

# panorama

UNITED FOR EXCELLENCE IN EDUCATION



## PA Elections coming soon

Elections will be coming up before we know it! Listed below are the positions that are up for elections and number of people needed for each position, with all being three-year terms. The PA By-Laws, which define the roles and requirements of each officer and committee, can be found online at <https://mvccpa.org/pa-by-laws>.

To see a list of current committee members and term dates, please visit <https://mvccpa.org/committee-chairs-and-members>.

POSITION	NUMBER NEEDED
President	1
Treasurer	1
NYSUT Representative Assembly	
• Delegate	1
• Alternate	3
Audit Committee	2
Community Outreach Committee	2
Education and Training Committee	2
Grievance Committee	1
Internal Communications Committee	2
Member Engagement Committee	3
Negotiations Team	6 (3 faculty, 3 staff)
Political Outreach Committee	3
Research and Records Committee	1
New Member Committee	1
Social Justice Committee	8

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## EDITORIAL POLICY

Panorama is the voice of our local. In addition to the PA website ([www.mvccpa.org](http://www.mvccpa.org)), email, and bulletin boards, Panorama is a principal vehicle for bringing you, on a regular basis, information on the views and activities of our members.

We welcome articles by, for, and about PA members of union-related issues and concerns as reflected in NYSUT and AFT activities as well as in the purpose and functions of the PA's standing committees: Community Outreach, Education & Training, Grievance, Internal Communications, Political Action, and Research & Records.

All submissions are subject to the review and acceptance of the Editor and/or Internal Communications Committee. We do not accept articles that make personal attacks and we reserve the right to edit articles for length. We look forward to hearing from you.

### PUBLISHER

MVCC Professional Association

### PRESIDENT

Norma Chrisman

### INTERNAL COMMUNICATIONS CHAIR

Robin Saxe

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### WEBSITE

[www.mvccpa.org](http://www.mvccpa.org)

# Prez Desk

You may soon be asked to complete your self-report. Or maybe you are getting your paperwork together to apply for promotion. With either document, you are expected to cover topics such as Professional Effectiveness or Teaching Effectiveness, Professional Growth, Collegiality, and Community Service. In preparing my first self-report back in the spring of 2003, the Professional Effectiveness and Professional Growth areas were easy to cover.

But I struggled with what to include in the Collegiality and Community Service sections. Should I include work I did with the PA? Should I include helping with the PA website or participating in fundraising activities to benefit organizations such as Making Strides Against Breast Cancer or American Heart Association? Am I restricted to listing college-sponsored committee work or community service projects?

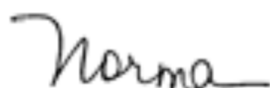
Article 2.1.A of the PA contract addresses Association Membership and can be summarized as follows: the College cannot discriminate against employees for participating in union activities. Therefore, your participation in work for the PA can be included when documenting your collegiality and community service. In fact, members of the PA leadership have always listed their union work in self-evaluations and promotion packets.

One example of using PA committee work for collegiality can be found in this edition of PANorama in the article "PA History: Remembering Sam Drogo" by PA retiree Bill Perrotti. He writes that Sam "planned to satisfy his collegial obligations by participating in contract negotiations and grievance work" for the PA. He said nothing he could do would be of more service to his colleagues than that important union work. "Sam's work with the PA's negotiating team and grievance committee enabled him to contribute to his colleagues and to the College in countless ways. His union work did not prohibit him from being promoted through the ranks — up to the rank of Professor."

If you actively participate in the PA, your work is a valuable service to your colleagues and to the College, and I thank you. If you are not actively participating, why not? Your participation is vital to the success of the union, and we need you to get involved! Included in this edition of PANorama is a list of vacant PA positions in our 2022 Elections.

To quote Helen Keller, "alone we can do so little; together we can do so much." You can help the PA do so much more. To put a spin on a famous proclamation by President John F. Kennedy, "ask not what your union can do for you, ask what you can do for your union!"

In solidarity,



Norma Chrisman

# Welcome & Information for New PA Members

## Eileen Bush | New Member Committee Chair

The New Member Committee would like to extend a warm welcome to new members Sara Bessette, James Dixon, Denicqua Holmes, Christopher Johnston, Joseph Kinney, Sharon Rogge, Bedour Soliman, and Sharmayne VanDyke. We have been fortunate to meet many of you in person as more individuals return to campus.

I encourage each new member to become familiar with the Professional Association website at [mvccpa.org](http://mvccpa.org). It contains a great deal of information about our leadership, the contract, and benefits, such as the Davis Vision Plan. As you review the materials, feel free to contact me at [ebush@mvcc.edu](mailto:ebush@mvcc.edu) with questions. If you haven't formally joined the PA and would like to do so, please contact President Norma Chrisman at [nchrisman@mvcc.edu](mailto:nchrisman@mvcc.edu) so she can set you up with an electronic membership form.

Again, we welcome each of you to our union and hope your new role here at the college is going well.

In solidarity,  
Eileen Bush

*Welcome*  
**NEW MEMBERS!**

Sara Bessette  
James Dixon  
Denicqua Holmes  
Christopher Johnston  
Joseph Kinney  
Sharon Rogge  
Bedour Soliman  
Sharmayne VanDyke

## Plan to retire in December or May? Submit your intent by April 1

The College and the Professional Association have announced the retiree health insurance benefit in the collective bargaining agreement, Article 10.7 for the 2022-2023 academic year:

Article 10.7: Employees 55 years of age at the time of retirement and/or eligible to retire under their retirement program, and who have at least 10 years of service at the College, and who hold academic rank of Professor or Associate Professor or promotional level of Level IV or Level III, are eligible for the benefits provided herein. Employees who have achieved the rank of Level II by Sept. 1, 2007, shall be grandfathered into this provision. Please note

with the 2021-24 PA Agreement, members do not have to receive their full health insurance through the College to qualify for this benefit. All other eligibility requirements apply.

The College will offer the benefit in Article 10.7 to no more than 10 eligible employees. Those who wish to retire either Dec. 31, 2022, or May 31, 2023, must submit their intent to retire to the Associate Director of Human Resources for Benefits & Labor Relations no later than the close of business April 1, 2022. If more than 10 eligible PA members submit their intent to retire, the College will grant the benefit based upon length of full-time employment with the College.



# PA Scholarship

## Sabah Haji wins 2022 PA Scholarship

Sabah Haji of Utica has been selected as the 2022 recipient of the MVCC Professional Association Scholarship, an annual award of \$1,000 that recognizes a deserving student currently enrolled at MVCC.

Haji is a refugee whose parents came to the United States from Somalia to give their children a better life. In December 2021, she became the first college graduate in her family when she earned her Human Services AAS at MVCC. She is now completing coursework for the Mechatronics Certificate and plans to continue her education at SUNY Polytechnic Institute to prepare for a career as a social worker.

Haji came to MVCC as a student in the Oneida-Herkimer-Madison BOCES P-TECH program (Pathways in Technology Early College High School), which offers an integrated high school and college curriculum focused on science, technology, engineering, and mathematics, while also providing workplace skills such as leadership, communication, and problem-solving. As a dual major, Haji kept a full academic schedule while also actively contributing to the College community. She is the 2021-22 president of MVCC's Lambda Beta Chapter of Phi Theta Kappa, the international honor society for two-year colleges, and is vice president of the Muslim Student Association at MVCC. She also has participated in the Black Latino Student Union and Student Congress.



**To qualify for the PA Scholarship, a student must have completed at least 30 credit hours at MVCC, have a GPA of at least 3.00, and submit a 500-word essay on either the importance of labor unions in American society or the value of a community college education. Haji chose to write about her own community college experience in her essay, included on next page.**

# The Value of a Community College Education

***By Sabah Haji, 2022 MVCC PA Scholarship recipient***

The value of education is best determined by the impact of one's community college experience. MVCC has allowed me to participate in clubs and multicultural activities and access valuable resources and programs for low-income students. These educational opportunities have been invaluable in advancing both my personal and professional life. I am currently majoring in Human Services and completing my certification for Mechatronics.

My family and its story is my story. As a child of refugee parents from Somalia, both my parents had come to this country with no education to help give their children a better life. My parents never expected me to attend college, let alone attend an early college high school program (P-TECH). I recognize that I am privileged to choose to put effort into education at a college that aligns with my values and purposes and makes me fulfilled. My goal of being the first in my family to earn a degree will be accomplished this December when I achieve my Human Services degree.

As someone from a refugee family who has endured adversity, advocating for myself and being resourceful has been my biggest asset to success. I have achieved success by doing the work from navigating every hardship in life with a lot of grace, integrity, and presence.

Additionally, I am inspiring future generations through my worth ethic and perseverance.

Growing up, I never had the parental support to ask my parents for help on school assignments since they did not understand

English. Currently, I am supporting my siblings through their academic challenges thanks to having earned an education. I am proud to give others the same support I wished I had as a child.

As a college freshman, I pushed myself to experience things outside of my comfort zone and become an outstanding leader. I participated in clubs and organizations such as the Muslim Student Association (MSA), Black Latino Student Union (BLSU), Student Government, MVCC STEP, Upward Bound, and the Lambda Beta Honor Society. I accepted membership for the honor society during my first semester of college while being in high school. My participation in these groups grew from being a member to being elected for officer positions. I am the current Chapter President of Lambda Beta PTK and the Vice-President of the MSA Club. I am grateful to have the opportunity to sit in rooms where my voice and presence are valued.

That's the power of community college — to become your greatest talents, earn transferable skills, and meet others in a similar path, trying to figure out life with the gratifying reminder that choosing community college had been the best decision of their life. The valuable friendships, education, mentors, and tremendous networks I have gained from this college will last me a lifetime.

Like many, I came to college with the expectation to earn my education and progress towards my career. However, to my surprise, I left with more than I anticipated and am so grateful for my experiences here at community college.



# Negotiations Team

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## What happens during negotiations? An overview

### Aaron Fried | Negotiations Team

Hello all, I promised Norma a reflection on what negotiations is like. I don't know what your conception of negotiations is, but I assure you it is much more like sitting and waiting and thinking than like any portrayal of negotiations I have ever watched on TV or in a movie. So, what is the process like? Why don't you bring back the College's proposals to the membership? Why don't you ask for more money? Why don't you ask for (fill in the blank)?

Here is the basic process for negotiations.

#### Step 1 – We get a team together.

We elect and empanel a negotiations team. Our team has consisted of 6 members, 3 from the professional staff and 3 faculty, as long as I have been part of the team. We try to find representation that meets the needs of the team (i.e. good notetakers, the grievance chair, members who provide continuity from previous rounds of negotiations) and members who represent a variety of areas on campus. For example, the faculty on the team this round represented faculty who have taught online, faculty who made load on credit hours vs faculty who made load on contact hours.

I cannot stress enough to you the importance of a negotiations team who doesn't think about themselves or their own interests; we need a team who can think about how every decision we make affects every member of our unit.

This. Is. Very. Difficult.

For example, why do I want the Grievance Chair to be a part of our team? Mostly

because I don't want to know about individual grievances, I want to know the outcome and how it could impact the unit and how that should be applied to everyone in the unit! Many times, when grievances are resolved, we use those results to change the contract and incorporate changes for future protections.

#### Step 2 – What is important?

We find out what the unit wants. Previously, this meant using the contract survey, which never provided a full picture of what the issues were with the membership. At the start of the last round, we tried to change things up. This was almost 4 years ago now, but we held small group listening sessions and solicited issues from the membership. This is very helpful, but also allows us to see what the issues are that we can negotiate. We cannot negotiate everything related to our jobs. The College and management have rights and so do we. But this is how we find out the type of items to bring to the table.

I tend to personalize issues. I'll pick on Nackley. Dave Nackley came to us looking to find a way to have the retirement benefit (10.7.C), where the College converts your sick days at retirement (there are qualifications) into an amount of money to pay insurance premiums when you retire. Dave is one of a group of employees who carries their spouse's insurance. This benefit only applied if you carried the College's insurance at retirement. As we developed the proposals, I started calling this The Nackley Rule. It's a quick way to remember the issue tied to the individual who brought it up. Good news — we got the College to agree on The Nackley Rule!

### Step 3 – Develop a proposal.

After we have the data about issues around the contract, we use one of the NYSUT conferences to hash out all the issues related to the contract. This is tedious, but important. Our philosophy is to arrive at negotiations with a full proposal of the contractual changes, not just concepts or ideas. This means writing contractual language and interrogating that language to see if it makes sense or if it has consequences beyond our intent. Any language that makes it into the contract will be there for a long time. One wrong word, after time, could have significant consequences.

Why isn't this proposal provided for the membership? Why didn't this thing we asked for make it into the contract? Why didn't we get what we want? If you bring me a proposal you want us to work on with the College, one of the questions I am likely to ask you to think about is, "OK, what should we be willing to give up in order to get this item into the contract?" This is one of those things that I never thought of this way until participating on the team, but many of the things we ask for have a cost for the College. So, what items are worth giving up to get any other item in the contract? One of the reasons we can't bring the full proposal to the membership (and I will bring this up again) is because it will not make sense. The proposal is a strategic mix of things that we understand on a spectrum of importance. The team may have decided that two proposals are tied to each other; meaning one may impact faculty and the



other professional staff. We won't accept one without the other.

### Step 4 – We meet the College.

Meeting one, we make ground rules. Rule No. 1 – actually, it's No. 3 – Negotiations are closed sessions and not to be discussed at large. Why? That way neither side can use communications to affect the process. If we get to impasse, then we can open the discussion, but until then ... The communication we could send would not make sense because everything we accept or give up reflects a strategic decision from the team about the big picture.

But I heard someone say that X is holding up negotiations. Really? Sounds like a rumor to me. Unless we hit impasse, you will hear about all the items when we bring the whole contract to the unit for discussion. There are legal implications for this. If we bring you a contract for ratification, that means the entire team endorses the contract.

**Continued on page 12**



# Community Outreach

## Robin Saxe | Community Outreach Committee Chair

T'was the season for giving from the MVCCPA!

We were more than excited to once again create a tree for the Ziyara Shriners' Feztival of Trees. The Professional Association had the opportunity to participate in this wonderful event for two seasons before the start of the pandemic. Greatly looking forward to Christmas of 2020, we had already purchased a tree and were ready with a theme when the event was postponed for the season. Imagine our excitement this past year when we received word that Feztival of Trees was back on. We were as excited as an elf — *the* “Elf” to be exact. A small group of members decorated the Elf tree, and it was a huge hit. Complete with a blow-up Buddy the Elf and fireplace, our Elf tree included everything needed for a cozy movie night with a bowl of Buddy's breakfast spaghetti.

Traditionally, the Feztival of Trees has been held on the Masonic Home campus, but this past year it was moved to the Sangertown Mall. The event is open to the public for multiple days before the winners of the trees, baskets, and 50/50 raffles are drawn. If you're lucky enough to win one of the amazing trees, you also get all decorations and gifts placed around it. Planning for next season is already underway!

Thank you to everyone who brought donations to this year's holiday party! Donations of food, paper products, and cleaning supplies were collected for the Humane Society of Rome and the Rome Rescue Mission, in addition to \$100 monetary donations

**Continued on next page**



### FEZTIVAL OF TREES

This past holiday season, a small group of PA members decorated the “Elf” tree pictured above for the Ziyara Shriners' annual Feztival of Trees fundraising event in which uniquely decorated trees are donated by local businesses, organizations or individuals.



# Sudoku Puzzle

<div>86</div>	<div>78</div> <div>3</div>	<div>4</div> <div>31</div>
<div>7</div> <div>24</div>	<div>234</div> <div>95</div> <div>876</div>	<div>86</div> <div>5</div>
<div>31</div> <div>4</div>	<div>5</div> <div>32</div>	<div>63</div>

For solution, see page 13.

Created by Kelly McNamara

## Community Outreach (continued)

made to each from the PA. Both organizations were incredibly grateful and put donations to good use. We'll collect donations again at the end-of-spring gathering. Organizations and wish lists will be included with the event invitation.

Watch for emails about spring events and volunteer opportunities, including the on-campus Heart Run/Walk Shadow Walk in May. MVCC Team Sam will collect donations in honor of Professor Sam Drogo and walk on campus the day before the larger event. We hope you can join us on what will hopefully be a much warmer May day than the freezing March walks of the past.

Thank you,  
Robin Saxe, Community Outreach Chair

MVCC Professional Association -  
Thank you very much for the generous donation of coats, snowpants, hats, gloves & more. The Kernan Staff appreciates all you have done to support our students this school year. Thank you for being wonderful community partners.  
Happy Holidays,  
Kimi VanCuren & The Kernan Staff

Kernan School extended their thanks for the coats, hats, gloves, and snowpants donated this past fall. We'll collect back-to-school supplies for Kernan again in August.

# Member Profile

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## Norma Chrisman

### Manager of Educational Technologies

#### **What degree(s) do you have?**

AS in Accounting, BS Business.

#### **Where were you employed before coming to MVCC?**

I worked at Herkimer County Trust Company for 17 years. Once the company was bought out, I was fortunate to get a position at MVCC.

#### **What attracted you to applying for the position that you are in?**

I knew others that worked here — Tom Mihevc (STEM), Jason Yager (STEM), and Rick Zak (Business Office). Tom actually called me about an open position and thought that I would be a perfect fit for the job and at the College; that was October 2002!

#### **What is your family life like (spouse, children, fur babies, etc)?**

Married with four grown kids and seven grandchildren. I'd be remiss if I didn't mention Lulu, our boxer/pitbull mix; some of you met her at Bring Your Dog to Work Day.

#### **What do you like to do outside of work?**

I enjoy volunteering for various groups and fundraisers along with various forms of crafting. Our family really enjoys baseball, so we can be found at a baseball field during the summer/fall.

#### **What role do you play in the PA?**

Currently President, since 2013. Previously, Second Vice President, Webmaster, Grievance Committee Member, and Database Manager for the PA Benefits Fund.

#### **What is your favorite union moment?**

There have been so many — from supporting our K-12 brothers and sisters in picketing at the Oneida County BOCES or arranging a picket when Governor Cuomo came to campus to supporting our membership in discipline or contract violations. I enjoy helping others, so I will do whatever I can to help others.



# PA History

## Remembering Sam Drogo

### Bill Perrotti | PA Retiree

Sam Drogo was the heart, brain, and soul of our union. Because Sam and I started at the college in the same year (1974) and worked closely for so many years, I often mistakenly assume that all of the current membership knows who is being spoken of when Sam is mentioned. The reality is that we have had so much personnel turnover in recent years that many members either never met Sam or knew him only peripherally.

In the whole history of the Professional Association, no one was more involved over an entire career in the most sensitive and important work of the union than Sam. Interestingly, he was never president. In fact, he always shunned the spotlight. His impact was less public and took the form of active and inspired involvement in the workings of the Grievance Committee as member and chair, on the Negotiations Team as member and chair, and as a discreet and trusted advisor to most of the PA presidents who filled that role from the time he was hired until his sudden death in September 2010.

Thinking back, I have a vivid memory of a conversation we had in his office in the late '70s. We were both assistant professors at the time and it was around the time I was first considering getting involved with campus governance. He told me that, looking forward in his career, he had decided to steer away from collegial committee work. Rather, he planned to satisfy his collegial obligations by participating in contract negotiations and grievance work for the PA. He said there was nothing he could do that would be of more service to his colleagues than that important union work. And he lived by that



for his whole career with impressive results.

It seems appropriate at this time to share some details of which most of our newer members and probably many of our more senior members are unaware. Remember that Sam's genius was in the areas of bargaining (negotiating) and contract enforcement (grievance).

Let's take negotiating first. While nothing in our contract is the product of a single individual's work, it's pretty hard to find an article in our collective bargaining agreement

**Continued on page 13**



# Negotiations continued

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## Step 5 – Ratification.

At the conclusion of talks with the College, we bring the proposed updated contract to the College. During this last round of negotiations, people asked why we didn't just send the proposal to everyone before we talked through each item. Remember that thing about rumors. Once someone has a misconception about the language, it is hard to bring them back to reality. We talk through and try and provide context and reasons for each item. A lot of it is mundane. There were 147 instances in which he/her was changed to they or them. But even when we discuss it, misconceptions can still prevail. For example, there is still some misconception that the new contract allows non-faculty unit members the ability to develop online courses. But if you look at Article 5.14.C.2 from the previous contract, since we adopted online language into our 2002-05 contract, all members have had the option to be course developers (Basis of Participation. Participation in online courses shall be voluntary for all bargaining unit members unless a bargaining unit member is otherwise informed in the appointment letter.).

## Step 6 – It's out of our hands.

Implementation of the contract after ratification depends on a series of events. MVCC's Board of Trustees and the County Legislature should accept the agreement as both are represented at the bargaining table during our negotiation sessions. You may recall just over a decade ago, the Board of Legislature failed to accept the agreement because they did not feel they were represented at the table and were not aware of what had been agreed to. Even after all parties approve the contract, there are a series of steps to get new language into effect, especially into your paychecks. As many eyes as possible review changes that affect your base salary, raises, longevity, etc. Once that is done, Payroll still must work the changes into their process.

## Step 7 – Lather, rinse, repeat ...

Done with negotiations, your reward is prep for

the next round! Expect this to start over soon.

I'm sure that there are more questions than I could ever answer, so please feel free to send them in.

I will say that this past round of negotiations was very different for a variety of reasons. The relationship with the College is pretty good. At the conclusion of negotiations, for example, we really didn't know how to end it. For as long as I have been a part of negotiations, the teams have been working through the presidents to finish the process. We were determined to break that cycle.

Most importantly, and there was some legitimate concern on the team about this, we knew there was a small group of members who would not see as great a benefit from this contract as others. About a year and a half ago, some of the team took up this contract as an equity contract. There were some big differences in base salaries between faculty and professional staff. This is because faculty had 4 base levels plus raises and professional staff only had four potential raises. Additionally, there were differences between faculty who made load on credit hours and the many faculty who made load on contact hours because of labs, supervision, and other forms of practicum on campus. The success of our campus is based on the happiness of everyone. Personally, I was elated at the accepted changes; it was a lot of hard work by Patti Antanavige to make me and the College see the importance of professional staff salaries. This was a long and difficult process; I am thankful to the entire team that got us to this conclusion — Patti, Justin Rahn, and Kevin Siembab representing the professional staff, and Shahida Dar and Alison Doughtie representing faculty. As always, our president, Norma, is a saint and pushed this process forward.

I am grateful to have been selected to represent all members of this unit. It is a challenging but important opportunity to use my experience to help as many people as I can. Thanks for the opportunity! If you have questions about negotiations, I would be glad to answer.

# Remembering Sam Drogo (continued)

that doesn't somehow bear Sam's mark. For instance, the College cannot arbitrarily change our health insurance coverage. Huge! That one sentence (codified in our contract) has saved us from a number of attempts to lessen our coverage and it will surely continue to protect us in the future. You can thank Sam. Members and their dependents now enjoy free tuition for taking classes here at MV. You can thank Sam. There was a time when only faculty could teach overload. Now faculty and non-teaching professionals do. You can thank Sam. Once assignment of overload was a much more arbitrary process. Now with priority for two overloads, no one gets a second assignment until everyone who is qualified and has requested overload gets one. You can thank Sam. Newer faculty and staff now can earn (in real dollars) in just one-half to two-thirds the time the salaries that senior faculty and staff are currently earning after long careers. Again you can thank Sam... for the strategy that increased the minimums, for the increases and gradations in promotional stipends, and for the way those increases are calculated to maximize the monetary benefit to members. We enjoy a progressive discipline policy that requires the administration to adhere to a definite set of rules that gradually escalate in a predictable fashion. You can thank Sam. At one time promotions could be denied with little reason provided. Now the College must provide reasons for denial so those denied have a clearer understanding of what they must change in order to successfully apply in the future. Once again you can thank Sam. Bereavement leave and personal leave. They don't seem like big deals but they didn't always exist. Now they do. You can thank Sam. We accrue vacation time and sick leave at a pretty fast rate and we are able to donate some of our accrued sick leave to members in need. At retirement, our accrued sick leave earns us money with which health insurance premiums can be paid. And again, say thank you to Sam.

There's more, much more, but you get the picture.

Sam's grievance activity on behalf members and their rights is the stuff of legend. With the exception of his first few months as a faculty member, he was somehow engaged in dealing with grievances for virtually his entire career. As chair when approached by a member who felt he/she had been treated unfairly by the College, Sam's simple reply was, "Let's see what the contract says." If he saw a violation, he pursued it with quiet vigor. His approach was always impersonal, always objective, always wise and more often than not yielded a positive outcome. If he had a flaw, it was that he did too much of this work himself, but he loved it. So again, we should thank Sam.

It's good to reminisce. Before I wrote this little piece, I considered Sam a great colleague, a wonderful friend, and my mentor. Now as I review what I've written, I realize he was also a personal hero as well... a hero of and for the PA. And I hope we all now know that his legacy is immense and that through it he still resides with us.

## Sudoku Solution

1	5	3	7	4	8	2	6	9
8	9	6	1	2	3	4	5	7
4	7	2	6	5	9	3	1	8
7	1	5	2	3	4	9	8	6
3	6	8	9	1	5	7	2	4
2	4	9	8	7	6	1	3	5
5	3	1	4	6	7	8	9	2
9	2	4	5	8	1	6	7	3
6	8	7	3	9	2	5	4	1