



SPECIAL AND REGULAR MEETING

**BOARD OF DIRECTORS
MIDPENINSULA REGIONAL OPEN SPACE DISTRICT**

Wednesday, August 24, 2022

The Board of Directors conducted this meeting in accordance with California Government Code section 54953(e) and Midpeninsula Regional Open Space District Resolution 21-33. All Board members and staff participated via teleconference.

DRAFT MINUTES

SPECIAL MEETING OF THE BOARD OF DIRECTORS OF THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT – CLOSED SESSION

President Kersteen-Tucker called the special meeting of the Midpeninsula Regional Open Space District to order at 5:00 p.m.

ROLL CALL

Members Present: Jed Cyr, Larry Hassett, Karen Holman, Zoe Kersteen-Tucker, Yoriko Kishimoto, Curt Riffle and Pete Siemens

Members Absent: None

Staff Present: General Manager Ana Ruiz, General Counsel Hilary Stevenson, Assistant General Manager Brian Malone, Chief Financial Officer/Director of Administrative Services Stefan Jaskulak, Human Resources Manager Candice Basnight, Human Resources Supervisor Rebecca Wolfe

1. CONFERENCE WITH LABOR NEGOTIATORS (Government Code Section 54957.6)

Agency designated representatives: Ana Ruiz, General Manager, Brian Malone, Assistant General Manager

Employee organization: Midpeninsula Rangers Peace Officers Association; Field Employees Association; all unrepresented office, supervisory and management employees

2. PUBLIC EMPLOYEE PERFORMANCE EVALUATION. Government Code Section 54957(b)(1)

Title of Employee: Controller
General Counsel
General Manager

Public comment opened at 5:01 p.m.

Ryan Augustine commented on the labor negotiation process between the Midpeninsula Rangers Peace Officers Association and the District. Mr. Augustine stated various terms had been tentatively agreed upon by the two parties based on the union's belief their concerns would be address. Mr. Augustine expressed concern regarding the negotiating process stating trust and faith in the process was being lost.

District Clerk Jennifer Woodworth read the submitted comments into the record.

Ryan Jordan expressed concern regarding the terms of employment for MRPOA members the Board approved on August 10, 2022 especially related to the replacement of binding arbitration with the use of an administrative law judge to hear grievances.

Jeff Brown stated the District's opposition to providing a public safety benefit is financial and stated the data used to create the financial information presented to the Board on August 10, 2022 was not shared with the MRPOA.

Public comment closed at 5:08 p.m.

The Board convened into closed session at 5:08 p.m.

District staff left the meeting after the Board discussed special meeting agenda item 1.

ADJOURNMENT

President Kersteen-Tucker continued the special meeting of the Board of Directors of the Midpeninsula Regional Open Space District to the close of the regular meeting at 6:34 p.m.

REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT

President Kersteen-Tucker called the regular meeting of the Midpeninsula Regional Open Space District to order at 7:01 p.m.

ROLL CALL

Members Present: Jed Cyr, Larry Hassett, Karen Holman, Zoe Kersteen-Tucker, Yoriko Kishimoto, Curt Riffle, and Pete Siemens

Members Absent: None

Staff Present: General Manager Ana Ruiz, General Counsel Hilary Stevenson, Assistant General Manager Brian Malone, Assistant General Manager Susanna Chan, Chief Financial Officer/Director of Administrative Services Stefan Jaskulak, District Clerk/Assistant to the General Manager Jennifer Woodworth, Land & Facilities Manager Brandon Stewart, Senior Property Management Specialist Omar Smith, Capital Project Manager II Ivana Yeung

President Kersteen-Tucker announced this meeting is being held in accordance with Government Code section 54953(e) and Midpeninsula Regional Open Space District Resolution 21-33, allowing Board members to participate remotely. The District has done its best to conduct a meeting where everyone has an opportunity to listen to the meeting and to provide comment. The public has the opportunity to comment on the agenda, and the opportunity to listen to this meeting through the internet or via telephone. This information can be found on the meeting agenda, which was physically posted at the District's Administrative Office, and on the District website. President Kersteen-Tucker described the process and protocols for the meeting.

CLOSED SESSION REPORT

President Kersteen-Tucker stated there was no reportable action from the closed session

ORAL COMMUNICATIONS

Alex Hapke, President of the Midpeninsula Regional Peace Officers Association, commented on the recent departure of several rangers stating the District currently has a ranger retention issue with more rangers leaving and fewer qualified applicants during recruitments. Mr. Hapke spoke in support of offering public safety retirement to District rangers.

Ryan Augustine shared several examples how rangers must view and engage in potentially dangerous situations as opposed to how the public would view these situations, such as cars parked along a closed road, wildfire prevention, looking for evidence of possible assailants, etc.

District Clerk Jennifer Woodworth read the submitted comments into the record.

Jeff Brown commented there were several errors in the staff presentation provided to the Board on August 10, 2022 and stated he would appreciate the opportunity to speak with each of the Board members.

Edward Noskowski stated he is strongly in favor of opening all trails that currently allow traditional bicycles to also allow e-bikes.

ADOPTION OF AGENDA

Motion: Director Cyr moved, and Director Holman seconded the motion to adopt the agenda.

ROLL CALL VOTE: 7-0-0

CONSENT CALENDAR

Director Hassett commented on the need to protect the rock formations near the Smith deck and stated their protection should be included in the contract being awarded in agenda item 4.

Capital Project Manager II Ivana Yeung reported the contractors were alerted to the rock outcroppings to be protected, and the requirement to protect the rock formations was included in the bid specifications.

Public comment opened at 7:20 p.m.

Ms. Woodworth stated no public comments were submitted for the consent calendar items.

Public comment closed at 7:20 p.m.

Motion: Director Riffle moved, and Director Siemens seconded the motion to approve the Consent Calendar.

ROLL CALL VOTE: 7-0-0

- 1. Approve the August 10, 2022 Board meeting minutes**
- 2. Claims Report**
- 3. Award of Contract to SAE Consulting Engineering for Roofing Work at the Red Barn in La Honda Creek Open Space Preserve (R-22-97)**

General Manager's Recommendation:

1. Authorize the General Manager to enter into a construction repair contract with SAE Consulting Engineering of San Jose, CA for a not-to-exceed base contract amount of \$167,000.
2. Authorize a 10% contingency in the amount of \$16,700 to be reserved for unanticipated issues, bringing the total not-to-exceed contract amount to \$183,700.
- 4. Award of Contract to KM 106 Construction Inc., of San Francisco, California, to complete the Smith Property Demolition at Russian Ridge Open Space Preserve (R-22-100)**

General Manager's Recommendation:

1. Authorize the General Manager to enter into a contract with KM 106 Construction Inc., of San Francisco, California for a not-to-exceed base contract amount of \$159,700.
2. Authorize a contingency of 10% in the amount of \$15,970 to be reserved for unanticipated issues, bringing the total not-to-exceed contract amount of \$175,670.
- 5. Capital Equipment Purchase of Two Electric Ford Lightning F150 Trucks (R-22-101)**

General Manager's Recommendation: Authorize the General Manager to execute a purchase contract with the California Department of General Services and associated contract dealers for two electric Ford Lightning F150 trucks for a total cost not-to-exceed \$140,000.

BOARD BUSINESS

- 6. Approval of a Multi-Year Agreement with Chaparral Country Corporation as the Recommended Concessionaire for Bear Creek Stables located in Bear Creek Redwoods Open Space Preserve (R-22-99)**

General Manager Ana Ruiz provided introductory comments for the item giving an overview of the project, including previous Board deliberations and public meetings. Ms. Ruiz reviewed various operations that will continue at Bear Creek Stables, including riding camps, horse boarding, and riding lessons. Ms. Ruiz stated the recommendation is based on a comprehensive

and objective review of the proposals, panel interviews of potential concessionaires, and a site inspection of the proposers' current operations.

Assistant General Manager Brian Malone highlighted the history of Bear Creek Stables and its use to date. Following the District's purchase of the site, the stables were operated by Glenda Smith and then on a month-to-month lease with Pam Ashford. Mr. Malone reviewed the stables operational requirements, concessionaire selection criteria, and agreement terms, which were previously approved by the Board in 2021, and which were incorporated into the request for proposals (RFP) process.

Senior Property Management Specialist Omar Smith summarized the RFP process and the evaluation committee's method for evaluating the proposals in line with the Board-approved criteria.

Susan Pennell and Shawn Mott with Chaparral Country Corporation discussed their goal to bring horses to the community and the community to horses and base their programs around education. Mr. Mott commented on the need to support boarders and the care of their horses to ensure safety of the horses and their owners.

Mr. Smith stated the evaluation committee selected Chaparral Country Corporation and described Chaparral's management, riding programs, and current partnerships. Additionally, Mr. Smith reviewed the various reasons Chaparral was selected for the concessionaire agreement.

Chief Financial Officer/Director of Administrative Services Stefan Jaskulak reviewed the financial evaluation of each of the proposals submitted and stated Chaparral was the only proposer to pass the financial evaluation.

Finally, Mr. Smith described the proposed lease structure and performance metrics to be used to evaluate the leaseholder and help ensure a successful partnership for the boarders, riders, the concessionaire, and the District.

Director Siemens inquired if Chaparral planned to have school programs to allow students and teachers to visit and interact with the horses.

Ms. Pennell reported Chaparral hosts school field trips at all of their sites, and this is planned for the Bear Creek Stables site too and would include ponies, site tours, and potentially a vegetable garden to teach the students.

Director Holman requested and received additional clarification regarding the current fee structure and potential future fee structure for the stables, which would be reviewed annually by the District.

Mr. Mott commented on the effects of drought and inflation on the cost of feed for the horses, which can be unpredictable due to external market influences.

Director Kishimoto requested additional information on how the horses' health would be maintained as they are used for lessons.

Mr. Mott described the level of use of horses for lessons and how that use changes as a horse ages with lower impacts for older horses.

Director Hassett requested clarification regarding the scoring and evaluation of the proposals by the staff committee during the RFP process.

Mr. Smith described the review process and stated Chaparral was unanimously selected as the preferred concessionaire.

Director Riffle requested an example of how Chaparral responded when an agency or a “Friends of” organization made a request.

Ms. Pennell described Chaparral’s excellent relationship with the “Friends of” group and support of a “Meet the Pony” program for their fundraisers.

Public comment opened at 9:05 p.m.

Eileen Midgard, boarder at Bear Creek Stables for over 20 years, expressed concern regarding the fiscal impact statement included in the staff report and the numbers included in it. Ms. Midgard shared her own expenses for caring for horses and stated they are very different than the numbers provided.

Lisa Stobie Feller commented on her family’s relationship with Bear Creek Stables as part of the pony and goat co-op programs and spoke of the amazing community there. Ms. Feller hoped the pony and goat co-op programs would continue.

Pam Ashford shared her experiences in operating Bear Creek Stables over the last four years, including the maintenance staff that is on-call 24 hours a day, her involvement in inviting schools to participate in nature programs, and her process of speaking with prospective students to assess their personal needs. Ms. Ashford spoke of the excellent customer service currently offered and in support of awarding the contract to a local business.

Pamela Warren, boarder and trainer at Bear Creek Stables, commented on the school nature programs currently run at Bear Creek Stables. Ms. Warren shared her experience in evacuating over 60 horses quickly to avoid a nearby wildfire. Ms. Warren stated the financial information provided does not add up, and the Bear Creek Stables community thrived under Ms. Ashford.

Katja Wick, boarder at Bear Creek Stables and manager of the pony and goat co-op programs, commented on the disruption to the students and boarders if the management of the stables changes. Ms. Wick expressed concern that Chaparral seeks to maximize profits rather than support the community.

Madi Abrams shared her experiences of riding at Bear Creek Stables where she also boards her horse. Ms. Abrams stated Bear Creek Stables feels magical, and she hopes it will be available for all children to experience.

Shelly Cannon commented on the financial plan submitted by Bear Creek Stables and the many letters of recommendation submitted in support of Pam Ashford. Ms. Cannon stated past

complaints against Ms. Ashford were submitted by individuals interested in submitting a proposal for the RFP and were unfounded.

Marta Wick spoke in support of Pam Ashford and the role she plays at Bear Creek Stables to support the boarders and riders there and create a community.

Sophia Wick spoke of being able to ride nearby with a skilled rider and trainer, which she would otherwise have to travel to ride and train. Ms. Wick stated she would be sad to leave Bear Creek Stables and the trainers there.

Ms. Woodworth read the submitted comments into the record.

Emma Dooley stated the concessionaire agreement should be with an individual and not a corporation because an individual is able to connect with and have an impact on the riders, campers, boarders, and horses. Ms. Dooley opposed the general manager's recommendation.

Eric Connor supported awarding the Bear Creek Stables lease to Pam Ashford and shared his positive interactions with Pam and Gary Ashford.

Helen Midgard, boarder at Bear Creek Stables, supported awarding the Bear Creek Stables lease to Pam Ashford and opposed the general manager's recommendation. Ms. Midgard expressed concern regarding the Chaparral's safety record.

Emily Glover supported awarding the Bear Creek Stables lease to Pam Ashford and shared her daughter's positive interactions with Pam Ashford while riding Bear Creek Stables.

Emerald Swei who rides at Bear Creek Stables opposed the general manager's recommendation and supported keeping Bear Creek Stables under local management.

Gary Ashford, Bear Creek Stables maintenance supervisor, expressed concern regarding Chaparral being awarded the Bear Creek Stables lease. Mr. Ashford described the importance of water to the stables and his role in repairing the water line as needed.

Alexander Bijamov supported awarding the Bear Creek Stables lease to Pam Ashford and shared his daughter's positive interactions with Pam Ashford while riding Bear Creek Stables. Mr. Bijamov opposed awarding the lease to Chaparral due its monopoly on stables on public land.

Grace Mulligan expressed concern the lease is being awarded to Chaparral to increase the money to the District because rates will be raised. Ms. Mulligan supported awarding the Bear Creek Stables lease to Pam Ashford.

Glenda Shaw supported awarding the Bear Creek Stables lease to Pam Ashford.

Gabriela Nielsen supported awarding the Bear Creek Stables lease to Pam Ashford.

Carolyn Whitesell opposed the general manager's recommendation and supported awarding the Bear Creek Stables lease to Pam Ashford.

Christina Salvatore shared her daughter's positive experiences while riding Bear Creek Stables, and the stables should continue to remain available to the community.

Colleen Ruel shared her daughter's positive experiences while riding Bear Creek Stables.

Beth Baksi shared her daughter's positive interactions with Pam Ashford while riding Bear Creek Stables.

Caitlin Morais expressed concern regarding awarding the lease to Chaparral due to reports of abusing horses. Ms. Morais supported awarding the Bear Creek Stables lease to Pam Ashford.

Ashley Bryant supported awarding the Bear Creek Stables lease to Pam Ashford and commented on Ms. Ashford's positive reputation for the school at Bear Creek Stables and her positive contributions to its students.

Tania Vong opposed the general manager's recommendation and supported awarding the Bear Creek Stables lease to Pam Ashford. Ms. Vong expressed concern the pony and goat co-ops would close under new management.

Sofie Koch expressed concern regarding the recommendation to award the Bear Creek Stables lease to Chaparral and concern about programs at the stables closing.

Allison Marley shared her positive experiences riding horses at Bear Creek Stables and supported awarding the Bear Creek Stables lease to Pam Ashford. Ms. Marley expressed concern that the community would no longer be allowed to use the Bear Creek Stables facilities.

Lorena Thomas supported awarding the Bear Creek Stables lease to Pam Ashford and shared her son's positive experience while working as a counselor at horse camp.

Julie Lane supported awarding the Bear Creek Stables lease to Pam Ashford.

Janet Ellison shared her children's positive experiences in riding at Bear Creek Stables at summer camp and during riding lessons.

Sara Carney shared her family's positive experiences in participating in the low-cost pony co-op and riding at Bear Creek Stables.

Lynne Williams supported awarding the Bear Creek Stables lease to Pam Ashford and stated she and her daughters enjoy taking lessons at Bear Creek Stables.

Jennifer Hernandez, boarder and instructor at Bear Creek Stables, supported awarding the Bear Creek Stables lease to Pam Ashford and commented on Ms. Ashford's care of her horses there.

Jennifer Bradley supported awarding the Bear Creek Stables lease to Pam Ashford and spoke against the management of Chaparral.

Pamela Coscarelli supported awarding the Bear Creek Stables lease to Pam Ashford and expressed concern the low-cost pony and goat co-op programs would be closed.

Jeannette Weedermann supported awarding the Bear Creek Stables lease to Pam Ashford.

Kendra Olson opposed the general manager's recommendation and shared her and her daughter's positive experiences in participating in the pony share and goat co-op programs.

Lisa Ballou expressed concerns that the low-cost pony and goat co-ops programs will not continue, and a transfer to new management will disrupt the stables community. Ms. Ballou supported awarding the Bear Creek Stables lease to Pam Ashford.

Kent Knop opposed the general manager's recommendation to award the Bear Creek Stables lease to Chaparral.

Keren Guy supported awarding the Bear Creek Stables lease to Pam Ashford.

Julia Schmitt opposed the general manager's recommendation and supported awarding the Bear Creek Stables lease to Pam Ashford.

Kimberly Russell opposed the general manager's recommendation and supported awarding the Bear Creek Stables lease to Bear Creek Community Stables.

Jennifer Hernandez shared her son's positive experiences in riding at Bear Creek Stables and stated she hopes the stables and riding club will not be removed from the community.

Larry Schwartz supported awarding the Bear Creek Stables lease to Pam Ashford and expressed concern regarding the RFP process.

Sophia Morais shared her experiences of riding at Bear Creek Stables and expressed concern that the current instructors would lose their jobs.

Sanaz Zarghami supported awarding the Bear Creek Stables lease to Pam Ashford.

Suzana Fischer supported awarding the Bear Creek Stables lease to Pam Ashford and shared her son's positive experience in participating in summer camps and lessons at Bear Creek Stables.

Virginia Jennings supported awarding the Bear Creek Stables lease to Pam Ashford and stated her daughter loves riding at Bear Creek Stables.

Theresa Dien supported awarding the Bear Creek Stables lease to Pam Ashford and stated Ms. Ashford's management of the stables has been an asset to the community.

Steffanie Frick supported awarding the Bear Creek Stables lease to Pam Ashford.

Stevie Abrams shared their daughter's experiences in riding at Bear Creek Stables and hopes the stables will continue to be an asset to the community.

Phyllis Latham supported awarding the Bear Creek Stables lease to Pam Ashford.

A member of the public expressed concern regarding Chaparral Corporation being awarded the concessionaire contract and the potential impact on boarders due to possible raising board rates, use of arenas, etc.

Briana Wengler shared her positive experiences of riding at Bear Creek Stables and expressed concern if Pam Ashford was not awarded the lease.

Carol Paral shared her family's positive experiences of riding at Bear Creek Stables and the community there. Ms. Paral expressed concern if the concessionaire agreement was awarded to a corporation.

Mayu Ishii supported awarding the Bear Creek Stables lease to Pam Ashford stating it should be run by someone locally who seeks to serve the community.

Nicole Leko shared her children's positive experiences of riding at Bear Creek Stables and the community there that welcomed her children.

Olga Angelova supported awarding the Bear Creek Stables lease to Pam Ashford stating it should be run by someone local to the community. Additionally, the prices at Bear Creek Stables are affordable unlike other stables that only seek to make a profit.

Melissa Dooley supported awarding the Bear Creek Stables lease to Pam Ashford and commented on Ms. Ashford's commitment to running the stables to be affordable and accessible to users.

Ralph Ruggieri supported awarding the Bear Creek Stables lease to Pam Ashford and expressed concern for the environmental impact of trail rides.

Nino Gritsenko shared their daughter's positive experience of riding horses at Bear Creek Stables and opposed awarding the lease to Chaparral Corporation.

Mary Patterson supported awarding the Bear Creek Stables lease to Pam Ashford and commented on the pony co-op and summer riding programs that help foster a love and respect for animals.

Melissa Casas commented in support of keeping Bear Creek Stables open and under its current management.

Max Orkis opposed the general manager's recommendation stating it should continue to be operated by Pam Ashford.

Maya Yamagishi shared her daughter's positive experiences while riding and caring for horses at Bear Creek Stables. Ms. Yamagishi supported awarding the Bear Creek Stables lease to Pam Ashford.

Petra Wengler expressed concern regarding the general manager's recommendation to award the lease to Chaparral Corporation and stated the community at the Stables will suffer if it is operated by a corporation.

Michelle Bacon expressed concern regarding the general manager's recommendation to award the lease to Chaparral Corporation due to numerous negative reviews of Chaparral relating to public safety and horse care.

Prateek Uppal opposed the transfer of the Bear Creek Stables lease.

Adrienne Bowden shared her family's positive experiences in participating in the pony co-op program and stated the pony co-op should stay open.

Danielle Drew opposed the general manager's recommendation and shared her positive experiences in participating in the pony co-op program. Ms. Drew supported awarding the Bear Creek Stables lease to Pam Ashford.

Hiroshi Yamagishi shared his daughter's positive experiences while riding and caring for horses at Bear Creek Stables. Mr. Yamagishi supported awarding the Bear Creek Stables lease to Pam Ashford.

Linsey Nil shared her family's positive experiences while riding and caring for horses at Bear Creek Stables during the COVID-19 pandemic. Ms. Nil supported awarding the Bear Creek Stables lease to Pam Ashford.

Samantha Pulley shared her experiences of boarding at Bear Creek Stables, and said Pam Ashford overworked her horses, did not upkeep the facility, and was difficult to work with. Ms. Pulley stated it was an unsafe and toxic environment.

A member of the public commented on the lack of comments by Bear Creek Stables boarders and questioned if it could be due to a fear of retaliation.

Cameron Shawhan supported awarding the Bear Creek Stables lease to Pam Ashford and commented on the work Ms. Ashford puts into running the stables.

Kim McDonough supported awarding the Bear Creek Stables lease to Pam Ashford.

Public comment closed at 10:29 p.m.

Mr. Mott commented that Chaparral does not plan to change much at Bear Creek Stables and hoped to update the site to make it nicer for the riders and boarders. Mr. Mott said they were open to providing an environment with goats and ponies as enjoyed by current program users. Mr. Mott spoke in support of including Ms. Ashford in Chaparral's management of Bear Creek Stables as well as being open to these ideas and others shared by individuals currently involved with Bear Creek Stables.

Ms. Pennell commented on Chaparral's love of working with their boarders and riders and bringing them together in a family and community atmosphere.

Mr. Smith stated staff understands this is an important decision being made by the Board, and staff worked to ensure comprehensive and accurate information for the Board to base their decision on.

Director Kishimoto thanked Ms. Ashford for her work in taking over the Bear Creek Stables and the tremendous efforts she made to support the public programs there. Based on the Board-approved criteria and staff evaluation in line with those criteria, Director Kishimoto supports the general manager's recommendation to help create a long-term sustainable relationship with the concessionaire and for the boarders and community.

Director Hassett thanked Ms. Ashford for her efforts to keep the Bear Creek Stables operations going for the community and stated a new concessionaire will bring change and new opportunities.

Director Riffle thanked the members of the public for sharing their comments and the Friends of Bear Creek Stables for their support and stated his support for the general manager's recommendation.

Director Holman commented on the value of the public sharing their comments with the Board and Chaparral, so their concerns can be addressed and their suggestions can be incorporated into the programming for the site.

Motion: Director Kishimoto moved, and Director Riffle seconded the motion to authorize the General Manager to enter into a Concessionaire Agreement for Bear Creek Stables with Chapparral Country Corporation for a preliminary 2-year term with options to extend for two additional 5-years terms and a fee structure of: (1) 5% of gross receipts lease payment and (2) 5% of gross receipts payment directed to and held in a maintenance and improvement fund.

ROLL CALL VOTE: 7-0-0

INFORMATIONAL REPORTS

A. Committee Reports

Director Riffle reported the Board Appointee Evaluation Committee met on August 16, 2022 to discuss the draft evaluations for the Board appointees, the Board appointee job descriptions, and the preliminary compensation data for the appointees.

B. Staff Reports

No staff reports.

C. Director Reports

Director Riffle reported he

Director Kishimoto reported she attended a meeting of the San Francisco Bay Conservation and Development Commission on August 18, 2022.

Director Hassett congratulated the Board members who will be sworn in for new terms in January 2023.

President Kersteen-Tucker thanked staff for organizing tours for candidates and commended them for the excellent work presented and information provided to the candidates.

ADJOURNMENT

President Kersteen-Tucker adjourned the regular meeting of the Board of Directors of the Midpeninsula Regional Open Space District in recognition of Director Hassett's birthday at 11:14 p.m.

Jennifer Woodworth, MMC
District Clerk