



THE

LIBERTY LANTERN

Administration:

Dr. Lori Motsch
Superintendent

Shane Street
Principal

Ed Lesniak
Assistant Principal

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Office Hours:

7:00 AM - 3:55 PM

School Phone Number:

815-462-7951

Transportation:

815-717-3100

Website:

http://www2.nlsd122.org/c/ index.php/schools/liberty-jr-high/

From the Main Office:

The end of the year is fast approaching as there are just four and a half weeks of school remaining. It has been a great year so far. Hopefully, the end of the year will go as smoothly as possible for all of us.

There are a couple important announcements/ reminders I would like to make you aware of. The date of the eighth grade graduation ceremony is Monday, May 20. It will begin at 5:30pm and should conclude by 6:30pm. The event will be held in the field house at Lincoln-Way Central High School. Other important events coming up include Teacher Appreciation Week May 6 through 10, eighth grade graduation practices on Tuesday, May 14, and Wednesday, May 15, and the 8th grade class trip to Great America on Thursday, May 16. The last day of school for 8th graders will be Friday, May 17. The last day of school for 7th graders will be Friday, May 31, which will be an 11:25am dismissal day.

Shane Street Ed Lesniak

Principal Assistant Principal

Graduation Date and Location:

Our Class of 2024 Graduation Ceremony will be held on Monday, May 20, at Lincoln-Way Central High School's indoor field house at 5:30pm. Tickets are not required for our graduation ceremony.



To the second

News You Can Use

Summer Athletic Camp Info:

Attention All Current 7th Graders: If you are interested in participating in a camp this summer, Liberty Junior High School is offering six camps to get involved in. Anyone interested in the sports/activities of co-ed volleyball, boys' basketball, girls' basketball, cheerleading, softball, cross-country, or theater, please see the flier on pages 9 of this newsletter for all the information associated with each of the camps. If you have any questions regarding a specific camp, please email the sponsoring coach. Many of the camps are also open to incoming 6th and 7th graders, so feel free to share this information with anyone who may want to get involved in a junior high level activity. Thank you for your time and consideration.

National Junior Honor Society Update:

Congratulations to all the newly inducted NJHS members. On April 23, we inducted nine 8th grade honorary NJHS members and 33 new 7th grade members. We are proud of our new inductees! In

May, the NJHS members will assist with Teacher Appreciation Week and will do a spring clean up around the Liberty grounds. Thank you to the NJHS members for a fantastic year! We wish our 8th grade members the best of luck in high school!

In other related news, thousands of students across the U.S. applied for the NJHS Outstanding Achievement Award. We are proud to announce two Liberty students were named recipients of this honor. Congratulations to Elena Mason and Karina Patras. Each will receive a \$500 college scholarship for their achievement. We are very proud of them both!



Student Council Update:

In conjunction with Earth Day, the Liberty Student Council will team up with NJHS to beautify the grounds of Liberty by pulling weeds, raking mulch beds, and clearing up our courtyard, bus lane, and main entrance areas. Liberty will look great due to the wonderful help of the Student Council and NJHS members who will volunteer to help with this spring clean-



up activity! Student Council members also prepared gifts for our staff to honor them during Teacher Appreciation Week. The students enjoyed working together to put together treats for the wonderful staff at Liberty! We are grateful for our hardworking and creative Student Council members as we finish a very successful year in Student Council. We look forward to seeing returning and new Student Council members next school year.

Scholastic Bowl Has A Strong Season:

The Liberty Scholastic Bowl team finished up their season with some amazing results. We finished first in our

Regional and second in our Sectional. The Liberty team was very well-rounded with several team members making contributions throughout the season. Top scorers for the season were Cameron King with 39, Sam Robinson with 34, Livee Pohlmann with 28, Jalina Klinger with 19, Tommy Tunno with 18, Tyler Render with 14, Jack Schmidt with 11, and Maddie Murphy with 9. Great Job team! Best of luck to our graduating 8th graders in High School. Hope to see you next year 7th grade!



Don't Forget:

- There is early dismissal at 11:25am on Friday, May 10.
- The last day of attendance for 8th graders is Friday, May 17.
- There is 11:25am dismissal on Friday, May 31, which is the last day of attendance for 7th graders.



News You Can Use

Track and Field Kicking Into The Final Lap of the Season:

The 2024 track and field season is coming to a close and the boys' and girls' teams are amped-up and ready to go! They have been practicing hard all season, seen tremendous results, and many hope to qualify for the final three

meets to close out the season. On May 2, the teams will compete in the DPVC Finals, which will serve as the last live-action warmup in preparation of the Sectional Finals on May 11. At Sectionals, students will be striving to earn first place in their events or attain the State standard in order to qualify for the IESA State Finals in Peoria, IL on May 17 and 18. Coaches Havlin, Hence, Bollini, Prodoehl, and Zumpano are extremely proud of everyone and their accomplishments this season and are looking forward to an exciting and memorable finish. Good luck Patriots!



Voices Of Freedom:

Voices of Freedom and our choir students will present their final concert of the year on Tuesday, May 14, at 6:30pm in the Liberty Cafeteria. In the spirit of the classic variety shows of the 60's and 70's, like Ed Sullivan, Donny and Marie, and the Sonny and Cher Comedy Hour, it will be an evening full of songs, skits, jokes and more. We will be joined by our special guests from Martino, the Viking Voices. We hope to see you there to enjoy "The Cheryl Hairnett Show". Admission is free!



Orchestra:

Can you believe it's already May?!?!? Time flies when you are making great music!! The Liberty Orchestra will have it's final concert of the year on Wednesday, May 15, where we will announce the winner of our music booster scholarship and honor our 8th graders before sending them off to high school orchestra! Speaking of high school....8th graders....if you have any questions about high school orchestra, don't hesitate to reach out to Mrs. Jackson (Lincoln-Way West) or Mr. Lipari (Joliet Central). Information about summer camps will be coming out all month, so make sure you check your email for all those great summer opportunities!!



Band:

The Liberty Band will be very busy during the month of May. Our first performance is the New Lenox Loyalty Day Parade on Sunday, May 5, at 2:00pm. The parade begins at the Lion's Den on Cedar Rd. and ends at the Commons. Come out to support the band! We also have several concerts planned for May. On Saturday, May 11, the Jazz Band will perform at the annual Jazz Cafe at Lincoln-Way West. The Jazz Band will perform many jazz standards



such as *It's Only a Paper Moon, A Nightingale Sang in Berkeley Square, Everything*, and *My Little Suede Shoes*. This event also features several guest professional artists. The Liberty Jazz Band is very excited to perform with and listen to some amazing professional musicians! Advance ticket purchases are required for this event. Reach out to Lincoln-Way West for more information on tickets. Finally, the Liberty Band will perform at the Annual Spring Concert here at Liberty on Wednesday, May 15. The Band will perform *Encanto*, *Endless Rainbows*, and *Pirates of the Caribbean Symphonic Suite*. We hope to see you at one of our performances this month where we celebrate our 8th graders for their four years of dedication to our program!

Homework Club:

Do you need help on Homework? Are you behind in your classes? Do you just need time to work in a quiet environment? Join your peers after school on Tuesdays and Thursdays in room C220 at Homework Club. Permission slip is required, please see the main office or Mrs. Zettergren to obtain a form. This is a drop in as needed club.



NEWS YOU CAN USE



Bowling Team Enjoys Success At State Meet:

Liberty Bowling teams competed at the IESA State Finals on April 19 and 20 at Town and Country Lanes in Joliet.

On the girls' side, Michela Vinci averaged 164.1 to take 22nd overall and Eve Brkovic averaged 159.2 to take 29th overall. Bella Dul and Angelina Coon contributed to the overall team score as the girls placed 12th.





The Liberty boys team took 21st overall. Ryan Richter, Preston Wyss, Patrick Berlin and Jayson Marzano all contributed with 2362 pins accumulated over the course of four games. We are proud of their accomplishments.

Mathletes:

The 7th grade Mathletes season is officially over, and what a season it was! In their last contest, the Mathletes competed against 50 schools across the state. They finished in 7th place, destroying cross-town rival Martino in the process. Mr. Bahret is immensely proud of the team this year as they broke multiple Liberty records and saw significant growth throughout the season. Congrats, Mathletes! We are looking forward to seeing what you do at the 8th grade level.



Congrats to 8th Grade Mathletes Jack Schmidt and Michael Lavey, who solved their way to the top of the division in the ICTM 8th Grade Math contest. Way to go team, Liberty is proud of your successes. Good Luck in High School.

8th Grade Graduation Dance Scheduled For May 10:

The 8th Grade Graduation Dance will be for our 8th grade students and will be held on Friday, May 10, from 6:00 to 8:00pm. We are partnering with the New Lenox P.T.O. in planning for this event, which will feature plenty of music and fun... more details to come in the very near future.



Morning Math:

Morning Math has started. This is an additional resource specifically for math help. It will run from 7:30am to 8:15am before school every day. Students will be able to drop-in during that time to request assistance from the math teacher running the help room that day. The teacher schedule for Morning Math will be: Monday = Mrs. Byrnes (room 202), Tuesday = Ms. Lavin (room 100), Wednesday = Mrs. Bethman

(room 102), Thursday = Mrs. Bergeron (room 200), and Friday = Mr. Bahret (room 118). Students are able to visit any Morning Math session regardless of who their actual math teacher is. Prior notification to the teacher is also not necessary as it is a drop-in format.



Calendar of Events:

May:

- 5 Band Performance @ Loyalty Day Parade
- 6 Start Teacher Appreciation Week
- 10 Early Dismissal at 11:25 am 8th Grade Graduation Dance (6:00pm)
- 12 Nurse Appreciation Day
- 14/15 Graduation Practice for 8th Graders
- 14 Choir and Voice of Freedom Concert (6:30pm)
- 15 Band & Orchestra Concert (6:30pm)
- 16 8th Grade Great America Trip
- 17 Last Day of 8th Grade Attendance
- 80 8th Grade Graduation Ceremony (5:30pm)
 - At Lincoln-Way Central High School
- 21 School Board Meeting
 - At Haven Administration Center (6:00pm)
- 27 No School ~ Memorial Day
- 31 Last Day of School for 7th Graders
 - Early Dismissal @ 11:25 am

To the second

Nurse's Notes



Important Health Information From the Nurse For Parents to Know

- Summer is the best time to get sports physicals. A good tip from the nurse is to get your child a sports physical every summer and it will last for the entire school year! No more last minute sports physicals before tryouts!
- Measles cases are on the rise globally and in Illinois.
 Unvaccinated adults and children are at risk of developing an infection. Measles symptoms appear 7 to 14 days after contact with the virus and typically include high fever, cough, runny nose, and watery eyes. Measles rash appears three to five days after the first symptoms. Please stay home and notify the school nurse if diagnosed with a measles infection.



- Doctor's Appointments: Please turn in doctors notes for any absences related to doctors appointments.
- Stay home if sick with fever over 100 degrees until fever free for 24 hours without fever-reducing medications.
- Please update your emergency contacts!
- Doctors orders must be turned in to the school for ANY medication to be taken or given by the school nurse during school hours. This includes over-the-counter medications such as Advil, Tylenol, etc. as well as prescription medications such as Epipen or inhalers.
- PE Excusals: Any excusals lasting longer than two days must be covered by a doctor's note with length of excusal listed.
- Please contact the school nurse for prolonged (lasting longer than three consecutive school days) illness, injury, and/or concussion. The nurse can assist in planning for the return to school.

Please do not hesitate to call (815) 462-7806 or email me at jkerzman@nlsd122.org if you have any questions or concerns. I am in the office Monday - Friday from 7:55am - 3:10pm.

Jeana Kerzman, BSN, RN, PEL-CSN



ACADEMIC ALL-STARS



THIRD TRIMESTER LJHS ACADEMIC ALL-STARS 2023-2024

The Academic All-Star Award is given in the middle of each trimester to outstanding seventh and eighth grade students by each department at LJHS. The award represents much more than a grade point average. Academic All-Stars are tops in effort, attitude, service to others, and interest in their subject area. They serve as models of commitment for the rest of the student body.

LIBERTY JUNIOR HIGH SCHOOL ALL-STARS FOR THE THIRD TRIMESTER

Language Arts – 7 th ;	Brooklyn Fishback, Lauren Costello, Brenden Pritchard, Olivia Irigoyen	
Language Arts – 8 th :	Ava Peters, Jalina Klinger, Avery Neubauer, Katelyn Mrozowski	
Math – 7th:	Valentina Reyes, Juliana Dresden, Delaney Butera, Carter Lord	
Math – 8th:	Riley Glover, Angelica Babiarz, Elijah Ghantous, Sofia Cosentino	
Social Studies – 7th:	Sawyer Pritchard, Jayla Alvelo	
Social Studies – 8th;	Tomas Taujanskas, Kate Schibli	
Science – 7th:	Carmen Smith, Ethan Brauch	
Science – 8th;	Marcello Mennella, Jackson Denton	
Physical Education:	Camryn Niemeyer, Dylan Winchel, Billy Kolacek	
A.D.S Cycle 7:	Dante Garza-Prieto	
Art Cycle 7:	Russell Hatch	
Music Cycle 7:	Emma Calandriello	
A.D.S Cycle 8:	Reagan Griffin	
Art Cycle 8:	Chloe Bandza	
Music Cycle 8:	Charlie Morzuch	
Intro. to Spanish:	Abby Klink	
Advanced Spanish:	Emily Wheeler	
Band:	Amber Sydor	
Orchestra:	Eva Garza	
Health:	Maclan Smith	



Liberty Summer Camps Summer 2024

Online Registration:

https://nlsd122.revtrak.net/

(Click on Liberty once you arrive on the website page.)

Registration Deadline = May 10



The grade levels listed below are for next school year ('24-'25).

Campers will receive a t-shirt with camp registration.

Any questions? Please contact Athletic Director, Jim Havlin, at jhavlin@nlsd122.org

All Camp Registrations Are Final ~ No Refunds Will Be Given





Liberty Fall Sports Tryout Information $2024 \sim 2025$





Softball Tryouts

Head Coach: Maddie Diaz (email: mdiaz@nlsd122.org) Dates: June 29 & 30 Time: 8:00am - 9:30am Grades: 7-8 Location: Walona Fields

Head Coach: Jim Kohlbacher (email: jkohlbacher@nlsd122.org) Dates: August 5 & 6 Times: 8th Graders = 8:30am - 10:30am

7th Graders = 11:00am - 1:00pm

Grades: 7-8 Location: Tyler/Bentley Field #9

Boys' Team Coach: Patty Mulder (email: pmulder@nlsd122.org) Girls' Team Coach: Nicole Rokas (email: nrokas@nlsd122.org) Dates: 5th & 6th Graders = August 5 7th & 8th Graders = August 6 Time: 8:00am - 9:15am (both dates) Grades: 5-8 Location: Liberty

Golf Tryouts

Boys' Team Coach: Jason Cutright (email: jcutright@nlsd122.org) Girls' Team Coach: Kate Hartwig (email: khartwig@nlsd122.org) Dates: August 5, 6, & 7

Time: 8:00am Grades: 7-8

Location: White Mountain Golf Course

Boys' Volleyball Tryouts

7th Grade Coach: Tony Zumpano (email: azumpano@nlsd122.org) 8th Grade Coach: Jim Havlin (email: jhavlin@nlsd122.org) Dates: August 22 & 23 Time: 3:00pm - 4:30pm



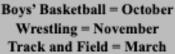
Grades: 7-8 Location: Liberty

7th Grade Coach: Dan Bollini (email: dbollini@nlsd122.org) 8th Grade Coach: Alan Didier (email: adidier@nlsd122.org)

Dates: September 3 & 4 Time: 3:00pm - 4:30pm Grades: 7-8 Location: Liberty



Winter / Spring Sports Tryout Timelines











New Lenox School District 122 102 South Cedar Road, New Lenox, Illinois 60451 Phone 815-485-2169 Fax 815-485-2236

Gifted & Academically Talented Education (GATE)

New Lenox School District 122 believes that each child is unique and has special talents. Teachers provide experiences in an atmosphere in which these talents will be nurtured and new talents will be acquired and encouraged. Teachers provide options in classroom assignments and learning experiences that will encompass a variety of intelligences, modalities, or learning styles. In addition to these experiences, our district offers gifted/accelerated classes.

Our current Gifted And Talented Education program known as GATE will acknowledge the abilities and talents of not only gifted students but high achievers. The intermediate GATE classes will be structured similar to the junior high Accelerated classes in order to provide more opportunities for our students. Students will still need to meet the program requirements in order to participate.

Beginning in fourth grade, a set criteria will be used to determine students' eligibility into the program. A matrix measuring multiple components including student's class performance, cognitive ability, achievement and aptitude will be used. We have included more criteria to determine placement including aims scores and the Illinois Assessment of Readiness (IAR).

Below is the complete list of assessments that will be used to qualify students.

	ELA	Math
Grades	Cognitive Skills Index (CSI)	Cognitive Skills Index (CSI)
4-8	TerraNova Reading & Language	TerraNova Math
	aimswebPlus	aimswebPlus
	Illinois Assessment of Readiness (IAR)	Illinois Assessment of Readiness (IAR)
	GPA	GPA
	Local Placement Test (6-8 only)	Local Placement Test (6-8 only)

In the GATE/Accelerated class, the curriculum will be presented at an accelerated pace, instruction will involve a deeper level of application and students will be required to work independently on many tasks. Students in GATE are expected to continually meet and exceed the following criteria to remain in the program. Below are work habits and skills expected of GATE students.

- Independently complete class work.
- · Read and comprehend textbooks and material independently.
- Consistently complete homework on time.
- Manage time in order to successfully participate in other activities in addition to academics.
- Attend school regularly.
- Display a high level of focus while in class.
- Demonstrate problem solving and critical thinking skills.
- Participate in additional enrichment beyond required curriculum.
- Produce work at a higher level of mastery.
- Understand working at a higher level may mean limited re-dos and grades that are not all A's.
- Demonstrate a deeper level of application of skills and concepts.
- Enjoy the challenge of the advanced program.
- Demonstrate kindness, patience, and support for one another's unique displays of giftedness.

If your child qualifies for the program, you will receive a letter in May. If you have any questions, please reach out to your child's teacher or principal. For more information, visit our website for the complete GATE document.

Gate Newsletter Blurb 2024 3/28/2024



FOOD ALLERGY AWARENESS

Foods that most often cause an allergic reaction:



PEANUTS TREE NUTS WHEAT SOY MILK EGGS FISH SHELLFISH

However, other, less common foods can also cause allergic reactions. Reactions can range from mild to deadly.



Anaphylaxis is a serious allergic reaction that is rapid in onset and may cause death. The most common causes of anaphylaxis are food, medication, insect stings, and latex.

Common warning signs and symptoms of an anaphylactic reaction:



- · Complaint of a tingling, itchiness, or metallic taste in the mouth
- Hives
- · Difficulty breathing
- · Swelling and/or itching of the mouth and throat area
- Diarrhea
- Vomiting
- · Cramps and stomach pain
- Paleness (due to a drop in blood pressure)
- · Loss of consciousness

If you see someone showing any of these symptoms, **ACT FAST! Call 911**, mention anaphylaxis, and say you need someone who can administer epinephrine.



The Food Allergy & Anaphylaxis Network 11781 Lee Jackson Hwy., Suite 160 Fairfax, VA 22033-3309 (800) 929-4040 Fax: (703) 691-2713 faan@foodallergy.org www.foodallergy.org

NEW LENOX SCHOOL DISTRICT 122



NLSD 122 IS HIRING!

INTERESTED IN WORKING IN THE BUILDING YOUR CHILD ATTENDS? DO YOU NEED TO WORK THE HOURS YOUR CHILD IS IN SCHOOL? IF SO, APPLY NOW TO BE A PARAPROFESSIONAL!

With a short-term approval, paraprofessionals need only to be 19 years of age with a high school diploma (or equivalent), or higher. This approval is available now until June 30, 2025.

Interested applicants can apply on our website linked **HERE**.







PLEASE CONTACT MANDY NOVOTNY AT MNOVOTNY@NLSD122.ORG FOR MORE INFORMATION.



INFORMATION FOR PARENTS AND **GUARDIANS**

Our school has adopted The "I Love U Guys" Foundation's Standard Response Protocol (SRP), Students and staff will be training, practicing, and drilling the protocol.

COMMON LANGUAGE

The Standard Response Protocol (SRP) is based on an allhazards approach as opposed to individual scenarios. Like the Incident Command System (ICS), SRP utilizes clear common language while allowing for flexibility in protocol.

The premise is simple - there are five specific actions that can be performed during an incident. When communicating these, the action is labeled with a "Term of Art" and is then followed by a "Directive." Execution of the action is performed by active participants, including students, staff, teachers and first responders. The SRP is based on the following actions: Hold, Secure, Lockdown, Evacuate, and Shelter.

"In Your Classroom or Area"

Students are trained to:

- Clear the hallways and remain in their area or room until the "All Clear" is announced
- Do business as usual

Adults and staff are trained to:

- Close and lock the door
- Account for students and adults
- Do business as usual

SECURF

"Get Inside, Lock outside doors"

Students are trained to:

- Return to inside of building
- Do business as usual

Adults and staff are trained to:

- Bring everyone indoors
- Lock the outside doors
- Increase situational awareness
- Account for students and adults
- Do business as usual



LOCKDOWN "Locks, Lights, Out of Sight"

- Students are trained to: Move away from sight
- Maintain silence
- Do not open the door

Adults and staff are trained to:

- Recover students from hallway if possible
- Lock the classroom door
- Turn out the lights
- Move away from sight
- Maintain silence
- Do not open the door
- Prepare to evade or defend

"To a Location"

Students are trained to:

- Leave stuff behind if required to
- If possible, bring their phone
- Follow instructions

Adults and staff are trained to:

- Bring roll sheet and Go Bag (unless instructed not to bring anything with them, dependent on reason for evacuation.)
- Lead students to Evacuation location
- Account for students and adults
- Report injuries or problems using Red Card/Green Card method.

"State Hazard and Safety Strategy"

Hazards might include:

- Tornado
- Hazmat
- Earthquake
- Tsunami

Safety Strategies might include:

- Evacuate to shelter area
- Seal the room
- Drop, cover and hold
- Get to high ground

Students are trained in:

Appropriate Hazards and Safety Strategies

Adults and staff are trained in:

- Appropriate Hazards and Safety Strategies
- Accounting for students and adults
- Report injuries or problems using Red Card/Green Card method.











PARENT GUIDANCE

In the event of a live incident, parents may have questions about their role.

SECURE

"Get Inside, Lock outside doors"



Secure is called when there is something dangerous outside of the building. Students and staff are brought into the building and the outside doors will be locked. The school might display the Building is Secured poster on entry doors or nearby windows. Inside, it will be business as usual.

SHOULD PARENTS COME TO THE SCHOOL DURING A SECURE EVENT?

Probably not. Every effort is made to conduct classes as normal during a secure event. Additionally, parents may be asked to stay outside during a Secure event.

WHAT IF PARENTS NEED TO PICK UP THEIR STUDENT?

Depending on the situation, it may not be safe to release the student. As the situation evolves, Secure might change to a Monitored Entry and/or Controlled Release.



WILL PARENTS BE NOTIFIED WHEN A SCHOOL GOES INTO SECURE?

When a secure event is brief or the hazard is non-violent, like a wild animal on the playground, there may not be a need to notify parents while the Secure is in place.

With longer or more dangerous events, the school should notify parents that the school has increased their security.

LOCKDOWN

"Locks, Lights, Out of Sight"

A thi de in sil

A Lockdown is called when there is something dangerous inside of the building. Students and staff are trained to enter or remain in a room that can be locked, and maintain silence.

A Lockdown is only initiated when there is an active threat inside or very close to the building.

SHOULD PARENTS COME TO THE SCHOOL DURING A LOCKDOWN?

The natural inclination for parents is to go to the school during a Lockdown. Understandable, but perhaps problematic. If there is a threat inside the building, law enforcement will be responding. It is unlikely that parents will be granted access to the building or even the campus. If parents are already in the school, they will be instructed to Lockdown as

SHOULD PARENTS TEXT THEIR STUDENTS?

The school recognizes the importance of communication between parents and students during a Lockdown event. Parents should be aware though, during the initial period of a Lockdown, it may not be safe for students to text their parents. As the situation resolves, students may be asked to update their parents on a regular basis.

In some cases, students may be evacuated and transported off-site for a student-parent reunification.

WHAT ABOUT UNANNOUNCED DRILLS?

The school may conduct unscheduled drills, however it is highly discouraged to conduct one without announcing that it as a drill. That's called an unannounced drill and can cause undue concern and stress.

Parents should recognize that the school will always inform students that it is a drill during the initial announcement.



It's important to differentiate between a **drill** and an exercise. A drill is used to create the "Muscle Memory" associated with a practiced action. There is no simulation of an event; this is simply performing the action. An exercise simulates an actual event to test the capacity of personnel and equipment.

