

Lehigh Area School District

Lehigh, Pennsylvania

Regular Meeting of School Board

Monday, June 20, 2011 at 7:00PM

Executive Session @ 5:30PM

Minutes

Pledge of Allegiance

Call to Order - A regular meeting of the Lehigh Area School Board was held in the Administration Building, Conference Room A, on the above date and called to order at 7:05 p.m.

Roll Call -

	Present	Absent
Mrs. Tina Dowd, Member	X	☐
Mr. Duane Eidem, Member	X	☐
Mr. John T. Finnegan, Member	X	☐
Mr. William Hill, Jr., Member	X	☐
Mr. Hal Resh, Member	X	☐
Mr. Larry Stern, Vice-President	X	☐
Mr. Wayne Wentz, Member	X	☐
Mr. Andrew Yenser, Member	X	☐
Mr. Dave Krause, President	X	☐
Mr. Michael Malay Jr., Business Manager	X	☐
Mr. James Kraky, Superintendent	X	☐
Attorney William Schwab, Solicitor	X	☐
Ms. Bonnie Cortese, Recording Board Secretary	X	☐

****Notice of Executive Session**

Courtesy to the Floor -

1. **Annette Boyle/Matt Fisher** - LAEA Concerns
(Atty. Schwab advised the Board not to address Healthcare issues which are part of a grievance procedure.)
2. **Matthew Fisher** - Reported on successful pool / school event.
3. **Donna Lee Scheckler** - Student Dress Code.

Presentations -

1. **Dorothy Hartney** - HEAP Training Overview
2. **Diane Brownmiller** - Tech Wizards

Communications -

1. Superintendent's Report - *Mr. Kraky*
 - Report on Graduation
 - Congratulations to CCTI students who passed nurse exams
 - Community Pool Night - Thank you to Sue Howland & Committee
 - D & A Meeting scheduled for 6/21/11 at 6:30 p.m. at the High School
2. Lehigh Memorial Library Report - *Mrs. Dowd*
3. Legislative Policy Committee of PSBA Report - *Mr. Krause*
4. Title I Advisory Committee Report - *Mr. Resh*
5. CCTI Report - *Mr. Yenser*
6. CLIU Report - *Mr. Eidem*
7. Student Representative Report
8. Solicitor's Report - *Attorney William Schwab*
9. Building/Grounds Report - *Mr. Stern*
10. LCCC - *Mr. Stern*

Approval of Minutes -

MOTION by Mr. Wentz, SECONDED by Mrs. Dowd, to approve the Minutes of the May 16, 2011 regular meeting.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

MOTION by Mr. Yenser, SECONDED by Mr. Hill, to approve the Minutes of the June 1, 2011 special meeting.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

Financial Matters -

Activities Report MOTION by Mr. Stern, SECONDED by Mrs. Dowd, to approve the Lehigh Area High School Activities Fund for May 2011.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

**Payment
Of Bills**

MOTION by Mr. Finnegan, SECONDED by Mr. Hill to approve the Payment of Bills:

General Fund	\$ 466,152.85
...Health Benefits	\$ -----
Food Service Fund	\$ -----
Capital Reserve	\$ -----
Athletic Fund	\$ <u>13,936.25</u>
Total	\$ 480,089.10

VOTE: YES - 2 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**Per Capita/
Occ. Tax
Exemptions
Approved**

MOTION by Mr. Wentz, SECONDED by Mrs. Dowd, to approve exemptions from Per Capita and/or Occupational Tax per the attached list.

VOTE: YES - 2 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**Fund Bal.
Resolution
#10/11-08
Approved**

MOTION by Mr. Stern, SECONDED by Mrs. Dowd, to approve the following Fund Balance Resolution (#10/11-08): "Be it resolved that the Lehigh Area School District Board of Education directs the administration to commit a portion of its current General Fund Unassigned Fund Balance into a Committed Fund Balance for PSERS rate stabilization and to fund future OPEB liability obligations."

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. William J. Hill, Jr., Member	☐	X	☐	☐
Mr. Hal Resh, Member	X	☐	☐	☐
Mr. John Finnegan, Member	X	☐	☐	☐
Mr. Larry Stern, Vice-President	X	☐	☐	☐
Mr. Wayne Wentz, Member	X	☐	☐	☐
Mr. Andrew Yenser, Treasurer	X	☐	☐	☐
Mr. Tina Dowd, Member	X	☐	☐	☐
Mr. Duane Eidem, Member	X	☐	☐	☐
Mr. Dave Krause, President	X	☐	☐	☐

VOTE: YES - 8 NO - 1 ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**2011-2012
Budget
Resolution
#10/11-06
Approved**

MOTION by Mr. Yenser, SECONDED by Mrs. Dowd, to approve the 2011-2012 Budget Resolution and PA Department of Education Form PDE-2028 to include a 0.75 mill real estate tax increase (Resolution #10/11 - 06).

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Hal Resh, Member	X	☐	☐	☐
Mr. John Finnegan, Member	X	☐	☐	☐
Mr. Larry Stern, Vice-President	X	☐	☐	☐
Mr. Wayne Wentz, Member	X	☐	☐	☐
Mr. Andrew Yenser, Treasurer	X	☐	☐	☐
Mr. Tina Dowd, Member	X	☐	☐	☐
Mr. Duane Eidem, Member	☐	X	☐	☐
Mr. William J. Hill, Jr., Member	☐	X	☐	☐
Mr. Dave Krause, President	X	☐	☐	☐

VOTE: YES - 7 NO - 2 ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**Homestead/
Farmstead
Resolution
#10/11-07
Approved**

MOTION by Mr. Stern, SECONDED by Mr. Finnegan, to approve the 2011-2012 Homestead and Farmstead Exclusion, (Resolution #10/11 - 07).

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Duane Eidem, Member	X	☐	☐	☐
Mr. William J. Hill, Jr., Member	X	☐	☐	☐
Mr. Hal Resh, Member	X	☐	☐	☐
Mr. John Finnegan, Member	X	☐	☐	☐
Mr. Larry Stern, Vice-President	X	☐	☐	☐
Mr. Wayne Wentz, Member	X	☐	☐	☐
Mr. Andrew Yenser, Treasurer	X	☐	☐	☐
Mr. Tina Dowd, Member	X	☐	☐	☐
Mr. Dave Krause, President	X	☐	☐	☐

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**Dental
Van
Service
Approved**

MOTION by Mr. Stern, SECONDED by Mr. Finnegan, to approve the enclosed Letter of Agreement between CMS Medical Care Corporation, a subsidiary of the Blue Mountain Health System, referred to as the "Healthy Smiles, Happy Kids Dental Van" and the Lehigh Area School District for the provision of State mandated dental examination service to the Lehigh Area School District using "Healthy Smiles, Happy Kids Dental Van."

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

Transfer to Food Service Fund MOTION by Mrs. Dowd, SECONDED by Mr. Wentz, to approve a transfer from the General Fund to the Food Service Fund in the amount of \$75,000.00.
Approved

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

Transfer to Athletic Fund MOTION by Mr. Stern, SECONDED by Mr. Wentz, to approve a transfer from General Fund to the Athletic Fund in the amount of \$460,000.00.
Approved

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

2011-2012 Ins. Pkg. MOTION by Mr. Yenser, SECONDED by Mr. Hill, to approve the 2011-2012 insurance package policies for property, general liability, auto, boiler and machinery, workers' compensation, umbrella, error and omissions, in the amount of \$174,284.
Approved

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

Pymt. Of Bills to June 30, 2011 MOTION by Mrs. Dowd, SECONDED by Mr. Finnegan, to approve issuing checks dated June 30, 2011 to pay invoices remaining for the 2010-2011 school year. Payments will be included in July 2011 Board agenda for confirmation.
Approved

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

MOTION by Mr. Eidem, SECONDED by Mr. Resh, to move items L through Q in one motion:

Janitorial Supply Bids (L) To approve the Janitorial supply bids for the 2011-2012 budget year in the amount of \$31,387.50, effective July 1, 2011.
Approved

Art Supply Bids Approved (M) To approve the Art supply bids for the 2011-2012 budget year in the amount of \$9,967.28, effective July 1, 2011.

Wood Shop Supply Bids Approved (N) To approve the Wood Shop supply bids for the 2011-2012 budget year in the amount of \$6,586.92, effective July 1, 2011.

Metal Shop Supply Bids Approved (O) To approve the Metal Shop supply bids for the 2011-2012 budget year in the amount of \$2,108.42, effective July 1, 2011.

Photo Shop Supply Bids Approved (P) To approve the Photo Shop supply bids for the 2011-2012 budget year in the amount of \$2,828.46, effective July 1, 2011.

Student Photograph Bid Approved (Q) To approve the K-11 Student Photographs bid for the 2011-2012, 2012-2013, and 2013-2014 school years.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

2011-2012 School Physician Approved MOTION by Mrs. Dowd, SECONDED by Mr. Stern, to approve a contract with Dr. Thomas E. Munshower, D.O. for the 2011-2012 school year paid as follows: \$6,000 stipend paid with the signed contract and a per exam fee of \$7.00 per Physical Examination and \$3.00 per Scoliosis examination.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

**Athletic
Track Stripe
Painting
Approved**

MOTION by Mr. Stern, SECONDED by Mr. Wentz, to approve a contract with Pavement Maintenance Contractors, Inc. for the purpose of painting stripe markings on the athletic track at a quoted price of \$5,085.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**Football
Stadium
Fencing
Approved**

MOTION by Mr. Hill, SECONDED by Mr. Finnegan, to approve a contract with Blue Mountain Fencing / Service Team for the purpose of replacing fencing at the Football Stadium at a quoted price of \$7,800.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**Health Ins.
Stop Loss
Coverage**

MOTION by Mr. Stern, SECONDED by Mr. Yenser, to authorize the Business Administrator, after reviewing quotes and consulting with the District's Solicitor, to enter into a contract for Health Insurance Stop Loss coverage.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

Personnel -

**2011-2012
Substitutes
Approved**

MOTION by Mr. Hill, SECONDED by Mr. Wentz, to approve the attached list of candidates for the **2011-2012 Substitute** list pending clearances.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**Coursework
Approved**

MOTION by Mr. Yenser, SECONDED by Mr. Wentz, to approve the following professional teacher/administrative/support requests for pre-approval of courses for continuing education:

1. Sarah Beck - July 11 - 22, 2011 / Collaboration in Ed. Process
2. Jennifer Boyle - June 22 - 28, 2011 / Collaborative Inquiry for Students: Preparing Minds for the Future
3. Vicky Fox-Meyer - July 5 - August 15, 2011 / Inclusive Classroom Practices
4. Ashley Kovatch - July 15 - August 15, 2011 / Teach Well, Learn Well
5. Ashley Kovatch - July 15 - August 15, 2011 / Gender Matters: How Boys and Girls Learn

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

J. Kraky
LUSSC
Conference
Approved MOTION by Mr. Stern, SECONDED by Mr. Yenser, to approve **James A. Kraky**, Superintendent, to attend the 2011 Lehigh University School Study Council Study Tour in Washington, DC, during September 27 – 30, 2011, at a 2011-2012 budgeted cost of \$750.00.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

Sch. Psych.
Conference
Approved MOTION by Mr. Stern, SECONDED by Mrs. Dowd, to approve **Wanda Rousenberger**, School Psychologist, to attend the NASP 2011 Summer Conference in Baltimore, MD, for July 25 – 27, 2011, at a 2011-2012 budgeted cost of no more than \$608.00.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

FMLA
Leave
Approved MOTION by Mr. Stern, SECONDED by Mr. Wentz, to approve an FMLA Leave for the following employee.
1. Employee #811 – effective August 24, 2011

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

Employee
Medical
Leaves
Approved MOTION by Mrs. Dowd, SECONDED by Mr. Finnegan, to approve a medical leaves for the **2011-2012** school year for the following professional employees. Employees' sick time will be used.
1. Employee # 101
2. Employee #12

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

Athletic
Hires
Approved MOTION by Mr. Wentz, SECONDED by Mr. Stern, to approve the recommendation to hire for the following positions: **2011-2012 Athletic** positions,(candidate per attached list), at the current contract rate.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

Dept. Chairs Approved MOTION by Mr. Stern, SECONDED by Mr. Finnegan, to approve the recommendation to hire for the following positions: **2011-2012 Department Chair / Head Teacher / Team Leader** positions, (candidate per attached list), at the current contract rate.

VOTE: YES - 8 NO - _____ ABSENT - _____ ABSTENTIONS - 1 (Krause)
Motion carried.

Extra Hours Approved MOTION by Mr. Resh, SECONDED by Mr. Hill, to approve hiring **James Corpora** at a per diem rate for no more than three (3) days to assist in the transition with the new Director or Student Services and Facilities Planning.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

A. Konek Approved LT Sub MOTION by Mr. Wentz, SECONDED by Mr. Stern, to approve the hiring of the following temporary professional employee as a long-term substitute for the **2011 - 2012** school year as listed:

1. **Amber Konek** - HS Language Arts - **Step 2B, \$38,716.00**

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

B. Perkins Summer Band Resign. Accepted MOTION by Mr. Stern, SECONDED by Mr. Yenser, to accept the resignation of **Beth Perkins** as Advisor for 2011 Summer Band Camp /Orchestra, Grades 7 & 8, effective June 12, 2011.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

S. Pysher Hired as Summer Band Adv. MOTION by Mrs. Dowd, SECONDED by Mr. Finnegan, to hire **Sara Pysher** as Advisor for 2011 Summer Band/Orchestra, Grades 7 & 8. Sara served in this capacity for the 2010 summer session.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

**Title I
Reading
Summer
Camp
Advisors
Approved**

MOTION by Mrs. Dowd, SECONDED by Mr. Resh, to approve the recommendation to hire **Elyse Roman** and **Kimberly Wilk**, district professionals, as Title I Reading Instructors for the **Elementary Title I Summer Reading Program**, to be held **July 11 - 28, 2011**, at a rate of **\$28.00 per hour** (per the current Collective Bargaining Agreement), to be paid out of regular Title I, Part A Grant 2010-11.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

Miscellaneous - None

Programs -

**1st Reading
Policy 006
Approved**

MOTION by Mr. Eidem, SECONDED by Mr. Stern, to approve **the 1st reading** of Lehigh Area School District Policy **#006 (Meetings)**.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**Use of
School Vans
Approved**

MOTION by Mr. Stern, SECONDED by Mr. Wentz, to approve the use of school vans for the following groups:

1. **Wrestling team** to go to Penn State University for a wrestling camp on July 13-16, 2011 (2 vans).
2. **Football team** for the following dates:
 - a. To Williamsport, PA for a passing camp on June 25, 2011 (3 vans)
 - b. To Slatington, PA for a passing camp on August 1, 2011 (3 vans)
 - c. To Slatington, PA for a passing camp on August 3, 2011 (3 vans)

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**2011-2012
MS & HS
Handbooks
/Calendars
Approved**

MOTION by Mr. Eidem, SECONDED by Mr. Yenser, to approve revisions/additions to the 2011-2012 Student Handbooks/Calendars for the Middle School and High School.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

2011-2012 Cheerleader Events Approved MOTION by Mr. Finnegan, SECONDED by Mr. Wentz, to approve the Lehigh Area School District Cheerleading Squad to participate in all games, practices, competitions, and camps for the 2011-2012 school year, while representing the Lehigh Area School District.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

2011-2012 HS Improve. Plan Approved MOTION by Mr. Hill, SECONDED by Mr. Eidem, to approve the Getting Results Continuous Improvement Plan for the 2011-2012 school year developed by the Administration and staff at Lehigh Area High School.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

Old Business for Discussion -

1. Mr. Krause informed those present that the district has resolved the fire code issue.
2. Mr. Krause recommended to the Board that the planning process for the Middle School building project continue and not be completely abandoned.

New Business for Discussion -

1. Addendum -

Payment Of Bills MOTION by Mr. Stern, SECONDED by Mr. Wentz, to approve the additional Payment of Bills:

General Fund	\$ 220,360.04
---Health Benefits	\$ 29,736.84
Food Service Fund	\$ _____
Capital Reserve	\$ _____
Athletic Fund	\$ _____
Total	\$ 250,096.88

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____
Motion carried.

**Treasurer's
Reports
Approved**

MOTION by Mrs. Dowd, SECONDED by Mr. Eidem, to approve the following report:

- a. Treasurer's Reports
 - 1. General Fund
 - 2. Capital Reserve Fund
 - 3. Athletic Fund
 - 4. Food Service Fund

VOTE: YES - 2 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**LAEA
Grievance
#2011-01
Denied**

MOTION by Mr. Eidem, SECONDED by Mr. Stern, that upon recommendation by the Solicitor, the District denies Grievance Number 2011-01 originally submitted in writing on May 9, 2011 by the **Lehigh Area Education Association** on behalf of Bargaining Unit Member(s). Said Grievance was previously denied at Level I and Level II in writing pursuant to Article VIII of the Collective Bargaining Agreement (i.e. Grievance Procedure).

VOTE: YES - 2 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

**LESPA
Grievance
#2011-01
Denied**

MOTION by Mr. Eidem, SECONDED by Mr. Hill, that upon recommendation by the Solicitor, the District denies Grievance Number 2011-01 originally submitted in writing on May 11, 2011 by the **Lehigh Education Support Professional Association (LESPA)**. Said Grievance was previously denied at Step I and Step II in writing pursuant to Article XVI of the Agreement between Lehigh Area School District and Lehigh Area Educational Support Personnel Association (i.e. Grievance Procedure)

VOTE: YES - 2 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

2. Addendum (2) -

**Unfair
Labor
Practice
Against
LAEA
Approved**

MOTION by Mr. Eidem, SECONDED by Mr. Stern, that upon recommendation by the Solicitor, the District authorizes King, Spry, Herman, Freund & Faul, LLC (District Labor Counsel) to file Unfair Labor Practices against **Lehigh Area Educational Association** for failing to bargain in good faith for the following reasons:

1. Commencing Grievance Procedures (Grievance Number 2011-01) based on alleged violations of Appendix B (Hospitalization) pursuant to contract language which was previously negotiated and agreed to.
2. Attempt to renegotiate contract language previously negotiated wherein the Education Association agreed to hospitalization coverage that "will be equal to and mirror the Blue Cross of Northeastern Pennsylvania . . ."
3. Filing of grievance over negotiated contract language prior to any action of the District.
4. Failure to follow proper grievance procedures.

VOTE: YES - 8 NO - 1 (Wentz) ABSENT - _____ ABSTENTIONS - _____
Motion carried.

**Unfair
Labor
Practice
Against
LAESPA
Approved**

MOTION by Mr. Eidem, SECONDED by Mr. Stern, that upon recommendation by the Solicitor, the District authorizes King, Spry, Herman, Freund & Faul, LLC (District Labor Counsel) to file Unfair Labor Practices against **Lehigh Area Educational Support Personnel Association** for failing to bargain in good faith for the following reasons:

1. Commencing Grievance Procedures (Grievance Number 2011-01) based on alleged violations of Appendix B-B (Medical Insurance) pursuant to contract language which was previously negotiated and agreed to.
2. Attempt to renegotiate contract language previously negotiated wherein the Support Association agreed to accept the same medical coverage provided to the Lehigh Area Education Association which includes hospitalization coverage that "will be equal to and mirror the Blue Cross of Northeastern Pennsylvania . . ."
3. Filing of grievance over negotiated contract language prior to any action of the District.

VOTE: YES - 7 NO - 2 (Hill, Wentz) ABSENT - _____ ABSTENTIONS - _____
Motion carried.

**Add'l
Conf. Bus.
Secretary
Position
Approved** MOTION by Mr. Wentz, SECONDED by Mr. Eidem, that upon recommendation by the Solicitor, the District shall create a new confidential business secretary position as a result of the long term illness of a current employee and her possible use of accumulated sick days.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Motion carried.

3. Mr. Krause:

- a. Reminded those in attendance of Drug & Alcohol meeting scheduled for June 21, 2011 at 6:30 p.m.
- b. Recognized Mr. Resh for the award he received as Outstanding Educator at CCTI.
- c. Recognized Mr. Wentz for the volunteerism award he received as a "Mauch Chunk National Bank Hero" .
- d. Recognized the graduating Senior Class and their families for the respectful graduation ceremony that took place.

Adjournment -

Next meeting is a regular meeting scheduled for Monday, July 25, 2011.

MOTION by Mr. Eidem, SECONDED by Mr. Stern, to adjourn the meeting at 8:25 p.m.

VOTE: YES - 9 NO - _____ ABSENT - _____ ABSTENTIONS - _____

Respectfully submitted



J. Michael Malay, Jr.
Board Secretary

(Minutes of June 20, 2011 include Pages 1 through 14)