## Thursday, November 16, 2023 Regular Meeting Agenda

The West Mifflin Area School District Regular Board Meeting is held in the West Mifflin Area High School Auditorium, 91 Commonwealth Avenue, West Mifflin, PA. Meeting begins at 7:00 p.m.

# 1. OPENING EXERCISES

- A. Pledge to the Flag
- B. Roll Call

# 2. PRESENTATIONS

A. Student Board Representative Report

# 3. ADDENDUM

# 4. HEARING OF CITIZENS

A. Public Comment

In order to speak at this time, the following must be met:

- Must be a West Mifflin, Whitaker, or Duquesne Resident
- Matter must have been discussed through the proper education channels
- Direct comments to the Board President and/or Superintendent
- Remarks limited to three (3) minutes per person

# 5. INFORMATION ITEMS

A. None

# 6. BOARD SECRETARY'S REPORT

- A. Board of Directors Board action to approve/ratify\* items under Board of Directors, as listed/presented.
  - 1. Executive Sessions
    - a. October 12, 2023 Discussed Personnel and Legal Issues
    - b. October 19, 2023 Discussed Personnel and Legal Issues
  - 2. Approval of Minutes
    - a. October 12, 2023 Work Session
    - b. October 19, 2023 Regular Board Meeting

# 7. DIRECTOR OF FINANCE AND OPERATIONS' REPORT

A. Finance

Board action to approve/ratify\* items under Finance, as listed/presented.

1. Transfer \$414,263.89 from the General Fund to the Capital MMA Fund. These funds originated in the GESA Construction Fund and the Construction Fund 2019.

- 2. November real estate tax refunds due for 2020, 2021, 2022 and 2023 to specified property owners of West Mifflin Borough and Whitaker Borough in the amount of \$255,356.56, as presented by the respective tax collectors. The refunds are a result of changes in real estate tax assessment values established by Allegheny County.
- B. Purchasing/Contracting Board action to approve/ratify\* items under Purchasing/Contracting, as listed/presented.
  - 1. Proposal from Securly to renew the subscription for eHallPass at the Middle School at a cost of \$2,250.00.
  - 2. Quote from DJ Demo Co. for the demolition and removal of the trailers at Homeville Elementary school at a cost of \$17,500.00.
  - 3. Quote from Container One for a 40' High Cube container which will be delivered and placed at the High School football stadium at a cost of \$4,930.00.
  - 4. Letter of Agreement for UPMC Children's Hospital of Pittsburgh Telehealth Pilot Program (AnywhereCare@School), as presented.
  - 5. Permission to advertise for a Request for Proposals for Grass Cutting.
  - 6. Permission to advertise for a Request for Proposals for the Baseball/Softball Turfs and Field Lighting.
  - 7. Permission to advertise a Bid Notice for the High School Roof.
  - 8. Quote from Linq for Script 10 Workflow Package from December 1, 2023 through June 30, 2025 at a cost of \$10,534.75.
  - 9. Agreement with the Allegheny Intermediate Unit for the creation of a District Promotional Video at a cost of \$3,535.

## 8. FINANCIAL REPORTS

Board action to approve Financial Reports, as listed/presented

- A. Secretary Receipts \$4,625,790.47
- B. Student Activities \$165,085.79
- C. Treasurer's Report \$22,819,093.73
- D. Refunds Subtracted from Expenditures

Account Description	Received From	Amount
Due To/From Cafeteria	FNS – Lunch	\$5,748.42
Due To/From Cafeteria	FNS – Breakfast/Needy	\$2,163.20
Due To/From Cafeteria	Lunch Hi/Low	\$171,009.85
Due To/From Cafeteria	Reg/Ndy/Breakfast	\$55,683.11
Due To/From Cafeteria	State Breakfast Initiative	\$3,372.25
Due To/From Cafeteria	Fresh Fruit & Vegetables	\$1,341.07
Due To/From Cafeteria	P-EBT Local Admin Fund	\$5,763.00
Insurance Copay	Pay Date - 10/20/23	\$37,048.40
Insurance Copay	Individual	\$224.38

Early Retirement Benefits	AMCA	\$7,028.22
Tuition Cyber/Charter School	Commonwealth Academy	\$3,860.89
SPEL Grant	Montgomery IU	\$10,000.00
Title III Supplies	AIU – Title III	\$2,413.15
Regular Programs – Technology	HS – Student Obligations	\$735.00
Regular Programs – Technology	MS – Student Obligations	\$75.00
Special Ed Tuition – Cyber/Charter	Commonwealth Academy	\$10,722.80
Supplies – High School Pre-K	HS Pre-K	\$770.00
Food – High School Pre-K	HS Pre-K	\$330.00
Library – Books & Periodicals – HM	Library Obligation	\$35.34
Custodian/Maintenance OT	Youth Football	\$810.00
Custodian/Maintenance OT	Pgh Youth Pops	\$360.00
Tech Services – Laptop Insurance	Student Laptop Insurance	\$475.00
Activities – Salaries	Pgh Youth Pops	\$240.00
Safety/Security – District	Pgh Youth Pops	\$129.00
Safety/Security – District	Youth Football	\$505.25
Insurance Claim – Deep Freeze Event	Liberty Mutual	\$67,286.35

# E. Tax Collector's Report

Тах Туре	Received From	Amount	Commission
Property Tax – West Mifflin	Jonathan Hess	\$682,621.76	N/A
Property Tax – Whitaker	Patty Pasquantonio	\$11,454.73	N/A
Earned Income Tax – West Mifflin	Jordan Tax Service	\$120,569.96	\$2,011.83
Earned Income Tax – Whitaker	Jordan Tax Service	\$5,488.99	\$77.20
Realty Transfer Tax – West Mifflin	V. McDonald Roberts	\$20,187.00	\$403.75
Realty Transfer Tax – Whitaker	V. McDonald Roberts	\$216.25	\$4.33
Business Privilege Tax – West Mifflin	Legal Tax Service	\$355,436.37	N/A
Business Privilege Tax – Whitaker	Legal Tax Service	\$65.25	N/A
LST Tax – West Mifflin	Legal Tax Service	\$16,744.51	N/A
Mercantile Tax – West Mifflin	Legal Tax Service	\$166,887.73	N/A
Delinquent Realty Tax – West Mifflin	Legal Tax Service	\$11,707.45	\$3,263.65
Delinquent Realty Tax – Whitaker	Legal Tax Service	\$350.00	\$0.98
Del Mercantile Tax – West Mifflin	Legal Tax Service	\$2,471.02	\$135.91
Del Bus Privilege Tax – West Mifflin	Legal Tax Service	\$37,275.94	\$2,050.18
Del Realty Tax – Act 20 – West Mifflin	Legal Tax Service	\$468.09	N/A
Del Realty Tax – Act 20 – Whitaker	Legal Tax Service	\$250.00	N/A
Del Realty Tax – Civil Action – West Mifflin	Legal Tax Service	\$34,889.86	N/A

# 9. INVOICES/BILLS PAYABLE/PURCHASE ORDERS

Board Action to approve/ratify\* Invoices/Bills Payable/Purchase Orders, as listed/presented

Payee	Invoice #	Description	Amount
1. Andrews and Price	6538	September Monthly Retainer	\$1,000.00
2. Andrews and Price	6544, 6547, 6546, 6539	September Other Professional Services	\$1,764.00
3. Andrews and Price	6542	September Middle School Litigation	\$2,758.00
4. Andrews and Price	6548, 6545, 6541, 6552, 6543, 6551, 6550, 6549, 6553	September Real Estate Related Services	\$2,595.00
5. Andrews and Price	6895	October Monthly Retainer	\$1,000.00
6. Andrews and Price	6894, 6899, 6902, 6903, 6909, 6893, 6892	October Other Professional Services	\$5,320.00

A. General Fund Invoice(s)

7. Andrews and Price	6897	October Middle School Litigation	\$378.00
8. Andrews and Price	6904, 6901, 6911, 6910, 6898, 6906, 6905, 6900, 6907, 6891, 6908, 6896	October Real Estate Related Services	\$7,212.50
9. Legal Tax Service	WSD-263	Filing Fees	\$880.52

B. All Bills, P-Cards, Purchase Orders and Cash Disbursement Reports

## **10. DISTRICT OPERATIONS**

Board Action to approve/ratify\* items under District Operations, as listed/presented.

- A. Request for the High School baseball team to attend spring training in Florida from March 21 through March 26, 2024, as presented.
- B. Recognize the following additional Booster Group for the 2023-2024 school year. All documentation has been received per Policy #919:

	Swim Team Boosters
Girls Basketball Boosters	Softball Boosters

#### **11. SUPERINTENDENT'S REPORTS**

Board Action to approve/ratify\* Superintendent's Reports, as listed/presented.

- A. Home & School Visitor's Report October 2023
- B. Student Activities

ID	Staff/Bldg	Activity/Location	#Students	Grade(s)	Date
1269878	Justin Sickles/HS	US Steel Edgar Thomson Works	20	11-12	11/30/23
		Tour & Career Talk/Braddock			
*1273137	Oreste DiCerbo/HS	Pittsburgh Veteran's Day	70	9-12	11/11/23
		Parade/Pittsburgh			
1275195	Kyra Reinheimer/MS	CBI-Movie Theater/Century	25	4-8	11/30/23
		Square, West Mifflin			
1278787	Kevin Kocher/MS	A Lyrical Christmas Carol/	50	6-8	12/14/23
		Pittsburgh Musical Theater			
*1278800	Jeffrey Kesser/HS	Pittsburgh Veteran's Day	120	9-12	11/11/23
		Parade/Pittsburgh			
1278935	Jason Tatrai/MS	Zone 28/Pittsburgh	30	6	12/12/23
1280432	Stacy Galiyas/MS	Fundraiser Top Sellers	55	4-8	1/17/24
		Reward/Dave & Buster's			
1281090	Jennifer Shields/HS	Readiness Campus Event/Penn	20	10-12	12/13/23
		State Greater Allegheny			
1281091	Jennifer Shields/HS	Partner Up PNC Employer Partner	25	12	1/4/24
		Visit/Pittsburgh			

#### C. Student Fundraising Activities

Club	Sponsor	Fundraiser	Use of Funds	Date(s)
HS Esports	Brian Getz	Senior Ceiling Tile Design Project	Club Activities	12/1/23 – 1/29/24
*MS StuCo	Ashley Dreistadt	Eras Apparel	Club Activities	Nov, Dec 2023
*MS StuCo	Ashley Dreistadt	Karaoke & Family Game Night	Club Activities	11/9/23
*MS StuCo	Ashley Dreistadt	Sarris Candy	Club Activities	11/1/23 – 11/10/23
MS Student Activities	Stacy Galiyas	Turkey Trot	Club Activities	11/22/23

MS WIRC	Janet Parson	\$1 Lollipop Pull	Club Activities	1/16/24 – 1/31/24
Reading Team				
HS Music Dept	Devon Smeal	Sell Art created from old, unrepairable string instruments	Department Activities	Rest of 2023-24 school year
*MS Yearbook & Green Team	Nikki Losteter	West Mifflin Apparel	Club Activities	Starting 11/16/23
HS JR Class	Ray Rost	Junior Class T-shirts	Club Activities	11/20/23 – 12/10/23
HS TLC	Ray Rost	Powder Puff Football Game	Murphy Family	11/21/23
HS Esports	Brian Getz	Stream matches via official Twitch account	Club Activities	12/1/23 – 5/24/24
HS Esports	Brian Getz	Esports Club t-shirts & sweatshirts	Club Activities	12/1/23 – 5/24/24
MS Kindness	Gina Hilligsberg	Christmas Smencil Sale	Club Activities	12/11/23 – 12/22/23

D. Buildings and Grounds

ID	Location	Date(s)/Time	Purpose/Applicant	Amount Paid
222	HS Auditorium, Auditorium Lobby, Band Room	April 6 (8:00 AM – 2:30 PM)	Rehearsal/Pittsburgh Youth Philharmonic Orchestra (Russ Pederson)	\$100
223	HS Auditorium, Auditorium Lobby, Band Room	April 7 (2:00 PM – 8:00 PM)	Concert/Pittsburgh Youth Philharmonic Orchestra (Russ Pederson)	\$1,359
*224	HV Gym	November 1, 8, 15, 22, 29 (5:00 PM – 7:30 PM)	Baseball Conditioning/Mon Valley Marlins (Mike Kosko)	\$180 (224 & 225)
225	CB Gym	December 13, 20; January 3, 10, 17, 24, 31; February 14, 21, 28 (5:00 PM – 7:30 PM)	Baseball Conditioning/Mon Valley Marlins (Mike Kosko)	\$0
*227	HS Aux Gym	November 8, 15, 22, 29; December 6; January 3, 24 (7:00 PM – 9:00 PM)	Conditioning/HS Baseball (Jeff Kuzma)	N/A
228	HS Aux Gym	December 3, 10, 17 January 14, 21, 28 (1:00 PM – 3:00 PM)	Conditioning/HS Baseball (Jeff Kuzma)	N/A
*229	HS Weight Room	November 9, 14, 16, 21, 28, 30; December 5, 12, 14, 19, 21; January 2, 4, 16, 18, 23, 25, 30 (2:45 PM – 4:00 PM)	Conditioning/HS Baseball (Jeff Kuzma)	N/A
*230	HS Band Room	November 6, 30; January 23; February 6, 20; March 5, 19; April 23; May 7, 21 (5:30 PM – 8:30 PM)	Music Rehearsal/WM Alumni Chamber Strings (Fred Danchenko)	N/A
*231	HS Chorus Room	November 14; January 9; April 9 (5:30 PM – 8:30 PM	Music Rehearsal/WM Alumni Chamber Strings (Fred Danchenko)	N/A
232	HS Cafeteria, Classroom	December 3 (9:00 AM – 1:00 PM)	Brunch with Santa/HS Future Homemakers Club (Laura Dolton)	N/A
234	HS Pool	December 4, 6, 11, 13, 18 January 3, 8, 10, 17, 22, 24, 29, 31	Zumba Classes/ WM Pool & Aquatics (Laura Dolton)	N/A

		(6:30 PM – 7:30 PM)		
235	HS Pool	December 4, 6, 11, 13, 18 January 3, 8, 10, 17, 22, 24, 29, 31 (7:30 PM – 8:30 PM	Open or Adult Swim/ WM Pool & Aquatics (Laura Dolton)	N/A
*236	MS Gym	November 6, 13, 29 December 4, 11, 21 January 11; February 1, 15, 21, 27 (3:00 PM – 5:00 PM)	Conditioning/HS Softball (Erik Hilligsberg)	N/A
237	HV Gym	December 6, 8, 13, 18, 19, 20, 21; January 2, 4, 5, 9, 12, 16, 18, 19, 23, 25, 30 (5:00 PM – 8:00 PM)	Basketball League/WM Community Basketball Organization (Leon Harrison)	\$1,728
238	MS Gym	December 11, 12, 14, 18, 20, 21; January 3, 4, 5, 8, 9, 10, 12, 16, 17, 19, 22, 23, 25, 26, 29, 31 (5:00 PM – 8:00 PM)	Basketball League/WM Community Basketball Organization (Leon Harrison)	\$2,072
*241	HS Wrestling Room	November 6, 8, 9, 13, 14, 15, 16, 20, 21, 22, 28, 29, 30; December 5, 6, 7, 14, 21; January 3, 4, 11, 22, 24, 25, 30, 31; February 1, 7, 8, 12, 13, 14, 15 (5:30 PM – 8:00 PM)	Wrestling Practice/ WM Little League Wrestling (Sheri Krysinski)	\$750
242	HS Cafeteria, Gym Lobby, Main Gym	January 5 (8:30 PM – 10:30 PM)	Wrestling Tournament Set-Up/ WM Little League Wrestling (Sheri Krysinski)	\$21.50
243	HS Cafeteria, Gym Lobby, Main Gym	January 6 (6:30 AM – 5:30 PM)	Wrestling Tournament/ WM Little League Wrestling (Sheri Krysinski)	\$1,151.50
*245	MS Auditorium, Band Room, Cafeteria	November 16 (4:00 PM – 10:00 PM)	HS Drama Fall Play/ WM Music Department (Devon Smeal)	N/A
246	MS Auditorium, Cafeteria	December 5 (5:30 PM – 9:00 PM)	MS Orchestra Concert/ WM Music Department (Devon Smeal)	N/A
247	MS Auditorium, Band Room, Cafeteria	December 7 (5:30 PM – 9:00 PM)	MS Band Concert/ WM Music Department (Devon Smeal)	N/A
248	HS Auditorium, Band Room, Auditorium Lobby	December 13 (5:00 PM – 9:30 PM)	MS/HS Chorus Concert/ WM Music Department (Devon Smeal)	N/A
249	HS Auditorium, Classroom	January 2, 3, 4, 5, 8, 9, 10, 11, 12, 15, 16, 17, 18, 19, 22, 23, 24, 25, 26, 29, 30, 31; February 1, 2, 5, 6, 7, 8, 9, 12, 13, 14, 15, 16, 19, 20, 21, 22, 23, 26, 27, 28 (2:00 PM – 6:00 PM)	HS Musical Rehearsal/ WM Music Department (Devon Smeal)	N/A
251	HS Auditorium, Auditorium Lobby, Band Room	February 29; March 1, 2 (3:30 PM – 11:00 PM)	HS Spring Musical/ WM Music Department (Devon Smeal)	N/A
252	HS Auditorium, Auditorium	March 3 (10:00 AM – 6:00 PM)	HS Spring Musical/ WM Music Department (Devon Smeal)	N/A

	Lobby, Band Room			
253	HS Auditorium, Auditorium Lobby	March 13 (3:30 PM – 8:30 PM)	HS Tri-M Honors Society Induction Ceremony/WM Music Department (Devon Smeal)	N/A
254	HS Auditorium, Auditorium Lobby, Band Room	March 20 (4:00 PM – 9:30 PM)	Music in Our Schools Month Concert/ WM Music Department (Devon Smeal)	N/A
255	HS Auditorium, Auditorium Lobby, Band Room	April 16 (5:00 PM – 9:00 PM)	Elementary Music Festival/ WM Music Department (Devon Smeal)	N/A
256	MS Auditorium, Cafeteria	April 23 (5:00 PM – 9:00 PM)	MS Orchestra Concert/ WM Music Department (Devon Smeal)	N/A
257	HS Auditorium, Auditorium Lobby, Band Room	April 24 (3:30 PM – 9:30 PM)	HS Orchestra Concert/ WM Music Department (Devon Smeal)	N/A
258	HS Auditorium, Auditorium Lobby, Band Room	April 30 (5:00 PM – 9:30 PM)	MS/HS Bands Concert/ WM Music Department (Devon Smeal)	N/A
*259	HS Auditorium Lobby	November 8, 10, 15, 29 December 1, 6, 8 (2:45 PM – 6:15 PM)	HS Indoor Drumline Rehearsal/ WM Music Department (Devon Smeal)	N/A
260	MS Auditorium, Band Room, Cafeteria	November 17 (4:00 PM – 10:00 PM)	HS Drama Fall Play/ WM Music Department (Devon Smeal)	N/A
261	MS Auditorium, Chorus Room	January 16, 17, 24; February 12, 13, 14, 15, 20, 21, 22, 26, 27, 28, 29; March 4, 5, 6, 7, 11, 12, 13, 14, 18, 19, 20, 21, 25, 26, 27, 28 (3:00 PM – 5:00 PM)	Rehearsals for MS Musical/MS Drama Club (Nina Ruffing)	N/A
262	MS Auditorium, Chorus Room	April 1, 2, 3, 4 (3:00 PM – 8:00 PM)	Rehearsals for MS Musical/MS Drama Club (Nina Ruffing)	N/A
263	MS Auditorium, Chorus Room	April 5 (6:00 PM – 9:00 PM)	MS Musical Performance/MS Drama Club (Nina Ruffing)	N/A
264	MS Auditorium, Chorus Room	April 6 (12:00 PM – 9:00 PM)	MS Musical Performance/MS Drama Club (Nina Ruffing)	N/A
265	MS Auditorium	January 2, 4, 9, 11, 16, 18, 23, 25, 30, 31 (3:00 PM – 4:00 PM)	MS Talent Show Rehearsals/MS Drama Club (Nina Ruffing)	N/A
266	MS Auditorium, Cafeteria	February 2 (2:30 PM – 9:00 PM)	MS Talent Show/MS Drama Club (Nina Ruffing)	N/A
267	HS Auditorium, Auditorium Lobby, Band Room	December 20 (3:00 PM – 10:00 PM)	HS Band & Orchestra Winter Concert (Devon Smeal)	N/A
2726	HS Pool	December 12 (6:00 PM – 8:30 PM)	Swim with Santa Family Night/WM Pool and Aquatics (Laura Dolton)	N/A
3080	MS Auditorium	February 1 (3:00 PM – 5:00 PM)	MS Talent Show Rehearsal/ MS Drama Club (Nina Ruffing)	N/A

E. Conferences

ID	Name/Building	Conference/Location	Date/#Days	Cost	Sub
1269845	Michelle	ELA Symposium: Differentiation	1/23/24	\$0	Yes
	Zebrowski/MS	in the ELA Classroom/AIU-	1 day		
		Waterfront			
*1270760	John Inglis/HS	Career Ready Re-Boot	10/31/23	\$0	No
		Camp/AIU-Waterfront	1 day		
1272705	Dina Fouser/MS	Enhancing Core Reading	12/11/23	\$30.36	No
		Instruction: Increasing Intensity	1 day		
		Across Tiers: Intensive			
		Lessons/PaTTAN West			
1272718	Dina Fouser/MS	Enhancing Core Reading	12/6/23	\$30.36	No
		Instruction: ECRI Leadership	1 day		
		for Foundational Skills/PaTTAN			
		West			
1273222	Lynn Kerr/MS	ELA Symposium is the Reading	1/23/24	\$0	Yes
		Achievement Center/AIU-	1 day		
		Waterfront			
1273577	Lisa Mariano/HV	Enhancing Core Reading	12/11/23	\$35.37	Yes
		Instruction: Increasing Intensity	1 day		
		Across Tiers: Intensive			
		Lessons/PaTTAN West			
1273580	Bethany Canavan/HV	Enhancing Core Reading	12/11/23	\$48.10	Yes
		Instruction: Increasing Intensity	1 day		
		Across Tiers: Intensive			
		Lessons/PaTTAN West			
1278799	Todd Kinavey/MS	Religion and Reform: Three	1/19/24	\$0	Yes
		Episodes in American	1 day		
		History/AIU-Waterfront			

# **12. PROFESSIONAL PERSONNEL**

Board Action to approve/ratify\* items under Professional Personnel, as listed.

- A. Leaves of Absence
  - 1. Employee #1413, beginning Tuesday, November 21, 2023, through Friday, January 5, 2024
- B. Hires
  - 1. Jenna Zabelsky, Middle School Special Education teacher, for the 2023-2024 school year, pending receipt of all clearances and paperwork. Ms. Zabelsky will be placed on the Bachelor's Scale, Step 2.

# 13. NON-CERTIFIED PERSONNEL

Board action to approve/ratify\* items under Non-Certified Personnel, as listed.

- A. Leaves of Absence
  - 1. \*Employee #3807, unpaid days on Tuesday, October 24, 2023, and Wednesday, October 25, 2023
  - 2. \*Employee #3809, unpaid days on Friday, November 3, 2023, and Wednesday, November 22, 2023

- 3. \*Employee #3617, unpaid days beginning Wednesday, November 8, 2023 (half-day PM) through Monday, November 13, 2023
- B. Retirements
  - 1. Charles Krebs, Part-time Class I Custodian at Homeville, effective December 31, 2023
- C. Hires
  - 1. \*Leonna Egenlauf, Part-time District Highly Qualified Paraeducator, effective Monday, October 23, 2023
  - 2. \*Alejandro Gonzales, Full-time Class I Custodian at the Middle School, 3:00 PM to 11:00 PM shift, effective Wednesday, October 25, 2023
- D. Other
  - 1. Additional Pool and Aquatics Staff for the 2023-2024 school year:

Makayla Bost	Corey Kuszaj	Kaylie Novotnak
Cassidy Frizzell	Antonio Mannella	Zoey Pruszko
Lia Manning	Shannon Davis	

#### 14. ATHLETIC PERSONNEL

Board action to approve/ratify\* items under Athletic Personnel, as listed.

- A. Resignations
  - 1. Brian Mann, High School Indoor Track Head Coach, effective Friday, November 3, 2023
  - 2. Glenn Gougler, High School Varsity Volleyball Head Coach, effective Thursday, November 9, 2023

#### 15. BOARD PRESIDENT'S CORRESPONDENCE

#### 16. EXECUTIVE SESSION DISCUSSION

#### **17. BOARD REPORTS**

- A. Committees
- B. Steel Center

#### **18. SOLICITOR'S REPORT**

**19. OLD BUSINESS** 

## **20. NEW BUSINESS**

21. ADJOURNMENT