site & Regional Soccer & Volleyball Games
Hampton, Peter	HS Show Choir Director	THS	2023/2024	14.00%	
Hampton, Peter	HS Choreograph er Director	THS	2023/2024	1.75%	

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Hampton, Peter	HS Vocal Music Director	THS	2023/2024	7.00%	
Hampton, Peter	MS Vocal Music Director	RBC	2023/2024	2.50%	
Lastovka, Nick	Trainer	THS	Possible games: October 19, 21, 23, 25, 26, 28, 31, November 1, 4, 7, 11	\$75/game	OHSAA Tournament Worker (Sectional/District Home Site & Regional Soccer & Volleyball Games
Luca, Jeff	Varsity Head Baseball Coach	THS	2023/2024	14.00%	
Nock, Meredith	Varsity Head Swimming Coach	THS	2023/2024	14.00%	
Resnick, Tom	6 <sup>th</sup> Grade Band Director	Dodge	2023/2024	2.75%	

Exhibit I-3