



# THE LAMP

CHICAGO PRINCIPALS & ADMINISTRATORS ASSOCIATION, AFSA LOCAL 2, AFL-CIO

## A MESSAGE FROM THE PRESIDENT

Clarice Berry

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The CPAA/CPS 56th Annual Convention is over, and we can take a small break from conference planning. I will say that I was mildly disappointed with the member turnout, which was impacted by a couple of factors outside of our control. Although February is always a chilly month, that was not a significant factor in keeping attendance down. However, when the newspapers print a list of 193 CPS schools as underutilized with the possibility that many of them will be closed or subject to other Chicago Board of Education (BOE) action, it dampens the desire to attend professional development opportunities. Now the number of schools on the list for possible closure is down to 129, but that still leaves non-listed schools open to action for other reasons. I can tell you morale is down and the level of fear in the affected schools is high indeed. What makes this entire situation even worse is the undeniable truth that CPS created this underutilization by its previous actions and lack of planning. Over and over we are hearing that there are (X) number of excess seats in the district and the system needs to be "right sized." Well, since CPS has and is consistently authorizing new charter schools throughout the city with little or no planning about where additional seats are really needed, it's no surprise that many schools are now underutilized or overcrowded. If CPS followed facilities "best practices" as many other urban school districts have done, and developed a 10-year facilities plan, the system would be "right sized."

Since our BOE made no attempt to plan for the shift in demographics that all cities experience, it is now left with a "hodge-podge" of charter schools that

draw its student membership from neighborhood schools. Meanwhile, there are other areas of the city where schools are overcrowded and need additional seats. Having said that, let's remember SB360 that took two years to pass despite CPS and the City of Chicago fighting it every step of the way! That legislation was necessary and generated by the lack of a plan, community input, school demographic data, and the absence of vision on the part of city leadership. Here we are with legislation now requiring CPS to create a 10-year facilities plan by the close of this school year. All of us are again caught in the midst of more "unplanned closings" and additional charter schools approved by the BOE, while they simultaneously create a "10-year facilities plan." It might amuse you to think about this issue as you do another Continuous Improvement Work Plan this year, as you have done every year for your local school.

So what else is coming down the road from CPS? First, let's take a crack at the new Principal Evaluation, also known as PERA, in SBo7. There seems to be a pattern developing here — first a bill and then actions that impact those working for CPS. Thanks to several organizations and individuals who think we don't work hard enough, SBo7 now ties evaluations to student achievement data. CPAA, along with the Chicago Teachers Union (CTU), were at the table in Springfield during the development of this bill. CPAA and CTU fought long and hard to blunt many of the worst provisions suggested for inclusion into the legislation. Make no mistake, there are many "folks" out there who are not friends

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Congress of Industrial Organizations  
(IL AFL-CIO)*

*Chicago Federation of Labor-  
Industrial Union Council  
(CFL-IUC)*

of educators! The evaluations are going to be rigorous and present challenges, but are not designed to unfairly evaluate administrators. We do have worries that network chiefs may not have enough time to do an in-depth evaluation of all the areas of competencies that comprise 50 percent of the evaluation. The other 50 percent of the evaluation is student test data. At first glance I was concerned about the student data being weighted too heavily, but then considered how subjective the competencies were along with the evidence needed to support compliance. We finally will have a new "Principal Eligibility" process that is more progressive than the 2008-09 policy that we have been so critical of. I don't want to go into details in this newsletter since the policy has not gone to the BOE for approval, and it is possible changes may still be made. 🏠



## RETIREES' CORNER

Art Fumarolo

STAYING CONNECTED AND ADDRESSING  
THE CONCERNS SHAPING YOUR FUTURE

The latest meetings of Auxiliary XVI, the Retired and Resigned members auxiliary, were held on January 15 and February 19, 2013. Twenty-one members were present in January and 16 in February. The next regularly scheduled meeting of the auxiliary will be at 9:30 AM on March 12. It will be held at the new location: the 5th floor conference room of the Garland Building at 111 N. Wabash Avenue (enter on Washington Street, east of Wabash).

At the January meeting, Kevin Huber, executive director of the Chicago Teachers' Pension Fund (CTPF), was the guest speaker. Various legislative issues were discussed under the leadership of Dave Peterson, auxiliary president. As is always the case when Kevin addresses the group, his remarks are informative and candid. He brought the group up-to-date on the various proposals for "pension reform," which are being circulated in the Illinois House and Senate. His comments illuminated the "Choice Plan Summary" informational sheet, which he distributed. This document summarized the latest Senate and House "pension reform" proposals and indicated the impact each would have upon the state pension deduction. However, currently these proposals are only for the state pension systems other than ours. As we know, "pension reform" was not voted on by the last General Assembly. There had been a last ditch effort by the CPS for reform to our system that mirrored the reforms included in the pending bill. The CPS amendment was never filed but there were efforts to persuade the Mayor's office to find yes votes in exchange for adding the CTPF to the proposal.

The Senate/Cullerton "choice plan" offers CTPF members two choices: keep their existing pension plan with a 3 percent compounded Automatic Annual Increase (AAI) as is the current case, or change to a plan with reduced benefits. Members must make an irrevocable choice. Those who keep their AAI give up access to CTPF post-retirement health insurance plans and subsidies. For those who choose the reduced benefits, the AAI will not be compounded and may be limited to a ceiling amount, and have access to CTPF post-retirement health insurance plans, including a graduated health insurance premium subsidy. The overall plan reinstates the CTPF property tax levy, which provides a guarantee of stable funding for CTPF members. Each of the two plan choices reduces current pension benefits. But by offering a "choice," some believe it will get around the constitutional guarantee of no reduction in retirement benefits. It's a sticky-wicket to watch closely.

The House proposal's percentage of pension reduction liability ranges from 5-44 percent with actions that range from increasing the employee contributions by 2 percent (a 5 percent savings), to replacing our current 3 percent compounded COLA (Cost of Living Adjustment) with a COLA limited to a portion of the retirement pension (about \$113,000 in 2013) (a 34 percent savings). The informational sheet contained 13 different options and can be very confusing.

Whichever plan or combination of plans happens, something's going to happen and it's going to be bad. The results will touch all of us personally. We must do all we can to pressure our legislators to understand the past history and plight of the CTPF so that they treat those who paid the required 9 percent fairly and equitably,

knowing that the CPS and State of Illinois did not do their required part to keep pensions well funded on an ongoing basis. What is truly needed is "revenue reform" – reform of the sustainable, regular contributions to pension plans by all stakeholders – state, BOE, and teachers. We must continually focus on the revenue side of the problem, rather than on the benefits side, because it's the lack of revenue from the state and CPS that's caused the problem.

Again, we were urged by the auxiliary president and secretary, Dave Peterson and John Butterfield, to become members of the CTPF Ambassador Program. You can get more information on the program at the fund website, [www.ctpf.org/general\\_info/advocacy](http://www.ctpf.org/general_info/advocacy). The program regularly helps you to keep your specific state legislative representatives up-to-date on pension issues by sending you weekly letters, which you can forward as is or modify to your state senator and/or representative. For the weekly letters, go to the same website.

As indicated here in previous columns, if you are not on the CTPF and/or Retired Teachers Association of Chicago (RTAC) informational e-mail alert systems, you are strongly encouraged to sign up for them by entering your e-mail address on their websites: For the CTPF, go to [www.ctpf.org](http://www.ctpf.org) and click on the Education and Advocacy tab, then click on the General Info tab, and finally click on the Receiving CTPF news updates via e-mail link. For RTAC, go to [www.rtac.org](http://www.rtac.org) and click on the link in the Alert Network box.

Kevin Huber also commented on the winning of the Pay Period 13 suit for those 3,700 teachers who retired between 1999 and June 2004. The extra pension payments that they received will not have to be paid back out-of-pocket; instead they will not receive their COLA adjustment for the next year or two – their current pension benefit will remain the same during this period. One of this suit's biggest supporters for the teachers was RTAC, to the tune of over \$100,000.

It was RTAC's leadership that was a primary contributor to the defeat of the constitutional amendment voted down during the last election. RTAC is working along with the CPAA, CTU, and the BOE to address pension reform activities.

The election of new CPAA and auxiliary officers for the 2013-16 term will take place in the spring. Of the current auxiliary officers, Dave Peterson, president, and John Butterfield, secretary, have indicated that they will not be seeking another term. Current members who would like to run for auxiliary office only need to obtain 15 signatures on a petition obtainable from the CPAA office.

At the February meeting, we discussed a variety of issues: We learned that the CPAA Education Conference held in early February was a success, with more attendees than in 2012. CPS

administrators are to receive a 3 percent salary increase retroactive to July 1, 2012. The total of bonuses from outside sources awarded to some principals was \$500,000.

**Pending legislation to watch:**

- SB1544, sponsored by Iris Martinez, proposes to change the “principal” seat on the pension board to one held by an “administrator.” Who is to name the “administrator?” Does the “administrator” even have to be a member paying into the Pension Fund, or can they be a non-educator administrator? Would this mean that the pension-paying principals would not have a direct voice on the pension board as is the case for the active teachers and BOE members?

- SB1523 aims to add charter school teachers to the Pension Fund.

- HJRCA001 (House Joint Resolution Constitutional Amendment 001), sponsored by Sosnowski, seeks to change Article XIII, Section 5 of the Illinois Constitution. This is the section which indicates that pension benefits cannot be diminished. The “pension reform” proposal by Representatives Nekritz and Biss disregards this stipulation. Senator Cullerton’s SB1 tries to avoid

the guarantee by requiring a choice of benefits (not a direct reduction), as is indicated in the third paragraph of this column.

Remember to visit your state legislators and keep them informed of the history and issues associated with the CTPF. As a result of the 1995 change to the funding of our pension plan – from a specifically appropriated city tax to the fund to state appropriations going to the BOE and then to the Pension Fund. Keep informed by regularly checking the Pension Fund and RTAC websites for the latest.

Since our last newsletter, we have learned of the passing of Norman Silber, former principal of Lane Tech High School and district superintendent, in late December at the age of 88; Estella Faulk, retired principal of Gladstone, who died January 12, also at the age of 88; and Julian Kanner, longtime principal of Altgeld, who died from a heart attack on February 10.

*Send your news about retired members or the activities of retired members' groups to Art Fumarolo at [aafumarolo@cps.edu](mailto:aafumarolo@cps.edu) or call me at 847-289-7847.*



# UPDATE: UPCOMING CPAA 2013 TRIENNIAL ELECTION

By William Quinlan

The CPAA Constitution and Bylaws require that a Triennial election of CPAA general and auxiliary officers be held this spring. Pursuant to those provisions, the Nominating Committee, which consists of the Presidents of the voting auxiliaries, has nominated and received acceptance of nomination for the General Office specified from each of the following:

- President: Clarice Berry
- Elementary Principal Vice President: Ana Espinosa
- High School Principal Vice President: Kenneth Hunter
- Elementary Assistant Principal Vice President: Sonia Lopez
- High School Assistant Principal Vice President: Luis Velazquez
- Treasurer: Dana Butler
- Secretary: Cynthia Miller

Within a few days, you will be receiving the Election Procedures, a list of all members eligible to vote, and a list of members eligible to be a general officer or auxiliary officer under the CPAA Constitution and Bylaws. CPAA Constitution and Bylaws, which are available from the CPAA office by contacting Kent Lau, is the origin of those procedures. If you note any errors in the list of all regular members eligible to vote and hold a general or auxiliary office, you should contact CPAA to ensure that the list is corrected.

President Berry has appointed me as the Election Liaison. If any member has any questions relative to the election process, please contact me so that I can clarify any issue or respond to any question you may have. My number is 312-263-7767, extension 131.

## ILLINOIS ADMINISTRATORS' ACADEMY



ILLINOIS  
ADMINISTRATORS'  
ACADEMY

Visit the new and improved **MyCpaa.com** to get more information on and register for Illinois Administrators' Academy courses, and to find event information.

- March 6, 2013 — **Building Capacity to Effectively Integrate Drug and Violence Prevention into the K-12 Curriculum**
- March 13, 2013 — **Communicating with Staff Regarding Performance Assessment**
- April 23, 2013 — **Become an iAdministrator to Strengthen Your Leadership and Management**
- April 24, 2013 — **Interpersonal & Team Communication Skills for School Administrators**

### **A Letter From Dr. Sallie Penman, Executive Director of the Illinois Administrator's Academy**

Dear Colleagues:

I know many of you have heard about the changes in state certification and have been waiting for official information on the transition to the licensure system. The link below is the first message in a series that the Illinois State Board of Education hopes to produce, explaining different parts of the School Code and administrative rules. This one is on “The Exchange,” and you may access it at [http://www.brainshark.com/IllinoisPrincipalsAssoc/isbe\\_exchange](http://www.brainshark.com/IllinoisPrincipalsAssoc/isbe_exchange).

There are many others questions regarding what the new system will require that have not yet been finalized, therefore changes could occur. Also, legislation must be passed to deal with the renewal of Professional Educator Licenses. With that said, what is in the presentation is what we know right now and that is how it is presented. It does not address scenarios, but provides the facts about the transition.

I hope you find it helpful.

Sincerely,  
**Sallie Penman**

Dr. Sallie D. Penman  
Executive Director, Illinois Administrators' Academy - Chicago  
Chicago Principals & Administrators Association  
20 North Wacker - Suite 622  
Chicago, IL 60606

# PENDING LEGISLATION

From Gabe Lopez

This pending legislation update comes from Gabriel Lopez, CPAA's lobbyist in Springfield, Ill. Please be sure to review these bills and make a note of our position. If any of these bills affect you directly, please be sure to contact your legislators and make your voices heard!

**SB1221 (Martinez) — CPAA Position:** *Support*

Amends the School Code. Establishes the State Seal of Biliteracy program to recognize public high school graduates who have attained a high level of proficiency in listening, speaking, reading, and writing in one or more languages in addition to English. Provides that the State Seal of Biliteracy shall be awarded by the State Board of Education beginning with the 2014-15 school year. Provides that school district participation in this program is voluntary. Sets forth the purposes of the State Seal of Biliteracy. Sets forth requirements for the State Board of Education and participating school districts. Provides that no fee shall be charged to a pupil. Effective July 1, 2013.

**SB1248 (Murphy) — CPAA Position:** *Opposed*

Creates the School Choice Act and amends the Illinois Income Tax Act and the State Aid Formula provisions of the School Code. Establishes the School Choice Program, a pilot program that expires on June 30, 2023. Provides that under the program, the custodian of a qualifying pupil is entitled to a School Choice Voucher to pay for qualified education expenses at a participating Chicago nonpublic elementary school. Requires the principal of each low-performing school and of each overcrowded school in the Chicago school district to notify custodians of qualifying pupils of the availability of vouchers. Sets forth provisions concerning a request for a voucher, the issuance and payment of a voucher, the amount and renewal of a voucher, pupil assessment, the State longitudinal data system, and funding. Provides that students receiving vouchers are considered nonpublic school students who have been voluntarily placed in a private setting. Provides that the amount of a redeemed voucher shall not be considered base income and shall not be taxable for Illinois income tax purposes. Requires the State Board of Education to submit a report to the General Assembly. Provides criminal penalties for certain violations. Requires the State Board to adopt rules to implement the Act. Provides that the Act is repealed on July 1, 2023. Effective June 30, 2013.

**SB1307 (Lightford) — CPAA Position:** *Support*

Amends the School Code. Lowers the compulsory school age from 7 years to 5 years; makes a related change. Requires all school districts to establish kindergarten for the instruction of children who are 5 years of age or older. Effective July 1, 2013.

**HB76 (Ford) — CPAA Position:** *Opposed*

Creates the School Choice Act and amends the Illinois Lottery Law and the Illinois Income Tax Act. Provides findings and declarations of policy. Establishes the School Choice Program. Provides that under the program the custodian of a qualifying pupil is entitled to a School Choice Scholarship to pay for qualified education expenses at participating nonpublic schools. Requires the principal of each public school to notify custodians of qualifying pupils of the availability of scholarships. Requires custodians to apply to the State Board of Education for a scholarship and provide documentation as to eligibility. Requires the State Board to issue a scholarship to custodians who have made proper application and to honor the scholarship when presented for payment by a nonpublic school. Provides for the amount of a scholarship. Provides that the scholarship may be renewed each year through the 12th grade so long as the pupil and custodian remain eligible. Contains funding provisions. Provides that the amount received under the program shall not be considered base income for purposes of Illinois' income tax. Requires the State Board to submit a report to the General Assembly on or before December 31, 2016. Provides criminal penalties for certain violations. Requires the State Board to adopt rules to implement the Act. Repeals the Act on January 1, 2017. Effective immediately.

**HB946 (Yingling) — CPAA Position:** *Support*

Amends the School Code. Creates the Young Adults Heroin Use Task Force to address the growing problem of heroin use in high schools across this State. Sets forth the membership of the Task Force. Requires the Task Force to conduct a study on the heroin use problem in high schools and suggest programs for high schools to use to address the problem, which programs may involve local law enforcement agencies. Requires the Task Force to report its findings and recommendations to the General Assembly and Governor on or before June 30, 2014. Abolishes the Task Force and repeals these provisions on July 1, 2014. Effective immediately.

**HB1228 (Fortner) — CPAA Position:** *Support*

Amends the Transitional Bilingual Education Article of the School Code. Provides that with regard to the implementation of the recommendations of the Advisory Council on Bilingual Education, a school district may require teachers of English Language Learner (ELL) students, who are participating in ELL courses not taught by ELL-certified teachers, to participate in a one-day training session regarding the challenges for ELL students. Provides that the training may be in place of any State Board of Education-related rule regarding required contact hours for such teachers. Effective immediately.

**SB1 (Cullerton) — CPAA Position:** *Support*

Amends the General Provisions, General Assembly, Illinois Municipal Retirement Fund (IMRF), State Employee, State Universities, Downstate Teacher, and Judges Articles of the Illinois Pension Code. Contains a Part A, which is intended by the General Assembly as a stand-alone reform of the General Assembly, State Employee, State Universities, and Downstate Teacher Articles of the Illinois Pension Code and takes effect upon becoming law. Contains a Part B, which is intended to provide alternative provisions that take effect only if and when a corresponding portion of Part A is determined to be unconstitutional or otherwise invalid or unenforceable. Part A caps pensionable salary, temporarily suspends and reduces the amount of automatic annual increases, requires the systems to be 100 percent funded by 2043, and increases required employee contributions. Part B requires persons to make an election either to accept reductions in the amount of, as well as delays in eligibility for, automatic annual increases or to forgo certain healthcare benefits and future increases in pensionable income. Effective upon becoming law, except that specified portions

of Part B take effect upon the date following the date upon which certain contingencies occur.

**HB98 (Nekritz) — CPAA Position:** *Support*

Amends the General Provisions, General Assembly, State Employee, State Universities, and Downstate Teacher Articles of the Illinois Pension Code. In the General Provisions Article, creates a cash balance plan for new hires of the State Universities and Teachers' Retirement Systems and for certain Tier II participants. Increases the retirement age for certain Tier I members and participants. Changes the conditions of eligibility for, and the amount of, automatic annual increases for Tier I retirees. Increases required employee contributions for Tier I members and participants. Limits pensionable salary for Tier I participants. Changes the required State contribution to each of the affected retirement systems so that those systems are 100 percent funded by 2043. Guarantees certain funding levels. In the State Universities and Downstate Teacher Articles, shifts costs to local employers. Makes other changes. Amends the State Finance Act. To the list of standardized items of appropriation, adds "State retirement contribution for annual normal cost" and "State retirement contribution for unfunded accrued liability." Defines those terms. Amends the Governor's Office of Management and Budget Act. Adds those terms to a list of classifications to be used in statements and estimates of expenditures submitted to the Office in connection with the preparation of a State budget. Amends the State Mandates Act to require implementation without reimbursement. Includes an inseverability provision. Makes other changes. Effective immediately.

# UPCOMING AUXILIARY MEETINGS

## Auxiliary I

Contact Jerry Travlos  
773-534-3711  
Smyser Elementary

## Auxiliary V

Contact Guadalupe Gonzalez  
773-534-1600  
Mi Tierra

## Auxiliary IX

Contact Senalda Grady  
773-535-3435  
Pirie School

## Auxiliary XIII

Contact CPAA Office  
312-263-7767

## Auxiliary II

Contact Efren Toledo  
773-534-2312  
La Villa

## Auxiliary VI

Contact CPAA Office  
312-263-7767

## Auxiliary X

Contact CPAA Office  
312-263-7767

## Auxiliary XIV

Contact CPAA Office  
312-263-7767

## Auxiliary III

Contact Felipe Velazquez  
773-534-4160  
Mozart Elementary

## Auxiliary VII

Contact Ana Espinoza  
773-535-0457  
Sandoval School

## Auxiliary XI

Contact Carolyn Eggert  
773-534-2000  
Sullivan High School

## Auxiliary XV

Contact CPAA Office  
312-263-7767

## Auxiliary IV

Contact Jacqueline Robinson  
773-534-6050

## Auxiliary VIII

Contact CPAA Office  
312-263-7767

## Auxiliary XII

Contact CPAA Office  
312-263-7767

## Auxiliary XVI

March 12, 2013  
9:30 AM  
111 N. Wabash Ave., 5th Fl.

## MEMBER NEWS

**Condolences** — **Dr. Hazel Steward**, former Regional Education Officer (Region 3), passed away on February 26, 2013.

**New Members** — **Daniel Alvarez**, A.P., Addams Elementary; **Chantel Angeletti**, A.P., Fort Dearborn Elementary; **Brenda Armstrong**, A.P., Overton Elementary; **Roger Beauford**, Principal, Fort Dearborn Elementary; **Tatia Beckwith**, Principal, Ray Elementary; **Luz Caraballo**, A.P., Otis Elementary; **Susan Gross**, A.P., Taft High School; **Karen Horvath**, A.P., Lloyd Elementary; **Virginia Jimenez**, Principal, Castellanos Elementary; **Linda Johnson**, Principal, Calhoun North Elementary; **Alicia Lewis**, Principal, Paderewski Elementary; **Ginger Lumpkin**, Principal, Haines Elementary; **Timothy Maynie**, A.P., Black Magnet; **Gustavo Melo**, A.P., Roosevelt High School; **Devon Morales**, A.P., Chicago Academy; **Jamikka Nelson**, A.P., Young Elementary; **Julie Pienta**, A.P., Kellogg Electronic Research Academy; **Thomas Trotter**, Executive Director, Sports Administrator; **Bill Yeh**, A.P., Goudy/Marti Bilingual Center.

**Board Action** — The following principal contracts were approved at the December 2012 and January 2013 Chicago Board of Education Meetings: **Scott Ahlman**, Hibbard Elementary; **Syed Ahmed**, Jordan Elementary; **Arlana Bedard**, Pulaski Elementary; **Raul Bermejo**, Hernandez Elementary; **Zoila Garcia**, Whittier Elementary; **Constance Grimm-Grason**, Clissold Elementary; **Relanda Hobbs**, L. Ward Elementary; **Turon Ivy**, Ames Elementary; **Sonja James**, Parkman Elementary; **Beverly Jordan**, Pope Elementary; **Antigoni Lambrinides-Sofios**, West Ridge Elementary; **Mariel Laureano**, Prieto Elementary; **Julious Lawson**, Von Humboldt Elementary; **Justine L. Moore**, Carter Elementary; **Carmen Navarro**, Azuela Elementary; **Konstantinos Patsiopoulos**, Holden Elementary; **Judith Sauri**, Edwards Elementary; **Mauricio Segovia**, Darwin Elementary; **Gerardo Trujillo**, Pasteur Elementary.

## UPCOMING MEETING

### Chicago Board of Education Monthly Meeting

Wednesday, March 27, 2013

Board Chambers  
125 S. Clark Street

Registration 8:00–9:00 AM  
Public Participation 10:30 AM–12:30 PM



# 56<sup>TH</sup> ANNUAL EDUCATION CONFERENCE



To view and download more photographs from the 2013 CPAA Education Conference, visit <http://www.mycpaa.com>.



Congratulations to  
our lucky raffle winners!





See you next year!



# GENERAL MEMBERSHIP MEETING

**MONDAY, MARCH 18, 2013**

**Special Guest:  
Joseph Moriarty, Chief Officer - Labor Relations**

**Galleria Marchetti  
800 West Erie Street  
Chicago, Illinois**

**4 PM COCKTAILS**

**5 PM DINNER**

**6 PM MEETING**

**Valet Parking is available for \$12.**

**To register, complete and send in the form below or visit  
<http://www.mycpaa.com>**

**Registration must be received by Friday, March 15, 2013.**

**COST: \$40**

**NAME** \_\_\_\_\_

**SCHOOL/POSITION** \_\_\_\_\_

**E-MAIL** \_\_\_\_\_

**SELECT YOUR ENTREE:**

- CHICKEN MARSALA**
- CORNED BEEF & CABBAGE**
- BROILED SALMON**
- EGGPLANT PARMESAN**