

**Oak Park and River Forest High School  
201 N. Scoville  
Oak Park, Illinois 60302**

**Special Board Meeting  
Tuesday, July 12, 2011  
6:00 p.m.  
Board Room**

**REVISED AGENDA**

- |  |                       |
|--|-----------------------|
| 1. Call to Order, Roll Call, and Introduction of Visitors                | Dr. Dietra D. Millard |
| 2. Visitor Comments  |                       |
| 3. Approval of Personnel Recommendations                                 | Action                |
| 4. Approval of Check Distribution List dated July 12, 2011               | Action                |
| 5. WI-FI Phase II Bid – Hardware Configuration Adjustment                | Action                |
| 6. Approval of E2 Infrastructure Service Contract                        | Action                |
| 7. Approval of TAMES Health Resource Service Contract                    | Action                |
| 8. Approval of Comprehensive Therapeutics Contract                       | Action                |
| 9. Modified Closed Campus  | Action                |
| 10. Presentation of Fiscal Year 2012 Preliminary Budget                  | Action                |
| 11. Approval of Fund Balance and Reserve Policy for First Reading        | Action                |
| 12. Discussion of Committee Chair Responsibilities                       | Action                |
| 13. Board of Education Dates for the 2011-12 School Year                 | Action                |
| 14. Board of Education Goals   | Action                |
| 15. Negotiation Models   | Information           |
| 16. Motion to go into Closed Session                                     | Action                |
| 17. Letter of Agreement between the District and the B&G Bargaining Unit | Action                |
| 18. Motion to Adjourn  | Action                |

***Oak Park and River Forest High School  
District 200***

*201 North Scoville Avenue • Oak Park, IL 60302-2296*

DATE: July 12, 2011  
TO: Board of Education  
FROM: Lauren Smith, Assistant Superintendent of Human Resources  
Cc: Dr. Steven Isoye, Superintendent  
RE: Personnel Recommendation/Actions

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**BACKGROUND**

The personnel report for July 12, 2011 includes a recommendation for new hires.

**SUMMARY**

**New hires:**

- .6 FTE History Teacher
- .8 FTE Visual Arts Teacher (filling LOA position)

**Next Steps**

Motion: Move to approve the Personnel Recommendations as presented.

**Oak Park and River Forest High School District 200 – Board of Education  
July 12, 2011  
Personnel Report**

**NEW HIRES**

**Certified**

| <b>Position</b>                                 | <b>Location</b>     | <b>Name</b>       | <b>Highest Degree</b> | <b>Years of Exp.</b> | <b>Salary</b>         | <b>Effective Date</b> |
|---|---------------------|-------------------|-----------------------|----------------------|-----------------------|-----------------------|
| History Teacher                                 | History             | Laura Swartzbaugh | PhD/1                 | 6                    | \$40,369.80<br>.6 FTE | August 22, 2011       |
| Visual Arts<br>Teacher<br>*Filling LOA position | Fine & Applied Arts | Steven Weiss      | MA/1                  | 0                    | \$46,576.00<br>.8 FTE | August 22, 2011       |

***Oak Park and River Forest High School  
District 200***

*201 North Scoville Avenue • Oak Park, IL 60302-2296*

TO: Board of Education  
FROM: Cheryl L. Witham, Chief Financial Officer  
DATE: July 12, 2011  
RE: Approval of Check Disbursements and Financial Resolutions

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**BACKGROUND**

It is a requirement that the Board of Education accepts and approves the check disbursements.

**SUMMARY OF FINDINGS**

Attached are the check disbursement lists for July 12, 2011.

**RECOMMENDATIONS (OR FUTURE DIRECTIONS)**

MOTION: To approve the July 12, 2011 check disbursement listing as presented.

RESOLUTION AUTHORIZING EXECUTION OF CERTAIN VOUCHERS  
FOR THE MONTH OF JULY, 2011

Be it resolved by the Board of Education of the Oak Park and River Forest High School, District Number 200, Cook County, Illinois as follows:

Section 1: That this Board of Education has approved and does hereby approve the voucher used by its School Treasurer, all pursuant to the powers granted under the Illinois School Code.

Section 2: That the President and Secretary of this Board of Education be and are hereby authorized to execute and sign on behalf of this Board of Education vouchers with all required information for the following expenditures during the Month of AUGUST, 2011:

- a) Payroll for the employees of this District not to exceed \$4,500,000 for said month.
- b) Contractual fringe benefits for the employees of this District not to exceed \$700,000 for said month.

Provided however, that all such vouchers to be signed by the President and Secretary of the Board of Education shall be approved as accurate and due and owing by the Chief Financial Officer (or other designated officer) prior to the signing of such vouchers.

Further provided, however, that all such vouchers shall contain information as required by law in order that the School Treasurer can make the appropriate disbursements and entries into the records.

Section 3: This resolution shall be in full force and effect upon its adoption.

ADOPTED this 12<sup>TH</sup> day of JULY, 2011

\_\_\_\_\_  
President of the Board of Education

\_\_\_\_\_  
Secretary of the Board of Education

RESOLUTION RATIFYING AND CONFIRMING  
EXECUTION OF CERTAIN VOUCHERS  
AND PAYMENT OF CERTAIN BILLS AND EXPENSES

Be it resolved by the Board of Education of the Oak Park and River Forest High School, District Number 200, Cook County, Illinois, as follows:

SECTION 1: That this Board of Education does hereby ratify and confirm the execution of the vouchers from the Student Activity Accounts for July 12, 2011 by the President and Secretary of this Board of Education, copies of which are attached hereto.

SECTION 2: That this Board of Education does hereby ratify and confirm that the payment of the bills and expenses were covered by the vouchers attached hereto.

SECTION 3: This resolution shall be in full force and effective upon its adoption.

ADOPTED this July 12, 2011

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President of the Board of Education

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Secretary of the Board of Education

| ACTIVITY |                                     | CHECK      | INVOICE  |
|----------|-------------------------------------|------------|--|
| CHECK #  | VENDOR                              | DATE       | AMOUNT DESCRIPTION   |
| 6860     | ALL-AMERICAN AQUATICS               | 06/16/2011 | 2,425.00 SWIM CAMP GEAR  |
| 6861     | AMERICAN CHALLENGE                  | 06/16/2011 | 542.00 SOCCER SUMMER CAMP BALLS  |
| 6862     | ASPA CONTEST/REVIEW                 | 06/16/2011 | 74.00 CONTEST/REVIEW FEES FOR<br>TABULA 2011                                     |
| 6863     | BIGGINS, BOB                        | 06/16/2011 | 35.00 REIMBURSEMENT FOR GIRLS<br>B-BALL SUMMER CAMP GAS<br>EXPENSE               |
| 6864     | CHITRAHAR CULTURAL ACADEMY          | 06/16/2011 | 600.00 INDIAN DANCE PERFORMANCE MAY<br>6 - 8 FOR ORCHESIS                        |
| 6865     | CLIFF DROPPERS                      | 06/16/2011 | 200.00 16 DINNERS @ \$12.50 EACH FOR<br>JULY 10 - FIELD GEOLOGY TRIP             |
| 6866     | CSPA                                | 06/16/2011 | 199.00 REGULAR MEMBERSHIP - TABULA   |
| 6867     | EDUCATIONAL THEATRE ASSOCIATION     | 06/16/2011 | 726.00 33 NEW MEMBER ORGANIZATION<br>FEES NAT'L OFFICE ( I.T.S.<br>TROUPE #5405) |
| 6867     | EDUCATIONAL THEATRE ASSOCIATION     | 06/16/2011 | 88.00 5 NEW MEMBER ORGANIZATION<br>FEES NAT'L OFFICE ( I.T.S.<br>TROUPE #5405)   |
| 6868     | KAHN, GABE                          | 06/16/2011 | 400.00 REIMBURSEMENT FOR YEARBOOK<br>CAMP EXP AT INDIANA<br>UNIVERSTIY           |
| 6869     | KEMPA                               | 06/16/2011 | 65.00 MEMBERSHIP FEE AND EVALUATION<br>OF TABULA                                 |
| 6870     | KINGS MARKET                        | 06/16/2011 | 187.80 LUNCHESES FOR JULY 19 - FIELD<br>GEOLOGY TRIP                             |
| 6871     | LEE, BRENDAN                        | 06/16/2011 | 7,500.00 TRAVEL ADVANCE - IRELAND TRIP<br>JULY 2 - 13                            |
| 6872     | LONGSTRETH SPORTING GOODS           | 06/16/2011 | 1,389.05 FIELD HOCKEY CAMP GEAR  |
| 6872     | LONGSTRETH SPORTING GOODS           | 06/16/2011 | 89.95 FIELD HOCKEY GK GEAR   |
| 6873     | MECK PRINTING                       | 06/16/2011 | 251.00 Tanzania Tees   |
| 6874     | NSPA MEMBERSHIP                     | 06/16/2011 | 224.00 LEVEL TWO MEMBERSHIP AND<br>SUPER CRITIQUE - TABULA                       |
| 6875     | OSTERGAARD, SHELBY                  | 06/16/2011 | 360.00 REIMBURSEMENT FOR YEARBOOK<br>CAMP EXP AT INDIANA<br>UNIVERSITY           |
| 6876     | PROTOLIGHT, INC.                    | 06/16/2011 | 1,828.00 Orchesis lighting rental  |
| 6877     | SALKELD SPORTS INC, DIV OF KESSLER' | 06/16/2011 | 256.50 Tabula t-shirts   |
| 6878     | SPILOTRO, RAFFAELLA                 | 06/16/2011 | 54.00 REIMBURSEMENT FOR LAST<br>ITALIAN CLUB MTG FOOD EXP MAY<br>25              |
| 6879     | WOODS, MARK                         | 06/16/2011 | 5,000.00 TRAVEL ADVANCE - FIELD<br>GEOLOGY                                       |
| 6880     | ZWIERSKI-MORAN, OLIVIA              | 06/16/2011 | 64.90 REIMBURSEMENT FOR TABULA FOOD<br>EXPENSE                                   |
| 6881     | BOB ROGER'S TRAVEL                  | 06/23/2011 | 2,000.00 DEPOSIT FOR GROUP CHOIR TRIP<br>TO IRELAND - MARCH 2012                 |
| 6882     | CARLSON, ANNA                       | 06/23/2011 | 135.69 REIMBURSEMENT FOR TAU GAMMA<br>EXPENSES INCURRED                          |
| 6883     | CITY PASS                           | 06/23/2011 | 2,226.00 29 ADULT CITY PASSES FOR<br>BRITISH EXCHANGE                            |
| 6884     | EARLY, CATIE                        | 06/23/2011 | 70.00 FIGHT CHOREOGRAPHY 2ND SPRING<br>SHOW                                      |
| 6885     | ECOLOGY PROJECT INTERNATIONAL       | 06/23/2011 | 500.00 DEPOSIT TO SECURE DATES FOR<br>GALAPAGOS TRIP SUMMER 2012                 |
| 6886     | GEHRING, KRISTIN                    | 06/23/2011 | 1,200.00 REFUND OF OVERPAYMENT - FIELD<br>GEOLOGY TRIP                           |

FUND SUMMARY

| <u>FUND</u> | <u>DESCRIPTION</u>      | <u>BALANCE SHEET</u> | <u>REVENUE</u> | <u>EXPENSE</u> | <u>TOTAL</u> |
|-------------|-------------------------|----------------------|----------------|----------------|--------------|
| 84          | ACTIVITY FUND           | 34,230.07            | 0.00           | 0.00           | 34,230.07    |
| ***         | Fund Summary Totals *** | 34,230.07            | 0.00           | 0.00           | 34,230.07    |

\*\*\*\*\* End of report \*\*\*\*\*

RESOLUTION RATIFYING AND CONFIRMING  
EXECUTION OF CERTAIN VOUCHERS  
AND PAYMENT OF CERTAIN BILLS AND EXPENSES

Be it resolved by the Board of Education of the Oak Park and River Forest High School, District Number 200, Cook County, Illinois, as follows:

SECTION 1: That this Board of Education does hereby ratify and confirm the execution of the vouchers for this date of July 12, 2011 by the President and Secretary of this Board of Education, copies of which are attached hereto.

SECTION 2: That this Board of Education does hereby ratify and confirm that the payment of the bills and expenses were covered by the vouchers attached hereto.

SECTION 3: This resolution shall be in full force and effective upon its adoption.

ADOPTED this 12<sup>th</sup> day of July, 2011

\_\_\_\_\_  
President of the Board of Education

\_\_\_\_\_  
Secretary of the Board of Education

| CHECK<br>NUMBER | CHECK<br>DATE | VENDOR                              | INVOICE<br>DESCRIPTION | AMOUNT     |
|-----------------|---------------|-------------------------------------|------------------------|------------|
| 154433          | 06/24/2011    | ACCESS CREDIT UNION                 | Payroll accrual        | 50.00      |
| 154434          | 06/24/2011    | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual        | 145.66     |
| 154434          | 06/24/2011    | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual        | 85.56      |
| 154434          | 06/24/2011    | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual        | 60.00      |
| 154435          | 06/24/2011    | CHEREDNYK, OLEH                     | Payroll accrual        | 87.57      |
| 154436          | 06/24/2011    | CONNECTICUT - CCSPC                 | Payroll accrual        | 554.00     |
| 154437          | 06/24/2011    | DIVERSIFIED COLLECTION SERVICES, IN | Payroll accrual        | 624.55     |
| 154438          | 06/24/2011    | EQUIVEST                            | Payroll accrual        | 3,223.08   |
| 154438          | 06/24/2011    | EQUIVEST                            | Payroll accrual        | 6,804.20   |
| 154439          | 06/24/2011    | FIDELITY INVESTMENTS                | Payroll accrual        | 2,185.17   |
| 154439          | 06/24/2011    | FIDELITY INVESTMENTS                | Payroll accrual        | 9,276.34   |
| 154439          | 06/24/2011    | FIDELITY INVESTMENTS                | Payroll accrual        | 65.32      |
| 154440          | 06/24/2011    | FIRST INVESTORS                     | Payroll accrual        | 242.77     |
| 154440          | 06/24/2011    | FIRST INVESTORS                     | Payroll accrual        | 850.00     |
| 154441          | 06/24/2011    | FREEDMAN ANSELMO LINDBERG AND RAPPE | Payroll accrual        | 444.75     |
| 154442          | 06/24/2011    | GENERAL REVENUE CORPORATION         | Payroll accrual        | 394.56     |
| 154443          | 06/24/2011    | GLENN STEARNS CHAPTER 13 TRUSTEE    | Payroll accrual        | 357.01     |
| 154444          | 06/24/2011    | GREAT AMERICAN LIFE INS CO          | Payroll accrual        | 93.71      |
| 154444          | 06/24/2011    | GREAT AMERICAN LIFE INS CO          | Payroll accrual        | 400.00     |
| 154445          | 06/24/2011    | HUNTER, CARLA                       | Payroll accrual        | 280.00     |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 14,842.99  |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 3,269.39   |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 140,152.55 |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 38.40      |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 367.44     |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 0.00       |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 16,632.40  |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 210.31     |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 21,910.92  |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 0.00       |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 16,632.40  |
| 154446          | 06/24/2011    | I R S                               | Payroll accrual        | 210.31     |
| 154447          | 06/24/2011    | ILLINOIS MUNICIPAL RETIREMENT       | Payroll accrual        | 159.66     |
| 154448          | 06/24/2011    | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual        | 15,341.62  |
| 154448          | 06/24/2011    | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual        | 56.99      |
| 154448          | 06/24/2011    | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual        | 0.00       |
| 154448          | 06/24/2011    | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual        | 35,719.18  |
| 154448          | 06/24/2011    | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual        | 132.73     |
| 154448          | 06/24/2011    | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual        | 0.00       |
| 154449          | 06/24/2011    | IL STATE DISBURSEMENT UNIT          | Payroll accrual        | 2,198.22   |
| 154450          | 06/24/2011    | ING NATIONAL TRUST                  | Payroll accrual        | 153.21     |
| 154450          | 06/24/2011    | ING NATIONAL TRUST                  | Payroll accrual        | 353.21     |
| 154451          | 06/24/2011    | LINCOLN INVESTMENT PLANNING, INC.   | Payroll accrual        | 150.00     |
| 154452          | 06/24/2011    | LINCOLN INVESTMENTS                 | Payroll accrual        | 8,636.31   |
| 154452          | 06/24/2011    | LINCOLN INVESTMENTS                 | Payroll accrual        | 25,849.80  |
| 154453          | 06/24/2011    | M G TRUST COMPANY                   | Payroll accrual        | 864.61     |
| 154453          | 06/24/2011    | M G TRUST COMPANY                   | Payroll accrual        | 2,549.46   |
| 154453          | 06/24/2011    | M G TRUST COMPANY                   | Payroll accrual        | 167.71     |
| 154454          | 06/24/2011    | METLIFE                             | Payroll accrual        | 193.46     |
| 154454          | 06/24/2011    | METLIFE                             | Payroll accrual        | 375.00     |
| 154455          | 06/24/2011    | NCPERS GROUP LIFE INS (#1985)       | Payroll accrual        | 216.00     |
| 154456          | 06/24/2011    | PACIFIC LIFE                        | Payroll accrual        | 509.46     |
| 154456          | 06/24/2011    | PACIFIC LIFE                        | Payroll accrual        | 2,089.61   |
| 154457          | 06/24/2011    | RIVER FOREST COMMUNITY CENTER       | Payroll accrual        | 100.00     |
| 154458          | 06/24/2011    | SEIU LOCAL 73                       | Payroll accrual        | 34.50      |
| 154458          | 06/24/2011    | SEIU LOCAL 73                       | Payroll accrual        | 3,000.55   |

| CHECK CHECK |            |                                   | INVOICE   |           |
|-------------|------------|-----------------------------------|---|-----------|
| NUMBER      | DATE       | VENDOR                            | DESCRIPTION   | AMOUNT    |
| 154459      | 06/24/2011 | STATE OF ILLINOIS                 | Payroll accrual   | 419.99    |
| 154459      | 06/24/2011 | STATE OF ILLINOIS                 | Payroll accrual   | 26.88     |
| 154459      | 06/24/2011 | STATE OF ILLINOIS                 | Payroll accrual   | 50,379.20 |
| 154460      | 06/24/2011 | STEVEN J. FINK & ASSOCIATES, P.C. | Payroll accrual   | 248.72    |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 7,515.53  |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 19.15     |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 30.01     |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 552.00    |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 5,636.50  |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 14.36     |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 16.89     |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 22.52     |
| 154461      | 06/24/2011 | T H I S                           | Payroll accrual   | 451.58    |
| 154462      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 12.62     |
| 154463      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 81,344.81 |
| 154463      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 5,270.27  |
| 154463      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 320.73    |
| 154463      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 362.39    |
| 154463      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 5,030.35  |
| 154463      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 325.20    |
| 154463      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 19.78     |
| 154463      | 06/24/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual   | 360.77    |
| 154464      | 06/24/2011 | TOM VAUGHN STANDING TRUSTEE       | Payroll accrual   | 129.50    |
| 154465      | 06/24/2011 | U.S. DEPART. OF EDUCATION         | Payroll accrual   | 58.38     |
| 154465      | 06/24/2011 | U.S. DEPART. OF EDUCATION         | Payroll accrual   | 118.61    |
| 154466      | 06/24/2011 | WADDELL & REED                    | Payroll accrual   | 462.34    |
| 154466      | 06/24/2011 | WADDELL & REED                    | Payroll accrual   | 799.09    |
| 154467      | 07/12/2011 | AMAZON.COM, INC.                  |   | 0.00      |
| 154468      | 07/12/2011 | AMAZON.COM, INC.                  |   | 0.00      |
| 154469      | 07/12/2011 | AMAZON.COM, INC.                  |   | 0.00      |
| 154470      | 07/12/2011 | AMAZON.COM, INC.                  |   | 0.00      |
| 154471      | 07/12/2011 | AMAZON.COM, INC.                  |   | 0.00      |
| 154472      | 07/12/2011 | AMAZON.COM, INC.                  |   | 0.00      |
| 154473      | 07/12/2011 | AMAZON.COM, INC.                  |   | 0.00      |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | Books for Reading Infused<br>Teachers   | 43.99     |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | Books for Testing   | 285.88    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | Epson ELP LP50 - Projector<br>lamp - UHE (LAVIGNE REQUEST)  | 253.90    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | The Strategic School: Making<br>the Most of People, Time, and<br>Money (Leadership for<br>Learning Series)  | 11.46     |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | Books for Reading Infused<br>Teachers   | 42.16     |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | LOPEZ BOOK ORDER  | 12.73     |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | Books for Reading Infused<br>Teachers   | 33.99     |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | "In Search of Understanding:<br>The Case for Constructivist<br>Classrooms" by Jacqueline<br>Brooks and Martin Broocks<br>(Jan. 8, 2001) ISBN #<br>9780130606624 | 8.45      |
| 154474      | 07/12/2011 | AMAZON.COM, INC.                  | Books for Reading Infused<br>Teachers   | 188.72    |

| CHECK CHECK |            |                   | INVOICE   |          |
|-------------|------------|-------------------|---|----------|
| NUMBER      | DATE       | VENDOR            | DESCRIPTION   | AMOUNT   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 100.62   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Electrified ELPLP32 /<br>V13H010L32 Replacement Lamp<br>with Housing for Epson<br>Projectors - 150 Day Warranty   | 259.44   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 32.94    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | "In Search of Understanding:<br>The Case for Constructivist<br>Classrooms" by Jacqueline<br>Brooks and Martin Broooks<br>(Jan. 8, 2001) ISBN #<br>9780130606624 | 26.50    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 32.99    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 43.49    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 43.48    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 46.69    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | LOPEZ BOOK ORDER  | 0.13CR   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 42.16CR  |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | LOPEZ BOOK ORDER  | 39.56    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 32.99    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | HEAVY DUTY STAPLER (CARLSON<br>REQUEST)   | 6.49     |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 170.21   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 553.83   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 326.80   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 164.15   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Switch: How to Change Things<br>When Change is Hard - Book  | 16.54    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 28.79    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 149.10   |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 49.69    |
| 154474      | 07/12/2011 | AMAZON.COM, INC.  | Books for Reading Infused<br>Teachers   | 170.21CR |
| 154475      | 06/23/2011 | I R S             | Payroll accrual   | 179.04   |
| 154475      | 06/23/2011 | I R S             | Payroll accrual   | 0.00     |
| 154475      | 06/23/2011 | I R S             | Payroll accrual   | 0.00     |
| 154476      | 06/23/2011 | STATE OF ILLINOIS | Payroll accrual   | 92.31    |
| 154477      | 06/24/2011 | I R S             | Payroll accrual   | 10.13    |
| 154477      | 06/24/2011 | I R S             | Payroll accrual   | 0.00     |
| 154477      | 06/24/2011 | I R S             | Payroll accrual   | 3.49     |
| 154477      | 06/24/2011 | I R S             | Payroll accrual   | 14.94    |

| CHECK CHECK |            |                                     | INVOICE         | AMOUNT     |
|-------------|------------|-------------------------------------|-----------------|------------|
| NUMBER      | DATE       | VENDOR                              | DESCRIPTION     |            |
| 154477      | 06/24/2011 | I R S                               | Payroll accrual | 3.49       |
| 154478      | 06/24/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 8.33       |
| 154478      | 06/24/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 19.40      |
| 154479      | 06/24/2011 | STATE OF ILLINOIS                   | Payroll accrual | 11.63      |
| 154480      | 06/24/2011 | I R S                               | Payroll accrual | 17.44      |
| 154480      | 06/24/2011 | I R S                               | Payroll accrual | 0.00       |
| 154480      | 06/24/2011 | I R S                               | Payroll accrual | 6.02       |
| 154480      | 06/24/2011 | I R S                               | Payroll accrual | 25.75      |
| 154480      | 06/24/2011 | I R S                               | Payroll accrual | 6.02       |
| 154481      | 06/24/2011 | STATE OF ILLINOIS                   | Payroll accrual | 20.76      |
| 154482      | 07/08/2011 | ACCESS CREDIT UNION                 | Payroll accrual | 50.00      |
| 154483      | 07/08/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual | 60.00      |
| 154483      | 07/08/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual | 145.66     |
| 154483      | 07/08/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual | 85.56      |
| 154484      | 07/08/2011 | CONNECTICUT - CCSPC                 | Payroll accrual | 554.00     |
| 154485      | 07/08/2011 | EQUIVEST                            | Payroll accrual | 1,792.90   |
| 154485      | 07/08/2011 | EQUIVEST                            | Payroll accrual | 6,223.78   |
| 154486      | 07/08/2011 | FIDELITY INVESTMENTS                | Payroll accrual | 1,883.23   |
| 154486      | 07/08/2011 | FIDELITY INVESTMENTS                | Payroll accrual | 6,633.52   |
| 154486      | 07/08/2011 | FIDELITY INVESTMENTS                | Payroll accrual | 65.32      |
| 154487      | 07/08/2011 | FIRST INVESTORS                     | Payroll accrual | 153.69     |
| 154487      | 07/08/2011 | FIRST INVESTORS                     | Payroll accrual | 350.00     |
| 154488      | 07/08/2011 | FREEDMAN ANSELMO LINDBERG AND RAPPE | Payroll accrual | 444.75     |
| 154489      | 07/08/2011 | GENERAL REVENUE CORPORATION         | Payroll accrual | 394.56     |
| 154490      | 07/08/2011 | GLENN STEARNS CHAPTER 13 TRUSTEE    | Payroll accrual | 80.00      |
| 154491      | 07/08/2011 | GREAT AMERICAN LIFE INS CO          | Payroll accrual | 93.71      |
| 154491      | 07/08/2011 | GREAT AMERICAN LIFE INS CO          | Payroll accrual | 400.00     |
| 154492      | 07/08/2011 | HUNTER, CARLA                       | Payroll accrual | 280.00     |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 104,426.51 |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 367.44     |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 11,696.36  |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 271.00CR   |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 4,020.27   |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 2,481.04   |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 210.31     |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 5,934.65   |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 11,696.36  |
| 154493      | 07/08/2011 | I R S                               | Payroll accrual | 210.31     |
| 154494      | 07/08/2011 | ILLINOIS MUNICIPAL RETIREMENT       | Payroll accrual | 159.66     |
| 154495      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 10,471.90  |
| 154495      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 61.42      |
| 154495      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 0.00       |
| 154495      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 4,496.52   |
| 154495      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 26.37      |
| 154496      | 07/08/2011 | IL STATE DISBURSEMENT UNIT          | Payroll accrual | 1,525.91   |
| 154497      | 07/08/2011 | ING NATIONAL TRUST                  | Payroll accrual | 200.00     |
| 154498      | 07/08/2011 | LINCOLN INVESTMENT PLANNING, INC.   | Payroll accrual | 150.00     |
| 154499      | 07/08/2011 | LINCOLN INVESTMENTS                 | Payroll accrual | 7,757.03   |
| 154499      | 07/08/2011 | LINCOLN INVESTMENTS                 | Payroll accrual | 23,652.80  |
| 154500      | 07/08/2011 | M G TRUST COMPANY                   | Payroll accrual | 616.02     |
| 154500      | 07/08/2011 | M G TRUST COMPANY                   | Payroll accrual | 1,006.46   |
| 154500      | 07/08/2011 | M G TRUST COMPANY                   | Payroll accrual | 167.71     |
| 154501      | 07/08/2011 | METLIFE                             | Payroll accrual | 193.46     |
| 154501      | 07/08/2011 | METLIFE                             | Payroll accrual | 375.00     |
| 154502      | 07/08/2011 | NCPERS GROUP LIFE INS (#1985)       | Payroll accrual | 48.00      |
| 154503      | 07/08/2011 | OPRFHS/FACULTY SENATE DUES          | Payroll accrual | 97.95      |

| CHECK NUMBER | CHECK DATE | CHECK VENDOR                        | INVOICE DESCRIPTION | AMOUNT     |
|--------------|------------|-------------------------------------|---------------------|------------|
| 154504       | 07/08/2011 | PACIFIC LIFE                        | Payroll accrual     | 509.46     |
| 154504       | 07/08/2011 | PACIFIC LIFE                        | Payroll accrual     | 2,089.61   |
| 154505       | 07/08/2011 | SEIU LOCAL 73                       | Payroll accrual     | 282.60     |
| 154506       | 07/08/2011 | STATE OF ILLINOIS                   | Payroll accrual     | 369.99     |
| 154506       | 07/08/2011 | STATE OF ILLINOIS                   | Payroll accrual     | 36,237.57  |
| 154507       | 07/08/2011 | T H I S                             | Payroll accrual     | 7,231.88   |
| 154507       | 07/08/2011 | T H I S                             | Payroll accrual     | 139.81     |
| 154507       | 07/08/2011 | T H I S                             | Payroll accrual     | 5,458.94   |
| 154507       | 07/08/2011 | T H I S                             | Payroll accrual     | 16.89      |
| 154507       | 07/08/2011 | T H I S                             | Payroll accrual     | 108.59     |
| 154508       | 07/08/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 429.42     |
| 154508       | 07/08/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 78,736.86  |
| 154508       | 07/08/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 157.88     |
| 154508       | 07/08/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 4,869.53   |
| 154508       | 07/08/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 26.50      |
| 154508       | 07/08/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 360.77     |
| 154509       | 07/08/2011 | U.S. DEPART. OF EDUCATION           | Payroll accrual     | 118.61     |
| 154510       | 07/08/2011 | WADDELL & REED                      | Payroll accrual     | 266.71     |
| 154510       | 07/08/2011 | WADDELL & REED                      | Payroll accrual     | 460.91     |
| 154511       | 07/22/2011 | ACCESS CREDIT UNION                 | Payroll accrual     | 50.00      |
| 154512       | 07/22/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual     | 145.66     |
| 154512       | 07/22/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual     | 85.56      |
| 154512       | 07/22/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual     | 60.00      |
| 154513       | 07/22/2011 | CONNECTICUT - CCSPC                 | Payroll accrual     | 554.00     |
| 154514       | 07/22/2011 | EQUIVEST                            | Payroll accrual     | 1,792.90   |
| 154514       | 07/22/2011 | EQUIVEST                            | Payroll accrual     | 6,223.78   |
| 154515       | 07/22/2011 | FIDELITY INVESTMENTS                | Payroll accrual     | 1,883.23   |
| 154515       | 07/22/2011 | FIDELITY INVESTMENTS                | Payroll accrual     | 6,633.52   |
| 154515       | 07/22/2011 | FIDELITY INVESTMENTS                | Payroll accrual     | 65.32      |
| 154516       | 07/22/2011 | FIRST INVESTORS                     | Payroll accrual     | 153.69     |
| 154516       | 07/22/2011 | FIRST INVESTORS                     | Payroll accrual     | 350.00     |
| 154517       | 07/22/2011 | FREEDMAN ANSELMO LINDBERG AND RAPPE | Payroll accrual     | 444.75     |
| 154518       | 07/22/2011 | GENERAL REVENUE CORPORATION         | Payroll accrual     | 394.56     |
| 154519       | 07/22/2011 | GLENN STEARNS CHAPTER 13 TRUSTEE    | Payroll accrual     | 80.00      |
| 154520       | 07/22/2011 | GREAT AMERICAN LIFE INS CO          | Payroll accrual     | 93.71      |
| 154520       | 07/22/2011 | GREAT AMERICAN LIFE INS CO          | Payroll accrual     | 400.00     |
| 154521       | 07/22/2011 | HUNTER, CARLA                       | Payroll accrual     | 280.00     |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 4,020.27   |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 2,511.04   |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 104,486.78 |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 367.44     |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 11,692.82  |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 210.31     |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 5,934.65   |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 11,692.82  |
| 154522       | 07/22/2011 | I R S                               | Payroll accrual     | 210.31     |
| 154523       | 07/22/2011 | ILLINOIS MUNICIPAL RETIREMENT       | Payroll accrual     | 159.66     |
| 154524       | 07/22/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual     | 4,496.52   |
| 154524       | 07/22/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual     | 26.37      |
| 154524       | 07/22/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual     | 10,471.90  |
| 154524       | 07/22/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual     | 61.42      |
| 154524       | 07/22/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual     | 0.00       |
| 154525       | 07/22/2011 | IL STATE DISBURSEMENT UNIT          | Payroll accrual     | 1,525.91   |
| 154526       | 07/22/2011 | ING NATIONAL TRUST                  | Payroll accrual     | 200.00     |
| 154527       | 07/22/2011 | LINCOLN INVESTMENT PLANNING, INC.   | Payroll accrual     | 150.00     |
| 154528       | 07/22/2011 | LINCOLN INVESTMENTS                 | Payroll accrual     | 7,757.03   |

| CHECK NUMBER | CHECK DATE | CHECK VENDOR                        | INVOICE DESCRIPTION | AMOUNT     |
|--------------|------------|-------------------------------------|---------------------|------------|
| 154528       | 07/22/2011 | LINCOLN INVESTMENTS                 | Payroll accrual     | 23,652.80  |
| 154529       | 07/22/2011 | M G TRUST COMPANY                   | Payroll accrual     | 616.02     |
| 154529       | 07/22/2011 | M G TRUST COMPANY                   | Payroll accrual     | 1,006.46   |
| 154529       | 07/22/2011 | M G TRUST COMPANY                   | Payroll accrual     | 167.71     |
| 154530       | 07/22/2011 | METLIFE                             | Payroll accrual     | 193.46     |
| 154530       | 07/22/2011 | METLIFE                             | Payroll accrual     | 375.00     |
| 154531       | 07/22/2011 | NCPERS GROUP LIFE INS (#1985)       | Payroll accrual     | 48.00      |
| 154532       | 07/22/2011 | PACIFIC LIFE                        | Payroll accrual     | 509.46     |
| 154532       | 07/22/2011 | PACIFIC LIFE                        | Payroll accrual     | 2,089.61   |
| 154533       | 07/22/2011 | SEIU LOCAL 73                       | Payroll accrual     | 282.60     |
| 154534       | 07/22/2011 | STATE OF ILLINOIS                   | Payroll accrual     | 419.99     |
| 154534       | 07/22/2011 | STATE OF ILLINOIS                   | Payroll accrual     | 36,237.57  |
| 154535       | 07/22/2011 | T H I S                             | Payroll accrual     | 7,231.88   |
| 154535       | 07/22/2011 | T H I S                             | Payroll accrual     | 139.81     |
| 154535       | 07/22/2011 | T H I S                             | Payroll accrual     | 5,458.94   |
| 154535       | 07/22/2011 | T H I S                             | Payroll accrual     | 16.89      |
| 154535       | 07/22/2011 | T H I S                             | Payroll accrual     | 108.59     |
| 154536       | 07/22/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 78,736.86  |
| 154536       | 07/22/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 429.42     |
| 154536       | 07/22/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 157.88     |
| 154536       | 07/22/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 4,869.53   |
| 154536       | 07/22/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 26.50      |
| 154536       | 07/22/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual     | 360.77     |
| 154537       | 07/22/2011 | U.S. DEPART. OF EDUCATION           | Payroll accrual     | 118.61     |
| 154538       | 07/22/2011 | WADDELL & REED                      | Payroll accrual     | 266.71     |
| 154538       | 07/22/2011 | WADDELL & REED                      | Payroll accrual     | 460.91     |
| 154539       | 08/05/2011 | ACCESS CREDIT UNION                 | Payroll accrual     | 50.00      |
| 154540       | 08/05/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual     | 145.66     |
| 154540       | 08/05/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual     | 85.56      |
| 154540       | 08/05/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual     | 60.00      |
| 154541       | 08/05/2011 | CONNECTICUT - CCSPC                 | Payroll accrual     | 554.00     |
| 154542       | 08/05/2011 | EQUIVEST                            | Payroll accrual     | 1,792.90   |
| 154542       | 08/05/2011 | EQUIVEST                            | Payroll accrual     | 6,223.78   |
| 154543       | 08/05/2011 | FIDELITY INVESTMENTS                | Payroll accrual     | 1,883.23   |
| 154543       | 08/05/2011 | FIDELITY INVESTMENTS                | Payroll accrual     | 6,633.52   |
| 154543       | 08/05/2011 | FIDELITY INVESTMENTS                | Payroll accrual     | 65.32      |
| 154544       | 08/05/2011 | FIRST INVESTORS                     | Payroll accrual     | 153.69     |
| 154544       | 08/05/2011 | FIRST INVESTORS                     | Payroll accrual     | 350.00     |
| 154545       | 08/05/2011 | FREEDMAN ANSELMO LINDBERG AND RAPPE | Payroll accrual     | 444.75     |
| 154546       | 08/05/2011 | GENERAL REVENUE CORPORATION         | Payroll accrual     | 394.56     |
| 154547       | 08/05/2011 | GLENN STEARNS CHAPTER 13 TRUSTEE    | Payroll accrual     | 80.00      |
| 154548       | 08/05/2011 | GREAT AMERICAN LIFE INS CO          | Payroll accrual     | 93.71      |
| 154548       | 08/05/2011 | GREAT AMERICAN LIFE INS CO          | Payroll accrual     | 400.00     |
| 154549       | 08/05/2011 | HUNTER, CARLA                       | Payroll accrual     | 280.00     |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 3,797.13   |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 2,461.04   |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 103,753.96 |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 367.44     |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 11,619.33  |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 210.31     |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 5,605.25   |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 11,619.33  |
| 154550       | 08/05/2011 | I R S                               | Payroll accrual     | 210.31     |
| 154551       | 08/05/2011 | ILLINOIS MUNICIPAL RETIREMENT       | Payroll accrual     | 159.66     |
| 154552       | 08/05/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual     | 4,249.50   |
| 154552       | 08/05/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual     | 26.37      |

| CHECK CHECK |            |                                     | INVOICE         |            |
|-------------|------------|-------------------------------------|-----------------|------------|
| NUMBER      | DATE       | VENDOR                              | DESCRIPTION     | AMOUNT     |
| 154552      | 08/05/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 9,896.63   |
| 154552      | 08/05/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 61.42      |
| 154552      | 08/05/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual | 0.00       |
| 154553      | 08/05/2011 | IL STATE DISBURSEMENT UNIT          | Payroll accrual | 1,525.91   |
| 154554      | 08/05/2011 | ING NATIONAL TRUST                  | Payroll accrual | 200.00     |
| 154555      | 08/05/2011 | LINCOLN INVESTMENT PLANNING, INC.   | Payroll accrual | 150.00     |
| 154556      | 08/05/2011 | LINCOLN INVESTMENTS                 | Payroll accrual | 7,714.37   |
| 154556      | 08/05/2011 | LINCOLN INVESTMENTS                 | Payroll accrual | 23,352.80  |
| 154557      | 08/05/2011 | M G TRUST COMPANY                   | Payroll accrual | 616.02     |
| 154557      | 08/05/2011 | M G TRUST COMPANY                   | Payroll accrual | 1,006.46   |
| 154557      | 08/05/2011 | M G TRUST COMPANY                   | Payroll accrual | 167.71     |
| 154558      | 08/05/2011 | METLIFE                             | Payroll accrual | 193.46     |
| 154558      | 08/05/2011 | METLIFE                             | Payroll accrual | 375.00     |
| 154559      | 08/05/2011 | NCPERS GROUP LIFE INS (#1985)       | Payroll accrual | 40.00      |
| 154560      | 08/05/2011 | PACIFIC LIFE                        | Payroll accrual | 509.46     |
| 154560      | 08/05/2011 | PACIFIC LIFE                        | Payroll accrual | 2,089.61   |
| 154561      | 08/05/2011 | SEIU LOCAL 73                       | Payroll accrual | 282.60     |
| 154562      | 08/05/2011 | STATE OF ILLINOIS                   | Payroll accrual | 419.99     |
| 154562      | 08/05/2011 | STATE OF ILLINOIS                   | Payroll accrual | 36,001.40  |
| 154563      | 08/05/2011 | T H I S                             | Payroll accrual | 7,231.88   |
| 154563      | 08/05/2011 | T H I S                             | Payroll accrual | 139.81     |
| 154563      | 08/05/2011 | T H I S                             | Payroll accrual | 5,458.94   |
| 154563      | 08/05/2011 | T H I S                             | Payroll accrual | 16.89      |
| 154563      | 08/05/2011 | T H I S                             | Payroll accrual | 108.59     |
| 154564      | 08/05/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual | 78,736.85  |
| 154564      | 08/05/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual | 429.42     |
| 154564      | 08/05/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual | 157.88     |
| 154564      | 08/05/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual | 4,869.53   |
| 154564      | 08/05/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual | 26.50      |
| 154564      | 08/05/2011 | TEACHERS RETIREMENT SYSTEM          | Payroll accrual | 360.77     |
| 154565      | 08/05/2011 | U.S. DEPART. OF EDUCATION           | Payroll accrual | 118.61     |
| 154566      | 08/05/2011 | WADDELL & REED                      | Payroll accrual | 266.71     |
| 154566      | 08/05/2011 | WADDELL & REED                      | Payroll accrual | 460.91     |
| 154567      | 08/22/2011 | ACCESS CREDIT UNION                 | Payroll accrual | 50.00      |
| 154568      | 08/22/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual | 145.66     |
| 154568      | 08/22/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual | 85.56      |
| 154568      | 08/22/2011 | AMERIPRISE FINANCIAL SERVICES       | Payroll accrual | 60.00      |
| 154569      | 08/22/2011 | CONNECTICUT - CCSPC                 | Payroll accrual | 554.00     |
| 154570      | 08/22/2011 | EQUIVEST                            | Payroll accrual | 1,792.16   |
| 154570      | 08/22/2011 | EQUIVEST                            | Payroll accrual | 6,223.78   |
| 154571      | 08/22/2011 | FIDELITY INVESTMENTS                | Payroll accrual | 1,882.56   |
| 154571      | 08/22/2011 | FIDELITY INVESTMENTS                | Payroll accrual | 6,633.52   |
| 154571      | 08/22/2011 | FIDELITY INVESTMENTS                | Payroll accrual | 65.32      |
| 154572      | 08/22/2011 | FIRST INVESTORS                     | Payroll accrual | 153.69     |
| 154572      | 08/22/2011 | FIRST INVESTORS                     | Payroll accrual | 350.00     |
| 154573      | 08/22/2011 | FREEDMAN ANSELMO LINDBERG AND RAPPE | Payroll accrual | 444.75     |
| 154574      | 08/22/2011 | GENERAL REVENUE CORPORATION         | Payroll accrual | 394.56     |
| 154575      | 08/22/2011 | GLENN STEARNS CHAPTER 13 TRUSTEE    | Payroll accrual | 80.00      |
| 154576      | 08/22/2011 | GREAT AMERICAN LIFE INS CO          | Payroll accrual | 93.65      |
| 154576      | 08/22/2011 | GREAT AMERICAN LIFE INS CO          | Payroll accrual | 400.00     |
| 154577      | 08/22/2011 | HUNTER, CARLA                       | Payroll accrual | 280.00     |
| 154578      | 08/22/2011 | I R S                               | Payroll accrual | 3,790.90   |
| 154578      | 08/22/2011 | I R S                               | Payroll accrual | 2,461.04   |
| 154578      | 08/22/2011 | I R S                               | Payroll accrual | 103,691.14 |
| 154578      | 08/22/2011 | I R S                               | Payroll accrual | 367.44     |
| 154578      | 08/22/2011 | I R S                               | Payroll accrual | 11,613.00  |

| CHECK CHECK |            |                                   | INVOICE         |           |
|-------------|------------|-----------------------------------|-----------------|-----------|
| NUMBER      | DATE       | VENDOR                            | DESCRIPTION     | AMOUNT    |
| 154578      | 08/22/2011 | I R S                             | Payroll accrual | 210.31    |
| 154578      | 08/22/2011 | I R S                             | Payroll accrual | 5,596.11  |
| 154578      | 08/22/2011 | I R S                             | Payroll accrual | 11,613.00 |
| 154578      | 08/22/2011 | I R S                             | Payroll accrual | 210.31    |
| 154579      | 08/22/2011 | ILLINOIS MUNICIPAL RETIREMENT     | Payroll accrual | 159.66    |
| 154580      | 08/22/2011 | ILLINOIS MUNICPL RETIREMT FUND    | Payroll accrual | 4,242.83  |
| 154580      | 08/22/2011 | ILLINOIS MUNICPL RETIREMT FUND    | Payroll accrual | 26.37     |
| 154580      | 08/22/2011 | ILLINOIS MUNICPL RETIREMT FUND    | Payroll accrual | 9,881.01  |
| 154580      | 08/22/2011 | ILLINOIS MUNICPL RETIREMT FUND    | Payroll accrual | 61.42     |
| 154580      | 08/22/2011 | ILLINOIS MUNICPL RETIREMT FUND    | Payroll accrual | 0.00      |
| 154581      | 08/22/2011 | IL STATE DISBURSEMENT UNIT        | Payroll accrual | 1,525.91  |
| 154582      | 08/22/2011 | ING NATIONAL TRUST                | Payroll accrual | 200.00    |
| 154583      | 08/22/2011 | LINCOLN INVESTMENT PLANNING, INC. | Payroll accrual | 150.00    |
| 154584      | 08/22/2011 | LINCOLN INVESTMENTS               | Payroll accrual | 7,645.78  |
| 154584      | 08/22/2011 | LINCOLN INVESTMENTS               | Payroll accrual | 23,352.80 |
| 154585      | 08/22/2011 | M G TRUST COMPANY                 | Payroll accrual | 615.91    |
| 154585      | 08/22/2011 | M G TRUST COMPANY                 | Payroll accrual | 1,006.46  |
| 154585      | 08/22/2011 | M G TRUST COMPANY                 | Payroll accrual | 167.71    |
| 154586      | 08/22/2011 | METLIFE                           | Payroll accrual | 193.36    |
| 154586      | 08/22/2011 | METLIFE                           | Payroll accrual | 375.00    |
| 154587      | 08/22/2011 | NCPERS GROUP LIFE INS (#1985)     | Payroll accrual | 40.00     |
| 154588      | 08/22/2011 | PACIFIC LIFE                      | Payroll accrual | 509.38    |
| 154588      | 08/22/2011 | PACIFIC LIFE                      | Payroll accrual | 2,089.61  |
| 154589      | 08/22/2011 | SEIU LOCAL 73                     | Payroll accrual | 282.60    |
| 154590      | 08/22/2011 | STATE OF ILLINOIS                 | Payroll accrual | 419.99    |
| 154590      | 08/22/2011 | STATE OF ILLINOIS                 | Payroll accrual | 35,985.18 |
| 154591      | 08/22/2011 | T H I S                           | Payroll accrual | 7,228.69  |
| 154591      | 08/22/2011 | T H I S                           | Payroll accrual | 139.81    |
| 154591      | 08/22/2011 | T H I S                           | Payroll accrual | 5,456.58  |
| 154591      | 08/22/2011 | T H I S                           | Payroll accrual | 16.89     |
| 154591      | 08/22/2011 | T H I S                           | Payroll accrual | 108.59    |
| 154592      | 08/22/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual | 78,702.73 |
| 154592      | 08/22/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual | 429.42    |
| 154592      | 08/22/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual | 157.88    |
| 154592      | 08/22/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual | 4,867.38  |
| 154592      | 08/22/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual | 26.50     |
| 154592      | 08/22/2011 | TEACHERS RETIREMENT SYSTEM        | Payroll accrual | 360.77    |
| 154593      | 08/22/2011 | U.S. DEPART. OF EDUCATION         | Payroll accrual | 118.61    |
| 154594      | 08/22/2011 | WADDELL & REED                    | Payroll accrual | 266.67    |
| 154594      | 08/22/2011 | WADDELL & REED                    | Payroll accrual | 460.91    |
| 154595      | 07/08/2011 | I R S                             | Payroll accrual | 60.27     |
| 154595      | 07/08/2011 | I R S                             | Payroll accrual | 30.00     |
| 154596      | 07/08/2011 | STATE OF ILLINOIS                 | Payroll accrual | 50.00     |
| 154597      | 06/30/2011 | I R S                             | Payroll accrual | 318.27    |
| 154597      | 06/30/2011 | I R S                             | Payroll accrual | 650.00    |
| 154597      | 06/30/2011 | I R S                             | Payroll accrual | 2,427.02  |
| 154597      | 06/30/2011 | I R S                             | Payroll accrual | 1,809.41  |
| 154597      | 06/30/2011 | I R S                             | Payroll accrual | 31.58     |
| 154597      | 06/30/2011 | I R S                             | Payroll accrual | 469.82    |
| 154597      | 06/30/2011 | I R S                             | Payroll accrual | 1,809.41  |
| 154597      | 06/30/2011 | I R S                             | Payroll accrual | 31.58     |
| 154598      | 06/30/2011 | ILLINOIS MUNICPL RETIREMT FUND    | Payroll accrual | 243.00    |
| 154598      | 06/30/2011 | ILLINOIS MUNICPL RETIREMT FUND    | Payroll accrual | 565.92    |
| 154599      | 06/30/2011 | STATE OF ILLINOIS                 | Payroll accrual | 3,531.35  |
| 154600      | 06/30/2011 | T H I S                           | Payroll accrual | 1,032.80  |
| 154600      | 06/30/2011 | T H I S                           | Payroll accrual | 695.57    |

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|-------------|------------|--|---|-----------|
| NUMBER      | DATE       | VENDOR                                   | DESCRIPTION   | AMOUNT    |
| 154600      | 06/30/2011 | T H I S                                  | Payroll accrual   | 76.11     |
| 154601      | 06/30/2011 | TEACHERS RETIREMENT SYSTEM               | Payroll accrual   | 11,034.10 |
| 154601      | 06/30/2011 | TEACHERS RETIREMENT SYSTEM               | Payroll accrual   | 680.81    |
| 154602      | 07/12/2011 | ALPHA BAKING CO                          | SHORT PAID MAY/JUNE INVOICES  | 817.08    |
| 154603      | 07/12/2011 | ALSON CONSULTING, INC                    | MENTORING SERVICES FOR S.I.   | 2,575.00  |
| 154604      | 07/12/2011 | AMBEES ENGRAVING                         | PLAQUE ENGRAVING FOR J.C.   | 30.00     |
| 154605      | 07/12/2011 | ANDERSON, MARY                           | REFUND FOR SS HEALTH CLASS  | 155.00    |
| 154606      | 07/12/2011 | ANCEL, GLINK, DIAMOND, BUSH, DICIANNI, & | ACCT #2035506 LEGAL SERVICES<br>RENDERED THRU 4/30/11                 | 5,433.15  |
| 154607      | 07/12/2011 | APPLE COMPUTER INC                       | APPLE ACCESSORIES (FOUNTAIN<br>REQUEST)                               | 116.00    |
| 154607      | 07/12/2011 | APPLE COMPUTER INC                       | APPLE IPADS (MARTIN REQUEST)  | 1,996.00  |
| 154607      | 07/12/2011 | APPLE COMPUTER INC                       | APPLE ACCESSORIES (FOUNTAIN<br>REQUEST)                               | 116.00    |
| 154608      | 07/12/2011 | AQUA PURE ENTERPRISES, INC.              | REPLACE OUTDATED AUTOMATIC<br>CHLORINATOR IN WEST POOL                | 2,908.81  |
| 154608      | 07/12/2011 | AQUA PURE ENTERPRISES, INC.              | VARIABLE FREQUENCY DRIVES FOR<br>EAST POOL AND WEST POOL              | 5,085.00  |
| 154609      | 07/12/2011 | ARROW LOCKSMITH SERVICE                  | CARPENTRY SUPPLIES (B&G)  | 186.25    |
| 154610      | 07/12/2011 | BAKER AND TAYLOR CO                      | LOPEZ OPEN BOOK ORDER   | 32.85     |
| 154611      | 07/12/2011 | BEARY LANDSCAPE MANAGEMENT               | Open P.O. - April, May June<br>2011 Landscape Maintenance<br>Contract | 418.36    |
| 154612      | 07/12/2011 | BECKER DAIRY                             | SHORT PAID MAY/JUNE INVOICES  | 310.13    |
| 154613      | 07/12/2011 | BERNARD, WILLIAM                         | REFUND FOR SS ALGEBRA 2 CLASS   | 155.00    |
| 154614      | 07/12/2011 | BLICK ART MATERIALS                      |   | 0.00      |
| 154615      | 07/12/2011 | BLICK ART MATERIALS                      | Railroad boards, rubber<br>cement, watercolor pencils<br>and brushes  | 23.00     |
| 154615      | 07/12/2011 | BLICK ART MATERIALS                      | Railroad boards, rubber<br>cement, watercolor pencils<br>and brushes  | 23.00CR   |
| 154615      | 07/12/2011 | BLICK ART MATERIALS                      | Railroad boards, rubber<br>cement, watercolor pencils<br>and brushes  | 213.20    |
| 154615      | 07/12/2011 | BLICK ART MATERIALS                      | Miscellaneous art supplies  | 14.59CR   |
| 154615      | 07/12/2011 | BLICK ART MATERIALS                      | Art Foundation Supplies   | 2,199.84  |
| 154615      | 07/12/2011 | BLICK ART MATERIALS                      | Art Foundation Supplies   | 31.13     |
| 154616      | 07/12/2011 | BOSS ONLINE, INC.                        | Business Cards (HR)   | 56.25     |
| 154616      | 07/12/2011 | BOSS ONLINE, INC.                        | PRINTER INK (TECH)  | 988.92    |
| 154616      | 07/12/2011 | BOSS ONLINE, INC.                        | NETWORK TECH SUPPLIES   | 928.00    |
| 154616      | 07/12/2011 | BOSS ONLINE, INC.                        | ENVELOPES (BUS OFFICE)  | 181.79    |
| 154617      | 07/12/2011 | BROOK ELECTRICAL DISTRIBUTION            | ELECTRICAL LIGHT REPLACEMENTS<br>AND PARTS                            | 34.68     |
| 154617      | 07/12/2011 | BROOK ELECTRICAL DISTRIBUTION            | ELECTRICAL LIGHT REPLACEMENTS<br>AND PARTS                            | 30.17     |
| 154617      | 07/12/2011 | BROOK ELECTRICAL DISTRIBUTION            | ELECTRICAL LIGHT REPLACEMENTS<br>AND PARTS                            | 135.38    |
| 154617      | 07/12/2011 | BROOK ELECTRICAL DISTRIBUTION            | ELECTRICAL LIGHT REPLACEMENTS<br>AND PARTS                            | 352.02    |
| 154618      | 07/12/2011 | BROOKLINE SHADE CO                       | SHADE REPLACEMENTS FOR SPRING<br>2011 CONSTRUCTION                    | 17,100.00 |
| 154619      | 07/12/2011 | CALUMET PHOTO/CPI                        |   | 0.00      |
| 154620      | 07/12/2011 | CALUMET PHOTO/CPI                        | Art Department Summer School<br>Supplies                              | 3.99      |
| 154620      | 07/12/2011 | CALUMET PHOTO/CPI                        | Art Department Summer School  | 7.59      |

| CHECK NUMBER | CHECK DATE | CHECK VENDOR                      | INVOICE DESCRIPTION  | AMOUNT    |
|--------------|------------|-----------------------------------|--|-----------|
|              |            |                                   | Supplies   |           |
| 154620       | 07/12/2011 | CALUMET PHOTO/CPI                 | Art Department Summer School   | 74.01     |
|              |            |                                   | Supplies   |           |
| 154620       | 07/12/2011 | CALUMET PHOTO/CPI                 | Art Department Summer School   | 7.59      |
|              |            |                                   | Supplies   |           |
| 154620       | 07/12/2011 | CALUMET PHOTO/CPI                 | Art Department Summer School   | 74.01CR   |
|              |            |                                   | Supplies   |           |
| 154621       | 07/12/2011 | CAMPBELL, BARBARA                 | PARTIAL REFUND FOR SS CLASSES  | 100.00    |
| 154622       | 07/12/2011 | CARD IMAGING                      | FVC-100 (Blank White FVC)  | 211.00    |
| 154623       | 07/12/2011 | CENTER FOR PSYCHOLOGICAL SERVICES | SCHOOL CONSULT 6/2 & 6/3/11  | 1,000.00  |
| 154623       | 07/12/2011 | CENTER FOR PSYCHOLOGICAL SERVICES | SCHOOL CONSULT 6/9/11  | 500.00    |
| 154624       | 07/12/2011 | CENTURION SERVICE CORPORATION     | JUNE 15, 2011 RE: C.J. COURT COSTS   | 200.00    |
|              |            |                                   |  |           |
| 154625       | 07/12/2011 | CHICAGO SPOTLIGHT                 | Boom base (AUDITORIUM)   | 188.00    |
| 154625       | 07/12/2011 | CHICAGO SPOTLIGHT                 | SCIENCE SUPPLIES   | 38.97     |
| 154626       | 07/12/2011 | CITADEL INFORMATION MANAGEMENT    | 2010-2011 DOCUMENT SHREDDING SERVICE   | 115.00    |
|              |            |                                   |  |           |
| 154627       | 07/12/2011 | COHEN, DANIEL                     | REIMB FOR ENGLISH DIV BOOKS  | 52.24     |
| 154628       | 07/12/2011 | CORDERO, ELIMELEC                 | ANNUAL CLOTHING ALLOWANCE (B&G)  | 163.61    |
|              |            |                                   |  |           |
| 154629       | 07/12/2011 | CPI QUALIFIED PLAN CONSULTANTS    | 5/13/11 MONTHLY PER PARTICIPANT FEE - 168 PARTICIPANTS                       | 374.00    |
|              |            |                                   |  |           |
| 154630       | 07/12/2011 | DEMCO                             | LIBRARY SUPPLIES (MCKENZIE REQUEST)  | 721.11    |
|              |            |                                   |  |           |
| 154631       | 07/12/2011 | DIAMOND DETECTIVE AGENCY, INC.    | EVENING AND WEEKEND BUILDING SECURITY 2010-11 SCHOOL YEAR-5/29/11-6/11/11    | 2,970.11  |
|              |            |                                   |  |           |
| 154632       | 07/12/2011 | E2 SERVICES                       | E2 MANAGED SERVICES JUNE   | 12,500.00 |
| 154632       | 07/12/2011 | E2 SERVICES                       | E2 Offsite Backup JUNE   | 375.00    |
| 154633       | 07/12/2011 | ELLINGTON LANDSCAPE GROUP, INC.   | Landscaping maintenance for June (including mulch, trimming and cultivating) | 1,950.00  |
|              |            |                                   |  |           |
| 154634       | 07/12/2011 | FEDERAL EXPRESS CORP              | ACCT #1754-4725-3 INVOICE DATE 6/15/11 SPED                                  | 192.02    |
|              |            |                                   |  |           |
| 154635       | 07/12/2011 | FENCE CONNECTION, INC.            | FENCE REPAIR - SOUTH FIELD   | 700.00    |
| 154636       | 07/12/2011 | FOX RIVER FOODS, INC.             | FOOD SERVICES: INVOICES #532160 & 537047                                     | 116.53    |
|              |            |                                   |  |           |
| 154637       | 07/12/2011 | FRANCZEK RADELET & ROSE           | INVOICE DATED JUNE 10, 2011 - FEES & EXPENSES INCURRED THROUGH 5/31/11       | 1,335.00  |
|              |            |                                   |  |           |
| 154637       | 07/12/2011 | FRANCZEK RADELET & ROSE           | CLIENT #00115 INVOICE DATE 6/10/11 - ALL MATTERS                             | 1,654.69  |
|              |            |                                   |  |           |
| 154638       | 07/12/2011 | GALLAGHER BENEFIT SERVICES, INC   | JUNE 2011 CONSULTING   | 3,500.00  |
| 154639       | 07/12/2011 | GALMORE, CHRISY                   | REFUND FOR SS ENGLISH CLASS  | 65.00     |
| 154640       | 07/12/2011 | GARGANO, ANN                      | REIMBUR FOR PARKING FEE - 2 BUSES FOR ODYSSEY FIELD TRIP                     | 40.00     |
|              |            |                                   |  |           |
| 154641       | 07/12/2011 | GEARY ELECTRIC                    | LABOR INSTALLATION EPSON PROJECTOR PROJECT (CARIOSCIO REQUEST)               | 29,668.50 |
|              |            |                                   |  |           |
| 154642       | 07/12/2011 | GIBSON, GREG                      | REFUND FOR DRIVERS ED  | 305.00    |
| 154643       | 07/12/2011 | GLIDEWELL, VITTORIA               | INTERPRETING SERVICE AT GRADUATION   | 150.00    |
|              |            |                                   |  |           |
| 154644       | 07/12/2011 | GOLDSTAR LEARNING, INC.           | MASTERY MANAGER SUBSCRIPTION RENEWAL FEE                                     | 12,840.20 |
| 154645       | 07/12/2011 | GOROSPE, KRISJAN                  | B&G CAD TECH SVCS - FIRE EVAC  | 3,050.00  |

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|-------------|------------|------------------------------|--|----------|
| NUMBER      | DATE       | VENDOR                       | DESCRIPTION  | AMOUNT   |
|             |            |                              | DRAWINGS   |          |
| 154646      | 07/12/2011 | GRAINGER                     |  | 0.00     |
| 154647      | 07/12/2011 | GRAINGER                     |  | 0.00     |
| 154648      | 07/12/2011 | GRAINGER                     |  | 0.00     |
| 154649      | 07/12/2011 | GRAINGER                     |  | 0.00     |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 68.15    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 6.77     |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 43.53    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 2,155.50 |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 92.40    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 176.91   |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 46.69    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 14.24    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 53.27    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 60.00    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 144.20   |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 88.84    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 9.08     |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 10.02    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 73.85    |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 376.20   |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 432.60   |
| 154650      | 07/12/2011 | GRAINGER                     | OPEN PO FOR MAINTENANCE<br>SUPPLIES                  | 4.71     |
| 154650      | 07/12/2011 | GRAINGER                     | BATTERIES FOR B&G                                    | 144.00   |
| 154651      | 07/12/2011 | GREEN MILL RADIO SUPPLY, INC | Open Purchase Order through<br>June 30, 2011 (B&G)   | 146.38   |
| 154652      | 07/12/2011 | HAUK, MARIA                  | REFUND FOR SS HEALTH CLASS                           | 155.00   |
| 154653      | 07/12/2011 | HAWTHORNE, TAMMY             | REFUND FOR SS HEALTH CLASS                           | 155.00   |
| 154654      | 07/12/2011 | HENDERSON-BROWN, MARY        | REFUND FOR STUDENT MOVING<br>INTO 9 TO 10 CONNECTION | 80.00    |
| 154655      | 07/12/2011 | HOH WATER TECHNOLOGY, INC.   | HOH water Technology                                 | 830.00   |
| 154656      | 07/12/2011 | ILLINOIS STATE POLICE        | MAY - FINGERPRINTING CHECKS                          | 2,000.00 |
| 154657      | 07/12/2011 | INDUSTRIAL WHOLESALE LUMBER  | Open P.O. through 06/30/2011                         | 280.00   |
| 154658      | 07/12/2011 | INFINITE CONNECTIONS, INC    | E-RATE SUPPORT & COMPLIANCE<br>SERVICES              | 1,050.00 |
| 154659      | 07/12/2011 | INPRO CORPORATION            | CARPENTRY SUPPLIES                                   | 57.22    |
| 154660      | 07/12/2011 | JOE RIZZA OF NORTH RIVERSIDE | REPAIRS/MAINTENANCE ON VAN                           | 1,767.85 |
| 154661      | 07/12/2011 | JOHNSON, KRIS                | MEMBERSHIP DUES FOR NACAC                            | 90.00    |

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| NUMBER      | DATE       | VENDOR                              | DESCRIPTION   | AMOUNT    |
| 154662      | 07/12/2011 | KLEIN, JEANNE                       | REFUND FOR SS AMER LIT CLASS  | 155.00    |
| 154663      | 07/12/2011 | KONICA-MINOLTA BUSINESS SOLUTIONS U | KONICA-MINOLTA COPIERS<br>MONTHLY MAINTENANCE AND<br>OVERAGE FY2011 | 109.02    |
| 154664      | 07/12/2011 | KRANZ INC.                          | PAPER SUPPLIES (B&G)  | 382.85    |
| 154664      | 07/12/2011 | KRANZ INC.                          | PAPER SUPPLIES (B&G)  | 546.00    |
| 154664      | 07/12/2011 | KRANZ INC.                          | REPAIRS AND MAINTENANCE (B&G)                                       | 951.00    |
| 154664      | 07/12/2011 | KRANZ INC.                          | REPAIRS AND MAINTENANCE (B&G)                                       | 824.25    |
| 154665      | 07/12/2011 | KRONOS                              | Kronos upgrade from version<br>6.0 to 6.2.                          | 4,095.00  |
| 154666      | 07/12/2011 | LEIB, RUTH                          | REFUND FOR SS ADV ALG CLASS   | 155.00    |
| 154667      | 07/12/2011 | LEWIS, PATRICIA                     | REFUND FOR SS AP BIO  | 205.00    |
| 154668      | 07/12/2011 | LEXIS-NEXIS                         | ONLINE & RELATED CHARGES  | 400.00    |
| 154669      | 07/12/2011 | LINDEN OAKS HOSPITAL                | MAY 25-27/11 HOSPITAL<br>TUTORING - E.L.                            | 90.00     |
| 154669      | 07/12/2011 | LINDEN OAKS HOSPITAL                | MAY 18-20/11 HOSPITAL<br>TUTORING - E.L.                            | 90.00     |
| 154670      | 07/12/2011 | LIPKE-KENTEX CORPORATION            | Laundry soap for PE and<br>Athletics                                | 686.54    |
| 154671      | 07/12/2011 | SAGAN, BOBBIE                       | GIRLS LAX 5/23/11   | 66.00     |
| 154672      | 07/12/2011 | STRATMAN, PHIL                      | BASEBALL 5/23/11  | 60.00     |
| 154673      | 07/12/2011 | TODD, TOM                           | GIRLS TRACK 5/12/11   | 84.00     |
| 154674      | 07/12/2011 | PRESTO-X                            | GENERAL PEST MAINTENANCE  | 85.00     |
| 154674      | 07/12/2011 | PRESTO-X                            | GENERAL PEST MAINTENANCE  | 85.00     |
| 154674      | 07/12/2011 | PRESTO-X                            | GENERAL PEST MAINTENANCE  | 85.00     |
| 154675      | 07/12/2011 | MARR, TIA                           | REIMB FOR FOOD FOR 8 TO 9<br>CONNECTIONS PARENT MEETINGS            | 82.31     |
| 154676      | 07/12/2011 | MECK PRINTING                       | 2011 Commencement Program   | 4,970.00  |
| 154677      | 07/12/2011 | MEREDITH CULLIGAN WATER CO.         | B&G SOLAR SALT ACCT #007393<br>6/9/11                               | 74.41     |
| 154678      | 07/12/2011 | MIDWEST COMPUTER PRODUCTS           | CETACEA SPEAKERS (CARIOSCIO<br>REQUEST)                             | 10,846.00 |
| 154678      | 07/12/2011 | MIDWEST COMPUTER PRODUCTS           | EPSON PL450W PROJECTORS<br>(CARIOSCIO REQUEST)                      | 60,842.00 |
| 154679      | 07/12/2011 | OAK SERVICES COMPANY                | REBUILD 2 CONDENSATE PUMPS  | 5,000.00  |
| 154680      | 07/12/2011 | OAK PARK JEWELERS                   | RETIREMENT & YEARS OF SERVICE<br>GIFTS 6/4/11                       | 1,203.00  |
| 154681      | 07/12/2011 | OMBUDSMAN EDUCATIONAL SERVICES      | ADDITIONAL MAY PRIVATE<br>TUITION                                   | 1,950.00  |
| 154682      | 07/12/2011 | PARTS TOWN                          | B&G MAINTENANCE SUPPLIES  | 32.87     |
| 154683      | 07/12/2011 | PERMA-BOUND                         | 2011-12 Books to rebind   | 8,330.36  |
| 154684      | 07/12/2011 | PETTY CASH, OPRPHSD #200            | REPLENISH BUS OFFICE PETTY<br>CASH - VARIOUS DEPT                   | 902.25    |
| 154685      | 07/12/2011 | PIEKARSKI, MICHELINE                | TRAVEL REIMB FOR ILSNA<br>MEETING MOLINE, IL 6/21-23/11             | 399.34    |
| 154686      | 07/12/2011 | QUILL CORP.                         | Supplies for 8 to 9<br>Connections 2011                             | 501.55    |
| 154686      | 07/12/2011 | QUILL CORP.                         | 8-tab multi-color divider 3<br>inch binder FOR SUMMER SCHOOL        | 187.44    |
| 154686      | 07/12/2011 | QUILL CORP.                         | LIBRARY SUPPLIES  | 12.40     |
| 154687      | 07/12/2011 | R & D BUS COMPANY, INC.             |   | 0.00      |
| 154688      | 07/12/2011 | R & D BUS COMPANY, INC.             |   | 0.00      |
| 154689      | 07/12/2011 | R & D BUS COMPANY, INC.             | HISTORY-11/16/10-MUSEUM OF<br>SCIENCE & INDUSTRY                    | 220.00    |
| 154689      | 07/12/2011 | R & D BUS COMPANY, INC.             | SCIENCE-5/5/11-FIELD MUSEUM<br>(3 BUSES)                            | 1,215.00  |

| CHECK NUMBER | CHECK DATE | CHECK VENDOR                        | INVOICE DESCRIPTION  | AMOUNT    |
|--------------|------------|-------------------------------------|--|-----------|
| 154689       | 07/12/2011 | R & D BUS COMPANY, INC.             | BOYS BASEBALL - 5/14/08 - LINDBERG PK                                  | 125.00    |
| 154689       | 07/12/2011 | R & D BUS COMPANY, INC.             | GIRLS JV FIELD HOCKEY-8/26/11-GLENBARD WEST                            | 305.00    |
| 154689       | 07/12/2011 | R & D BUS COMPANY, INC.             | BOYS SOFTBALL- 6/7/10 - UIC  | 215.00    |
| 154689       | 07/12/2011 | R & D BUS COMPANY, INC.             | BOYS JV VOLLEYBALL - 4/17/10 - ST. PATRICK                             | 250.00    |
| 154689       | 07/12/2011 | R & D BUS COMPANY, INC.             | BOYS TRACK - 5/14/08 - CONCORDIA 2 BUSES                               | 300.00    |
| 154689       | 07/12/2011 | R & D BUS COMPANY, INC.             | BOYS F BASEBALL - 5/13/11 - LINDBERG PK                                | 225.00    |
| 154689       | 07/12/2011 | R & D BUS COMPANY, INC.             | GIRLS J SOCCER - 4/16/08 - MORTON H.S.                                 | 160.00    |
| 154689       | 07/12/2011 | R & D BUS COMPANY, INC.             | GIRLS V TRACK - 5/14/08 - CONCORDIA                                    | 150.00    |
| 154690       | 07/12/2011 | STRYBUC                             | Window Balances (B&G)  | 717.50    |
| 154691       | 07/12/2011 | RIVER FOREST COMMUNITY CENTER       | EARLY CHILDHOOD BLOCK GRANT 2011                                       | 12,558.00 |
| 154692       | 07/12/2011 | ROBBINS SCHWARTZ NICHOLAS LIPTON    | INVOICE DATED JUNE 22, 2011 - FEES & EXPENSES INCURRED THROUGH 5/31/11 | 235.00    |
| 154693       | 07/12/2011 | ROCKFORD BOARD OF EDUCATION         | MAY-JUNE TUTORING - M.D.   | 510.00    |
| 154693       | 07/12/2011 | ROCKFORD BOARD OF EDUCATION         | MAY-JUNE TUTORING - M.S.   | 420.00    |
| 154693       | 07/12/2011 | ROCKFORD BOARD OF EDUCATION         | MAY-JUNE TUTORING - S.F.   | 390.00    |
| 154694       | 07/12/2011 | ROGACZEWSKI, FRANK                  | PAYMENT FOR READING/JUDGING HEMINGWAY CONTEST                          | 200.00    |
| 154695       | 07/12/2011 | RUBINOW, MARLENE                    | REGISTRATION REIMB FOR CHEMICAL ED CONF 2011                           | 500.00    |
| 154696       | 07/12/2011 | RULIS, CHERYL                       | REGISTRATION REIMB FOR CHEMICAL ED CONF 2011                           | 500.00    |
| 154697       | 07/12/2011 | RUMORO, JOHN                        | REFUND FOR SS HEALTH CLASS   | 155.00    |
| 154698       | 07/12/2011 | SALKELD SPORTS INC, DIV OF KESSLER' | LACROSSE EQUIPMENT (ATHLETICS)   | 237.60    |
| 154698       | 07/12/2011 | SALKELD SPORTS INC, DIV OF KESSLER' | SAFETY VESTS FOR B&G   | 242.00    |
| 154698       | 07/12/2011 | SALKELD SPORTS INC, DIV OF KESSLER' | INTRA-MURAL T-SHIRTS   | 379.48    |
| 154698       | 07/12/2011 | SALKELD SPORTS INC, DIV OF KESSLER' | ATHLETIC TRAINER EQUIPMENT   | 300.00    |
| 154698       | 07/12/2011 | SALKELD SPORTS INC, DIV OF KESSLER' | LACROSSE NETS (ATHLETICS)  | 237.60    |
| 154699       | 07/12/2011 | SARGENT WELCH/VWR INTL              | SCIENCE SUPPLIES   | 241.12    |
| 154700       | 07/12/2011 | SCHOOL HEALTH                       | Battery Pack (HEALTH)  | 321.27    |
| 154701       | 07/12/2011 | SECRETARY OF STATE                  | BUS DRIVER PERMIT RECERT FOR B.P.                                      | 4.00      |
| 154702       | 07/12/2011 | SERVICE SANITATION, INC.            | 2010/11 - Open P.O. for Sports Fields Porta Johns                      | 870.05    |
| 154703       | 07/12/2011 | SIEVERT ELECTRIC SERVICE            | FOOTBALL SCOREBOARD PARTS  | 1,495.00  |
| 154704       | 07/12/2011 | SIMPLEXGRINNELL LP                  | Fire upgrades for Spring 2011  | 12,261.37 |
| 154705       | 07/12/2011 | SKYWARD                             | Skyward Response to Intervention Module Proposal #10-3365tk            | 4,716.00  |
| 154706       | 07/12/2011 | STANDARD STATIONERY SUPPLY CO       | BOOKSTORE / SUPPLIES   | 166.20    |
| 154707       | 07/12/2011 | TRANSACT TECHNOLOGIES INC.          | BOOKSTORE / SUPPLIES   | 474.48    |
| 154708       | 07/12/2011 | TROPHIES BY GEORGE                  | ANNUAL TROPHY ORDER (ATHLETICS)  | 28.50     |
| 154709       | 07/12/2011 | UNITED PARCEL SERVICE               |  | 0.00      |
| 154710       | 07/12/2011 | UNITED PARCEL SERVICE               | 2010/11 - Open P.O. - United Parcel Service - Pick Up & Deliveries     | 25.31     |

| CHECK CHECK |            |   | INVOICE  |           |
|-------------|------------|---|--|-----------|
| NUMBER      | DATE       | VENDOR                                  | DESCRIPTION  | AMOUNT    |
| 154710      | 07/12/2011 | UNITED PARCEL SERVICE                   | INVOICE DATE 5/28/11 FOR<br>BKSTR,BUS OFF & MAILROOM                     | 110.56    |
| 154710      | 07/12/2011 | UNITED PARCEL SERVICE                   | 2010/11 - Open P.O. - United<br>Parcel Service - Pick Up &<br>Deliveries | 19.90     |
| 154710      | 07/12/2011 | UNITED PARCEL SERVICE                   | INVOICE DATE 5/7/11 FOR<br>TESTING & PRINCIPAL                           | 55.53     |
| 154710      | 07/12/2011 | UNITED PARCEL SERVICE                   | INVOICE DATE 6/11/11 FOR<br>AUDITORIUM & BUS OFFICE                      | 91.16     |
| 154710      | 07/12/2011 | UNITED PARCEL SERVICE                   | INVOICE DATE JUNE 4 FOR<br>GUIDANCE & BUS OFFICE                         | 40.87     |
| 154711      | 07/12/2011 | VALCOM                                  | TABLETS, THINKPAD AND DOCKING<br>STATIONS (MARTIN REQUEST)               | 950.73    |
| 154711      | 07/12/2011 | VALCOM                                  | Laptop - Business Course   | 2,261.00  |
| 154712      | 07/12/2011 | VILLAGE OF OAK PARK                     | MAY 2011 GASOLINE EXP VARIOUS<br>DEPTS                                   | 2,319.32  |
| 154713      | 07/12/2011 | WARD'S NATURAL SCIENCE                  | SCIENCE SUPPLIES   | 94.50     |
| 154713      | 07/12/2011 | WARD'S NATURAL SCIENCE                  | SCIENCE SUPPLIES   | 26.32     |
| 154714      | 07/12/2011 | WESTMONT INTERIOR SUPPLY HOUSE          | Open P.O. through 06/30/2011   | 325.00    |
| 154715      | 07/12/2011 | WELLS, JON                              | REIMBUR FOR TECH SUPPLIES  | 187.83    |
| 154716      | 07/12/2011 | WEST PUBLISHING CO                      | 12 month Subscription to<br>CLEAR  | 88.94     |
| 154717      | 07/12/2011 | WILDMAN, CHRISTOPHER                    | MISC CONTRACT SERV FOR BUS<br>OFFICE 6/13-6/17/11                        | 945.00    |
| 154718      | 07/12/2011 | WORLD GIFT CENTER                       | REGION FREE DVD/VCR COMBO<br>MODEL V271 (MARTIN REQUEST)                 | 185.79    |
| 154719      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN   | 0.00      |
| 154720      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN   | 0.00      |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - RZ                                     | 200.76    |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - NR                                     | 77.65     |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - LS                                     | 640.46    |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CHARGE PAYMENT -CW   | 386.63    |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - DW                                     | 7,576.48  |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT -<br>JCB                                 | 12,037.27 |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - JS                                     | 255.40    |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CHARGE PAYMENT -WG   | 1,202.21  |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - MC                                     | 587.93    |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - CM                                     | 2,101.75  |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - TH                                     | 161.97    |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - JB                                     | 28.00     |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JUNE CREDIT CARD PAYMENT - AH                                     | 472.33    |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JH JUNE 2011 CC SATATEMENT  | 1,565.34  |
| 154721      | 07/12/2011 | MASTERCARD CORPORATE CLIENTS            | PAYMEN JULY 5, 2011 CC PP  | 4,441.97  |
| 154722      | 07/12/2011 | ACCURATE BIOMETRICS                     | FINGERPRINTING AND PAYMENT<br>ADJUSTMENT SERVICE DATES<br>4/1-4/30/11    | 472.00    |
| 154723      | 07/12/2011 | ADVENT SYSTEMS, INC.                    | CARD READER FOR DOCK DOOR  | 5,775.00  |
| 154724      | 07/12/2011 | ALLIED WASTE SERVICES #551              | JUNE BILL LESS LATE FEE \$5.00   | 4,407.25  |
| 154725      | 07/12/2011 | AMBEES ENGRAVING                        | DESK PLATE ENGRAVING FOR J.H.  | 15.00     |
| 154726      | 07/12/2011 | ANCEL, GLINK, DIAMOND, BUSH, DICIANI, & | ACCT# 2035506 LEGAL SERVICES<br>RENDERED THRU MAY 31,2011                | 20,427.73 |
| 154727      | 07/12/2011 | BANCROFT, MILANNE                       | REIMB FOR FOOD DURING SUMMER<br>CONFERENCES (6/29-30/11)                 | 60.61     |
| 154728      | 07/12/2011 | BLEACHER AMERICA, INC                   | BLEACHERS (E&G)  | 52,950.00 |
| 154729      | 07/12/2011 | BMI SUPPLY                              | Studio 200 classroom   | 1,094.76  |

| CHECK NUMBER | CHECK DATE | CHECK VENDOR                   | INVOICE DESCRIPTION   | AMOUNT   |
|--------------|------------|--------------------------------|---|----------|
| 154729       | 07/12/2011 | BMI SUPPLY                     | equipment (THEATER)<br>Studio 200 classroom   | 478.65CR |
| 154730       | 07/12/2011 | BOSS ONLINE, INC.              | equipment (THEATER)<br>(CNO11347)<br>REGISTRATION ENVELOPES (BUS<br>OFFICE)           | 436.44   |
| 154731       | 07/12/2011 | CALUMET PHOTO/CPI              | Photo paper, fixer, developer<br>and toner  | 66.48    |
| 154731       | 07/12/2011 | CALUMET PHOTO/CPI              | Photo paper, fixer, developer<br>and toner  | 279.75   |
| 154732       | 07/12/2011 | CARLSEN'S ELEVATOR SERVICE     | 2010/11 - Open Purchase Order<br>- Elevator Repairs &<br>Maintenance                  | 40.00    |
| 154732       | 07/12/2011 | CARLSEN'S ELEVATOR SERVICE     | 2010/11 - Open Purchase Order<br>- Elevator Repairs &<br>Maintenance                  | 311.00   |
| 154733       | 07/12/2011 | CHENEY, PATRICIA               | REIMB HOTEL & CAR FOR SPEECH<br>& DEBATE NAT<br>TOURNAMENT-DALLAS, TX<br>(6/12-19/11) | 1,354.48 |
| 154733       | 07/12/2011 | CHENEY, PATRICIA               | REIMB FOR SPEECH & DEBATE<br>NATIONAL TRIP EXPENSES                                   | 291.05   |
| 154734       | 07/12/2011 | COCA-COLA REFRESHMENTS         | FOOD SERVICE DELIVERY   | 614.70   |
| 154735       | 07/12/2011 | COLLEGE BOARD                  | MEMBERSHIP FEE - YEAR<br>2010-2011 CUST #4890   | 325.00   |
| 154736       | 07/12/2011 | COVE SCHOOL                    | SPED JUNE TUITION L.K.  | 1,680.16 |
| 154736       | 07/12/2011 | COVE SCHOOL                    | SPED TUITION FOR L.K.   | 149.94   |
| 154737       | 07/12/2011 | CURRIE MOTORS CHEVROLET        | CAR MAINTENANCE DRIVERS ED  | 45.01    |
| 154737       | 07/12/2011 | CURRIE MOTORS CHEVROLET        | CAR MAINTENANCE DRIVERS ED  | 563.21   |
| 154738       | 07/12/2011 | DIAMOND DETECTIVE AGENCY, INC. | EVENING AND WEEKEND BUILDING<br>SECURITY 2010-11 SCHOOL YEAR<br>6/12-6/25/11          | 2,796.92 |
| 154739       | 07/12/2011 | DONATUCCI, FAWN                | REIMB FOR SPED VARIOUS FIELD<br>TRIPS   | 225.88   |
| 154740       | 07/12/2011 | EDWARD STAUBER WHOLESALE       | OPEN PO FOR CARPENTRY<br>SUPPLIES   | 676.75   |
| 154741       | 07/12/2011 | EET PRODUCTIONS                | VIDEO & AUDIO SYSTEM FOR<br>GRADUATION  | 6,925.00 |
| 154742       | 07/12/2011 | FEDERAL EXPRESS CORP           | ACCT# 1754-4725-3 INVOICE<br>DATE 6/23/11 BUS OFFICE                                  | 38.74    |
| 154743       | 07/12/2011 | GENESIS EMPLOYEE BENEFITS INC. | VEBA MONTHLY ADMINISTRATION<br>FEE DATED 6/30/11                                      | 236.25   |
| 154744       | 07/12/2011 | GIANT STEPS ILLINOIS, INC      | SPED JUNE TUITION FOR J.J.  | 3,375.80 |
| 154744       | 07/12/2011 | GIANT STEPS ILLINOIS, INC      | SPED JUNE TUITION FOR S.S.  | 3,375.80 |
| 154745       | 07/12/2011 | GRAINGER                       |   | 0.00     |
| 154746       | 07/12/2011 | GRAINGER                       | OPEN PO FOR MAINTENANCE<br>SUPPLIES   | 97.14    |
| 154746       | 07/12/2011 | GRAINGER                       | OPEN PO FOR MAINTENANCE<br>SUPPLIES   | 4.80     |
| 154746       | 07/12/2011 | GRAINGER                       | OPEN PO FOR MAINTENANCE<br>SUPPLIES   | 17.19    |
| 154746       | 07/12/2011 | GRAINGER                       | OPEN PO FOR MAINTENANCE<br>SUPPLIES   | 203.67   |
| 154746       | 07/12/2011 | GRAINGER                       | OPEN PO FOR MAINTENANCE<br>SUPPLIES   | 345.39   |
| 154747       | 07/12/2011 | HILLSIDE ACADEMY               | SPED SEPT 2010 TUITION RATE   | 1,959.82 |

| CHECK CHECK |            |                                     | INVOICE                       |           |
|-------------|------------|-------------------------------------|-------------------------------|-----------|
| NUMBER      | DATE       | VENDOR                              | DESCRIPTION                   | AMOUNT    |
|             |            |                                     | ADJ FOR 8 STUDENTS            |           |
| 154747      | 07/12/2011 | HILLSIDE ACADEMY                    | SPED OCT 2010 TUITION RATE    | 2,247.50  |
|             |            |                                     | ADJ FOR 7 STUDENTS            |           |
| 154748      | 07/12/2011 | ILLINOIS ASSOCIATION OF SCHOOL BOAR | #16200 RESTRICTED ANNUAL DUES | 9,616.20  |
|             |            |                                     | FOR 2011-2012 SCHOOL YEAR     |           |
| 154749      | 07/12/2011 | JACKSON, STEPHEN                    | GUEST SPEAKER FOR 9 TO 10     | 100.00    |
|             |            |                                     | CONNECTION JUNE 23            |           |
| 154750      | 07/12/2011 | JOB RIZZA OF NORTH RIVERSIDE        | REPAIRS/MAINTENANCE ON FORD   | 197.95    |
|             |            |                                     | FUSION                        |           |
| 154751      | 07/12/2011 | JOSEPH ACADEMY                      | SPED JUNE TUITION FOR C.H. &  | 4,968.32  |
|             |            |                                     | L.F.                          |           |
| 154752      | 07/12/2011 | JOSTENS                             | TROPHY CUP & PRESENTATION BOX | 766.04    |
|             |            |                                     | FOR GRADUATION                |           |
| 154753      | 07/12/2011 | KRANZ INC.                          | PAPER SUPPLIES (B&G)          | 306.94    |
| 154754      | 07/12/2011 | LAKEVIEW BUS LINES, INC.            | SPED JUNE SUMMER SCHOOL       | 1,050.00  |
|             |            |                                     | TRANSPORT                     |           |
| 154754      | 07/12/2011 | LAKEVIEW BUS LINES, INC.            | SPED JUNE TRANSPORT           | 2,800.00  |
| 154755      | 07/12/2011 | LITTLE FRIENDS, INC.                | BRIDGE TUITION: BASE RATE     | 996.30    |
|             |            |                                     | JUNE 2011 CUST #6090 L.       |           |
| 154756      | 07/12/2011 | LYDIA HOME ASSOCIATION              | SPEAKER FOR HEALTH CLASS      | 200.00    |
|             |            |                                     | 6/26/11                       |           |
| 154757      | 07/12/2011 | M&I TRUST COMPANY NA                | CURRENT MONTHLY FEE INVOICE   | 669.75    |
|             |            |                                     | DATE 6/24/11                  |           |
| 154758      | 07/12/2011 | MARR, TIA                           | REIMB FOR FOOD ASSOCIATED W/  | 100.62    |
|             |            |                                     | 8 TO 9 CONNECTIONS            |           |
| 154759      | 07/12/2011 | MAXIM HEALTHCARE SERVICES, INC.     | SUB FOR SPED OT APRIL 25,27 & | 804.00    |
|             |            |                                     | 28 2011                       |           |
| 154760      | 07/12/2011 | MAYFIELD, LINDA                     | REFUND FOR SS ALGEBRA         | 180.00    |
| 154761      | 07/12/2011 | MCCORMICK'S                         | Colorguard costumes           | 1,875.00  |
| 154762      | 07/12/2011 | MECK PRINTING                       | COUNSELOR BANNERS (STUDENT    | 208.00    |
|             |            |                                     | ACTIVITIES)                   |           |
| 154762      | 07/12/2011 | MECK PRINTING                       | 2011 CREST & ALTERATIONS      | 6,100.38  |
|             |            |                                     | (ENGLISH)                     |           |
| 154763      | 07/12/2011 | MEREDITH CULLIGAN WATER CO.         | SPED JUNE SERVICE             | 20.15     |
| 154764      | 07/12/2011 | MILLER, HALL & TRIGGS, LLC          | ACCT #8810-00011M LEGAL       | 6,845.60  |
|             |            |                                     | SERVICES APRIL & MAY          |           |
| 154765      | 07/12/2011 | NEW HOPE ACADEMY                    | SPED JUNE TUITION FOR 4       | 5,057.52  |
|             |            |                                     | STUDENTS                      |           |
| 154766      | 07/12/2011 | OAK PARK AND RIVER FOREST HIGH SCHO | REPLENSISH IMPREST FUND FOR   | 20,544.37 |
|             |            |                                     | MONTH OF JUNE 5/19-6/29/11    |           |
| 154767      | 07/12/2011 | PEKRON CONSULTING                   | SPRING CAPITAL PROJECTS FOR   | 12,500.00 |
|             |            |                                     | ENVIRONMENTAL SERVICES        |           |
| 154767      | 07/12/2011 | PEKRON CONSULTING                   | SPRING LIFE SAFETY FOR        | 8,200.00  |
|             |            |                                     | ENVIRONMENTAL SERVICES        |           |
| 154768      | 07/12/2011 | PETTY CASH, OPRFHSO #200            | REPLENISH BUS OFFICE PETTY    | 384.62    |
|             |            |                                     | CASH - VARIOUS DEPT           |           |
| 154769      | 07/12/2011 | PLASCO                              | SOCKET DIGITAL SCANS AND      | 1,192.00  |
|             |            |                                     | FLEXGUARD (DISCIPLINE)        |           |
| 154770      | 07/12/2011 | PRALE, PHILIP                       | REIMB FOR TRAVEL TO NCLB      | 101.30    |
|             |            |                                     | WKSHP & MSAN COUNCIL MEETING  |           |
|             |            |                                     | 6/29 & 6/27/11                |           |
| 154771      | 07/12/2011 | PRECISION CONTROL SYSTEMS OF CHICAG | REPAIRS AND MAINTENANCE FOR   | 7,235.00  |
|             |            |                                     | DVR                           |           |
| 154772      | 07/12/2011 | PUBLIC SURPLUS                      | ACCT #01-1300-60940 SALE OF   | 58.63     |
|             |            |                                     | EQUIPMENT                     |           |
| 154773      | 07/12/2011 | SCHOOL IMPROVEMENT NETWORK          | PD 360 and Observation 360    | 13,395.00 |

| CHECK NUMBER | CHECK DATE | CHECK VENDOR                        | INVOICE DESCRIPTION  | AMOUNT    |
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|              |            |                                     | Licensing (CURRICULUM)                                     |           |
| 154774       | 07/12/2011 | TESKA ASSOCIATES, INC               | PROFESSIONAL SERVICES 4/4<br>THRU 5/31/11                  | 1,757.50  |
| 154775       | 07/12/2011 | TOWNSHIP HIGH SCHOOL DIST #211      | REIMB FOR TRANSPORTATION FOR<br>B.P. FROM 5/31-6/10/11     | 1,074.50  |
| 154776       | 07/12/2011 | UNITED PARCEL SERVICE               | INVOICE DATE 6/25/11 FOR<br>BKSTR & BUS OFFICE             | 45.66     |
| 154777       | 07/12/2011 | VINCENT, LISA                       | SPED OT 6/16 & 6/17/11                                     | 807.84    |
| 154777       | 07/12/2011 | VINCENT, LISA                       | SPED OT 6/22-24/11   | 1,101.60  |
| 154777       | 07/12/2011 | VINCENT, LISA                       | SPED OT 6/29 & 30/11                                       | 734.40    |
| 154778       | 07/12/2011 | VILLAGE OF OAK PARK                 | DRIVERS ED MAY GASOLINE<br>EXPENSES                        | 745.54    |
| 154779       | 07/12/2011 | WILDMAN, CHRISTOPHER                | MISC CONTRACT SERVICES<br>6/20-6/24/11 (BUS OFFICE)        | 875.00    |
| 154779       | 07/12/2011 | WILDMAN, CHRISTOPHER                | MISC CONTRACT SERV FOR BUS<br>OFFICE 6/27-30/11            | 656.25    |
| 154780       | 07/12/2011 | YELLOWSTONE BOYS AND GIRLS RANCH    | CORRECTED INVOICE FOR RATE<br>CHANGE EFFECTIVE 9/1/10-T.T. | 15.60     |
| 154780       | 07/12/2011 | YELLOWSTONE BOYS AND GIRLS RANCH    | CORRECTED INVOICE FOR RATE<br>CHANGE EFFECTIVE 9/1/10      | 302.25    |
| 154780       | 07/12/2011 | YELLOWSTONE BOYS AND GIRLS RANCH    | CORRECTED INVOICE FOR RATE<br>CHANGE EFFECTIVE 9/1/10      | 819.12    |
| 154780       | 07/12/2011 | YELLOWSTONE BOYS AND GIRLS RANCH    | CORRECTED INVOICE FOR RATE<br>CHANGE EFFECTIVE 9/1/10      | 459.72    |
| 154781       | 07/08/2011 | DIVERSIFIED COLLECTION SERVICES, IN | Payroll accrual  | 624.55    |
| 154782       | 07/08/2011 | EQUIVEST                            | Payroll accrual  | 294.70    |
| 154782       | 07/08/2011 | EQUIVEST                            | Payroll accrual  | 550.42    |
| 154783       | 07/08/2011 | FIDELITY INVESTMENTS                | Payroll accrual  | 372.62    |
| 154783       | 07/08/2011 | FIDELITY INVESTMENTS                | Payroll accrual  | 2,642.82  |
| 154783       | 07/08/2011 | FIDELITY INVESTMENTS                | Payroll accrual  | 70.53     |
| 154784       | 07/08/2011 | FIRST INVESTORS                     | Payroll accrual  | 90.87     |
| 154784       | 07/08/2011 | FIRST INVESTORS                     | Payroll accrual  | 300.00    |
| 154785       | 07/08/2011 | I R S                               | Payroll accrual  | 15,589.04 |
| 154785       | 07/08/2011 | I R S                               | Payroll accrual  | 2,124.89  |
| 154785       | 07/08/2011 | I R S                               | Payroll accrual  | 3,394.00  |
| 154785       | 07/08/2011 | I R S                               | Payroll accrual  | 595.00    |
| 154785       | 07/08/2011 | I R S                               | Payroll accrual  | 2,124.89  |
| 154785       | 07/08/2011 | I R S                               | Payroll accrual  | 5,010.18  |
| 154786       | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual  | 3,651.24  |
| 154786       | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual  | 124.34    |
| 154786       | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual  | 8,503.45  |
| 154786       | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND      | Payroll accrual  | 289.57    |
| 154787       | 07/08/2011 | IL STATE DISBURSEMENT UNIT          | Payroll accrual  | 438.50    |
| 154788       | 07/08/2011 | ING NATIONAL TRUST                  | Payroll accrual  | 153.21    |
| 154788       | 07/08/2011 | ING NATIONAL TRUST                  | Payroll accrual  | 112.59    |
| 154789       | 07/08/2011 | LINCOLN INVESTMENTS                 | Payroll accrual  | 813.43    |
| 154789       | 07/08/2011 | LINCOLN INVESTMENTS                 | Payroll accrual  | 1,882.00  |
| 154790       | 07/08/2011 | M G TRUST COMPANY                   | Payroll accrual  | 248.05    |
| 154790       | 07/08/2011 | M G TRUST COMPANY                   | Payroll accrual  | 1,378.00  |
| 154791       | 07/08/2011 | NCPERS GROUP LIFE INS (#1985)       | Payroll accrual  | 48.00     |
| 154792       | 07/08/2011 | RIVER FOREST COMMUNITY CENTER       | Payroll accrual  | 100.00    |
| 154793       | 07/08/2011 | STATE OF ILLINOIS                   | Payroll accrual  | 5,755.81  |
| 154794       | 07/08/2011 | T H I S                             | Payroll accrual  | 155.40    |
| 154794       | 07/08/2011 | T H I S                             | Payroll accrual  | 364.37    |
| 154794       | 07/08/2011 | T H I S                             | Payroll accrual  | 81.00     |
| 154794       | 07/08/2011 | T H I S                             | Payroll accrual  | 308.84    |

| CHECK CHECK |            |                                | INVOICE         |  |           |
|-------------|------------|--------------------------------|-----------------|--|-----------|
| NUMBER      | DATE       | VENDOR                         | DESCRIPTION     |  | AMOUNT    |
| 154795      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM     | Payroll accrual |  | 1,211.43  |
| 154795      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM     | Payroll accrual |  | 4,340.64  |
| 154795      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM     | Payroll accrual |  | 74.75     |
| 154795      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM     | Payroll accrual |  | 262.91    |
| 154796      | 07/08/2011 | TOM VAUGHN STANDING TRUSTEE    | Payroll accrual |  | 129.50    |
| 154797      | 07/08/2011 | WADDELL & REED                 | Payroll accrual |  | 338.18    |
| 154797      | 07/08/2011 | WADDELL & REED                 | Payroll accrual |  | 197.06    |
| 154798      | 07/08/2011 | FIRST INVESTORS                | Payroll accrual |  | 100.00    |
| 154799      | 07/08/2011 | I R S                          |                 |  | 0.00      |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 26.15     |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 0.00      |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 0.00      |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 9.03CR    |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 26.15CR   |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 0.00      |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 9.03CR    |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 38.61CR   |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 9.03      |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 38.61     |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 9.03      |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 19.62     |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 19.62     |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 428.34CR  |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 38.63CR   |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 38.63CR   |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 8,410.17  |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 658.35    |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 17,292.30 |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 38.40     |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 3,535.49  |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 12,414.95 |
| 154800      | 07/08/2011 | I R S                          | Payroll accrual |  | 3,535.49  |
| 154801      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND | Payroll accrual |  | 5,808.72  |
| 154801      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND | Payroll accrual |  | 133.27    |
| 154801      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND | Payroll accrual |  | 13,527.97 |
| 154801      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND | Payroll accrual |  | 310.37    |
| 154802      | 07/08/2011 | LINCOLN INVESTMENTS            | Payroll accrual |  | 265.00    |
| 154803      | 07/08/2011 | NCPERS GROUP LIFE INS (#1985)  | Payroll accrual |  | 88.00     |
| 154804      | 07/08/2011 | SEIU LOCAL 73                  | Payroll accrual |  | 34.50     |
| 154804      | 07/08/2011 | SEIU LOCAL 73                  | Payroll accrual |  | 1,064.14  |
| 154805      | 07/08/2011 | STATE OF ILLINOIS              | Payroll accrual |  | 0.00      |
| 154805      | 07/08/2011 | STATE OF ILLINOIS              | Payroll accrual |  | 0.00      |
| 154805      | 07/08/2011 | STATE OF ILLINOIS              | Payroll accrual |  | 60.69     |
| 154805      | 07/08/2011 | STATE OF ILLINOIS              | Payroll accrual |  | 119.51CR  |
| 154805      | 07/08/2011 | STATE OF ILLINOIS              | Payroll accrual |  | 26.88     |
| 154805      | 07/08/2011 | STATE OF ILLINOIS              | Payroll accrual |  | 9,640.73  |
| 154806      | 07/08/2011 | T H I S                        | Payroll accrual |  | 11.91     |
| 154806      | 07/08/2011 | T H I S                        | Payroll accrual |  | 8.93      |
| 154806      | 07/08/2011 | T H I S                        | Payroll accrual |  | 23.44CR   |
| 154806      | 07/08/2011 | T H I S                        | Payroll accrual |  | 17.58CR   |
| 154806      | 07/08/2011 | T H I S                        | Payroll accrual |  | 417.98    |
| 154806      | 07/08/2011 | T H I S                        | Payroll accrual |  | 321.09    |
| 154807      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM     | Payroll accrual |  | 127.18    |
| 154807      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM     | Payroll accrual |  | 7.85      |
| 154807      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM     | Payroll accrual |  | 250.43CR  |
| 154807      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM     | Payroll accrual |  | 15.45CR   |

| CHECK CHECK |            |                                    | INVOICE   |              |
|-------------|------------|------------------------------------|---|--------------|
| NUMBER      | DATE       | VENDOR                             | DESCRIPTION   | AMOUNT       |
| 154807      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM         | Payroll accrual   | 4,659.92     |
| 154807      | 07/08/2011 | TEACHERS RETIREMENT SYSTEM         | Payroll accrual   | 282.18       |
| 154808      | 07/08/2011 | I R S                              | Payroll accrual   | 10,030.28    |
| 154808      | 07/08/2011 | I R S                              | Payroll accrual   | 2,345.82     |
| 154808      | 07/08/2011 | I R S                              | Payroll accrual   | 6,794.76     |
| 154808      | 07/08/2011 | I R S                              | Payroll accrual   | 125.00       |
| 154808      | 07/08/2011 | I R S                              | Payroll accrual   | 1,395.30     |
| 154808      | 07/08/2011 | I R S                              | Payroll accrual   | 2,345.82     |
| 154809      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND     | Payroll accrual   | 7,131.56     |
| 154809      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND     | Payroll accrual   | 13.17        |
| 154809      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND     | Payroll accrual   | 16,608.50    |
| 154809      | 07/08/2011 | ILLINOIS MUNICPL RETIREMT FUND     | Payroll accrual   | 30.68        |
| 154810      | 07/08/2011 | STATE OF ILLINOIS                  | Payroll accrual   | 4,906.99     |
| 154834      | 07/12/2011 | ARTHUR J GALLAGHER RMS, INC.       | NOTARY BOND POLICY #6762338<br>FOR D.S.   | 50.00        |
| 154835      | 07/12/2011 | BANC OF AMERICA LEASING            | KONICA COPIER GROUP LEASE<br>PAYMENTS   | 1,189.98     |
| 154836      | 07/12/2011 | CLIC                               |   | 0.00         |
| 154837      | 07/12/2011 | CLIC                               | POLICY #8211-1782 FIDUCIARY<br>LIABILITY PREMIUM  | 2,050.00     |
| 154837      | 07/12/2011 | CLIC                               | COLLECTIVE LIABILITY<br>INSURANCE COOPERATIVE:<br>PROPERTY/CASUALTY/STUDENT<br>ACCIDENT | 245,700.00   |
| 154837      | 07/12/2011 | CLIC                               | COLLECTIVE LIABILITY<br>INSURANCE COOPERATIVE<br>WORKERS' COMPENSATION PROGRAM          | 215,749.00   |
| 154837      | 07/12/2011 | CLIC                               | POLICY #WR10003263 FOREIGN<br>LIABILITY PREMIUM   | 1,072.00     |
| 154838      | 07/12/2011 | COLLEGE BOARD FORUM 2011           | College Board National<br>Conference for B.A. and E.M.                                  | 718.00       |
| 154839      | 07/12/2011 | DEMCO                              | LIBRARY PERIODICAL<br>SUBSCRIPTION  | 1,120.60     |
| 154840      | 07/12/2011 | EDUCATIONAL THEATRE ASSOCIATION    | PROFESSIONAL MEMBER RENEWAL<br>3600082  | 75.00        |
| 154841      | 07/12/2011 | GLOBAL COMPLIANCE NETWORK, INC.    | HR TUTORIALS -12 MONTH  | 1,400.00     |
| 154842      | 07/12/2011 | HENRY BROS. CO.                    | SUMMER CAPITAL PROJECT FOR<br>GENERAL TRADES  | 711,718.20   |
| 154842      | 07/12/2011 | HENRY BROS. CO.                    | SUMMER LIFE SAFETY FOR<br>GENERAL TRADES  | 1,054,389.60 |
| 154843      | 07/12/2011 | HORIZON BANK, N.A.                 | OCE COPIER LEASE ANNUAL<br>PAYMENT #2009211345  | 30,288.08    |
| 154844      | 07/12/2011 | IAASE                              | 2011-12 IAASE Membership for<br>T. H., T. B. and N. P.                                  | 420.00       |
| 154845      | 07/12/2011 | ILLINOIS ASBO                      | T. K. ACTIVE III MEMBERSHIP<br>RENEWAL  | 565.00       |
| 154846      | 07/12/2011 | IMPACT APPLICATIONS INC            | CONCUSSION TESTING PROGRAM<br>(ATHLETICS)   | 1,000.00     |
| 154847      | 07/12/2011 | INTEGRATED SYSTEMS CORPORATION     | JULY SKYWARD HOSTING SERVICES   | 1,100.00     |
| 154848      | 07/12/2011 | J KYLE BRAID LEADERSHIP FOUNDATION | 2011 LEADERSHIP TRAINING<br>PROGRAM FOR T.O., G.L., E.M.C. &<br>C.C.                    | 4,000.00     |
| 154849      | 07/12/2011 | KENNEDY, FRANK                     | MONTHLY MILEAGE & CELL USAGE<br>AS PER CONTRACT   | 100.00       |
| 154850      | 07/12/2011 | M&O ENVIRONMENTAL COMPANY          | SUMMER LIFE SAFETY PROJECT<br>FOR ABATEMENT   | 30,774.00    |

| CHECK CHECK       |            |                           | INVOICE  |              |
|-------------------|------------|---------------------------|--|--------------|
| NUMBER            | DATE       | VENDOR                    | DESCRIPTION  | AMOUNT       |
| 154850            | 07/12/2011 | M&O ENVIRONMENTAL COMPANY | SUMMER CAPITAL PROJECT FOR<br>ABATEMENT                                    | 65,000.00    |
| 154851            | 07/12/2011 | NACAC                     | NATIONAL CONF 9/22-24/11 IN<br>NEW ORLEANS, LA FOR J.F.                    | 300.00       |
| 154851            | 07/12/2011 | NACAC                     | NATIONAL CONF 9/22-24/11 IN<br>NEW ORLEANS, LA FOR K.J.                    | 240.00       |
| 154852            | 07/12/2011 | POSTMASTER, OAK PARK      | BOX #4501 12 MONTH RENTAL FEE  | 940.00       |
| 154853            | 07/12/2011 | SIMPLEXGRINNELL LP        | SUMMER CAPITAL PROJECTS FOR<br>FIRE ALARM EQUIPMENT                        | 2,614.46     |
| 154854            | 07/12/2011 | SKYWARD USER'S GROUP, NFP | ANNUAL DUES PER DISTRICT   | 50.00        |
| 154855            | 07/12/2011 | STERICYCLE                | Open Purchase Order for<br>2011/12 Hazardous Waste Pick<br>Ups 7/1/11 BILL | 348.75       |
| 154856            | 07/12/2011 | VILLAGE OF OAK PARK       | 185 S3 PARKING PERMITS FOR<br>2011-2012 STUDENT PARKING                    | 44,400.00    |
| Totals for checks |            |                           |  | 5,078,880.47 |

FUND SUMMARY

| <u>FUND</u> | <u>DESCRIPTION</u>          | <u>BALANCE SHEET</u> | <u>REVENUE</u> | <u>EXPENSE</u> | <u>TOTAL</u> |
|-------------|-----------------------------|----------------------|----------------|----------------|--------------|
| 10          | EDUCATION FUND              | 1,773,550.56         | 2,116.53       | 381,648.39     | 2,157,315.48 |
| 14          | CAFETERIA FUND              | 21,320.37            | 0.00           | 2,727.65       | 24,048.02    |
| 15          | BOOKSTORE FUND              | 4,235.55             | 0.00           | 21,107.44      | 25,342.99    |
| 20          | OPERATIONS & MAINTENANCE    | 61,092.74            | 0.00           | 59,285.71      | 120,378.45   |
| 40          | TRANSPORTATION FUND         | 140.92               | 0.00           | 11,740.29      | 11,881.21    |
| 50          | ILL MUN RET FUND            | 263,765.54           | 0.00           | 0.00           | 263,765.54   |
| 60          | SITE & CONST FUND           | 0.00                 | 0.00           | 821,194.03     | 821,194.03   |
| 80          | TORT IMMUNITY FUND          | 0.00                 | 0.00           | 545,124.38     | 545,124.38   |
| 82          | MEDICAL SELF INSURANCE FUND | 0.00                 | 0.00           | 3,736.25       | 3,736.25     |
| 84          | ACTIVITY FUND               | 12,730.52            | 0.00           | 0.00           | 12,730.52    |
| 90          | FIRE PREV & SAFETY          | 0.00                 | 0.00           | 1,093,363.60   | 1,093,363.60 |
| ***         | Fund Summary Totals ***     | 2,136,836.20         | 2,116.53       | 2,939,927.74   | 5,078,880.47 |

\*\*\*\*\* End of report \*\*\*\*\*

RESOLUTION RATIFYING AND CONFIRMING  
EXECUTION OF CERTAIN VOUCHERS  
AND PAYMENT OF CERTAIN BILLS AND EXPENSES

Be it resolved by the Board of Education of the Oak Park and River Forest High School, District Number 200, Cook County, Illinois, as follows:

SECTION 1: That this Board of Education does hereby ratify and confirm the execution of the vouchers from the Imprest Account for July 12, 2011 by the President and Secretary of this Board of Education, copies of which are attached hereto.

SECTION 2: That this Board of Education does hereby ratify and confirm that the payment of the bills and expenses were covered by the vouchers attached hereto.

SECTION 3: This resolution shall be in full force and effect upon its adoption.

ADOPTED this July 12, 2011

\_\_\_\_\_  
President of the Board of Education

\_\_\_\_\_  
Secretary of the Board of Education

| IMPREST           |                    | CHECK      | INVOICE  |  |
|-------------------|--------------------|------------|----------|--|
| CHECK #           | VENDOR             | DATE       | AMOUNT   | DESCRIPTION  |
| 31133             | AT&T               | 06/16/2011 | 34.02    | MAY 2 - JUNE 1, 2011   |
| 31134             | COMCAST CABLE      | 06/16/2011 | 68.88    | 2011 BILL FROM 6/13 - 7/12   |
| 31134             | COMCAST CABLE      | 06/16/2011 | 99.90    | 2011 BILL FROM 6/9 - 7/8   |
| 31135             | AT&T LONG DISTANCE | 06/20/2011 | 126.04   | MAY 3 - JUNE 2   |
| 31136             | SECRETARY OF STATE | 06/20/2011 | 8.00     | BUS PERMIT RECERTIFICATION<br>FOR L.R. & J.O.                                  |
| 31137             | T-MOBILE           | 06/20/2011 | 127.84   | CITE UTILITIES 5/8 - 6/7/11  |
| 31138             | COMCAST CABLE      | 06/23/2011 | 59.95    | 6/11/11 FOR PERIOD 6/18 -<br>7/17/11   |
| 31139             | SECRETARY OF STATE | 06/23/2011 | 4.00     | BUS PERMIT RECERTIFICATION<br>FOR C.L.   |
| 31140             | AT&T               | 06/29/2011 | 176.87   | ACCT#312-289-3342016303 MAY<br>17 - JUNE 16                                    |
| 31140             | AT&T               | 06/29/2011 | 113.15   | ACCT#708 299-3673 894 0 MAY<br>17 - JUNE 16                                    |
| 31140             | AT&T               | 06/29/2011 | 2,007.31 | ACCT#708 299-5599 995 1 MAY<br>17 - JUNE 16                                    |
| 31140             | AT&T               | 06/29/2011 | 1,815.67 | ACCT#708 358-2676 676 6 1 MAY<br>17 - JUNE 16                                  |
| 31141             | AT&T               | 06/29/2011 | 1,017.26 | ACCT#171-791-3822-795  |
| 31142             | JAMS, INC.         | 06/29/2011 | 2,108.34 | REF #1340008572 INVOICE DATE<br>JUNE 23, 2011- ADDITIONAL<br>MEDIATION SESSION |
| Totals for checks |                    |            | 7,767.23 |  |

FUND SUMMARY

| <u>FUND</u> | <u>DESCRIPTION</u>       | <u>BALANCE SHEET</u> | <u>REVENUE</u> | <u>EXPENSE</u> | <u>TOTAL</u> |
|-------------|--------------------------|----------------------|----------------|----------------|--------------|
| 10          | EDUCATION FUND           | 0.00                 | 0.00           | 356.57         | 356.57       |
| 20          | OPERATIONS & MAINTENANCE | 0.00                 | 0.00           | 5,290.32       | 5,290.32     |
| 40          | TRANSPORTATION FUND      | 0.00                 | 0.00           | 12.00          | 12.00        |
| 80          | TORT IMMUNITY FUND       | 0.00                 | 0.00           | 2,108.34       | 2,108.34     |
| ***         | Fund Summary Totals ***  | 0.00                 | 0.00           | 7,767.23       | 7,767.23     |

\*\*\*\*\* End of report \*\*\*\*\*

***Oak Park and River Forest High School  
District 200***

*201 North Scoville Avenue • Oak Park, IL 60302-2296*

TO: Board of Education  
FROM: Mike Carioscio  
DATE: July 5, 2011  
RE: Wifi Phase II Bid – Hardware configuration adjustment

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**BACKGROUND**

On May 26, 2011 the BOE awarded the bid for WIFI hardware to the lowest responsive bidder, CDW-G. Their proposed cost of \$68, 777.83 was 13% less than that of the other bidder.

**SUMMARY OF FINDINGS**

In the process of reviewing the details of the implementation, we determined an alternate configuration for the wireless controller would provide the District with a lower total cost of ownership. The controller originally specified was not sufficient for our end state wireless configuration. Therefore, we determined we need to modify our specifications and obtain a controller that had the additional capacity to 1) meet our end state configuration and 2) provide us sufficient redundancy in the event of a major component failure.

These changes increased the WIFI hardware costs from \$66,777.83 to \$83, 221.20. However, because of other cost savings achieved through negotiation we are still on our original budget estimate of \$110,000 (actual projected costs are \$110, 507).

In order to properly proceed in the process, our Attorney was appraised of the situation. It was his opinion that the Board of Education is within their legal right to approve the new amount without re-bidding the project; doing so would jeopardize the already limited timeframe available for summer installation.

**RECOMMENDATIONS (OR FUTURE DIRECTIONS)**

Approve the new hardware amount of \$83, 221.20 to CDW-G.

TO: Board of Education  
FROM: Michael Carioscio  
DATE: July 12, 2011  
RE: Renewal of E2 Services Contract – Revised contract terms and conditions

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#### **BACKGROUND**

District 200 utilizes managed services for our technology infrastructure. This includes all local and wide area networks, all servers, and the systems software required to manage and run our environment. For the past three years we have contracted with E2 as our managed services provider.

#### **SUMMARY OF PROPOSAL**

E2 will continue to provide us their wall-to-wall managed service at an annual cost of \$150,000/year, which is a 0% change from FY11. In order to test the market to determine whether or not this was competitive pricing, we solicited a bid from another vendor who provides similar services in our market. We normalized their service offerings between E2 and the other vendor to assure a fair comparison. E2 provided us the details on all of the hours they have spent supporting us. When we calculated the equivalent hours with the other vendor we eliminated the hours which were part of their standard offerings and only calculated the hours outside of these offerings. We used a blended rate to average the hours which would be expended during business hours (8 a.m. to 5 p.m.) and after-hours.

The results of our analysis determined that a comparable offering by the other vendor would have cost the District approximately \$180,000/yr.

At the Finance Committee meeting on June 14, 2011 Mr. Phelan asked about standard contract terms and conditions (e.g. insurance) that did not appear in the E2 services contract. We have had our attorneys draw up a new contract with E2, adding the appropriate provisions to adequately address all legal and Board-required provisions.

We have been very pleased with the services we have received from E2 over the last three years. In addition, they have agreed to include their portion of all of our summer projects (which would have included some additional costs) as part of the new agreement. The contract contains all of the appropriate terms and conditions required by District 200.

#### **RECOMMENDATION**

MOTION: To approve the E2 services contract for another three year term.

#### **ROLL CALL VOTE**

## MANAGED NETWORK SERVICES AGREEMENT

THIS MANAGED NETWORK SERVICES AGREEMENT ("Agreement" or "MSA") is made this 1st day of July, 2011 ("Effective Date"), by and between **E2 Services, Inc.** ("E2"), an Illinois corporation located and doing business at 440 Treasure Drive, Oswego, Illinois 60543 and, **Oak Park and River Forest High School District 200**, an Illinois educational institution, with its principal place of business at 201 North Scoville Ave. Oak Park, Illinois, IL 60302 (hereinafter "OPRFHS")

### 1. General Scope of MSA

1.1 OPRFHS engages E2 to provide services related to specific OPRFHS information technology ("IT") systems. Under the terms of this MSA, E2 shall have the following four main functions related to specific OPRFHS IT systems:

- 1) E2 shall monitor, maintain, and manage OPRFHS's IT systems;
- 2) E2 shall have available a dedicated qualified staff member to resolve technical problems related to OPRFHS's IT systems; and
- 3) E2 shall report and notify OPRFHS of technical problems related to its IT systems.
- 4) E2 shall have a technician onsite one day per week. The day of the week will be agreed to by both parties.

### 2. RELATIONSHIP OF OPRFHS AND E2 AND ADDITIONAL OBLICATIONS

**2.1 Nature of Relationship:** E2's relationship with OPRFHS will be that of an independent contractor operating for the term of this MSA and no provisions of this MSA shall be construed to create a Partnership, joint venture, principal-agent, or employer-employee relationship. E2 is not the agent of OPRFHS and is not authorized to make any representation, contract, or commitment on behalf of OPRFHS unless specifically requested or authorized to do so by OPRFHS.

**2.2 Qualifications:** E2 represents that it has the qualifications and ability to perform the services in a professional manner. Because E2 will be working for the benefit of OPRFHS in a maintenance capacity, OPRFHS agrees to provide E2 with the necessary logistical information regarding OPRFHS's technical systems to enable E2 to fulfill its duties under the MSA.

**2.2 Re-certification of Modified or Altered IT Systems:** If a modification or alteration to a component of the IT systems covered by this MSA is performed by an entity other than E2 or its agents, E2 will be required to re-certify the managed service or machine that has been modified or altered. E2 will bill OPRFHS for the re-certification of the managed service or machine on a time and material basis at an hourly rate of \$95.00.

**2.4 Force Majeure:** E2 and its agents shall not be liable to OPRFHS for delays in the performance of this MSA caused by circumstances beyond E2's control, including, but not limited to, acts of God, wars, riots, earthquakes, tornadoes, strikes, fires, floods, shortages of labor or materials, labor disputes, accidents, governmental restrictions, or other causes beyond E2's reasonable control. In the event of any such delay, the performance by E2 shall be extended equitably based on the duration, nature, or reason of delay. E2 shall notify OPRFHS in writing of any such events or circumstances promptly after their occurrence.

**2.5 Governing Law:** The validity, construction, performance, and any claims for breach of this MSA shall be governed by and construed in accordance with the laws of the State of Illinois.

**3. Personnel.** E2 reserves the exclusive right, upon reasonable approval from OPRFHS, to determine the assignment of its personnel. Should any E2 personnel be unable to perform the Services, E2 will replace such individual within a reasonable time. OPRFHS may request at any time reassignment of any E2 personnel assigned to work at the premises of OPRFHS, and E2 shall use its best efforts to accommodate such request, provided that no reassignment shall take place for any reason which would constitute any form of employment discrimination.

**4. Confidentiality.** Each party agrees that it will receive and/or have access to confidential information and trade secrets ("Confidential Information") from one another that is not publicly available in connection with the Services E2 renders under this Agreement. The Confidential Information will be deemed to include all the information OPRFHS and E2 receives from one another, except anything designated in writing as not confidential. Each party agrees to maintain the secrecy of the others Confidential Information and agrees not to disclose it to anyone except as permitted in writing by the owner of said information, or as otherwise may be required by law. These obligations under this paragraph will, except as otherwise expressly provided, survive termination of this Agreement.

**5. Warranties.**

**5.1** E2 represents and warrants that the Services will substantially conform to the performance capabilities, characteristics, specifications, functions and other descriptions as set forth in paragraph 9. E2 will make all reasonable efforts to correct any defect, error or omission resulting from its provision of Services hereunder for which E2 receives timely written notice from OPRFHS. If E2's efforts do not make the Services provide as warranted, then the exclusive remedy for breach of warranty will be actual damages up to five (5) times the current month's fees and payments actually received by E2 from OPRFHS for the defective Services.

**5.2** OPRFHS represents and warrants that it owns or is licensed to use and to permit E2 to use any software, program materials, source code or codes, object codes, upgrades, revisions, modifications and any related data or materials as necessary to perform the Services.

**6. Limitation of Liabilities:** Except as provided below in Section 16.6, the parties agree that E2's liability under this Agreement for any claims, damages or costs arising hereunder relating to its services rendered to OPRFSD as described in Section 1.1 above, whether in breach of contract, negligence, or otherwise on the part of E2 will be limited to five (5) times the current month's fees and payments actually received by E2 from OPRFHS under this Agreement.

**7. Termination.** Termination of this MSA by either party shall be governed by this paragraph and subparagraphs.

**7.1** Termination during First 90 Days by OPRFHS: OPRFHS may terminate this MSA at any time without cause during the first 90 days after the Commencement Date as defined in paragraph 8 under this MSA.

**7.2** Termination after First 90 Days by OPRFHS: After the first 90 days after the Commencement Date have past, OPRFHS may terminate this MSA with 60 days prior written notice.

**7.3** Termination by E2: E2 may terminate this MSA for any reason with 90 days prior written notice to OPRFHS.

7.4 Good Faith Effort by OPRFHS and E2: OPRFHS and E2 shall make a reasonable, good faith effort to resolve any disputes before terminating this MSA.

7.5 Rights on Termination: Upon any termination of this MSA, OPRFHS shall pay E2 for services rendered through the date of termination.

8. **Term of Agreement** E2 shall begin its work under this MSA on the date identified on the Device Price List, attached hereto and incorporated herein as Exhibit 1, to this MSA. This date shall be defined as the "Commencement Date." This MSA shall run from the Commencement Date to 2 full years after the Commencement Date. At the conclusion of 2 full years, OPRFHS and E2 shall have the option to renew by mutual written agreement this MSA under the same or revised terms and conditions.

## 9. SERVICES TO BE PROVIDED BY E2

9.1 **Monitoring, Maintenance, and Management of IT Systems:** E2 will monitor, maintain, and manage, OPRFHS's Windows Servers and network infrastructure as defined herein. E2 will provide these services 24 hours a day, seven days a week for the duration of the MSA. A technician from E2 will be onsite 1 day per week. The day will be agreed to by both parties.

9.1.1 **Windows Managed Services:** E2 will monitor, perform maintenance on, and manage the following aspects of OPRFHS's Windows systems:

### A. General monitoring and management

- a. Documenting software and hardware changes;
- b. Testing and performing backups with restores;
- c. Monthly reports of work accomplished, work in progress
- d. Review and notification of expiring maintenance and support agreements.

### B. Systems monitoring and management

- a. Ensuring that server services are running;
- b. Keeping Service Pack and Hot fixes current as per company policy;
- c. Monitoring event log of every server and identifying potential problems;
- d. Monitoring hard drive free space on server;
- e. Rebooting servers if needed;
- f. Running defragmentation and checking disks on all drives;
- g. Scheduling off time server maintenance;
- h. Installing software updates to current software version.
- i. Determining logical directory structure, implement, MAP, and detail;
- j. Set up and maintain groups (accounting, administration, printers, sales, warehouse, etc.);
- k. Coordinate all LAN updates with all involved parties; and
- l. Clean and prune directory structure to keep efficient and active.
- m. Monitor system specific disk usage, cpu usage, etc.
- n. Administration/problem resolution on servers.

### C. Network monitoring and management

- a. Checking router logs;
- b. Monitor DSU/TSU, switches, hubs, and internet connection, and make sure these are "green" (available for SNMP manageable devices only);
- c. Software and hardware updates to network backbone.
- d. Firmware updates on switches; and

- e. Administration/problem resolution on switches.

**D. Security monitoring and management**

- a. Check firewall logs;
- b. Firewall Rule changes;
- c. Client VPN additions;
- d. Confirm that antivirus definition auto updates have occurred;
- e. Confirm that emergency virus updates have occurred;
- f. Confirm that backup has been performed on a daily basis;
- g. Create new directories, shares, and manage account policies;
- h. Permissions and file system management;
- i. Firewall administration/problem resolution.

**E. Applications Monitoring**

- a. Directory replication;
- b. DNS replication;
- c. SQL server monitoring; and
- d. Overall application disk space management.

**F. SQL Server monitoring and management**

- a. Creating user databases
- b. Setting database options
- c. Managing user database size
- d. Organizing database files
- e. Managing access to SQL Server
- f. Create user accounts and roles, as defined by Customer.
- g. Backing up databases, files, file groups and transaction logs
- h. Restoring user databases
- i. Restoring and rebuilding system databases.
- j. Remediate issues arising from the monitoring system

**G. Exchange monitoring and management**

- a. Maintain hotfixes, service packs, update rollups, and security updates;
- b. Set database options;
- c. Managing user database size
- d. Overall application disk space management.
- e. Remediate issues arising from the monitoring system

**9.1.2 Excluded from Windows Managed Services:** E2 will not be responsible for maintaining and managing problems caused by network outage, hardware failure, application software, and third party software, except for any third party software identified in Exhibit 1. All third party software that would be covered under this MSA would require a contract between OPRFHS and the third party software owner. If OPRFHS desires E2 to maintain and manage network outage, hardware failure, application software, and third party software problems E2 will be compensated on a time and materials basis at an hourly rate of \$95.00 – (This rate was negotiated by your local LTC).

**10. Non-critical Alert/Event Maintenance:** E2 must contact OPRFHS's Operations Manager or other designated contact at least five days before performing any non-critical maintenance to OPRFHS's IT system. E2 shall be permitted to proceed with the non-critical maintenance before the five days have expired if OPRFHS informs E2 that E2 may proceed with the non-critical maintenance.

**11. On-site Access:** Should E2 need on-site access to complete the necessary monitoring, maintenance, or management of OPRFHS's IT systems, OPRFHS's Operations Manager or designated contact will provide the on-site access.

**12. Notice of Critical Alert/Event:** E2 must reasonably notify OPRFHS per OPRFHS's Notification and Escalation Procedures of the occurrence of any "critical alert" or "critical event" within 60 minutes of E2 receiving notice of the critical alert/event as defined in this paragraph. A "critical alert" or "critical event" is any alert or event involving a failure in the availability of the functionality of OPRFHS's IT services or systems.

**13. Resolution of Critical Alert/Event:** E2 shall use its best and reasonable efforts to have a dedicated resource working on a resolution to any critical alert/event within 60 minutes of obtaining notice of any critical alert/event. The dedicated resource will use its best efforts to fully resolve the critical alert/event. Failure to allocate a dedicated resource within 90 minutes of its notice of a critical alert/event will result in E2's forfeiture of 100% of the monthly monitoring and services charges for the monitored service or system on which the critical alert/event occurred.

**14. E2's Reporting and Notification:** E2 is responsible for keeping OPRFHS apprised of the status of E2's responsibilities and work under this MSA.

**14.1** Upon receiving notice of a critical alert/event, E2 shall notify the OPRFHS Operations Manager or other designated OPRFHS contact of said critical alert/event within 60 minutes of E2's notice of said critical alert/event.

**14.2** E2 will produce a root cause analysis and corrective action plan for any managed service that requires corrective action. E2 will use its best efforts to identify in the corrective action plan the party that is responsible for the failure of the managed service. E2 will use its best efforts to ensure that it provides the root cause analysis and corrective action plan to OPRFHS within five days of the occurrence of a critical alert/event. However, it is understood that solving the problem shall take precedence over producing and providing a root cause analysis and corrective action plan and the five days may be extended if necessary. It shall not be a breach of this MSA if the root cause analysis and corrective action plan are not provided within five days.

**14.3** E2 will email a monthly status and summary report to OPRFHS's Operations Manager or other designated contact by the 10th of each month regarding the previous month's services, work, critical, and non-critical alerts/events.

**14.4** E2 will notify OPRFHS's Operations Manager or other designated contact five days before non-critical maintenance will be performed in order to inform OPRFHS about the maintenance. This notice applies only to non-critical maintenance.

## **15. COMPENSATION**

**15.1 OPRFHS Shall Compensate E2:** OPRFHS shall pay E2 for its or its agents' services in accordance with the Local Government Prompt Payment Act, 50 ILCS 505/1 et seq, for each month's services under this MSA. Payment shall be made by check or direct deposit. OPRFHS shall compensate E2 on a price per device basis as described in the Device Price List that is attached hereto as Exhibit 1.

**15.2 Items Billed on Time and Material Basis:** All work performed by E2 outside the scope of the MSA or resulting from failures not covered by the MSA, including, but not limited to, network outage, hardware failure, application software, third party software, will be billed on an hourly time and material

basis at the hourly rate of \$95.00 – (This rate was negotiated by your local LTC). The cost for preparing a service, device, or machine for management shall be billed at 5% of the yearly support cost for that service, device, or machine.

**15.3 Reimbursement of Approved Expenses:** OPRFHS shall reimburse E2 for expenses incurred by E2 for the maintenance of OPRFHS's IT systems should E2 be required to purchase hardware or software for OPRFHS's benefit. E2 must receive OPRFHS's approval in writing before purchasing such items in order to qualify for reimbursement. OPRFHS shall reimburse E2 for reasonable and appropriate out-of-pocket expenses outside of the Chicagoland area for travel, lodging, meals, and the like incurred by E2 while performing services for OPRFHS. E2 must receive OPRFHS's approval in writing before incurring any such expenses.

**15.4 Late Fees:** An interest penalty on any late payment shall apply in accordance with the Local government Prompt Payment Act, 50 ILCS 505/1 et seq.

## **16. General Conditions**

**16.2** This Agreement will be binding upon and inure to the benefit of the parties hereto and their respective legal representatives, successors and assigns. Neither party may assign this Agreement or any interest therein without the prior written consent of the other party; however, such consent shall not be unreasonably withheld. Notwithstanding the above, E2 may assign this Agreement or any interest therein without OPRFHS's consent if such assignment is made to a parent, subsidiary, spin-off or related entity, or to any entity acquiring an interest in E2 or a majority of E2's assets, or an entity acquired by E2, or an entity formed by the shareholders, officers or directors of E2.

**16.3** This Agreement, including its exhibits, is the entire agreement between the parties with respect to its subject matter, and supersedes and replaces all agreements, negotiations, representations and prior written or oral understandings. This Agreement, including its exhibits, may not be amended, modified, or changed in any way except as approved in writing by both parties.

**16.4** The failure of either party to enforce any provision of this Agreement will not be construed to be a waiver of such provision or of the right of such party thereafter to enforce each such provision. Should any provision, or any part thereof or clause therein, of this Agreement be held unenforceable, or invalid, or in conflict with the law of any jurisdiction, such provision, part or clause shall be inoperative only in such jurisdiction; the enforceability and validity of the remaining provisions, parts and clauses of this Agreement shall remain binding, as modified, in such jurisdiction and unmodified in all other jurisdictions upon the parties.

**16.5** Except where allowed by law and directed by Oak Park and River Forest High School District 200, E2's employees shall not interact or intermingle with any students at any time. Any breach of this provision may be deemed by the School District a material breach of this Agreement. Further, upon request by Oak Park and River Forest High School District 200, E2 is to provide the current (within 12 months) results of a full independent background check through an acceptable provider which includes a nationwide criminal background check. If objectionable information regarding any employee is discovered via background check, or otherwise, such employee shall not be allowed to work on Oak Park and River Forest High School District 200 property. Oak Park and River Forest High School District 200 shall be the sole judge of what information may be deemed objectionable. Oak Park and River Forest High School District 200 may request new background checks of any employee at any time.

**16.6** E2 shall indemnify, keep and save harmless OPRFHS, its board members, representatives, agents and employees, in both individual and official capacities, against all suits, claims, damages, losses and expenses, including attorneys' fees, for bodily injury or property damage arising out of or attributable to E2's

negligence or intentional misconduct, provided such negligence or intentional misconduct occurs in such a manner that is outside the scope of the services identified in Section 1.1 above (such as a car collision in which an E2 employee en route to or from OPRFSD's facilities negligently injures an OPRFHS employee).

**16.7 Insurance:** E2 will maintain the following insurance coverage's and limits for the entire term of the MSA:

- (a) General Liability coverage in an amount not less than \$1 million per occurrence and in the aggregate.
- (b) Errors & Omissions insurance in an amount not less than \$1 million per occurrence and in the aggregate.
- (c) Cyber Liability insurance in an amount not less than \$1 million per occurrence and in the aggregate.
- (d) Fidelity Bond/Employee Dishonesty coverage in the amount of \$500,000 each loss and in the aggregate. E2 agrees to present any claim for amounts lost by Oak Park and River Forest High School District 200 as a result of E2's employee's dishonesty to its fidelity bond insurer on Oak Park and River Forest High School District 200's behalf.

With regard to the General Liability coverage only, such insurance shall name Oak Park and River Forest High School District 200, its subsidiaries and affiliates as additional insureds on a primary and non-contributory basis, and shall include a severability of interest provision.

Nothing in this Section 16.7 shall be construed as altering or expanding in any way the limitations on E2's liability as set forth above at Sections 5.1 and 6.

**16.8** E2 represents that it does not discriminate in its hiring practices based upon race, color, religion, sex, marital status, national origin or ancestry, age, physical or mental handicap unrelated to ability, or an unfavorable discharge from military service. 775 ILCS 5/2-1054; 44 Ill. Admin. Code Section 750 et seq. E2 represents that it has in place a Sexual Harassment Policy in conformance with the Illinois Human Rights Act and shall assure the Owner that any subcontractors shall have in place a Sexual Harassment Policy prior to commencement of work on the Project. 775 ILCS 5/1-105.

**16.9** E2 represents that it is in conformance with the Drug Free Workplace Act. 30 ILCS 580/1 et seq.

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negligence or intentional misconduct, provided such negligence or intentional misconduct occurs in such a manner that is outside the scope of the services identified in Section 1.1 above (such as a car collision in which an E2 employee en route to or from OPRFSD's facilities negligently injures an OPRFHS employee).

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**16.9** E2 represents that it is in conformance with the Drug Free Workplace Act. 30 ILCS 580/1 et seq.

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**IN WITNESS WHEREOF**, E2 and OPRFHS have executed this Agreement to be effective on the Effective Date written above.

**AGREED:**

Oak Park River Forest High School

E2 SERVICES, INC.

By: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

## Exhibit 1

### Managed Services Device Price List

# Pricing for Managed Services Program (MSP)



440 Treasure Drive  
 Oswego, IL 60543  
 tel. 630-627-7100 fax. 630-281-8870

## QUOTE

Number E2SQ2180

Date Feb 3, 2011

Quote prepared for:

**Oak Park River Forest HS**  
 Mike Carisco  
 201 N Scoville Ave  
 Oak Park, IL 60302  
 United States

Phone (708) 434-3220  
 Fax

|              |             |        |
|--------------|-------------|--------|
| Prepared By  | F.O. Number | Terms  |
| Teresa Albee |             | NET 30 |

| Description   | Unit Price  | Qty | Ext. Price          |
|---|-------------|-----|---------------------|
| Managed Services - Monthly Cost:<br>24/7 Support and Monitoring:<br>- ALL Windows Servers (includes OS and Server side Applications)<br>- ALL Infrastructure (includes all switches, firewalls and VPN apparatus)<br>- Includes an Onsite Technician 1 day per week as needed and Remote Support 24/7 | \$12,500.00 | 12  | \$150,000.00        |
| <b>Total</b>  |             |     | <b>\$150,000.00</b> |

Approved By: \_\_\_\_\_

IN WITNESS WHEREOF AND INTENDING TO BE LEGALLY BOUND, the parties have executed this Agreement on this \_\_\_\_\_ day of \_\_\_\_\_, 2009.

Oak Park River Forest High School  
 \_\_\_\_\_

E2 Services, Inc.  
 \_\_\_\_\_

Print Name: \_\_\_\_\_

Print Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

## Alert Notification Contact List

## INFORMATION TECHNOLOGY CONTACT INFORMATION

### On-Call Phone

The IT Operations team on-call phone number is:

|                                |              |
|--------------------------------|--------------|
| 1 <sup>st</sup> Helpdesk       | 708-434-3737 |
| 2 <sup>nd</sup> Jon Wells      | 630-570-1531 |
| 3 <sup>rd</sup> Mike Carioscio | 708-837-7287 |

**IT Operations Manager Contact Information:** Mike Carioscio 708-837-7287

**Any Additional Numbers** \_\_\_\_\_

# OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

TO: Board of Education  
FROM: Dr. Tina L. Halliman  
DATE: July 12, 2011  
RE: TAMES Health Resource Service Management Medicaid Contract

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## **BACKGROUND**

The District has contracted for services related to Medicaid for the past few years with Peoria School Company. However, due to the current internal changes within Peoria School Medicaid Company and the need for a more technologically advanced computer program that will allow efficiency, convenience and ease of use for our practitioners'; we are recommending changing Medicaid companies to TAMES Health Resource Service Management. TAMES offers a web-based program, iTAMES, that will allow our psychologists, social workers, speech therapists, occupational therapists, physical therapists, and nurses to accurately record services provided to our students.

## **SUMMARY OF FINDINGS**

This contract will allow TAMES Health Resource Service Management to serve as the billing agent for reimbursement of Medicaid Direct Service claims. The cost of TAMES services is the same as our previous company and the length of the contract is year-to-year.

## **RECOMMENDATIONS**

MOTION: To approve the contract with TAMES Health Resource Service Management as presented.

## **ROLL CALL VOTE**



## TAMES Health Resource Service

379 East Sibley Blvd, Suite 201 Harvey, Illinois 60426 tameshrs.com  
Phone (708) 596-2555 In Illinois (800) 848-0157 Fax (708) 596-0059

**TAMES COPY**  
Please sign & return

### BILLING SERVICE AGREEMENT

The following is a Billing Service Agreement for obtaining Medicaid reimbursements. The Agreement is made by and entered by and between:

**Oak Park & River Forest HSD 200**  
201 N Scoville Avenue  
Oak Park, IL 60302

AND

**Health Resource Service Mgmt, Inc.**  
379 East Sibley Blvd  
Suite 201  
Harvey, IL 60426

The Parties shall be referred to herein as "School District" and "Billing Agency" respectively.

WITNESSETH

WHEREAS, School District desires assistance in obtaining reimbursement for health care including but not limited to medical evaluations, diagnostic services, and/or screening and treatment services provided to children;

WHEREAS, School District is entitled per Public Law 94-142, Public Law 99-457 and relevant state legal opinion to be reimbursed for these services from health insurance carriers and Medicaid, where such third party private insurance payers are voluntarily made available by parents of students;

WHEREAS, School District elects to seek reimbursement from Medicaid only;

WHEREAS, School District desires that a reliable system be implemented to obtain said reimbursements;

WHEREAS, Billing Agency desires to serve as a collection entity for School District to file and process claims for the medical and allied health care services provided to children by School District on terms per the above and hereinafter set forth.

NOW, THEREFORE, for mutual consideration, the Parties agree as follows:

#### 1. Billing Agency shall assume the following responsibilities

- A. Will make available to the School District's identified allied health care practitioners access to the iTAMES website to be used to document health care services provided to each student. The allied health care practitioners include the following disciplines: School Nurse, Physical therapist, Occupational therapist, Psychologist, Social Worker, and Speech Language therapist.
- B. Will provide training and ongoing support and updates to the iTAMES website.
- C. Will provide sample copies of the TAMES monthly service log and specific service document forms for other health care service staff whose services are eligible for Medicaid reimbursement. These staff persons include personal health aides and hearing/vision screeners.

- D. Shall operate its TAMES Service Unit Management Software Program to accomplish the following tasks:
- (1) Record service documentation data received from the Practitioners and other allied health care staff persons utilizing the iTAMES program.
  - (2) Generate and file health care service claims with the Illinois Department of Healthcare and Family Services (HFS)/Medicaid.
  - (3) Treatment services shall be filed by calendar month as a health care service. For those students receiving services from multiple disciplines, each activity shall constitute a separate health care service claim for filing. Screenings and evaluations are filed as individual claims.
  - (4) The health care service value is based the time required to prepare for, complete, and record the service using 15 minute unit increments and the information from the "Fee calc worksheet" completed for each discipline.
- E. Shall identify the Medicaid recipient (students receiving health care services) using the Recipient Eligibility Verification (REV) System.
- (1) The HFS/Medicaid has established the REV System. The program is a computerized data match system that enables providers to identify students with Medicaid recipient numbers.
  - (2) Accessing the REV System may incur a fee of up to twenty-five (25) cents for each inquiry. This fee is included as part of the Billing Agency's services. A data match will be completed on those students receiving a health care service. The initial data match each school service year may be completed in November upon receipt of the School District's iePoint data file. Additional matches are made during school year as new students receiving health care services are identified from the service data.
- F. Shall process the claims filed through the collection of reimbursement receipts and/or adjudication of claims per student's Medicaid health plan provisions. Adjudication of claims involves detailing how Medicaid processed each claim.
- G. All Allied Health Care Services provided by the School District shall be billed at a rate determined by the cost of providing services at the School District, or the maximum allowable rate as defined by the HFS, according to the guidelines in effect from the HFS during the specific school year.
- H. Provide to School District the following TAMES accounting reports for each voucher issued by the HFS/Medicaid:
- (1) Detailed accounting record for each HFS payment voucher. This report identifies the service claims paid and the service discipline being reimbursed. Summary report is issued with each Billing Agency service fee invoice issued.
  - (2) The iTAMES website provides for the printing of an individual student's health care service record listing the services received during the school year.
- I. Provide consultation services to School District in the management of the provision of health care services and service documentation requirements. The goal is to maximize the School District's access to the Medicaid funds it is entitled to receive for health care services provided to students.
- J. Maintain all student information and health insurance information in strict confidence and in accordance with School Student Records Act, Family Education and Right to Privacy Act, AIDS Confidentiality Act, DMHDD Confidentiality Act, and any other relevant confidentiality statutes or regulations.

- K. Shall promptly record all payments received and forward to the School District.
- L. Billing Agency reserves the right to modify and/or add appropriate materials to enhance the billing system as needed.

**2. School District shall assume the following responsibilities**

- A. Identify a staff person as a coordinator/liaison to support the School District's implementation of the Medicaid reimbursement program.
- B. Inform all Allied Health Care Practitioners of their duty to provide the service documentation required for Medicaid reimbursement by using the iTAMES website.
- C. Direct the appropriate staff to participate in the training programs provided to implement the Medicaid reimbursement program.
- D. Provide Billing Agency with a list of all service practitioners' names and service discipline. These practitioners may be employees of School District and/or under written or oral contractual arrangement with School District to provide specific services.
- E. Complete the "Fee calc worksheet" on the iTAMES website for each fiscal year.
- F. Provide a list of those students named on IEPs (Individual Education Program) and/or IFSPs (Individual Family Service Plan) and/or Students receiving screening, diagnostic or other health care services including non-special education "Section 504" services. The data shall include student's name, date of birth, resident School District and, if available, Medicaid recipient number. This student information is available from the School District's iePoint program and can be issued as a text data file using the "Medicaid Students Delimited" report.
- G. Provide Billing Agency with a district student roster to be used for recording screenings provided to designated grades. (See attachment for specifications of Student Roster data file.)
- H. Keep on file with the Provider Enrollment Bureau of the HFS a letter designating the Billing Agency as the Payee to ensure all voucher-related materials are sent directly to the Billing Agency. (If the School District declines this preference, it agrees to forward copies of all Remittance Advices and payments to the Billing Agency within five (5) business days of receipt.)
- I. School District shall promptly pay Billing Agency its billing service fees upon receipt of the invoice for Medicaid reimbursement proceeds and receipt of Billing Agency's Accounting report.
- J. It is strongly recommended that School District issue an All Kids enrollment packet to the parent(s) of each student receiving an IEP and request it be completed and submitted to the HFS.

**3. Representations and Additional Responsibilities**

- A. School District represents and warrants to Billing Agency that:
  - (1) All information delivered to Billing Agency and any other information supplied by School District to Billing Agency pursuant to this agreement, has been provided;

- (2) Submission of claims through Billing Agency pursuant to this Agreement will not violate any contract to which the School District is subject or is a party; and
- (3) School District will recognize Billing Agency as exclusive collection entity for filing and processing of claims for services and outlined in this Agreement, for the period covered by this Agreement.

**B. Collection:**

- (1) The information contained on health insurance claims shall be consistent with the information provided on the service documentation forms and other information that may be supplied by School District or provider to Billing Agency. Billing Agency may substitute specific procedure codes as required by Medicaid in lieu of prior standard procedure codes.
- (2) Billing Agency, in administering this program, will selectively file claims with Medicaid for services which are covered by the state's Medicaid plan.
- (3) Billing Agency shall use its expertise and reasonable efforts to obtain payment from Medicaid. Billing Agency shall take no legal action to collect on any claims that are denied or subject to dispute concerning their eligibility for reimbursement.

**4. Billing Agency Service Fee Schedules**

**A. BILLING SERVICE FEE SCHEDULE FOR MEDICAID CLAIMS FOR ALL SERVICES**

- (1) Per Claim filed and paid: Fee shall be 7% of the amount paid on each claim.
- (2) The Billing Agency's service fee for operating the Medicaid reimbursement program is billed per invoice referencing the Medicaid voucher number(s). Billing service fee invoices are issued in conjunction with the State's payment of the Medicaid reimbursement.

**5. Status of TAMES Health Resource Service Management, Inc. as Billing Agency**

- A. Billing Agency by this Agreement agrees to serve as exclusive billing entity for of the School District for the purpose of submitting claims to the HFS/Medicaid and not as School District's agent for the provision of services, or for any other purpose.
- B. Nothing in this Agreement is intended to, or shall be deemed to constitute a partnership or joint venture between the parties, nor is any employer-employee relationship created hereby. Instead, the parties are and shall remain independent contractors and neither shall have any authority to act as agent for the Board.

**6. Amendment**

- A. This Agreement may be amended from time to time as mutually agreed upon by School District and Billing Agency, but no Amendment shall become effective unless in writing and signed by both School District and Billing Agency.

**7. Notice**

- A. Any notice required under the terms of this Agreement shall be in writing and shall become effective upon being sent by registered or certified mail, return receipt requested, postage prepaid, addressed to the party to be notified at its address set forth below. Reports required by Billing Agency or School District hereunder must be sent by first class mail, postage prepaid.

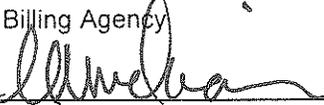
**8. Terms and Termination**

A. The term of this Agreement is for a one-year period for allied health care services provided from July 1, 2011 through June 30, 2012. It shall become effective upon receipt of a signed Agreement.

- (1) Service documentation, if applicable, may be retroactive to prior service years if elected by the School District.
- (2) Any time during the term either party may terminate this Agreement by delivering written notice to the other party sixty (60) days prior to date of termination. Said termination notice shall give cause or reason for termination and a period of 60 days for either party to make corrective action. If the action is not implemented, then this agreement may be terminated.
- (3) In the event this Agreement is terminated, Billing Agency shall be entitled to receive all fees applicable as described in this Agreement for service claims outstanding. Billing Agency shall be granted a period of 12 months from date of termination to complete processing of outstanding claims.

Signatures of the Parties to this Agreement:

Billing Agency



Michael Muckian, Executive Director  
Health Resource Service Management, Inc.  
379 East Sibley Blvd. Suite 201  
Harvey, IL 60426

4-19-11  
Date

School District

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name (printed)

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

# OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

TO: Board of Education  
FROM: Dr. Tina L. Halliman  
DATE: July12, 2011  
RE: Comprehensive Group Contract

---

## **BACKGROUND**

The Comprehensive Group is an Illinois provider of rehabilitation therapy service in physical, occupational, and speech and language therapy to schools and other institutions. Oak Park and River Forest High School Special Education Department has several students who receive direct and indirect occupational, physical, and speech therapy.

## **SUMMARY OF FINDINGS**

Currently, we do not employ a physical therapist as a faculty member in our district and will need to contract a part-time therapist. In addition, to adhere to the maximum caseload guidelines set forth by the Illinois State Board of Education, it is also necessary to employ part-time assistance in occupational and speech therapy. To ensure that we meet the needs of students who receive special education services, it is necessary to contract out for these services.

## **RECOMMENDATIONS**

MOTION: To approve the contract with Comprehensive Group in order to provide evaluations and therapy services to our students per their Individual Education Plan's.

## **ROLL CALL VOTE**

**CONTRACTED PROFESSIONAL SERVICES AGREEMENT  
FOR OCCUPATIONAL, PHYSICAL AND SPEECH THERAPY**

This Professional Services Agreement (this "Agreement") is made and entered into by and between Oak Park / River Forest High School, an Illinois School District with its principal office at 201 North Scoville Avenue, Oak Park, IL 60302 (the "School/ District" or "Facility") and **THE COMPREHENSIVE GROUP**, an Illinois corporation and a provider of occupational, physical, speech, and other therapy services (the "Services") with its principal office at 3703 West Lake Avenue, Suite 200, Glenview, IL 60026 (the "Provider"). Facility and Provider are hereinafter sometimes singly referred to as a "party" or collectively referred to as the "parties".

**WHEREAS**, the Facility and the Provider have mutually determined that by entering into this Agreement, the Facility can provide high quality, cost-effective, and necessary professional Services at the Premises; and

**WHEREAS**, Provider offers Services to various health care facilities and individuals through its separate and independent business.

**NOW, THEREFORE**, for good and valuable consideration, the amount, adequacy, and receipt of which is hereby acknowledged, the parties agree as follows:

**1. TERM.**

The term of this Agreement shall be for a period of (1) year(s), commencing as of 8/1/2011, and terminating on 7/31/2012 unless earlier terminated as herein provided.

**2. TERMINATION.**

Either party may terminate this Agreement with or without cause by giving the other party thirty (30) days prior written notice of such termination, at which time this Agreement shall terminate for all purposes, as if said date were the termination date. Any unsatisfied obligations arising prior to the termination date shall survive the termination date until satisfied. Failure by Facility to promptly pay all billings timely and in full can be deemed a request from Facility to Provider, at Provider's option, for Provider to cease providing Therapists. Provider will give to Facility notice of non-payment and termination, and the Facility hereby indemnifies and holds Provider harmless from and against any and all resulting damages including reasonable attorney's fees. Within fifteen (15) days after this Agreement is terminated, all manuals, equipment, and supplies belonging to one of the parties, but in the possession of the other party, shall be returned at the cost and expense of the party in possession. Notwithstanding anything herein to the contrary, Section 6, 7, 12, 13 and 14 shall survive the termination of this Agreement.

### 3. SERVICES.

- (a) **Applicable Rules.** Provider shall provide Services pursuant to the terms and conditions of this Agreement and in accordance with all applicable federal, state, and local laws, rules and regulations; together with all applicable rules and regulations of third party reimbursement payors covering Provider's services of which Provider has been notified prior to rendering Services hereunder.
- (b) **Treatment Plan.** For each student provided Services by Provider. Provider's personnel shall prospectively adhere to the scope and limitations set forth in the individual education plan communicated to Provider (except in the case of adverse reaction). Provider agrees to consult with the student's case manager/staffing team in the development of a written plan for each student receiving Services from Provider.
- (c) **Licensing.** Services shall be performed only by then duly licensed therapists or therapy assistants. Additionally, therapists and certified assistants shall at all times when providing services conform to the applicable policies, practices, procedures, and rules set forth by the standards of practice and codes of ethics set forth by their professional associations.
- (d) **Compliance.** At all times, Provider shall comply with all federal, state and local laws, rules and regulations now in effect or later adopted relating to the services to be provided hereunder, including, but not limited to the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and the Age Discrimination Act of 1975.

### 4. SCHOOL/DISTRICT TO PROVIDE.

Under and pursuant to the terms and conditions of this Agreement, the Facility shall:

- (a) **Responsibility.** Maintain full administrative and professional responsibility by its employees and staff members for the treatment and care of all of its students receiving Services.
- (b) **Schedule.** Schedule students for each of Provider's personnel. Scheduling of therapy treatments will be arranged between Provider and the Facility. The Provider requests that cancellation of any scheduled Services shall be made by the Facility in advance, otherwise the Facility hereby agrees to pay the full amount for the scheduled Service(s) for the day.
- (c) **Cancellation of Service.** The following minimal time frames are acceptable without penalty for professional service provided by Provider:
  - (i) If assignment is 4 weeks or less in duration, a 2 day notice is required to Provider.

- (ii) More than 4 weeks in duration, a one-week notice is required to Provider, unless otherwise specified in the "Confirmation of Assignment" notice sent prior to initiation of service.

## 5. INDEPENDENT CONTRACTOR.

Provider and the Facility expressly agree that Provider shall provide services hereunder as an independent contractor for all purposes, including federal tax purposes, and employees of Provider shall not be entitled to any of the rights or privileges established for the employees of the Facility, including but not limited to: overtime, vacations and vacation pay, sick leave with pay, paid holidays, life, accident or health insurance, or severance pay upon termination of this Agreement. The Facility agrees that it will not withhold from any payments made to Provider pursuant to this Agreement, any sums for federal, state or local income taxes, unemployment insurance, Social Security, or any other amount which is required by law to be withheld by an employer for an employee. Provider agrees that all such payments that may be required by law from Provider for Provider's employees are Provider's sole responsibility, and Provider covenants and agrees to indemnify and save harmless the Facility from any and all claims as a result of Provider's failure to make any such payments.

## 6. COMPENSATION.

- (a) **Student Billing.** Facility shall bill and collect for all Services rendered to its students by Provider. All billings shall contain such information, and be in such format, as Provider and Facility shall have previously agreed upon.
- (b) **Service Logs.** Provider shall promptly complete and submit to Facility at the Premises any and all necessary Medicare billing forms and Service logs in a form acceptable to Medicare or other third party payor.
- (c) **Invoices.** Within thirty (30) days of the date Services are rendered to a student, Provider shall endeavor to submit to the Facility at the Premises an invoice for the amount due. The invoice shall state, among other things:
  - (i) The name(s) of the therapist(s) who provided the Services;
  - (ii) Each Service provided;
  - (iii) The dates and number of hours of service on each date; and
  - (iv) The charges incurred shall be in accordance with Exhibit A, attached hereto and incorporated herein. Services rendered after one calendar year shall be at such rates and amounts as shall be agreed upon via amendment of this Agreement; but if no such amendment is reached on or before the one year anniversary, then the charges on Exhibit A shall

be Provider's then customary rates, as revised from time to time, effective upon thirty (30) days prior notice to Facility.

- (d) **Due Date.** Facility shall pay Provider the full amount of each invoice in accordance with the Illinois Local Government Prompt Payment Act, provided such invoice contains all of the information described in Section 6 (c) hereof.
  - (i) **Review Records.** Facility may review Provider's books and records regarding billings to Facility.
  - (ii) **Discontinuance of Service.** Provider reserves the right to discontinue, thirty (30) days after notice, any or all services rendered to or on behalf of the Facility in the event any payment is not timely received, and the Facility indemnifies and holds Provider harmless from and against any and all resulting damages.
- (e) **Overtime / Holiday Rate.** All hours worked over 40 for facility by one Provider employee in one week will be billed at time and one-half (1½). All hours worked on one of the six major holidays (i.e., New Year's Day, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving and Christmas) will also be billed at time and one-half (1½).

## 7. RECORDS.

- (a) **Medical Records.** Facility and Provider acknowledge and agree that all of Facility's medical records within the Premises which are used by Provider's personnel under this Agreement shall be and remain the property of Facility. Provider and Provider's personnel shall have the right to use these records for treatment and other proper business purposes that do not violate patient privacy rights.
- (b) **Government Inquiry.** Pursuant to Subsection 1395 (X)(V)(1)(A) of Title 42 of United States Code, until the expiration of four (4) years after the termination of this Agreement, Provider shall make available, upon written request of the Secretary of the United States Department of Health and Human Service, or upon request of the Comptroller General of the United States General Accounting Office, or any of their duly authorized representatives, a copy of this Agreement and such books, documents, and records as are necessary to certify the nature and extent of the costs of the Services provided by Provider under this Agreement.
- (c) **Subcontractor Records.** Provider further agrees that in the event Provider carries out any of its duties under this Agreement through a subcontract with a value or cost of ten thousand dollars (\$10,000.00) or more over a twelve (12) month period with a related organization, such contract shall contain a clause to the effect that, until the expiration of four (4) years after the furnishing of such services pursuant to such subcontract, the related organization shall make

available, upon written request to the Secretary of the United States Department of Health and Human Service, or upon request to the Comptroller General of the United States General Accounting Office, or any of their duly authorized representatives, a copy of such subcontract and such books, documents and records of such organization as are necessary to verify the nature and extent of such costs.

- (d) **Claim Defense.** Each party to this Agreement shall make available to the other party to this Agreement all medical and other information in its possession for defense of any claim. Should Facility deny Provider access to any medical or other records pertaining to or regarding Services provided by or on behalf of Provider, Facility agrees to indemnify and hold Provider harmless from and against any and all costs and damages, including but not limited to attorney's fees and court costs, that Provider may incur as a result of Facility's denial of access to records; and Facility agrees and stipulates to Provider's acquisition of an injunction imposed by any court with jurisdiction against Facility, which such injunction would compel Facility to grant Provider access to such records.

## 8. TRAINING.

Provider shall advise and participate in the development of the Facility's safety and training programs to the extent Facility requests such Service, including Facility's in-service education training program and, with Provider's prior consent, advise or serve upon any committees designated by the Facility.

**9. PROVIDER'S QUALIFICATIONS.**

Within ten (10) days of Facility's request, Provider shall submit a resume of the qualifications and experience of all individuals who will provide Services to the Facility on behalf of Provider. The resume shall include, without limitation, proof of current licenses and/or registrations with renewals as applicable, professional memberships, and formal training certifications and/or diplomas within that person's specialty.

Provider shall perform criminal background checks for all individuals who will provide Services to Facility in accordance with the School Code requirements, 105 ILCS 5/10-21.9 and shall provide copies of the reports to Facility. Facility shall have the right to request the removal and replacement of any individual providing Services pursuant to this Agreement.

**10. WORKING AREA EQUIPMENT.**

- (a) **Premises Facilities.** The Facility shall, at its sole cost and expense and at no cost to Provider, set aside, make available to Provider's personnel, and maintain within the Premises adequate supplies, reporting forms, equipment, working areas, and storage spaces which are appropriate, in Provider's reasonable determination, to enable Provider to properly provide Services hereunder. Any and all supplies and equipment furnished by Provider and used in the Premises shall remain the sole and separate property of Provider and may be removed by Provider at any time for any reason without such being a breach of this Agreement by Provider.
- (b) **License.** Provider and Facility shall do nothing which would jeopardize the licensure of the Facility or Provider or their respective participation in any third party reimbursement program.
- (c) **Compliance.** At all times, Facility shall comply with all federal, state and local laws, rules and regulations now in effect or later adopted applicable to the Premises and the items to be supplied by the Facility hereunder including, but not limited to the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975 and the Health Insurance Portability and Accountability Act of 1996.

**11. INSURANCE.**

- (a) **Provider Malpractice Insurance.** Provider shall obtain and maintain professional liability insurance coverage in the minimum amounts of one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) aggregate per year, with an insurance carrier or carriers approved and duly authorized to engage in the business of insurance under the laws of the State of Illinois in order to provide adequate liability protection and coverage relating to Provider's performance under this Agreement. Inability to obtain and maintain insurance under this provision shall be, at the Facility's option, cause for

immediate termination by the Facility of this Agreement. Upon request, Provider shall provide the Facility with a certificate of insurance upon request in such form as Provider's insurance carrier may issue without additional charge to Provider.

- (b) Provider shall also obtain and maintain general liability insurance, including contractual liability coverage in the minimum amount of one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) aggregate per year.

## 12. INDEMNIFICATION.

Each party agrees to indemnify and hold harmless the other party from and against any and all manner of claims, demands, causes of action, liabilities, damages, costs, and expenses (including costs and reasonable attorney's fees) arising from or incident to the performance of such party's, or such party's employees, agents, or contractors, duties hereunder.

## 13. REPRESENTATION AND WARRANTIES.

- (a) **License.** Provider and Facility each represent and warrant to the other that each is, together with all of their respective employees, agents, and servants, duly licensed and certified by all applicable local, state, and/or federal agencies to perform the Services and provide all items contemplated herein.
- (b) **Confidential Information.** Facility and its agents will not, during or after the term of this Agreement, disclose any confidential information of Provider to any person, firm, corporation, association, or other entity for any reason or purpose whatsoever, except as may be required by law. Facility recognizes and acknowledges that all equipment, notebooks, documents, memoranda, reports, files, books, correspondence, customer and other lists, other written, graphic and computer-stored records, and the like, affecting or relating to the business of Provider, which Facility shall use, construct, observe, possess or have access to, are and shall remain Provider's sole property, are to be used solely for Provider's benefit, and shall be considered under this Agreement as valuable, special and unique assets of Provider's business and are deemed "confidential information" for purposes of this Agreement.

- (c) **Non-Solicitation.** During the term of this Agreement and for a period of 12 months thereafter, Facility's officers or staff shall not contract with or otherwise engage Provider's employees or contractors, regardless of which party initiates, or directly contact, or directly ask others to contact on Facility's or any affiliate's behalf, or otherwise solicit any of Provider's employees or any person provided to the Facility by Provider pursuant to this Agreement for the purpose of inquiring into their availability to work for or contract with Facility or any affiliate. Mass mailings of Facility and any affiliate shall be exempt from this prohibition.
- (d) **Employ Personnel.** Facility agrees that it will not directly or indirectly through another provider, employ or contract with for the rendering of any Services with any professional or employee which Provider has retained to supply Services at the Premises or at any affiliate facility, subsidiary, or sister company during the term of, and for a period of one (1) years following termination of this Agreement.
- (e) **Reasonable Scope.** Facility agrees that the terms and provisions of this Section 13 are reasonable in scope, necessary to protect Provider's business, do not impose any undue burden on Facility or its affiliates, and are supported by adequate consideration.

#### 14. DAMAGES.

In the event Facility breaches Section 13 of this Agreement, Provider shall be entitled to, and Facility hereby agrees to, any one or more of the following, selected by Provider in its sole and absolute election, in addition to such other remedies as may be available to Provider for such breach:

- (a) **Injunction.** An injunction preventing Facility, for a period of one (1) years following the termination of this Agreement, from employing, contracting with, or using the services of an employee of Provider who had supplied Services to Facility under this Agreement; or

#### 15. MISCELLANEOUS.

- (a) **Amendment.** No amendment, revocation, change or modification of this Agreement shall be valid unless the same be in writing and signed by the parties hereto.
- (b) **Assignment.** This Agreement may not be assigned by a party without the express prior written consent of the other party.

- (c) **Authority.** Each party represents and warrants to the other party that:
- (i) It has the full power and authority to enter into and perform this Agreement; and
  - (ii) The person(s) signing this Agreement on its behalf has been properly authorized and empowered to enter into this Agreement.
  - (iii) Each party further acknowledges that it has read this entire Agreement, understands it, and agrees to be bound by it.
- (d) **Counterparts.** This Agreement may be executed in counterparts, each of which shall be an original, but all of which shall constitute one and the same instrument.
- (e) **Enforcement Costs.** If any legal action or other proceeding, including arbitration, is brought by either party for the enforcement of this Agreement or because of an alleged dispute, breach, default or misrepresentation in connection with any provision of this Agreement and such action or proceeding is successful, the successful party shall be entitled to recover reasonable attorney's fees, court costs and other expenses, incurred in that action or proceeding, including all appeals, in addition to any other relief to which that party may be entitled.
- (f) **Entire Agreement.** This Agreement (together with all attachments hereto) contains, and is intended as, a complete statement of all of the terms of this Agreement between the parties with respect to the matters provided for herein and supersedes any previous agreements and understandings (whether written or oral) between the parties. All attachments to this Agreement shall be deemed part of this Agreement and incorporated as if fully set forth herein.
- (g) **Force Majeure.** In the event Provider is prevented from providing services pursuant to the terms of this Agreement by forces or events beyond its control, Provider's noncompliance shall be excused for the duration of such force or event.
- (h) **Governing Law.** This Agreement shall be construed and all of the rights, powers and liabilities of the parties hereunder shall be determined in accordance with the laws of the State of Illinois; provided, however, that the conflicts of law principles of the State of Illinois shall not apply to the extent that they would operate to apply the laws of another state.
- (i) **Headings.** The headings, titles and subtitles herein are inserted for convenience of reference only and are to be ignored in any construction of the provisions hereof.

- (j) **Notices.** All notices and other communications under this Agreement shall be in writing and shall be deemed received when delivered personally or when deposited in the U.S. mail, postage prepaid, sent registered or certified mail, return receipt requested or sent via a nationally recognized and receipted overnight courier service, to the parties at their respective principal office of record as set forth above or designated in writing from time to time. No notice of a change of address shall be effective until received by the other party.
- (k) **Pronouns.** As used herein, all pronouns shall include the masculine, feminine, neuter, singular and plural thereof wherever the context and facts require such construction.
- (l) **Severability.** If any provision of this Agreement, or the application thereof to any person or circumstance, shall be held to be invalid, illegal or unenforceable in any respect by any court or other entity having the authority to do so, the remainder of this Agreement, or the application of such affected provision to persons or circumstances other than those to which it is held invalid or unenforceable, shall be in no way affected, prejudiced or disturbed, and each provision of this Agreement shall be valid and shall be enforced to the fullest extent permitted by law.
- (m) **Successors.** This Agreement and all the terms and provisions hereof shall be binding upon and shall inure to the benefit of the parties, and their respective legal representatives, heirs, successors and assigns, except as expressly herein otherwise provided.
- (n) **Venue.** Each of the parties agrees that jurisdiction and venue for any litigation arising in connection herewith shall be exclusively in Cook County, Illinois or in the United States District Court for the Northern District of Illinois. Each of the parties agrees not to institute any litigation in any other jurisdiction or venue in connection with any dispute herewith. Each of the parties further agrees to waive any defense that Cook County, Illinois or the United States District Court for the Northern District of Illinois is an improper or inconvenient court or venue for any litigation arising in connection herewith.
- (o) **Waiver.** No failure by a party to insist upon the strict performance of any covenant, agreement, term or condition of this Agreement, shall constitute a waiver of any such breach of such covenant, agreement, term or condition. Any party may waive compliance by the other party with any of the provisions of this Agreement if done so in writing. No waiver of any provision shall be construed as a waiver of any other provision or any subsequent waiver of the same provision.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the date written below.

FACILITY:

\_\_\_\_\_  
\_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_

PROVIDER:

THE COMPREHENSIVE GROUP

\_\_\_\_\_

By: Sandra Jacobson Lerner, OTR/L

Its: President & CEO

Date: \_\_\_\_\_

# Exhibit A

## Professional Services Agreement

### Oak Park / River Forest High School Occupational, Physical and Speech Therapy

Effective 8/1/2011 to 7/31/2012

| OCCUPATIONAL THERAPY | DIRECT TREATMENT RATE PER HOUR |
|----------------------|--------------------------------|
| OTR/L                | \$74.00                        |
| COTA/L               |                                |

|                         |         |
|-------------------------|---------|
| <b>PHYSICAL THERAPY</b> |         |
| Licensed PT             | \$74.00 |
| PTA                     |         |

**SPEECH THERAPY**  
Licensed Speech/Language Pathologist

**OTHER PROFESSIONAL SERVICES**  
Ther. Recreation Specialist (CTRS)  
Licensed Social Workers  
Registered Nurses  
Other  
\*Supervision/Assessment/Evals \$74.00

Travel Reimbursement  
(TRAVEL TIME BETWEEN FACILITIES IS BILLED AT A REGULAR HOURLY RATE)

#### EVALUATION/ASSESSMENTS AND/OR SUPERVISION RATE PER HOUR\*

\*Not to exceed 20% of billable hours on a monthly basis. Any hours in excess of 20% must be approved by facility. When necessary, a therapist will assist a Comprehensive Group staff member with evaluations, attendance at meetings, or monthly supervision.

As required by the Illinois Practice Act for Occupational Therapy Assistants, all Assistants must have a minimum of 5% of hours worked supervised by an Occupational Therapist.

\_\_\_\_\_  
By: \_\_\_\_\_  
Its: \_\_\_\_\_

\_\_\_\_\_  
Sandra Jacobson Learner  
Its: President & CEO

Date: \_\_\_\_\_

Date: \_\_\_\_\_

# ***OAK PARK AND RIVER FOREST HIGH SCHOOL***

***201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296***

Date: July 12, 2011  
To: Board of Education  
From: Nathaniel L. Rouse  
Re: Modified Closed Campus (MCC) Update

## **BACKGROUND**

We have been working very hard at the task of identifying resources and changes needed to implement our new modified campus for the Fall of 2011-12.

## **FINDINGS**

Things are moving along well. We have designated cafeterias for Freshman/Sophomores and Junior/Seniors, determined the type of ID (each class will have a different color scheme for its ID) and lunch periods will be identified on the IDs to better enable us to scan for the appropriate information during Open Campus.

\*We are also working on balancing the lunch periods and putting a restriction on the ability to just add students to particular lunch periods to ensure balance. We have ordered additional cafeteria tables, trash canisters, and scanners that are needed.

\*To accomplish the goal of providing more meaningful opportunities for students to study and interact during the lunch periods, we met with Legat Architects to begin developing a blueprint for the enhancement of our student activities center, cafeterias, mall area, and welcome/visitors center. A MCC task force will be developed in the fall to continue to measure the overall effectiveness of our implementation, as well as further our discussions on our lunch period environment.

\*We hope to finalize thresholds for MCC eligibility reporting by next week.

\*Communication Campaign for the community will begin August 1<sup>st</sup>.

\*The proceeding spreadsheet represents our anticipated resources based upon our work.

**Modified Campus Budget**

|                    | <b>Description</b>   | <b>Annual</b> | <b>One-time</b> |
|--------------------|--|---------------|-----------------|
| <b>Personnel</b>   | 1 FTE Custodial-dayshift; 1.5 FTE SST day shift; 1 FTE SST evening shift; 1 FTE clerical Discipline office, Cafeteria and kitchen cleaning; student activities | \$ 269,605.00 |                 |
| <b>Facility</b>    | Task Force budget for student life; Possible changes to Cafeterias, student center, tutor center, welcome center and mall area                                 |               | \$1,800,000.00  |
| <b>Technology</b>  | Upgrades to the software systems, hardware and equipment   |               | \$ 69,317.00    |
| <b>Security</b>    | Upgrades to camera, door monitoring, ID's  | \$ 3,196.00   | \$ 84,100.00    |
| <b>Incidentals</b> | Furniture, serving items, waste etc.   | \$ 26,100.00  | \$ 21,828.00    |
|                    | <b>Totals</b>  | \$ 298,901.00 | \$ 1,975,245.00 |

**RECOMMENDATIONS:**

Move to approve the budget for the modified closed campus lunch hour model.

***Oak Park and River Forest High School  
District 200***

*201 North Scoville Avenue • Oak Park, IL 60302-2296*

TO: Board of Education  
FROM: Cheryl L. Witham, Asst. Superintendent for Finance and Operations  
DATE: July 12, 2011  
RE: GASB 54

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**BACKGROUND**

The Governmental Accounting Standards Board (GASB) released Statement 54 -"Fund Balance Reporting and Governmental Fund Type Definitions" on March 11, 2009 which is effective for the fiscal year ending June 30, 2011. This new Statement is intended to improve the usefulness of the amount reported in fund balance by providing more structured classification. This Statement applies to fund balance reported in the General Fund, Special Revenue Funds, Debt Service Fund(s), Capital Projects Fund(s) and Permanent Fund(s). This Statement does not apply to Enterprise Funds, Internal Service Funds, and extremely restricted reserves. It does also not apply to reporting to the Illinois State Board of Education in the Annual Financial Report (at this time).

Currently, fund balance is classified as "reserved" or "unreserved." Unreserved fund balance may be further allocated into designated and undesignated. GASB 54 will change how fund balance is reported. The hierarchy of five possible GASB 54 classifications is as follows:

- **Non-spendable Fund balance** includes amounts not in spendable form, such as inventory, or amounts required to be maintained intact legally or contractually (principal endowment) (e.g, inventory, pre-paid items, permanent scholarships).
- **Restricted Fund Balance** includes amounts constrained for a specific purpose by external parties (e.g. Debt Service, Capital Projects, State and Federal Grant Funds).
- **Committed Fund Balance** includes amounts constrained for a specific purpose by a government using its highest level of decision making authority (e.g. Major Maintenance, Capital Replacement Reserve, Land, Hail Reserve, and Campus Activity Funds).
- **Assigned Fund Balance** includes general fund amounts constrained for a specific purpose by a governing board or by an official that has been delegated authority to assign amounts.
- **Unassigned Fund Balance** is the residual classification for the general fund.

In addition, governments will be required to disclose more information in the notes to financial statements about amounts reported in fund balance as follows:

- Description of authority and actions that lead to committed or assigned fund balance
- Government's policy regarding order in which restricted, committed, assigned, and unassigned amounts are spent (contained in attached resolution)
- Description of formally adopted minimum fund balance policies (contained in attached resolution)

**TEL: (708) 383-0700**  
**FAX: (708) 434-3910**

**WEB: [www.oprfhs.org](http://www.oprfhs.org)**

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***Oak Park and River Forest High School  
District 200***

*201 North Scoville Avenue • Oak Park, IL 60302-2296*

- The purpose of each major special revenue fund and encumbrances, if significant

**EXECUTIVE SUMMARY**

The Board of Education is required to pass a Board Resolution and a Stabilization Policy adopting GASB 54. The audit firm has recommended the attached resolution and policy.

**RESOLUTION**

**Establishing Fund Balance Policies as required by GASB 54**

**WHEREAS**, the Governmental Accounting Standards Board ("GASB") has adopted Statement 54 ("GASB 54"), a new standard for governmental fund balance reporting and governmental fund type definitions that became effective in governmental fiscal years starting after June 15, 2010, and

**WHEREAS**, Oak Park and River Forest High School District 200 elects to implement GASB 54 requirements for financial reporting purposes, and to apply such requirements to its financial statements beginning with the fiscal year ending June 30, 2011; and

**NOW THEREFORE BE IT RESOLVED THAT** Oak Park and River Forest High School District 200 hereby adopts the following policy:

**STABLIZATION POLICY**

Upon adoption of this Stabilization Policy, for the District's Working Cash Fund,

1. The Board of Education has established the Working Cash Fund as a stabilization fund.
2. The Fund Balance should be reported as committed.
3. Funding additions to the Working Cash Fund may come from multiple sources:
  - a. Property Tax Levy receipts,
  - b. Proceeds from Working Cash Bonds,
  - c. Corporate Personal Property Replacement Taxes,
  - d. Interest Income,
  - e. TIF proceeds.
4. Use of funds from the Working Cash Fund may be used under the following conditions:
  - a. Cash resources to fund regularly scheduled bi-weekly payroll are not available due to:
    - i. Shortfall of receipts from property taxes in which a tax anticipation warrant was not obtained
    - ii. Shortfall of receipts from general state aid that is normally funded bi-monthly but is overdue by 30 days
  - b. Cash resources to fund vendor payments that would force the District to pay a penalty or alter the costs of the goods or services by more than 10% or the vendor payment is 120 days overdue

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- c. The Board of Education passes a resolution indicating the need of the District to utilize the Working Cash Fund, the amount to be borrowed or transferred from the Working Cash Fund and the timeframe to repay the Working Cash Fund
5. Any interest earned and retained in the Working Cash Fund would be classified as committed and can be transferred out in conjunction with this policy.

**FUND BALANCE POLICY**

In circumstances where an expenditure is to be made for a purpose for which amounts are available in multiple fund balance classifications, the order in which resources will be expended in the General Fund is as follows: restricted fund balance, followed by committed fund balance, assigned fund balance, and lastly, unassigned fund balance. In all other funds (Special Revenue, Debt Service, Capital Projects), assigned fund balance will be spent first, followed by committed fund balance, and then restricted fund balance.

Fund Balance of the District may be committed for a specific source by formal action of the Oak Park and River Forest High School District 200 Board of Education. Amendments or modifications of the committed fund balance must also be approved by formal action of the Board of Education.

When it is appropriate for fund balance to be assigned in any fund, the Board delegates such authority to the Assistant Superintendent of Finance and Operations.

The above Resolution is adopted this \_\_\_ day of \_\_\_\_\_, 2011.

\_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education

**RECOMMENDATIONS**

**The Board of Education passes the Resolution and Policy as recommended by the Crowe Horwath auditors.**

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# OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

TO: Board of Education  
FROM: Dr. Steven Isoye  
DATE: July 12, 2011  
RE: Board Meeting Times and Format

## **Background and Rationale**

At the recent Board Retreat, the members of the Board expressed their interest in changing the times of the committee and Board meetings. The decision was to go to two regular Board meetings per month. Ideally the members wanted a Tuesday and a Thursday. There was also an understanding that during some months, the board may need to meet only once.

Attached you will find two calendars. One calendar has the proposed (circled) Tuesday/Thursday schedule. Dr. Millard and I worked through the calendar together to come up with this recommendation for discussion. We also understand that the District 97 Board meets twice a month on Tuesdays. Our new schedule will have us meet during the same time that they meet several times during the year. If the Board would like to eliminate this conflict and provide for a more regular schedule of posted Board meetings, a Thursday/Thursday schedule has been proposed. Dr. Millard and I have a draft of possible calendars. On both calendars, January 10 has a square around it. This indicates a possible Tri-Board meeting with Districts 90, 97 and 200.

At the retreat, we also discussed how there will be a need to change the format of the meeting in order to accommodate the needs of the District with the elimination of the committee mornings, and to be mindful of the time. Dr. Millard and I have discussed the need to have something available to begin the discussion for a potential format to be considered in order to better facilitate our meetings. A draft for conversation is attached.

## **Next Steps**

Take action on Board meeting dates for 2011-2012.

# Calendar for year 2011 (United States)

|   |      |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
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| <p><b>January</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4:●</td><td>12:○</td><td>19:○</td><td>26:●</td><td></td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa |  |  |  |  |  |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30  | 31   |      |      |  |  |  | 4:●  | 12:○ | 19:○ | 26:● |      |    |    | <p><b>February</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2:●</td><td>11:○</td><td>18:○</td><td>24:○</td><td></td><td></td><td></td></tr> </table>     | Su | Mo | Tu | We | Th | Fr | Sa |   |   | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27  | 28   |      |      |  |  |  | 2:●  | 11:○ | 18:○ | 24:○ |    |    |    | <p><b>March</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> <tr><td>4:●</td><td>12:○</td><td>19:○</td><td>26:●</td><td></td><td></td><td></td></tr> </table>   | Su | Mo | Tu | We | Th | Fr | Sa |   |   | 1 | 2 | 3 | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27  | 28  | 29   | 30   | 31 |    |    | 4:● | 12:○ | 19:○ | 26:● |  |  |  |     |      |      |      |  |  |  |
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| 30  | 31   |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
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| 6   | 7    | 8    | 9    | 10   | 11 | 12 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 13  | 14   | 15   | 16   | 17   | 18 | 19 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 20  | 21   | 22   | 23   | 24   | 25 | 26 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 27  | 28   |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 2:●   | 11:○ | 18:○ | 24:○ |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      | 1    | 2    | 3    | 4  | 5  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6   | 7    | 8    | 9    | 10   | 11 | 12 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 13  | 14   | 15   | 16   | 17   | 18 | 19 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 20  | 21   | 22   | 23   | 24   | 25 | 26 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 27  | 28   | 29   | 30   | 31   |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 4:●   | 12:○ | 19:○ | 26:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>April</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>3:●</td><td>11:○</td><td>17:○</td><td>24:○</td><td></td><td></td><td></td></tr> </table>  | Su   | Mo   | Tu   | We   | Th | Fr | Sa |  |  |  |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 3:● | 11:○ | 17:○ | 24:○ |  |  |  | <p><b>May</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> <tr><td>3:●</td><td>10:○</td><td>17:○</td><td>24:○</td><td></td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa  | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |    |    |    | 3:● | 10:○ | 17:○ | 24:○ |  |  |  | <p><b>June</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td></tr> <tr><td>1:●</td><td>8:○</td><td>15:○</td><td>23:○</td><td></td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We | Th | Fr | Sa   |    |    |    | 1  | 2  | 3  | 4  | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |    |    | 1:● | 8:○ | 15:○ | 23:○ |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3   | 4    | 5    | 6    | 7    | 8  | 9  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 10  | 11   | 12   | 13   | 14   | 15 | 16 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 17  | 18   | 19   | 20   | 21   | 22 | 23 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 24  | 25   | 26   | 27   | 28   | 29 | 30 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3:●   | 11:○ | 17:○ | 24:○ |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  | 7  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8   | 9    | 10   | 11   | 12   | 13 | 14 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 15  | 16   | 17   | 18   | 19   | 20 | 21 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 22  | 23   | 24   | 25   | 26   | 27 | 28 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 29  | 30   | 31   |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3:●   | 10:○ | 17:○ | 24:○ |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      | 1    | 2    | 3  | 4  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 5   | 6    | 7    | 8    | 9    | 10 | 11 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 12  | 13   | 14   | 15   | 16   | 17 | 18 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 19  | 20   | 21   | 22   | 23   | 24 | 25 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 26  | 27   | 28   | 29   | 30   |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1:●   | 8:○  | 15:○ | 23:○ |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>July</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1:●</td><td>8:○</td><td>15:○</td><td>23:○</td><td>30:●</td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa |  |  |  |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31  |      |      |      |  |  |  | 1:●  | 8:○  | 15:○ | 23:○ | 30:● |    |    | <p><b>August</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> <tr><td>6:○</td><td>13:○</td><td>21:○</td><td>28:●</td><td></td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |   | 1 | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28  | 29   | 30   | 31   |  |  |  | 6:○  | 13:○ | 21:○ | 28:● |    |    |    | <p><b>September</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>4:○</td><td>12:○</td><td>20:○</td><td>27:●</td><td></td><td></td><td></td></tr> </table>   | Su | Mo | Tu | We | Th | Fr | Sa |   |   |   |   |   | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24  | 25  | 26   | 27   | 28 | 29 | 30 | 4:○ | 12:○ | 20:○ | 27:● |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3   | 4    | 5    | 6    | 7    | 8  | 9  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 10  | 11   | 12   | 13   | 14   | 15 | 16 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 17  | 18   | 19   | 20   | 21   | 22 | 23 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 24  | 25   | 26   | 27   | 28   | 29 | 30 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 31  |      |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1:●   | 8:○  | 15:○ | 23:○ | 30:● |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   | 1    | 2    | 3    | 4    | 5  | 6  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 7   | 8    | 9    | 10   | 11   | 12 | 13 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 14  | 15   | 16   | 17   | 18   | 19 | 20 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 21  | 22   | 23   | 24   | 25   | 26 | 27 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 28  | 29   | 30   | 31   |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6:○   | 13:○ | 21:○ | 28:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3   | 4    | 5    | 6    | 7    | 8  | 9  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 10  | 11   | 12   | 13   | 14   | 15 | 16 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 17  | 18   | 19   | 20   | 21   | 22 | 23 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 24  | 25   | 26   | 27   | 28   | 29 | 30 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 4:○   | 12:○ | 20:○ | 27:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>October</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td></td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3:○</td><td>11:○</td><td>19:○</td><td>26:●</td><td></td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa |  |  |  |  |  | 1 |   | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30  | 31   |      |      |  |  |  | 3:○  | 11:○ | 19:○ | 26:● |      |    |    | <p><b>November</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td>2:○</td><td>10:○</td><td>18:○</td><td>25:●</td><td></td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |   |   | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27  | 28   | 29   | 30   |  |  |  | 2:○  | 10:○ | 18:○ | 25:● |    |    |    | <p><b>December</b></p> <table border="1"> <tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2:○</td><td>10:○</td><td>17:○</td><td>24:●</td><td></td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |   |   |   |   |   | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24  | 25  | 26   | 27   | 28 | 29 | 30 | 31  |      |      |      |  |  |  | 2:○ | 10:○ | 17:○ | 24:● |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 2   | 3    | 4    | 5    | 6    | 7  | 8  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 9   | 10   | 11   | 12   | 13   | 14 | 15 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 16  | 17   | 18   | 19   | 20   | 21 | 22 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 23  | 24   | 25   | 26   | 27   | 28 | 29 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 30  | 31   |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3:○   | 11:○ | 19:○ | 26:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      | 1    | 2    | 3    | 4  | 5  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6   | 7    | 8    | 9    | 10   | 11 | 12 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 13  | 14   | 15   | 16   | 17   | 18 | 19 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 20  | 21   | 22   | 23   | 24   | 25 | 26 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 27  | 28   | 29   | 30   |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 2:○   | 10:○ | 18:○ | 25:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3   | 4    | 5    | 6    | 7    | 8  | 9  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 10  | 11   | 12   | 13   | 14   | 15 | 16 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 17  | 18   | 19   | 20   | 21   | 22 | 23 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 24  | 25   | 26   | 27   | 28   | 29 | 30 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 31  |      |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 2:○   | 10:○ | 17:○ | 24:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |      |    |    |   |    |    |    |    |    |    |    |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |  |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |

### Holidays and Observances:

|                               |                                    |                                 |
|-------------------------------|------------------------------------|---------------------------------|
| Jan 1 New Year's Day          | May 30 Memorial Day                | Nov 8 Election Day              |
| Jan 17 Martin Luther King Day | Jun 19 Father's Day                | Nov 11 Veterans Day             |
| Feb 14 Valentine's Day        | Jul 4 Independence Day             | Nov 24 Thanksgiving Day         |
| Feb 21 Presidents' Day        | Sep 5 Labor Day                    | Dec 24 Christmas Eve            |
| Apr 24 Easter Sunday          | Oct 10 Columbus Day (Most regions) | Dec 25 Christmas Day            |
| May 8 Mother's Day            | Oct 31 Halloween                   | Dec 26 'Christmas Day' observed |

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TUESDAY/THURSDAY

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Search:

# Calendar for year 2012 (United States)

| <p><b>January</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> <tr><td>1:○</td><td>9:○</td><td>16:○</td><td>23:●</td><td>30:○</td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |  |  |  | 1:○ | 9:○  | 16:○ | 23:● | 30:○ |  |  | <p><b>February</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td></td><td></td><td></td></tr> <tr><td>7:○</td><td>14:○</td><td>21:●</td><td>28:○</td><td></td><td></td><td></td></tr> </table>      | Su | Mo | Tu | We | Th | Fr | Sa |  |  |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |    |    |  | 7:○ | 14:○ | 21:● | 28:○ |      |  |  | <p><b>March</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> <tr><td>8:○</td><td>14:○</td><td>22:●</td><td>30:○</td><td></td><td></td><td></td></tr> </table>   | Su | Mo | Tu | We | Th | Fr | Sa |  |  |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 8:○ | 14:○ | 22:● | 30:○ |  |  |  |     |      |      |      |  |  |  |
|---|------|------|------|------|----|----|----|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|--|-----|------|------|------|------|--|--|--|----|----|----|----|----|----|----|--|--|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|-----|------|------|------|------|--|--|--|----|----|----|----|----|----|----|--|--|--|--|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|------|------|------|--|--|--|-----|------|------|------|--|--|--|
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  | 7  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8   | 9    | 10   | 11   | 12   | 13 | 14 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 15  | 16   | 17   | 18   | 19   | 20 | 21 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 22  | 23   | 24   | 25   | 26   | 27 | 28 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 29  | 30   | 31   |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1:○   | 9:○  | 16:○ | 23:● | 30:○ |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      | 1    | 2    | 3  | 4  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 5   | 6    | 7    | 8    | 9    | 10 | 11 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 12  | 13   | 14   | 15   | 16   | 17 | 18 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 19  | 20   | 21   | 22   | 23   | 24 | 25 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 26  | 27   | 28   | 29   |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 7:○   | 14:○ | 21:● | 28:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      | 1    | 2  | 3  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 4   | 5    | 6    | 7    | 8    | 9  | 10 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 11  | 12   | 13   | 14   | 15   | 16 | 17 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 18  | 19   | 20   | 21   | 22   | 23 | 24 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 25  | 26   | 27   | 28   | 29   | 30 | 31 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8:○   | 14:○ | 22:● | 30:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>April</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>6:○</td><td>13:○</td><td>21:●</td><td>29:○</td><td></td><td></td><td></td></tr> </table>        | Su   | Mo   | Tu   | We   | Th | Fr | Sa | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |    |    |  |  |  | 6:○ | 13:○ | 21:● | 29:○ |      |  |  | <p><b>May</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> <tr><td>5:○</td><td>12:○</td><td>20:●</td><td>28:○</td><td></td><td></td><td></td></tr> </table>       | Su | Mo | Tu | We | Th | Fr | Sa |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |  | 5:○ | 12:○ | 20:● | 28:○ |      |  |  | <p><b>June</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>4:○</td><td>11:○</td><td>19:●</td><td>26:○</td><td></td><td></td><td></td></tr> </table>  | Su | Mo | Tu | We | Th | Fr | Sa |  |  |  |  |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 4:○ | 11:○ | 19:● | 26:○ |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  | 7  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8   | 9    | 10   | 11   | 12   | 13 | 14 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 15  | 16   | 17   | 18   | 19   | 20 | 21 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 22  | 23   | 24   | 25   | 26   | 27 | 28 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 29  | 30   |      |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6:○   | 13:○ | 21:● | 29:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      | 1    | 2    | 3    | 4  | 5  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6   | 7    | 8    | 9    | 10   | 11 | 12 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 13  | 14   | 15   | 16   | 17   | 18 | 19 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 20  | 21   | 22   | 23   | 24   | 25 | 26 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 27  | 28   | 29   | 30   | 31   |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 5:○   | 12:○ | 20:● | 28:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3   | 4    | 5    | 6    | 7    | 8  | 9  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 10  | 11   | 12   | 13   | 14   | 15 | 16 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 17  | 18   | 19   | 20   | 21   | 22 | 23 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 24  | 25   | 26   | 27   | 28   | 29 | 30 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 4:○   | 11:○ | 19:● | 26:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>July</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> <tr><td>3:○</td><td>10:○</td><td>19:●</td><td>26:○</td><td></td><td></td><td></td></tr> </table>       | Su   | Mo   | Tu   | We   | Th | Fr | Sa | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |  |  |  | 3:○ | 10:○ | 19:● | 26:○ |      |  |  | <p><b>August</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> <tr><td>1:○</td><td>9:○</td><td>17:●</td><td>24:○</td><td>31:○</td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |  |  |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |  | 1:○ | 9:○  | 17:● | 24:○ | 31:○ |  |  | <p><b>September</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>8:○</td><td>15:○</td><td>22:○</td><td>29:○</td><td></td><td></td><td></td></tr> </table>  | Su | Mo | Tu | We | Th | Fr | Sa |  |  |  |  |   |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30  |      |      |      |  |  |  | 8:○ | 15:○ | 22:○ | 29:○ |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  | 7  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8   | 9    | 10   | 11   | 12   | 13 | 14 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 15  | 16   | 17   | 18   | 19   | 20 | 21 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 22  | 23   | 24   | 25   | 26   | 27 | 28 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 29  | 30   | 31   |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3:○   | 10:○ | 19:● | 26:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      | 1    | 2    | 3  | 4  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 5   | 6    | 7    | 8    | 9    | 10 | 11 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 12  | 13   | 14   | 15   | 16   | 17 | 18 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 19  | 20   | 21   | 22   | 23   | 24 | 25 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 26  | 27   | 28   | 29   | 30   | 31 |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1:○   | 9:○  | 17:● | 24:○ | 31:○ |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      |    | 1  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 2   | 3    | 4    | 5    | 6    | 7  | 8  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 9   | 10   | 11   | 12   | 13   | 14 | 15 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 16  | 17   | 18   | 19   | 20   | 21 | 22 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 23  | 24   | 25   | 26   | 27   | 28 | 29 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 30  |      |      |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8:○   | 15:○ | 22:○ | 29:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>October</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> <tr><td>8:○</td><td>15:○</td><td>21:○</td><td>29:○</td><td></td><td></td><td></td></tr> </table>    | Su   | Mo   | Tu   | We   | Th | Fr | Sa |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |  |  |  | 8:○ | 15:○ | 21:○ | 29:○ |      |  |  | <p><b>November</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> <tr><td>6:○</td><td>13:○</td><td>20:○</td><td>28:○</td><td></td><td></td><td></td></tr> </table>    | Su | Mo | Tu | We | Th | Fr | Sa |  |  |   |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |  | 6:○ | 13:○ | 20:○ | 28:○ |      |  |  | <p><b>December</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>6:○</td><td>13:○</td><td>20:○</td><td>28:○</td><td></td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |  |  |  |  |   |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30  | 31   |      |      |  |  |  | 6:○ | 13:○ | 20:○ | 28:○ |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   | 1    | 2    | 3    | 4    | 5  | 6  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 7   | 8    | 9    | 10   | 11   | 12 | 13 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 14  | 15   | 16   | 17   | 18   | 19 | 20 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 21  | 22   | 23   | 24   | 25   | 26 | 27 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 28  | 29   | 30   | 31   |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8:○   | 15:○ | 21:○ | 29:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      | 1    | 2  | 3  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 4   | 5    | 6    | 7    | 8    | 9  | 10 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 11  | 12   | 13   | 14   | 15   | 16 | 17 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 18  | 19   | 20   | 21   | 22   | 23 | 24 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 25  | 26   | 27   | 28   | 29   | 30 |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6:○   | 13:○ | 20:○ | 28:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      |    | 1  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 2   | 3    | 4    | 5    | 6    | 7  | 8  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 9   | 10   | 11   | 12   | 13   | 14 | 15 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 16  | 17   | 18   | 19   | 20   | 21 | 22 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 23  | 24   | 25   | 26   | 27   | 28 | 29 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 30  | 31   |      |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6:○   | 13:○ | 20:○ | 28:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |

### Holidays and Observances:

|                                 |                        |                                |
|---------------------------------|------------------------|--------------------------------|
| Jan 1 New Year's Day            | May 28 Memorial Day    | Nov 11 Veterans Day            |
| Jan 2 'New Year's Day' observed | Jun 17 Father's Day    | Nov 12 'Veterans Day' observed |
| Jan 16 Martin Luther King Day   | Jul 4 Independence Day | Nov 22 Thanksgiving Day        |
| Feb 14 Valentine's Day          | Sep 3 Labor Day        | Dec 24 Christmas Eve           |

# Calendar for year 2011 (United States)

| <p><b>January</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td></td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4:●</td><td>12:○</td><td>19:○</td><td>26:●</td><td></td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa |  |  |  |  |  | 1 |   | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30  | 31   |      |      |  |  |  | 4:●   | 12:○ | 19:○ | 26:● |      |    |    | <p><b>February</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2:●</td><td>11:○</td><td>18:○</td><td>24:●</td><td></td><td></td><td></td></tr> </table>  | Su | Mo | Tu | We | Th | Fr | Sa |   |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 |    |    |    |    |    | 2:● | 11:○ | 18:○ | 24:● |  |  |  | <p><b>March</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> <tr><td>4:●</td><td>12:○</td><td>19:○</td><td>26:●</td><td></td><td></td><td></td></tr> </table>  | Su   | Mo   | Tu   | We | Th | Fr | Sa   |    |    | 1  | 2  | 3  | 4  | 5  | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |    | 4:● | 12:○ | 19:○ | 26:● |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|---|------|------|------|------|----|----|----|--|--|--|--|--|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|------|------|------|--|--|--|---|------|------|------|------|----|----|--|----|----|----|----|----|----|----|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|------|------|------|--|--|--|---|------|------|------|----|----|----|--|----|----|----|----|----|----|----|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|------|------|------|----|----|----|-----|-----|------|------|----|----|----|-----|------|------|------|--|--|--|
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 2   | 3    | 4    | 5    | 6    | 7  | 8  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 9   | 10   | 11   | 12   | 13   | 14 | 15 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 16  | 17   | 18   | 19   | 20   | 21 | 22 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 23  | 24   | 25   | 26   | 27   | 28 | 29 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 30  | 31   |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 4:●   | 12:○ | 19:○ | 26:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      | 1    | 2    | 3    | 4  | 5  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 6   | 7    | 8    | 9    | 10   | 11 | 12 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 13  | 14   | 15   | 16   | 17   | 18 | 19 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 20  | 21   | 22   | 23   | 24   | 25 | 26 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 27  | 28   |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 2:●   | 11:○ | 18:○ | 24:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      | 1    | 2    | 3    | 4  | 5  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 6   | 7    | 8    | 9    | 10   | 11 | 12 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 13  | 14   | 15   | 16   | 17   | 18 | 19 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 20  | 21   | 22   | 23   | 24   | 25 | 26 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 27  | 28   | 29   | 30   | 31   |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 4:●   | 12:○ | 19:○ | 26:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| <p><b>April</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>3:●</td><td>11:○</td><td>17:○</td><td>24:●</td><td></td><td></td><td></td></tr> </table>  | Su   | Mo   | Tu   | We   | Th | Fr | Sa |  |  |  |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 3:● | 11:○ | 17:○ | 24:● |  |  |  | <p><b>May</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> <tr><td>3:●</td><td>10:○</td><td>17:○</td><td>24:●</td><td></td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa   |    |    |    |    |    |    |    | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |    |    |    | 3:● | 10:○ | 17:○ | 24:● |  |  |  | <p><b>June</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td></tr> <tr><td>1:●</td><td>8:○</td><td>15:○</td><td>23:○</td><td></td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We | Th | Fr | Sa   |    |    |    |    |    | 1  | 2  |   |   |   |   |    | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26  | 27   | 28   | 29   | 30 |    |    | 1:● | 8:○ | 15:○ | 23:○ |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 3   | 4    | 5    | 6    | 7    | 8  | 9  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 10  | 11   | 12   | 13   | 14   | 15 | 16 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 17  | 18   | 19   | 20   | 21   | 22 | 23 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 24  | 25   | 26   | 27   | 28   | 29 | 30 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 3:●   | 11:○ | 17:○ | 24:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  | 7  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 8   | 9    | 10   | 11   | 12   | 13 | 14 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 15  | 16   | 17   | 18   | 19   | 20 | 21 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 22  | 23   | 24   | 25   | 26   | 27 | 28 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 29  | 30   | 31   |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 3:●   | 10:○ | 17:○ | 24:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      | 3  | 4  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 5   | 6    | 7    | 8    | 9    | 10 | 11 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 12  | 13   | 14   | 15   | 16   | 17 | 18 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 19  | 20   | 21   | 22   | 23   | 24 | 25 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 26  | 27   | 28   | 29   | 30   |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 1:●   | 8:○  | 15:○ | 23:○ |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| <p><b>July</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1:●</td><td>8:○</td><td>15:○</td><td>23:○</td><td>30:●</td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa |  |  |  |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31  |      |      |      |  |  |  | 1:●   | 8:○  | 15:○ | 23:○ | 30:● |    |    | <p><b>August</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td></td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> <tr><td>6:●</td><td>13:○</td><td>21:○</td><td>28:●</td><td></td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |   |   |   |   |   |   |   | 1 | 2 | 3  | 4  | 5  | 6  |    | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28  | 29   | 30   | 31   |  |  |  | 6:●   | 13:○ | 21:○ | 28:● |    |    |    | <p><b>September</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>3</td><td></td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> <tr><td>4:●</td><td>12:○</td><td>20:○</td><td>27:●</td><td></td><td></td><td></td></tr> </table>  | Su | Mo | Tu | We | Th | Fr | Sa |   |   |   |   |    | 1  | 2  |    |    |    |    |    | 3  |    | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18  | 19   | 20   | 21   | 22 | 23 | 24 | 25  | 26  | 27   | 28   | 29 | 30 |    | 4:● | 12:○ | 20:○ | 27:● |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 3   | 4    | 5    | 6    | 7    | 8  | 9  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 10  | 11   | 12   | 13   | 14   | 15 | 16 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 17  | 18   | 19   | 20   | 21   | 22 | 23 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 24  | 25   | 26   | 27   | 28   | 29 | 30 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 31  |      |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 1:●   | 8:○  | 15:○ | 23:○ | 30:● |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 7   | 8    | 9    | 10   | 11   | 12 | 13 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 14  | 15   | 16   | 17   | 18   | 19 | 20 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 21  | 22   | 23   | 24   | 25   | 26 | 27 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 28  | 29   | 30   | 31   |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 6:●   | 13:○ | 21:○ | 28:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      | 1  | 2  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      | 3  |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 4   | 5    | 6    | 7    | 8    | 9  | 10 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 11  | 12   | 13   | 14   | 15   | 16 | 17 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 18  | 19   | 20   | 21   | 22   | 23 | 24 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 25  | 26   | 27   | 28   | 29   | 30 |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 4:●   | 12:○ | 20:○ | 27:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| <p><b>October</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3:●</td><td>11:○</td><td>19:○</td><td>26:●</td><td></td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa |  |  |  |  |  |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30  | 31   |      |      |  |  |  | 3:●   | 11:○ | 19:○ | 26:● |      |    |    | <p><b>November</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td></td><td></td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td>2:●</td><td>10:○</td><td>18:○</td><td>25:●</td><td></td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |   |   |   |   |   |   |   | 1 | 2 | 3  | 4  | 5  |    |    | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27  | 28   | 29   | 30   |  |  |  | 2:●   | 10:○ | 18:○ | 25:● |    |    |    | <p><b>December</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> <tr><td>2:●</td><td>10:○</td><td>17:○</td><td>24:●</td><td></td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |   |   |   |   |    |    | 1  |    |    |    |    |    | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18  | 19   | 20   | 21   | 22 | 23 | 24 | 25  | 26  | 27   | 28   | 29 | 30 | 31 | 2:● | 10:○ | 17:○ | 24:● |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      |    | 1  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 2   | 3    | 4    | 5    | 6    | 7  | 8  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 9   | 10   | 11   | 12   | 13   | 14 | 15 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 16  | 17   | 18   | 19   | 20   | 21 | 22 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 23  | 24   | 25   | 26   | 27   | 28 | 29 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 30  | 31   |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 3:●   | 11:○ | 19:○ | 26:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 6   | 7    | 8    | 9    | 10   | 11 | 12 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 13  | 14   | 15   | 16   | 17   | 18 | 19 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 20  | 21   | 22   | 23   | 24   | 25 | 26 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 27  | 28   | 29   | 30   |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 2:●   | 10:○ | 18:○ | 25:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      |    | 1  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
|   |      |      |      |      | 2  | 3  |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 4   | 5    | 6    | 7    | 8    | 9  | 10 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 11  | 12   | 13   | 14   | 15   | 16 | 17 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 18  | 19   | 20   | 21   | 22   | 23 | 24 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 25  | 26   | 27   | 28   | 29   | 30 | 31 |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |
| 2:●   | 10:○ | 17:○ | 24:● |      |    |    |    |  |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |      |    |    |  |    |    |    |    |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |   |      |      |      |    |    |    |  |    |    |    |    |    |    |    |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |    |    |    |     |     |      |      |    |    |    |     |      |      |      |  |  |  |

**Holidays and Observances:**

|                               |                                    |                                 |
|-------------------------------|------------------------------------|---------------------------------|
| Jan 1 New Year's Day          | May 30 Memorial Day                | Nov 8 Election Day              |
| Jan 17 Martin Luther King Day | Jun 19 Father's Day                | Nov 11 Veterans Day             |
| Feb 14 Valentine's Day        | Jul 4 Independence Day             | Nov 24 Thanksgiving Day         |
| Feb 21 Presidents' Day        | Sep 5 Labor Day                    | Dec 24 Christmas Eve            |
| Apr 24 Easter Sunday          | Oct 10 Columbus Day (Most regions) | Dec 25 Christmas Day            |
| May 8 Mother's Day            | Oct 31 Halloween                   | Dec 26 'Christmas Day' observed |



Search:

# Calendar for year 2012 (United States)

| <p><b>January</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> <tr><td>1:●</td><td>9:○</td><td>16:●</td><td>23:●</td><td>30:●</td><td></td><td></td></tr> </table> | Su   | Mo   | Tu   | We   | Th | Fr | Sa | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |  |  |  | 1:● | 9:○  | 16:● | 23:● | 30:● |  |  | <p><b>February</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td></td><td></td><td></td></tr> <tr><td>7:○</td><td>14:○</td><td>21:●</td><td>28:●</td><td></td><td></td><td></td></tr> </table>      | Su | Mo | Tu | We | Th | Fr | Sa |  |  |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |    |    |  | 7:○ | 14:○ | 21:● | 28:● |      |  |  | <p><b>March</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> <tr><td>8:○</td><td>14:○</td><td>22:●</td><td>30:●</td><td></td><td></td><td></td></tr> </table>   | Su | Mo | Tu | We | Th | Fr | Sa |  |  |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 8:○ | 14:○ | 22:● | 30:● |  |  |  |     |      |      |      |  |  |  |
|---|------|------|------|------|----|----|----|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|--|-----|------|------|------|------|--|--|--|----|----|----|----|----|----|----|--|--|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|-----|------|------|------|------|--|--|--|----|----|----|----|----|----|----|--|--|--|--|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|------|------|------|--|--|--|-----|------|------|------|--|--|--|
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  | 7  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8   | 9    | 10   | 11   | 12   | 13 | 14 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 15  | 16   | 17   | 18   | 19   | 20 | 21 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 22  | 23   | 24   | 25   | 26   | 27 | 28 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 29  | 30   | 31   |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1:●   | 9:○  | 16:● | 23:● | 30:● |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      | 1    | 2    | 3  | 4  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 5   | 6    | 7    | 8    | 9    | 10 | 11 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 12  | 13   | 14   | 15   | 16   | 17 | 18 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 19  | 20   | 21   | 22   | 23   | 24 | 25 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 26  | 27   | 28   | 29   |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 7:○   | 14:○ | 21:● | 28:● |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      | 1    | 2  | 3  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 4   | 5    | 6    | 7    | 8    | 9  | 10 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 11  | 12   | 13   | 14   | 15   | 16 | 17 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 18  | 19   | 20   | 21   | 22   | 23 | 24 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 25  | 26   | 27   | 28   | 29   | 30 | 31 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8:○   | 14:○ | 22:● | 30:● |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>April</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>6:○</td><td>13:○</td><td>21:●</td><td>29:●</td><td></td><td></td><td></td></tr> </table>        | Su   | Mo   | Tu   | We   | Th | Fr | Sa | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |    |    |  |  |  | 6:○ | 13:○ | 21:● | 29:● |      |  |  | <p><b>May</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> <tr><td>5:○</td><td>12:○</td><td>20:●</td><td>28:●</td><td></td><td></td><td></td></tr> </table>       | Su | Mo | Tu | We | Th | Fr | Sa |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |  | 5:○ | 12:○ | 20:● | 28:● |      |  |  | <p><b>June</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td></td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>4:○</td><td>11:○</td><td>19:●</td><td>26:●</td><td></td><td></td><td></td></tr> </table>  | Su | Mo | Tu | We | Th | Fr | Sa |  |  |  |  | 1 | 2 |   | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 4:○ | 11:○ | 19:● | 26:● |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  | 7  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8   | 9    | 10   | 11   | 12   | 13 | 14 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 15  | 16   | 17   | 18   | 19   | 20 | 21 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 22  | 23   | 24   | 25   | 26   | 27 | 28 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 29  | 30   |      |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6:○   | 13:○ | 21:● | 29:● |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      | 1    | 2    | 3    | 4  | 5  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6   | 7    | 8    | 9    | 10   | 11 | 12 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 13  | 14   | 15   | 16   | 17   | 18 | 19 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 20  | 21   | 22   | 23   | 24   | 25 | 26 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 27  | 28   | 29   | 30   | 31   |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 5:○   | 12:○ | 20:● | 28:● |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      | 1    | 2  |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3   | 4    | 5    | 6    | 7    | 8  | 9  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 10  | 11   | 12   | 13   | 14   | 15 | 16 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 17  | 18   | 19   | 20   | 21   | 22 | 23 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 24  | 25   | 26   | 27   | 28   | 29 | 30 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 4:○   | 11:○ | 19:● | 26:● |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>July</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> <tr><td>3:○</td><td>10:○</td><td>19:●</td><td>26:●</td><td></td><td></td><td></td></tr> </table>       | Su   | Mo   | Tu   | We   | Th | Fr | Sa | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |  |  |  | 3:○ | 10:○ | 19:● | 26:● |      |  |  | <p><b>August</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> <tr><td>1:○</td><td>9:○</td><td>17:●</td><td>24:○</td><td>31:○</td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |  |  |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |  | 1:○ | 9:○  | 17:● | 24:○ | 31:○ |  |  | <p><b>September</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>8:●</td><td>15:●</td><td>22:○</td><td>29:○</td><td></td><td></td><td></td></tr> </table>  | Su | Mo | Tu | We | Th | Fr | Sa |  |  |  |  |   |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30  |      |      |      |  |  |  | 8:● | 15:● | 22:○ | 29:○ |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1   | 2    | 3    | 4    | 5    | 6  | 7  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8   | 9    | 10   | 11   | 12   | 13 | 14 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 15  | 16   | 17   | 18   | 19   | 20 | 21 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 22  | 23   | 24   | 25   | 26   | 27 | 28 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 29  | 30   | 31   |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 3:○   | 10:○ | 19:● | 26:● |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      | 1    | 2    | 3  | 4  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 5   | 6    | 7    | 8    | 9    | 10 | 11 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 12  | 13   | 14   | 15   | 16   | 17 | 18 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 19  | 20   | 21   | 22   | 23   | 24 | 25 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 26  | 27   | 28   | 29   | 30   | 31 |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 1:○   | 9:○  | 17:● | 24:○ | 31:○ |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      |    | 1  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 2   | 3    | 4    | 5    | 6    | 7  | 8  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 9   | 10   | 11   | 12   | 13   | 14 | 15 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 16  | 17   | 18   | 19   | 20   | 21 | 22 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 23  | 24   | 25   | 26   | 27   | 28 | 29 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 30  |      |      |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8:●   | 15:● | 22:○ | 29:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| <p><b>October</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> <tr><td>8:●</td><td>15:●</td><td>21:○</td><td>29:○</td><td></td><td></td><td></td></tr> </table>    | Su   | Mo   | Tu   | We   | Th | Fr | Sa |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |  |  |  | 8:● | 15:● | 21:○ | 29:○ |      |  |  | <p><b>November</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> <tr><td>6:●</td><td>13:●</td><td>20:○</td><td>28:○</td><td></td><td></td><td></td></tr> </table>    | Su | Mo | Tu | We | Th | Fr | Sa |  |  |   |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |  | 6:● | 13:● | 20:○ | 28:○ |      |  |  | <p><b>December</b></p> <table border="1"> <tr><th>Su</th><th>Mo</th><th>Tu</th><th>We</th><th>Th</th><th>Fr</th><th>Sa</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>6:●</td><td>13:●</td><td>20:○</td><td>28:○</td><td></td><td></td><td></td></tr> </table> | Su | Mo | Tu | We | Th | Fr | Sa |  |  |  |  |   |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30  | 31   |      |      |  |  |  | 6:● | 13:● | 20:○ | 28:○ |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   | 1    | 2    | 3    | 4    | 5  | 6  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 7   | 8    | 9    | 10   | 11   | 12 | 13 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 14  | 15   | 16   | 17   | 18   | 19 | 20 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 21  | 22   | 23   | 24   | 25   | 26 | 27 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 28  | 29   | 30   | 31   |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 8:●   | 15:● | 21:○ | 29:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      | 1    | 2  | 3  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 4   | 5    | 6    | 7    | 8    | 9  | 10 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 11  | 12   | 13   | 14   | 15   | 16 | 17 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 18  | 19   | 20   | 21   | 22   | 23 | 24 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 25  | 26   | 27   | 28   | 29   | 30 |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6:●   | 13:● | 20:○ | 28:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| Su  | Mo   | Tu   | We   | Th   | Fr | Sa |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
|   |      |      |      |      |    | 1  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 2   | 3    | 4    | 5    | 6    | 7  | 8  |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 9   | 10   | 11   | 12   | 13   | 14 | 15 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 16  | 17   | 18   | 19   | 20   | 21 | 22 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 23  | 24   | 25   | 26   | 27   | 28 | 29 |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 30  | 31   |      |      |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |
| 6:●   | 13:● | 20:○ | 28:○ |      |    |    |    |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |     |      |      |      |      |  |  |  |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |     |      |      |      |  |  |  |     |      |      |      |  |  |  |

### Holidays and Observances:

|                                 |                        |                                |
|---------------------------------|------------------------|--------------------------------|
| Jan 1 New Year's Day            | May 28 Memorial Day    | Nov 11 Veterans Day            |
| Jan 2 'New Year's Day' observed | Jun 17 Father's Day    | Nov 12 'Veterans Day' observed |
| Jan 16 Martin Luther King Day   | Jul 4 Independence Day | Nov 22 Thanksgiving Day        |
| Feb 14 Valentine's Day          | Sep 3 Labor Day        | Dec 24 Christmas Eve           |

PROPOSED FORMAT FOR BOE MEETINGS FOR 2011-12

Two Evening Meetings per Month (first meeting either second Tues or Thurs evening; second meeting will be fourth Thursday of month)

Call to Order

Roll call

Closed session 6PM (to terminate at 6:50P for open session; will recess if agenda not completed)

Open session 7PM

Pledge of Allegiance

Recognitions (first meeting of month)

Public comments

FOIA Status

Supt report (combined with Principal)

Informational items

Finance Committee items (1 hour)

Inst or PEG (alternate with Instr first meeting of month, PEG second meeting) (1 hour)

Action items

Consent items

Personnel

Other separate action items

Board member Comments (second meeting of month)

Resume Closed Session, if needed

Adjournment

NOTES:

Board liaisons will submit written reports to be given to Gail and included in the Board Packet. Due the Friday before the 2<sup>nd</sup> meeting of the month.

Board member comments will require a member to contact the Board president with 3 days notice prior to any board meeting. Comments will be limited to 2 minutes, and offered at second meeting of month.

IASB Policy Review in coming year may require more than 1 hour during regular Board meeting or may require additional special Board meeting.

# OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

TO: Board of Education  
FROM: Dr. Steven Isoye, Superintendent  
DATE: July 12, 2011  
RE: Goals

## **BACKGROUND AND RATIONALE**

At the recent Board retreat there was a discussion about Board goals for the 2011-2012 year. We ended with five general categories from which statements would develop. The statements for the five categories were developed by Dr. Isoye with the help of Dr. Millard and Dr. Alson. The draft was then sent to the full Board for comment. The attached has the original statement, followed by any proposed changes submitted by Board members.

In addition to the statements, the Board is to determine the steps taken for achieving each statement. Board members were asked to submit ideas before the meeting. These are included on the spreadsheet. Four members provided suggestions for statement 1, while three members provided suggestions for statements 2-5. The recommendation was to limit the steps to about 3.

## **NEXT STEPS**

Finalize the statements and the actions as the Board goals for 2011-2012.

### Statement 1: Racial Equity

#### Original

The Board of Education will provide an inclusive education for all students and take action to eliminate racial predictability and disproportionality in student achievement and reduce systemic inhibitors to success for students and staff of color.

#### Board member suggestion

The Board of Education will provide an inclusive education for all students and take action to eliminate racial predictability and disproportionality in student achievement and **ELIMINATE** systemic inhibitors to success for students and staff of color **AT OPRFHS**.

### Statement 2: Student Engagement and Achievement

#### Original

The Board of Education will increase student engagement, through quality classroom instruction, co-curricular and extra-curricular activities and other enhanced learning opportunities, as a strategy for raising student achievement in the district.

#### Board member suggestion

The Board of Education will increase student **ACHIEVEMENT**, through **HIGH** quality classroom instruction **AND INCREASED OPPORTUNITIES FOR TEACHER/STUDENT CONTACT. THE BOARD OF EDUCATION WILL INCREASE STUDENT ENGAGEMENT THROUGH A SUPPORT SYSTEM OF ADULTS WHO COACH AND MENTOR STUDENTS , IN CLASS, IN** co-curricular and extra-curricular activities and **THROUGH** enhanced learning opportunities..

### Statement 3: Learning Environment and School Culture

#### Original

The Board of Education will continue to build and sustain a positive school culture, embracing all members of the school community, while providing for a safe learning environment.

#### Board member suggestion

The Board of Education will continue to build and sustain a positive school culture, **RESPECTING** all members of the school community, while providing for a safe learning environment.

#### Statement 4: Finance and Operations

##### Original

The Board of Education will oversee the financial and operational conditions of the District to preserve prudent fund balances and equitable operational practices while continually striving to upgrade educational programs, hiring practices and facilities.

##### Board member suggestion

The Board of Education will oversee the financial and operational conditions of the District. **THE BOE WILL BALANCE THE USE OF ACCOUNT FUNDS / RESERVES AND equitable operational practices WITH THE SUPPORT OF educational programs THAT IMPROVE STUDENT OUTCOMES**, hiring practices and facilities.

#### Statement 5: Governance

##### Original

The Board of Education will ensure that accountability frameworks for policy and data are established.

##### Board member suggestion

The Board of Education will ensure that accountability frameworks for policy and data are established **AND IMPLEMENTED.**

Statement 1.

Goal: The Superintendent will empower interested faculty members and administrative staff to articulate clear mission statements and lead efforts to improve the quality of instruction and thereby improve academic achievement for all students, and particularly students of color.

GOAL – INCREASE BY 100% THE NUMBER OF STUDENTS SUBMITTING APPLICATIONS FOR SUMMER EMPLOYMENT AT OPRFHS

GOAL – SUMMER STUDENT HIRES WILL REFLECT THE OVERALL DEMOGRAPHICS OF THE HS

GOAL – SCHOOL YEAR STUDENT HIRES WILL REFLECT THE OVERALL DEMOGRAPHICS OF THE HS.

Strategy - All Students enrolling at OPRFHS will receive information about student employment in the HS. Advisory periods will be used to instruct students in the skills needed for employment. Job coaches will be provided to mentoring and help to new student employees.

GOAL – EACH YEAR, EVERY STUDENT WILL COMPLETE APPLICATIONS TO 3 COLLEGES OR UNIVERSITIES.

Strategy – Advisory periods will be used to instruct students in the skills needed to complete a college or university application.

a. Continue Courageous Conversations activities, including the Board as feasible, aiming closer to the classroom and an assessment of how this can positively impact the students and school culture (crosses with #3)

b. Evaluation of student course selection and how this may inhibit long-term achievement; assessment of whether specific counselors "limit" course selection, esp for students of color; survey staff about what limits their success

The Superintendent will recommend to the board by May, 2012 a framework and vision for closing the "achievement gap" that will:

1. Identify those aspects of the "achievement gap" that our district is best prepared to deal with effectively.
2. Describe the overall initial strategy recommended for dealing with the areas indicated above.

3. Identify (in broad terms) the segment(s) of the student body that would form the initial target group(s).

4. Describe the means by which the above efforts would be evaluated.

5. Outline the process or method by which this initial strategy and planning would be modified or extended in the light of our initial experiences.

Statement 1.

GOAL – HS STUDENTS, WHO WILL BE 1<sup>ST</sup> GENERATION COLLEGE STUDENTS, WILL RECEIVE ADDITIONAL ADULT SUPPORT IN COMPLETING THE APPLICATION AND SCHOLARSHIP PROCESS

Strategy – Each student will be assigned a district employed adult to coach and mentor the student through the application and scholarship process.

GOAL – A STUDENT EQUITY TEAM WILL BE CONVENED IN FALL OF 2011 TO HEAR STUDENT CONCERNS AND IDEAS ON RACE AND THE LEARNING ENVIRONMENT DURING THE 2011-2012 SCHOOL YEAR.

Strategy – Under the guidance of a faculty advisor, students will self select to join the equity team. The team will experiment with multiple ways to hear student concerns and ideas and document their work. The team will report to the BOE quarterly on their work.

As a first step in analyzing the relationships between (1) anomalous or unusual student racial distributions in courses or sections of courses offered, (2) the entrance or assignment criteria or other factors that affect students' entry into those courses or sections, and (3) the specific purposes or functions of those courses or sections, the district will produce a statistical report of the student racial distribution of each course offered in the 2011-12 year, and make it available to the administration and school board.

Statement 2.

Goal: The Superintendent will recommend policies and/or programs designed to establish academic and cultural connections between students and the School in an effort to positively influence engagement and, consequently, achievement.

GOAL - INCREASE BY 30%, TEACHER CONTACT TIME WITH STUDENTS IN ADVISORY PERIOD ON WEEKLY BASIS

a. Continue to create an appropriate dashboard of data to define factors that engage kids, both in the classroom and extra-curricular activities.

Goal: The Superintendent will recommend policies and/or programs designed to facilitate a more effective transition for parents and students from feeder schools and elsewhere into the School. Goal: The Superintendent will recommend policies and/or programs designed to identify students using illegal drugs and alcohol and to severely curtail and, if possible, eliminate such activity among students.

Strategy – implement for all students a year long program completed in the advisory period, covering topics of well being, jobs and employment, current events, equity, college & scholarship activities and community service.

GOAL – INCREASE BY 100%, THE ALIGNMENT OF DISTRICT GOALS WITH PROFESSIONAL DEVELOPMENT AND PROFESSIONAL LEARNING COMMUNITIES ACTIVITIES

Strategy – contract w/ National Staff Development to complete an audit of current professional development and PLC activities

GOAL – INCREASE BY 100%, A FULL SCHOOL DAY OF TEACHER LEAD INSTRUCTION FOR STUDENTS IN ISS AND OSS.

b. Determine appropriate measures to define success in the new reading and RtI programs; develop similar program and measures for math and writing for students.

c. Track OPRF graduates to obtain their input re: how HS prepared them[or failed to] for post-graduation work/school and their long-term activities for at least 5 years

Statement 2.

Strategy - develop a shared space w/township youth services for instruction of OSS students with an on call teacher

Strategy – develop a live stream video of classroom instruction for ISS students

Statement 3.

Goal: Because the full engagement of students is enhanced and facilitated by engagement of their parents, the Superintendent will recommend policies and/or programs designed to increase the engagement and voice of parents of all racial and ethnic backgrounds and to facilitate interactions between those parents and the faculty and staff.

GOAL – REDUCE BY 10% THE NUMBER OF ISS AND OSS SUSPENSIONS AND BEHAVIORAL REFERRALS

a. Identify specific methods to improve respect and appropriate behavior of students and staff in all interactions, aiming to reduce discipline and attendance infractions

Goal: Because students take their lead from the behavior of adults, the Superintendent will recommend policies and/or programs designed to set expectations for conduct of all adult employees of the School which will remove barriers between adult groups and facilitate an atmosphere of courtesy and respect among adults at the School.

GOAL – INCREASE BY 25% THE USE OF INTERVENTIONS FOR ALL CLASS I AND CLASS II BEHAVIORS

b. Proceed with development of a mentor program for freshmen, probably also sophomores, to provide each student with an upper-class student "buddy"

Strategy – implement for all students - positive behavior supports including restorative justice, anger management, substance abuse and mentoring programs

c. Expand student options for activities during lunch periods, aiming to attract all students to stay on campus  
d. Reevaluate formation of a parent group to facilitate involvement in student learning (perhaps a parent-to-parent group between D97 and D200)

Statement 4

Goal: The Superintendent will oversee negotiation of competitive collective bargaining agreements between the District and the bargaining representatives of its employees.

GOAL – INCREASE BY 2 THE NUMBER OF MAJOR GRANTS APPLIED FOR ANNUALLY

GOAL – INCREASE BY 2 THE NUMBER OF INSTITUTIONAL SHARED SERVICES

Strategy – 2 joint meetings will be held annually w/District 90 & 97.

Strategy - Convene a meeting w/private high schools in the area to explore shared services.

a. Identify appropriate recruiting and hiring practices to attract quality candidates for all staff positions, including also methods of retention for all staff

b. Continue initiation of FAC for broader inclusion of community in budgeting

c. Review legal consultations, initiated this spring, to better identify appropriate counsel for specific District needs

d. Evaluate adequacy of facilities for increased student presence through all lunch periods

Initiate discussion and establish framework for long-range Strategic Plan for District, to start in earnest summer 2012.

Statement 5

Goal: The Superintendent will recommend policies and/or programs designed to identify and measure correlations between student achievement and factors deemed likely to affect student achievement, including but not limited to faculty performance, student engagement and student misconduct such as absenteeism, tardiness and drug and alcohol use.

GOAL – THE BOE WILL DEVELOP A STRATEGIC PLAN FOR THE DISTRICT.

a. Initiate discussion and establish framework for Strategic Plan for District, to start in earnest in fall 2012 (included here but overlaps all five statements)

Goal: The Superintendent will recommend policies and/or programs designed to provide appropriate training and resources to optimize the quality of instruction and to facilitate holding specific members of the faculty and administration accountable for student achievement.

Strategy – The BOE will interview and select a firm to facilitate the development of the strategic plan.

b. Continue with Board retreats to refine Board governance and efficiency, including methods of assessing additional activities for Board to learn to streamline its role in District operations

GOAL – THE BOE WILL COMMUNICATE AND SHARE/RECEIVE INFORMATION WITH THE SCHOOL COMMUNITY.

Strategy – The BOE will meet yearly with each work group of employees.

c. Complete IASB review of District Policy manual  
d. Convene Board task force (perhaps 2 members, with Supt) to identify appropriate instrument for annual Superintendent evaluation

Strategy – The BOE will conduct a yearly survey of students, parents, staff, faculty, administration and community. The BOE will report the results of the survey.

**OAK PARK AND RIVER FOREST HIGH SCHOOL  
DISTRICT 200**



***“Those Things That Are Best”***

**PRELIMINARY  
BUDGET**

**2011 - 2012**

**OAK PARK,  
COOK COUNTY,  
ILLINOIS**

OAK PARK AND RIVER FOREST HIGH SCHOOL  
FISCAL YEAR 2011- 2012  
PRELIMINARY BUDGET  
MANAGEMENT DISCUSSION AND ANALYSIS

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As required by the School Code of Illinois, the Preliminary Budget is presented for the consideration of the Board of Education and the communities of Oak Park and River Forest. This budget is in preliminary format and, therefore, summarized. The Tentative Budget will be reviewed at the August 25, 2011, Board of Education Meeting. The Tentative Budget will have updated information and be presented in a detailed format. The Tentative Budget will be put on display in the Business Office for 30 days beginning August 26, 2011. The Tentative Budget will be reviewed again at the first Board of Education Meeting in September, and the Board of Education will approve a Final Budget at the Second Board of Education Meeting in September.

This Preliminary Budget contains several estimates based on the information currently available. These estimates relate to the cost of salaries and benefits for future staff members yet to be hired. This budget also includes estimated amounts of State Foundation Aid and categorical state aid. Revenue and expenditures for State and Federal grants that have not been finalized and approved are omitted and will be added later.

## **ALIGNMENT WITH BOARD GOALS**

The District continues its commitment to narrow the achievement gap and to meet the needs of special education students. The financial resources required to address these issues are significant. In the fall of 2005, the Board of Education carefully considered school *Achievement Initiatives* and mandated requirements. The estimated annual cost, in FY 2006 dollars, of implementing these additional initiatives and mandates is \$1,500,000. These *Initiatives* have been carefully reviewed and revised accordingly. Please see page 21 for a chart of the *Achievement Initiatives* that have been implemented since FY 2006. The estimated cost for continued implementation of the *Achievement Initiatives* will be approximately \$1,823,000 in FY 2012.

This school year the District will be addressing the concerns of student safety by moving to a modified open campus for lunch. Only junior and senior students will have the privilege to leave campus for lunch. This budget in its present form does not include the cost to implement the new model. Those costs will be added after Board approval.

In order to have a more focused effort on student achievement, a reorganization of the administrative leadership will eliminate one position in the technology department, will eliminate a building position of Assistant Principal for Student Health and Safety and will add the position of Assistant Principal for Instruction. Further, the Director of Special Education will now serve on the District Leadership Team.

The Read 180 program, with a focus on literacy, will be implemented this school year at an estimated cost of \$180,000.

Courageous Conversations about Race will be expanded to a larger group at an additional cost of \$55,000.

The Board of Education has reviewed and approved a new technology plan. The first phase of that plan is an enhancement to the wireless infrastructure and increased bandwidth. We will also be piloting electronic textbooks and other electronic instructional materials. The total investment for FY 2012 is approximately \$300,000 using the funds from the River Forest TIF proceeds.

The Facility Committee has developed a long range facility plan for Life Safety, energy efficiency and instructional space upgrades. To this end, the District continues to reduce its overall costs related to utilities, recycles all construction materials, has reduced its use of paper by implementing paperless processes and has transitioned to the use of green cleaning products.

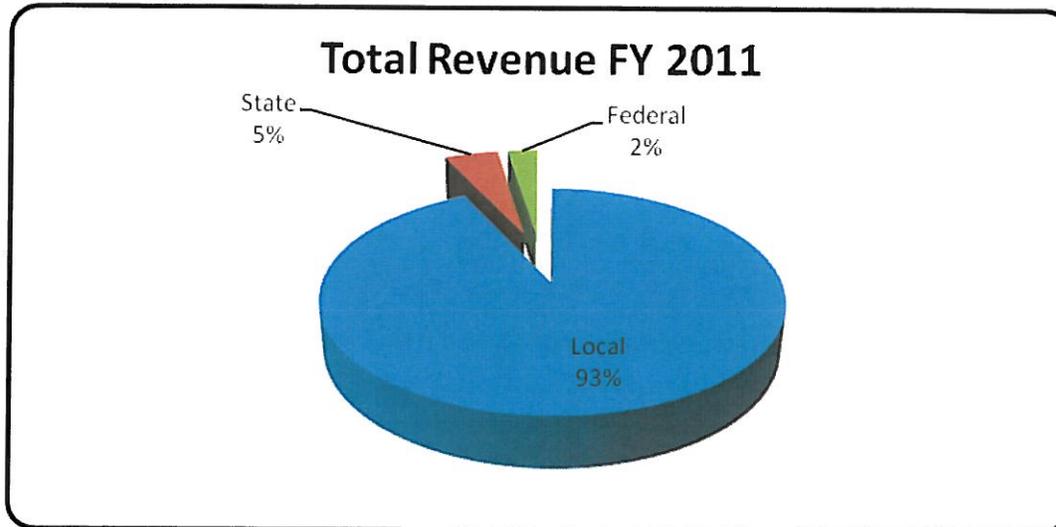
The Board of Education has reviewed and approved a new budgeting and long range planning model which will be implemented during FY 2012. During the FY 2012 budgeting process, a District Leadership Team working group discussed and implemented several cost containment strategies. In addition, one pilot quality review committee assessed the new EAC II program.

The District Leadership Team also reviewed the budget for FY 2012 and implemented cost savings. These savings include:

- Reduction in the rate paid to substitute teachers, an annual savings of approximately \$80,000;
- Reduction in certified staff of 3.4 FTE, an annual savings of approximately \$300,000;
- Reduction in Administrative staffing due to reconfiguration of the technology department;
- Restructuring of the textbook purchase program in exchange for an instructional materials fee which will reduce the cost for parents and the District in the long term.
- Reduction in the cost of Property, Liability and Workers Compensation insurance premiums;
- Reduction in Health Insurance costs are due to an across the board increase in the pharmacy co-pay. The resulting 1.5% savings for the PPO plan and a .8% savings for the HMO plan was accomplished with the cooperation of the Faculty Senate and other bargaining unit representatives;
- Reduction in the cost of transportation due to a new vendor relationship and a reduction in field trips, an annual savings of approximately \$162,000;
- Reduction in construction management fees of approximately \$50,000.

## REVENUE

Oak Park and River Forest High School receives most of its funding from Local Property Taxes and other local revenue such as Corporate Personal Property Taxes, Investment Income, Tax Increment Financing Distributions and Student Fees.



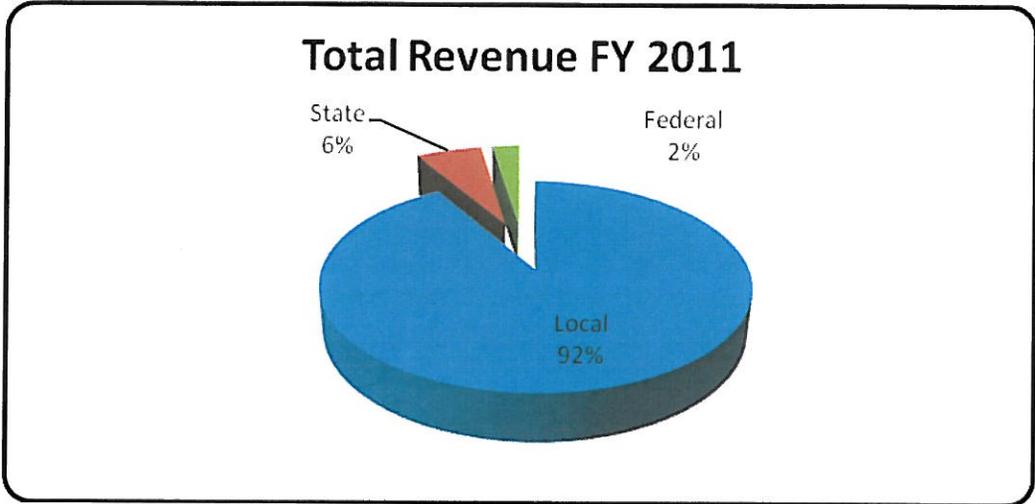
In FY 2011, the State of Illinois provided 5% of revenue for General State Aid, Categorical aids, Food Service, Transportation and Special Education. The Federal government provided 2% of total revenue for Title grants and for Special Education. The percentage for Federal aid has been higher than historical trends the past two school years, due to the one time American Recovery and Reinvestment Act (ARRA) funds that the District received. The remaining ARRA funds were completely depleted by the end of FY 2011.

For FY 2012, the District will experience a decline in total revenue.

| Type of Revenue     | FY 2011              | FY 2012              |                     | Percent Change |
|---------------------|----------------------|----------------------|---------------------|----------------|
|                     | Amended Budget       | Preliminary Budget   | Change              |                |
| Property Taxes      | \$ 59,634,567        | \$ 63,031,810        | \$ 3,397,243        | 5.70%          |
| Other Local Sources | \$ 6,138,470         | \$ 5,800,598         | \$ (337,872)        | -5.50%         |
| State Sources       | \$ 3,438,006         | \$ 3,716,623         | \$ 278,617          | 8.10%          |
| Federal Sources     | \$ 1,907,680         | \$ 1,547,183         | \$ (360,497)        | -18.90%        |
| TIF Rebate          | \$ 3,878,039         | \$ 500,000           | \$ (3,378,039)      | -87.11%        |
| <b>Total</b>        | <b>\$ 74,996,762</b> | <b>\$ 74,596,214</b> | <b>\$ (400,548)</b> | <b>-0.53%</b>  |

*Fiscal years 2011 and 2012 total revenue by source for all funds*

In FY 2012, Property Taxes, Other Local Sources and TIF will account for 92% of the total revenue, with 6% coming from State Sources and 2% from Federal Sources.



**Property Taxes**

Since the District is a tax-capped district, property tax receipts will be limited to the December 31, 2010 Consumer Price Index of 1.5% for the 2010 Levy. The 2010 levy is paid in two installments; one received in March/April of 2011 and the other will be received in the fall of 2011. The District expects a rather large addition of new property to be added to the tax base due to the purchase of West Suburban Hospital by a for-profit organization. The total levy has been distributed to the individual funds within legal limitations in order to meet current obligations.

The District had anticipated, but not received, “carve outs” of EAV property from the Village of Oak Park Downtown TIF District in 2007, 2008, and 2009. During FY 2011, the Village made partial cash equivalent payments of delinquent EAV carve-outs. The Village of Oak Park and the District are presently in negotiations concerning the amount due.

**Other Local Revenue**

Other Local Revenue consists of Corporate Personal Property Replacement Taxes (CPPRT), interest income, TIF surplus distributions and student fees. We anticipate CPPRT to remain the same as the current school year. Interest income will decline as older, longer-term investments mature. These older long-term investments carry a higher interest rate and, as they mature, the District is not able to reinvest at the same interest rate.

In FY 2011, the Village of Oak Park remitted delinquent payments for TIF surplus distributions. We expect the Village of Oak Park to remit payments on time in the future; however, the FY 2012 amount will be reduced compared to FY 2011. In addition, the River Forest TIF District expired, and the District received a large surplus distribution of \$1,069,000 that will not be continued in FY 2012. The anticipated reduction in revenue compared to FY 2011 will be approximately \$3,300,000.

### State Funding

The State of Illinois has been having financial difficulties. Conversations concerning future funding for public school districts continue and are not finalized at this point. The State recently restructured the State employee pension plans including TRS and IMRF.

We have determined that the best course of action at this point is to estimate next year's State revenue based on the information we have at the moment. For General State Aid we are assuming that the funding will remain the same as FY 2011. We expect to receive no funding for the Early Childhood Grant. We expect the Special Education Personnel and Extraordinary reimbursements to increase slightly and the Drivers Education Categorical aid to increase slightly. Below is a chart of the estimated State Revenue for FY 2012 compared to the FY 2011 budget.

#### State Revenue

| Type of Revenue                           | FY 2011                    | FY 2012             | Change     |
|---|----------------------------|---------------------|------------|
|   | <i>Education Fund</i>      |                     |            |
| General State Aid                         | \$ 1,363,870               | \$ 1,333,593        |            |
| Categorical Aid                           | <u>\$ 1,414,770</u>        | <u>\$ 1,620,144</u> |            |
| Sub-Total Education Fund                  | \$2,778,640                | \$2,953,737         |            |
|   | <i>Food Service Fund</i>   |                     |            |
| Free Lunch                                | \$ 13,987                  | \$ 14,686           |            |
|   | <i>Transportation Fund</i> |                     |            |
| Special Ed Transportation                 | \$ 645,379                 | \$ 748,200          |            |
| Total                                     | \$3,438,006                | \$3,716,623         | \$ 278,617 |
| Net increase in anticipated State revenue |                            |                     |            |

### Federal Funding

For Fiscal Year 2010, the Federal government provided additional grants of \$875,745 for Special Education IDEA funding, \$84,970 for Title I funding and \$405,189 for State Stimulus for General Education Funding. During FY 2011, the remaining Title I ARRA funds of \$22,329 and IDEA ARRA funds of \$179,005 were expended. These additional grant amounts will not be received in Fiscal Year 2012. Other Federal sources of Federal revenue will be budgeted when the award amount has been determined.

## **EDUCATION FUND**

### **Revenue**

In the fall of 2007, the District received the majority of funds held by the Cicero Township Treasurer. The Treasurer's office closed effective December 31, 2007. The remaining balance of funds held by the Cicero Township Trustee of Funds relates to the agreed upon escrow balance for possible litigation defense costs. The funds held in escrow will be distributed in October of 2011.

The District expected certain properties to be released from the Oak Park Downtown Tax Increment Finance. The District is currently discussing these delinquent payments with the Village of Oak Park and anticipates that the Village of Oak Park will make cash settlement rather than carve out additional property during FY 2012. This cash settlement will be recorded as other local sources of revenue. State and Federal Sources of revenue have been changed as indicated above.

The budget for interest income in the Education Fund will decline by \$200,000 next year. The District will collect an additional \$100,000 in student fees.

The District has lowered the student registration fee as it transitions from a textbook purchase program to an Instructional Materials Fee and textbook rental program. The registration fees are recorded in the Educational Fund.

### **Expenditures**

Total expenditures in the Education Fund will increase approximately 3.2% over FY 2011. General Instructional, Special Education, Interscholastic Program, Drivers Education, Pupil Support and Administrative Support expenditures will increase as expenditures in Summer School, Vocational Programs and Other Instructional decrease.

The majority of the increases in total expenditures are in the salary and benefit categories. The salaries and benefits reflect the results of contract negotiations with all bargaining units. The District will be in the fifth year of a five year agreement with the Faculty Senate. Included in the agreement are several features, an adjustment to the retirement compensation in order to meet the 6% limitation in the final years of service, a transfer of retirees to the state medical plan rather than the District medical plan beginning with retirements at the end of FY 2007, and an increase in the employee participation rate for medical insurance. Additionally, the parties have agreed to phase-out the end of career retirement "bumps" in salary in exchange for a 403 (b) match over the employee's career, after reaching tenure. This change reduces the cost for the District and increases the amount available at the time of retirement for the employee.

The District has recently completed negotiations with the Service Employees International Union Local 73 for the Classified Personnel. The contract had expired on June 30, 2009. The new contract will eliminate automatic step increases and creates a two tier pay system. Employees will begin using an electronic time keeping system. Salary increases will be 4% for each of four years. The new contract will expire on June 30, 2013.

FY 2012 will be the third year of a five year contract with the Service Employees International Union Local 73, Safety and Support Team. The contract provides 2% increases each of the five years of the contract. The Safety and Support personnel now use the electronic time keeping system.

The contract with the Service Employees International Union, Local 73, Buildings and Grounds Custodial and Maintenance staff is a four year contract expiring on June 30, 2012. The contract introduces a two tier pay system, an electronic timekeeping system and provides annual increases of 1.5% each year of the contract.

Faculty staffing will decrease 3.4 Full Time Equivalent (FTE) over last year's total. In addition, one faculty member will be on sabbatical leave, which is not reflected in the faculty FTE figure in the summary report. The decrease in staffing is due to a concerted effort to improve the sectioning process. The estimated savings cost is approximately \$300,000.

Classified staffing will increase by 3.11 FTE. This increase is due to an increased need for Special Education Teaching Assistants.

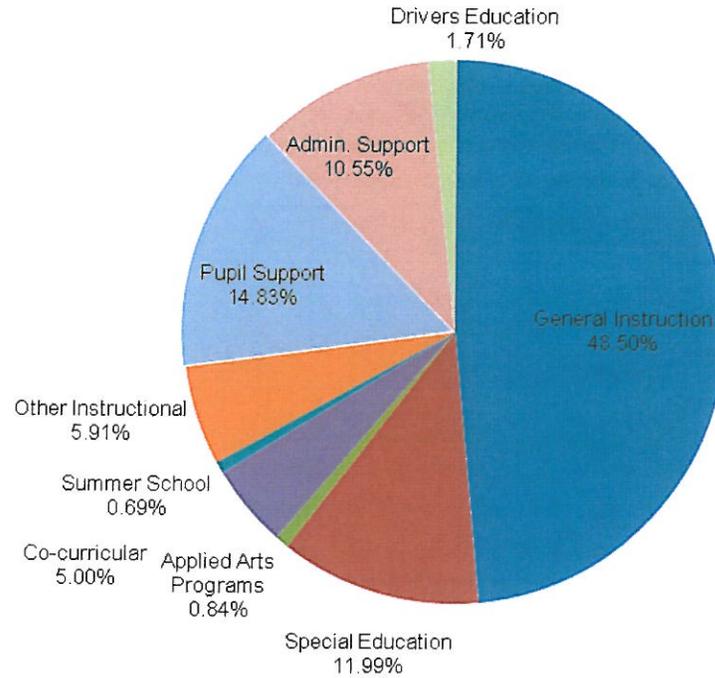
Administrative staffing will decrease by 1.0 FTE in the technology department. In addition, non-certified administrators serving on the District leadership teams have been reclassified from the non-affiliated group to the appropriate leadership team. This is not an increase in overall FTE. One administrator, the Director of Special Education, previously serving as a division head, will be serving on the District Leadership Team in FY 2012.

Non-affiliated FTE will decrease by the 4 administrative FTE mentioned above and increase by a 1.0 FTE as a result of reclassifying the Occupational Therapist position as a District employee from a private contractor position.

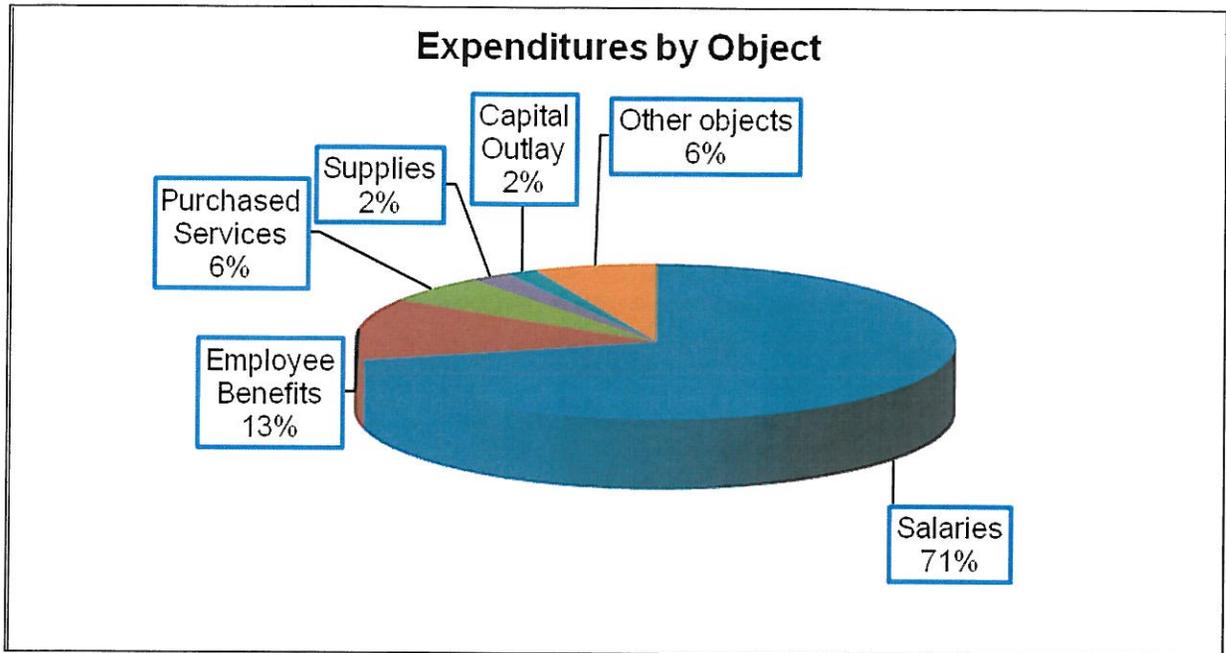
*A Fiscal Year 2012 Certified/Non-Certified Staffing FTE Report for Budgeting* table summarizes the total staffing and is located on page 22.

The Special Education Department, Student Support Services and the Administration have carefully reviewed the number of students placed off campus and created a transitional program, with the goal of successfully transitioning students back to campus. The program is expected to offer a greater level of success for students and to decrease tuition and transportation costs. The budget for off-campus special education placements will be \$2.5 million; this amount is reflected in Other Instructional Programs.

## Expenditures by Program



*General Instruction, Special Education, Applied Arts, Drivers Education, and Other Instructional costs are estimated to be approximately 68.95% of the Education Fund expenditures, compared to 68.55% in FY 11. The Pupil Support category includes tuition for students placed out of the district. Tuition is approximately 5.4% of the Educational Fund budget in FY 2012 and 6.75% in FY 2011.*



*In FY 2012, salaries will be 71% of the budget consistent with FY 2011. Benefits will be 13% of the budget compared to 12% in FY 2011. Special Education tuition is part of the expenditures titled Other Objects and will be 5.4% of the Education Fund budget, a decrease of 1.35%. Tuition was 7% in FY 2008 and 2009, 8% in 2007, 6.0% in 2006 and 5.8% in 2005. Purchased Services will be 6% compared to 5% in FY 2011.*

### **BOOKSTORE FUND**

The Illinois State Board of Education Textbook Loan Program has been discontinued. This program previously provided textbooks to the school district for free. This loss of funding will have a significant impact on the textbook costs for families. After careful consideration and considerable debate, the Board of Education approved a new program which will provide textbooks and instructional materials to students in a rental format rather than a purchase format.

The Bookstore will experience a loss this year as the District transitions from a textbook purchasing program to an instructional materials fee and textbook rental program. The Instructional Materials Fee has been averaged over a five year horizon, which coincides with the textbook replacement cycle. By the end of the five year cycle the initial investment in textbooks will be recouped.

### **FOOD SERVICE FUND**

The budget reflects an increase in revenue and expenditures. The District has successfully completed a fourth year of providing food service to District 97. Through this cooperative agreement, economies of scale are achieved, resulting in cost savings for both Districts as well as an increase in nutritional quality. In FY 2008, District 200 purchased a new oven and one new van in order to implement the service, costs that have

already been recouped through this program. District 200 will continue its program of increasing the fund balance over time in order to replace equipment in a timely fashion.

During FY 2012, the District will modify the open campus policy. We anticipate more students eating lunch in the cafeterias, resulting in an increase in revenue and expenditures in this area. These amounts will be added after the Board of Education discussion of the Modified Campus costs.

### **OPERATIONS AND MAINTENANCE FUND**

Beginning in FY 2011, the O & M Fund now makes annual transfers to the Capital Projects Fund for construction projects. This is a new requirement of the ISBE account code structure. The *Five Year Plan* reflects annual transfers of approximately \$2 million for construction purposes over the next two years and then larger amounts after the Life Safety projects are complete. It will be important to sustain cost containment measures in the O & M Fund to support the necessary facility maintenance required to protect the District's and communities' valuable asset. It is important to maintain this objective due to the limited borrowing capacity of the District imposed by law. The District has no excess capacity for borrowing until after FY 2018.

The District will be in the final year of a four year contract with the Buildings and Grounds Custodial and Maintenance, Service Employees International Union, Local 73. The contract agreement includes salary increases of 0% in FY 2009 and 1.5% increases for the remaining years. The agreement provided for an electronic timekeeping system implementation. The implementation was very successful.

Other Sources of Revenue are budgeted to decrease. Corporate Personal Property Taxes are an exceptionally volatile source of revenue and have declined significantly due to the economic downturn.

The transfer category is the interest income earned in the Bond and Interest Fund. This amount is transferred to the O & M Fund at the end of each year. We do not intend to make this transfer at the end of the year due to low interest income earnings.

### **TORT IMMUNITY FUND**

Expenditures for the Tort Immunity Fund include Property, Liability and Workers' Compensation insurance, health safety inspections, repairs, maintenance and purchase of safety related equipment, legal bills and settlement payments. The July 1, 2011 renewal for Property and Liability insurance was a 7.3% decrease in premium and Workers' Compensation was a 13.8% decrease. The decreases in premium are due to lower claims experience and a positive renewal.

There are planned expenditures to enhance the security camera system, door locking system and door monitoring systems for \$105,000. In addition, safety concerns have necessitated the replacement of a diving board and bleachers. These projects, coupled with safety inspections and resulting repair of athletic equipment, result in a budget of \$165,000.

## ***TRANSPORTATION FUND***

The District currently owns two activity buses, two Special Education wheel-chair equipped mini-bus and two vans for transporting small groups of students for activities and Special Education programs. These vehicles have greatly reduced the cost of transportation for small groups of students. There are no vehicle replacements required in FY 2012. The fund balance is maintained in order to meet future vehicle replacement needs and unexpected increases in special education transportation costs.

The District recently issued a request for bids for transportation services and has contracted with Illinois Central for Special Education and activity transportation services. The District has a three-year contract with provision for up to two additional one-year contract extensions. Total transportation costs will decrease by \$162,300; \$129,000 due to the rate decrease from the bid process and \$35,000 due to a reduction in field trip costs. The cost of maintenance will increase slightly.

Governor Pat Quinn recently reduced the State Transportation Funding for regular transportation by line item veto. We do not anticipate a decrease in revenue at this time because the District does not provide transportation to regular education students.

## ***IMRF/ SOCIAL SECURITY FUND***

The Illinois Municipal Retirement Fund is the pension fund for non-certified employees. This fund also records expenditures related to social security.

The increase in expenditures for this fund relate to an increase in the IMRF rate. The rate will increase to 12.29% on January 1, 2012. Historical rates effective on January 1, have been, 7.37% in 2004, 8.59% in 2005, 9.39% in 2006, 9.61% in 2007, 8.9% in 2008, 8.66% in 2009, 9.53% in 2010 and 10.48% in 2011. The IMRF rate is expected to continue to increase until the Fund has recouped losses from impaired assets due to the economic downturn. Based on current data, we expect the rate to peak around 13.5% in 2013 and then level off for the foreseeable future.

## ***WORKING CASH FUND***

The District is re-establishing the fund balance in this fund in order to provide for cash flow purposes. The District's primary source of revenue is property tax revenue, which is received in installments twice per year. The fund balances help the District with cash flow needs between the payment dates. A six month reserve is desirable in order to meet financial obligations from the period of July through December when the next levy deposit is received. The time period of July to December is the largest expenditure period due to debt service obligations, construction projects, retirement obligations, and back-to-school purchases.

## ***DENTAL AND MEDICAL SELF-INSURED FUNDS***

The District is self-insured for the PPO low deductible and PPO VEBA high deductible medical plans and for the HMO and pharmacy plans. The increase in revenue and expenditures relates to an anticipated increase in premium costs effective January 1,

2012, due to the new government requirements. The January 1, 2011 renewal was a 5.2% increase and the January 1, 2012 budget reflects a 10% increase.

Certified retirees access the State TRIP insurance plan rather than the District insurance plan. A positive change in fund balance in the Medical Insurance Fund reflects a planned increase in the reserve for future claims.

### ***WORKERS' COMPENSATION SELF-INSURED FUND***

In July 2006, the District renewed the Workers' Compensation Insurance with the SELF cooperative pool, taking advantage of the high deductible partially self-insured option. In December of 2006, it became apparent that the SELF cooperative pool was experiencing significant structural instability due to districts with excessive losses. An attempt by the pool's executive board to help these districts migrate to a high risk insurance alternative was unsuccessful. In January of 2007, the Board of Education approved a resolution to withdraw from the pool and seek outside bids for insurance. As a part of that process, the District received and accepted an insurance bid from CLIC. The District can now consider transferring the remaining fund balance to the Tort fund for future premiums.

### ***CAPITAL PROJECTS FUND***

In summer 2011, the District will improve HVAC systems, tuck point the exterior of the building, improve electrical and plumbing, replace ceiling and flooring and upgrade lighting. The source of revenue will be transferred from the O & M Fund.

The District is considering possible facility upgrades that will enhance the student experience during the closed campus lunch periods. These costs will be added to the budget after Board of Education discussion and approval.

In FY 2011, the proceeds from the River Forest TIF surplus distribution were used to refurbish several science labs. This revenue stream will not be received in FY 2012, therefore revenue will decline.

### ***LIFE SAFETY FUND***

The local sources of revenue in the Life Safety Fund will decline by \$200,000. During FY 2011, a portion of the River Forest TIF surplus distribution was deposited into this fund in order to complete work in the science labs during the summer of 2010. This funding will no longer be available. The Life Safety Levy was increased to fund the completion of Life Safety Projects according to the master plan time schedule.

During the summer of 2011, the District will continue projects that were approved in the Life Safety master plan. These projects include asbestos removal, HVAC repair and replacement and electrical and plumbing upgrades. A transfer of \$615,314 will be made to the Bond and Interest Fund in order to pay the debt for the previous roof replacement project.

OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200  
 2011 - 2012 Preliminary Budget  
 July 2011

|                                    | EDUCATION FUND    | BOOKSTORE FUND   | FOOD SERVICE FUND | OP. & MAINT. FUND | TORT FUND        | TRANSP. FUND     | IMRF FUND        | WORKING CASH FUND | BOND & INT. FUND | CAPITAL PROJ. FUND | LIFE SAFETY FUND | FY 11 PRELIMINARY BUDGET | FY 11 AMENDED BUDGET |
|------------------------------------|-------------------|------------------|-------------------|-------------------|------------------|------------------|------------------|-------------------|------------------|--------------------|------------------|--------------------------|----------------------|
| <b>Receipts</b>                    |                   |                  |                   |                   |                  |                  |                  |                   |                  |                    |                  |                          |                      |
| Property Taxes                     | 45,334,109        | -                | -                 | 6,692,124         | 1,142,714        | 864,354          | 2,516,606        | 1,190,085         | 2,911,648        | -                  | 2,380,170        | 63,031,810               | 59,634,567           |
| Other Local Sources                | 1,747,616         | 901,000          | 2,059,016         | 1,037,167         | 11,120           | 11,211           | 128,681          | 40,798            | 7,479            | 310,000            | 101,510          | 6,355,598                | 10,016,509           |
| State Sources                      | 2,953,737         | -                | 14,686            | -                 | -                | 748,200          | -                | -                 | -                | -                  | -                | 3,716,623                | 3,438,006            |
| Federal Sources                    | 1,352,064         | -                | 195,119           | -                 | -                | -                | -                | -                 | -                | -                  | -                | 1,547,183                | 1,907,680            |
| <b>Total Receipts</b>              | <b>51,387,526</b> | <b>901,000</b>   | <b>2,268,821</b>  | <b>7,729,291</b>  | <b>1,153,834</b> | <b>1,623,765</b> | <b>2,645,287</b> | <b>1,230,883</b>  | <b>2,919,127</b> | <b>310,000</b>     | <b>2,481,680</b> | <b>74,651,214</b>        | <b>74,996,762</b>    |
| <b>Expenditures</b>                |                   |                  |                   |                   |                  |                  |                  |                   |                  |                    |                  |                          |                      |
| General Instruction                | 22,474,639        | 1,340,390        | -                 | -                 | -                | -                | 409,745          | -                 | -                | -                  | -                | 24,224,774               | 22,160,401           |
| Special Education                  | 5,556,677         | -                | -                 | -                 | -                | -                | 256,246          | -                 | -                | -                  | -                | 5,812,923                | 5,535,675            |
| Adult Education                    | 20,799            | -                | -                 | -                 | -                | -                | -                | -                 | -                | -                  | -                | 20,799                   | 20,539               |
| Vocational Programs                | 356,849           | -                | -                 | -                 | -                | -                | 28,528           | -                 | -                | -                  | -                | 385,377                  | 401,161              |
| Interscholastic Programs           | 2,318,881         | -                | -                 | -                 | -                | -                | 110,853          | -                 | -                | -                  | -                | 2,429,734                | 2,303,343            |
| Summer School                      | 320,040           | -                | -                 | -                 | -                | -                | 10,190           | -                 | -                | -                  | -                | 330,230                  | 368,453              |
| Drivers Education                  | 790,686           | -                | -                 | -                 | -                | -                | 9,434            | -                 | -                | -                  | -                | 800,120                  | 774,802              |
| Other Instructional                | 2,740,499         | -                | -                 | -                 | -                | -                | 1,305            | -                 | -                | -                  | -                | 2,741,804                | 2,758,995            |
| Support Svcs - Pupil               | 6,870,779         | -                | -                 | -                 | -                | 1,340,960        | 415,799          | -                 | -                | -                  | -                | 8,627,538                | 8,637,522            |
| Support Svcs - Admin               | 4,877,145         | -                | 2,268,758         | 5,626,268         | 1,098,776        | -                | 1,010,430        | -                 | -                | -                  | -                | 14,881,377               | 15,089,480           |
| Construction                       | -                 | -                | -                 | -                 | -                | -                | -                | -                 | -                | 2,203,909          | 1,701,822        | 3,905,731                | 5,328,822            |
| Debt Service                       | -                 | -                | -                 | -                 | -                | -                | -                | -                 | 3,529,596        | -                  | -                | 3,529,596                | 3,500,790            |
| <b>Total Expenditures</b>          | <b>46,326,994</b> | <b>1,340,390</b> | <b>2,268,758</b>  | <b>5,626,268</b>  | <b>1,098,776</b> | <b>1,340,960</b> | <b>2,252,530</b> | <b>-</b>          | <b>3,529,596</b> | <b>2,203,909</b>   | <b>1,701,822</b> | <b>67,690,003</b>        | <b>66,879,983</b>    |
| <b>Sources of Funds</b>            |                   |                  |                   |                   |                  |                  |                  |                   |                  |                    |                  |                          |                      |
| <b>Uses of Funds</b>               |                   |                  |                   |                   |                  |                  |                  |                   |                  |                    |                  |                          |                      |
| <b>Change in Fund Balance</b>      | 5,060,532         | (439,390)        | 63                | (100,886)         | 55,058           | 282,805          | 392,757          | 1,230,883         | 4,845            | 310,000            | 164,544          | 6,961,211                | 8,116,779            |
| <b>Beginning Balance (audited)</b> | 75,998,594        | 699,726          | 338,465           | 8,232,110         | 2,353,610        | 2,568,587        | 2,301,591        | 7,636,293         | 1,477,320        | 410,000            | 75,207           | 102,091,503              | 93,974,724           |
| <b>Est. Ending Balance</b>         | <b>81,059,126</b> | <b>260,336</b>   | <b>338,528</b>    | <b>8,131,224</b>  | <b>2,408,668</b> | <b>2,851,392</b> | <b>2,694,348</b> | <b>8,867,176</b>  | <b>1,482,165</b> | <b>720,000</b>     | <b>239,751</b>   | <b>109,052,714</b>       | <b>102,091,503</b>   |

**OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200**  
**2011 - 2012 Preliminary Budget**  
**July 2011**

**Education Fund**

|                                 | <u>Amended<br/>Budget<br/>2010 - 2011</u> | <u>Preliminary<br/>Budget<br/>2011 - 2012</u> | <u>Difference<br/>Amount</u> | <u>Difference<br/>Percent</u> |
|---------------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>                 |   |   |                              |                               |
| Property Taxes                  | 43,378,031                                | 45,334,109                                    | 1,956,078                    | 4.51%                         |
| Other Local Sources             | 4,784,883                                 | 1,747,616                                     | (3,037,267)                  | -63.48%                       |
| State Sources                   | 2,778,640                                 | 2,953,737                                     | 175,097                      | 6.30%                         |
| Federal Sources                 | <u>1,721,852</u>                          | <u>1,352,064</u>                              | <u>(369,788)</u>             | -21.48%                       |
|                                 | 52,663,406                                | 51,387,526                                    | (1,275,880)                  | -2.42%                        |
| <i>Expenditures</i>             |   |   |                              |                               |
| General Instruction             | 21,745,656                                | 22,474,639                                    | 728,983                      | 3.35%                         |
| Special Education               | 5,310,875                                 | 5,556,677                                     | 245,802                      | 4.63%                         |
| Adult Education                 | 20,539                                    | 20,799  | 260                          | 1.27%                         |
| Vocational Programs             | 375,888                                   | 356,849                                       | (19,039)                     | -5.07%                        |
| Interscholastic Programs        | 2,182,182                                 | 2,318,881                                     | 136,699                      | 6.26%                         |
| Summer School                   | 358,609                                   | 320,040                                       | (38,569)                     | -10.76%                       |
| Drivers Education               | 765,563                                   | 790,686                                       | 25,123                       | 3.28%                         |
| Other Instructional             | 2,757,763                                 | 2,740,499                                     | (17,264)                     | -0.63%                        |
| Support Svcs. - Pupil           | 6,740,902                                 | 6,870,779                                     | 129,877                      | 1.93%                         |
| Support Svcs. - Admin.          | <u>4,645,223</u>                          | <u>4,888,145</u>                              | <u>242,922</u>               | 5.23%                         |
|                                 | <u>44,903,200</u>                         | <u>46,337,994</u>                             | <u>1,434,794</u>             | 3.20%                         |
| <br>Change in Fund Balance      | <br>7,760,206                             | <br>5,049,532                                 | <br>(2,710,674)              | <br>-34.93%                   |
| <br>Beginning Balance (audited) | <br><u>66,213,181</u>                     | <br><u>73,973,387</u>                         |                              |                               |
| Ending Balance                  | <u>73,973,387</u>                         | <u>79,022,919</u>                             |                              |                               |

# OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200

## 2011 - 2012 Preliminary Budget

July 2011

### Bookstore Fund

|                             | <u>Amended<br/>Budget<br/>2010 - 2011</u> | <u>Preliminary<br/>Budget<br/>2011 - 2012</u> | <u>Difference<br/>Amount</u> | <u>Difference<br/>Percent</u> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Other Local Sources         | 875,003                                   | 901,000                                       | 25,997                       | 2.97%                         |
|                             | <u>875,003</u>                            | <u>901,000</u>                                | <u>25,997</u>                |                               |
| <i>Expenditures</i>         |   |   |                              |                               |
| General Instruction         | 875,003                                   | 1,340,390                                     | 465,387                      | 53.19%                        |
|                             | <u>875,003</u>                            | <u>1,340,390</u>                              | <u>465,387</u>               |                               |
| Change in Fund Balance      | -   | (439,390)                                     | (439,390)                    | N/A                           |
| Beginning Balance (audited) | <u>699,726</u>                            | <u>699,726</u>                                |                              |                               |
| Ending Balance              | <u><u>699,726</u></u>                     | <u><u>260,336</u></u>                         |                              |                               |

### Food Service Fund

|                             | <u>Amended<br/>Budget<br/>2010 - 2011</u> | <u>Preliminary<br/>Budget<br/>2011 - 2012</u> | <u>Difference<br/>Amount</u> | <u>Difference<br/>Percent</u> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Other Local Sources         | 2,004,570                                 | 2,059,016                                     | 54,446                       | 2.72%                         |
| State Sources               | 13,987                                    | 14,686  | 699                          | 5.00%                         |
| Federal Sources             | 185,828                                   | 195,119                                       | 9,291                        | 5.00%                         |
|                             | <u>2,204,385</u>                          | <u>2,268,821</u>                              | <u>64,436</u>                | <u>2.92%</u>                  |
| <i>Expenditures</i>         |   |   |                              |                               |
| Support Svcs. - Admin.      | 2,203,288                                 | 2,268,758                                     | 65,470                       | 2.97%                         |
|                             | <u>2,203,288</u>                          | <u>2,268,758</u>                              | <u>65,470</u>                | <u>2.97%</u>                  |
| Change in Fund Balance      | 1,097                                     | 63  | (1,034)                      | -94.26%                       |
| Beginning Balance (audited) | <u>337,368</u>                            | <u>338,465</u>                                |                              |                               |
| Ending Balance              | <u><u>338,465</u></u>                     | <u><u>338,528</u></u>                         |                              |                               |

**OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200**  
**2011 - 2012 Preliminary Budget**  
**July 2011**

**Operations and Maintenance Fund**

|                             | <u>Amended<br/>Budget<br/>2010 - 2011</u> | <u>Preliminary<br/>Budget<br/>2011 - 2012</u> | <u>Difference<br/>Amount</u> | <u>Difference<br/>Percent</u> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Property Taxes              | 5,990,710                                 | 6,692,124                                     | 701,414                      | 11.71%                        |
| Other Local Sources         | <u>1,070,966</u>                          | <u>1,037,167</u>                              | <u>(33,799)</u>              | -3.16%                        |
|                             | 7,061,676                                 | 7,729,291                                     | 667,615                      | 9.45%                         |
| <i>Expenditures</i>         |   |   |                              |                               |
| Support Srvs. - Admin.      | <u>5,368,583</u>                          | <u>5,626,268</u>                              | <u>257,685</u>               | 4.80%                         |
|                             | <u>5,368,583</u>                          | <u>5,626,268</u>                              | <u>257,685</u>               | 4.80%                         |
| Sources of Funds            | 26,210                                    | -   | (26,210)                     | -100.00%                      |
| Uses of Funds               | <u>(3,177,000)</u>                        | <u>(2,203,909)</u>                            | <u>973,091</u>               | -30.63%                       |
| Change in Fund Balance      | (1,457,697)                               | (100,886)                                     | 1,356,811                    | -93.08%                       |
| Beginning Balance (audited) | <u>9,689,807</u>                          | <u>8,232,110</u>                              |                              |                               |
| Ending Balance              | <u>8,232,110</u>                          | <u>8,131,224</u>                              |                              |                               |

**Tort Immunity Fund**

|                             | <u>Amended<br/>Budget<br/>2010 - 2011</u> | <u>Preliminary<br/>Budget<br/>2011 - 2012</u> | <u>Difference<br/>Amount</u> | <u>Difference<br/>Percent</u> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Property Taxes              | 1,104,552                                 | 1,142,714                                     | 38,162                       | 3.45%                         |
| Other Local Sources         | <u>20,076</u>                             | <u>11,120</u>                                 | <u>(8,956)</u>               | -44.61%                       |
|                             | 1,124,628                                 | 1,153,834                                     | 29,206                       | 2.60%                         |
| <i>Expenditures</i>         |   |   |                              |                               |
| Support Srvs. - Admin.      | <u>1,121,112</u>                          | <u>1,098,776</u>                              | <u>(22,336)</u>              | -1.99%                        |
|                             | <u>1,121,112</u>                          | <u>1,098,776</u>                              | <u>(22,336)</u>              | -1.99%                        |
| Change in Fund Balance      | 3,516                                     | 55,058  | 51,542                       | 1465.93%                      |
| Beginning Balance (audited) | <u>2,350,094</u>                          | <u>2,353,610</u>                              |                              |                               |
| Ending Balance              | <u>2,353,610</u>                          | <u>2,408,668</u>                              |                              |                               |

# OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200

## 2011 - 2012 Preliminary Budget

July 2011

### Transportation Fund

|                             | <u>Amended<br/>Budget<br/>2010 - 2011</u> | <u>Preliminary<br/>Budget<br/>2011 - 2012</u> | <u>Difference<br/>Amount</u> | <u>Difference<br/>Percent</u> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Property Taxes              | 842,131                                   | 864,354                                       | 22,223                       | 2.64%                         |
| Other Local Sources         | 22,016                                    | 11,211  | (10,805)                     | -49.08%                       |
| State Sources               | <u>645,379</u>                            | <u>748,200</u>                                | <u>102,821</u>               | 15.93%                        |
|                             | 1,509,526                                 | 1,623,765                                     | 114,239                      | 7.57%                         |
| <i>Expenditures</i>         |   |   |                              |                               |
| Support Svcs. - Pupil       | <u>1,503,261</u>                          | <u>1,340,960</u>                              | <u>(162,301)</u>             | -10.80%                       |
|                             | <u>1,503,261</u>                          | <u>1,340,960</u>                              | <u>(162,301)</u>             | -10.80%                       |
| Change in Fund Balance      | 6,265                                     | 282,805                                       | 276,540                      | 4414.05%                      |
| Beginning Balance (audited) | <u>2,562,322</u>                          | <u>2,568,587</u>                              |                              |                               |
| Ending Balance              | <u>2,568,587</u>                          | <u>2,851,392</u>                              |                              |                               |

### Illinois Municipal Retirement/Social Security Fund

|                             | <u>Amended<br/>Budget<br/>2010 - 2011</u> | <u>Preliminary<br/>Budget<br/>2011 - 2012</u> | <u>Difference<br/>Amount</u> | <u>Difference<br/>Percent</u> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Property Taxes              | 2,314,608                                 | 2,516,606                                     | 201,998                      | 8.73%                         |
| Other Local Sources         | <u>131,630</u>                            | <u>128,681</u>                                | <u>(2,949)</u>               | -2.24%                        |
|                             | 2,446,238                                 | 2,645,287                                     | 199,049                      | 8.14%                         |
| <i>Expenditures</i>         |   |   |                              |                               |
| General Instruction         | 414,745                                   | 409,745                                       | (5,000)                      | -1.21%                        |
| Special Education           | 224,800                                   | 256,246                                       | 31,446                       | 13.99%                        |
| Vocational Programs         | 25,273                                    | 28,528  | 3,255                        | 12.88%                        |
| Interscholastic Programs    | 121,161                                   | 110,853                                       | (10,308)                     | -8.51%                        |
| Summer School               | 9,844                                     | 10,190  | 346                          | 3.51%                         |
| Drivers Education           | 9,239                                     | 9,434   | 195                          | 2.11%                         |
| Other Instructional         | 1,232                                     | 1,305   | 73                           | 5.93%                         |
| Support Svcs. - Pupil       | 393,359                                   | 415,799                                       | 22,440                       | 5.70%                         |
| Support Svcs. - Admin.      | <u>898,271</u>                            | <u>1,010,430</u>                              | <u>112,159</u>               | 12.49%                        |
|                             | <u>2,097,924</u>                          | <u>2,252,530</u>                              | <u>154,606</u>               | 7.37%                         |
| Change in Fund Balance      | 348,314                                   | 392,757                                       | 44,443                       | 12.76%                        |
| Beginning Balance (audited) | <u>1,953,277</u>                          | <u>2,301,591</u>                              |                              |                               |
| Ending Balance              | <u>2,301,591</u>                          | <u>2,694,348</u>                              |                              |                               |

**OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200**  
**2011 - 2012 Preliminary Budget**  
**July 2011**

**Dental Insurance Fund**

|                             | <b>Amended<br/>Budget<br/>2010 - 2011</b> | <b>Preliminary<br/>Budget<br/>2011 - 2012</b> | <b>Difference<br/>Amount</b> | <b>Difference<br/>Percent</b> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Insurance Premiums          | 452,853                                   | 492,319                                       | 39,466                       | 8.71%                         |
| Other Local Sources         | 2,000                                     | 1,000   | (1,000)                      | -50.00%                       |
|                             | <u>454,853</u>                            | <u>493,319</u>                                | 38,466                       | 8.46%                         |
| <i>Expenditures</i>         |   |   |                              |                               |
| Staff Services              | <u>452,853</u>                            | <u>492,319</u>                                | <u>39,466</u>                | 8.71%                         |
| Change in Fund Balance *    | 2,000                                     | 1,000   | (1,000)                      | -50.00%                       |
| Beginning Balance (audited) | <u>149,263</u>                            | <u>151,263</u>                                |                              |                               |
| Ending Balance              | <u><u>151,263</u></u>                     | <u><u>152,263</u></u>                         |                              |                               |

**Medical Self Insurance Fund**

|                             | <b>Amended<br/>Budget<br/>2010 - 2011</b> | <b>Preliminary<br/>Budget<br/>2011 - 2012</b> | <b>Difference<br/>Amount</b> | <b>Difference<br/>Percent</b> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Insurance Premiums          | 5,577,698                                 | 6,320,702                                     | 743,004                      | 13.32%                        |
| Other Local Sources         | 20,000                                    | 10,000  | (10,000)                     | -50.00%                       |
|                             | <u>5,597,698</u>                          | <u>6,330,702</u>                              | 733,004                      | 13.09%                        |
| <i>Expenditures</i>         |   |   |                              |                               |
| Staff Services              | <u>5,577,698</u>                          | <u>6,320,702</u>                              | <u>743,004</u>               | 13.32%                        |
| Change in Fund Balance *    | 20,000                                    | 10,000  | (10,000)                     | -50.00%                       |
| Beginning Balance (audited) | <u>1,838,087</u>                          | <u>1,858,087</u>                              |                              |                               |
| Ending Balance              | <u><u>1,858,087</u></u>                   | <u><u>1,868,087</u></u>                       |                              |                               |

**Self-Insurance Workers' Comp Fund**

|                             | <b>Amended<br/>Budget<br/>2010 - 2011</b> | <b>Preliminary<br/>Budget<br/>2011 - 2012</b> | <b>Difference<br/>Amount</b> | <b>Difference<br/>Percent</b> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Insurance Premiums          | -   | -   | -                            | N/A                           |
| Transfers                   | -   | -   | -                            | N/A                           |
|                             | <u>-</u>                                  | <u>-</u>                                      | <u>-</u>                     | N/A                           |
| <i>Expenditures</i>         |   |   |                              |                               |
| Staff Services              | <u>-</u>                                  | <u>-</u>                                      | <u>-</u>                     | N/A                           |
| Change in Fund Balance *    | -   | -   | -                            | N/A                           |
| Beginning Balance (audited) | <u>15,857</u>                             | <u>15,857</u>                                 |                              |                               |
| Ending Balance              | <u><u>15,857</u></u>                      | <u><u>15,857</u></u>                          |                              |                               |

\*Net changes in fund balance are consolidated with the Education Fund, per ISBE guidelines.

**OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200**  
**2011 - 2012 Preliminary Budget**  
**July 2011**

**Working Cash Fund**

|                             | <b>Amended<br/>Budget<br/>2010 - 2011</b> | <b>Preliminary<br/>Budget<br/>2011 - 2012</b> | <b>Difference<br/>Amount</b> | <b>Difference<br/>Percent</b> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Property Taxes              | 1,045,305                                 | 1,190,085                                     | 144,780                      | 13.85%                        |
| Other Local Sources         | 69,485                                    | 40,798  | (28,687)                     | -41.29%                       |
|                             | <u>1,114,790</u>                          | <u>1,230,883</u>                              | <u>116,093</u>               | 10.41%                        |
| Change in Fund Balance      | 1,114,790                                 | 1,230,883                                     | 116,093                      | 10.41%                        |
| Beginning Balance (audited) | <u>6,521,503</u>                          | <u>7,636,293</u>                              |                              |                               |
| Ending Balance              | <u>7,636,293</u>                          | <u>8,867,176</u>                              |                              |                               |

**Bond and Interest Fund**

|                             | <b>Amended<br/>Budget<br/>2010 - 2011</b> | <b>Preliminary<br/>Budget<br/>2011 - 2012</b> | <b>Difference<br/>Amount</b> | <b>Difference<br/>Percent</b> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Property Taxes              | 2,868,619                                 | 2,911,648                                     | 43,029                       | 1.50%                         |
| Other Local Sources         | 26,210                                    | 7,479   | (18,731)                     | -71.47%                       |
|                             | <u>2,894,829</u>                          | <u>2,919,127</u>                              | <u>24,298</u>                | 0.84%                         |
| <i>Expenditures</i>         |   |   |                              |                               |
| Debt Service                | <u>3,500,790</u>                          | <u>3,529,596</u>                              | <u>28,806</u>                | 0.82%                         |
|                             | <u>3,500,790</u>                          | <u>3,529,596</u>                              | <u>28,806</u>                | 0.82%                         |
| Sources of Funds            | 614,263                                   | 615,314                                       | 1,051                        | 0.17%                         |
| Uses of Funds               | <u>(26,210)</u>                           | <u>-</u>                                      | <u>26,210</u>                | -100.00%                      |
| Change in Fund Balance      | (17,908)                                  | 4,845   | 22,753                       | -127.05%                      |
| Beginning Balance (audited) | <u>1,495,228</u>                          | <u>1,477,320</u>                              |                              |                               |
| Ending Balance              | <u>1,477,320</u>                          | <u>1,482,165</u>                              |                              |                               |

**OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200**  
**2011 - 2012 Preliminary Budget**  
**July 2011**

**Capital Projects Fund**

|                             | <b>Amended<br/>Budget<br/>2010 - 2011</b> | <b>Preliminary<br/>Budget<br/>2011 - 2012</b> | <b>Difference<br/>Amount</b> | <b>Difference<br/>Percent</b> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Other Local Sources         | 710,000                                   | 310,000                                       | (400,000)                    | -56.34%                       |
|                             | <u>710,000</u>                            | <u>310,000</u>                                | <u>(400,000)</u>             |                               |
| <i>Expenditures</i>         |   |   |                              |                               |
| Construction                | 3,477,000                                 | 2,203,909                                     | (1,273,091)                  | -36.61%                       |
|                             | <u>3,477,000</u>                          | <u>2,203,909</u>                              | <u>(1,273,091)</u>           | -36.61%                       |
| Sources of Funds            | <u>3,177,000</u>                          | <u>2,203,909</u>                              | <u>(973,091)</u>             | -30.63%                       |
| Change in Fund Balance      | 410,000                                   | 310,000                                       | (100,000)                    | -24.39%                       |
| Beginning Balance (audited) | -   | 410,000                                       |                              |                               |
| Ending Balance              | <u>410,000</u>                            | <u>720,000</u>                                |                              |                               |

**Life Safety Fund**

|                             | <b>Amended<br/>Budget<br/>2010 - 2011</b> | <b>Preliminary<br/>Budget<br/>2011 - 2012</b> | <b>Difference<br/>Amount</b> | <b>Difference<br/>Percent</b> |
|-----------------------------|---|---|------------------------------|-------------------------------|
| <i>Receipts</i>             |   |   |                              |                               |
| Property Taxes              | 2,090,611                                 | 2,380,170                                     | 289,559                      | 13.85%                        |
| Other Local Sources         | 301,670                                   | 101,510                                       | (200,160)                    | -66.35%                       |
|                             | <u>2,392,281</u>                          | <u>2,481,680</u>                              | <u>89,399</u>                | 3.74%                         |
| <i>Expenditures</i>         |   |   |                              |                               |
| Construction                | 1,851,822                                 | 1,701,822                                     | (150,000)                    | -8.10%                        |
|                             | <u>1,851,822</u>                          | <u>1,701,822</u>                              | <u>(150,000)</u>             | -8.10%                        |
| Uses of Funds               | <u>(614,263)</u>                          | <u>(615,314)</u>                              | <u>(1,051)</u>               | 0.17%                         |
| Change in Fund Balance      | (73,804)                                  | 164,544                                       | 238,348                      | -322.95%                      |
| Beginning Balance (audited) | 149,011                                   | 75,207  |                              |                               |
| Ending Balance              | <u>75,207</u>                             | <u>239,751</u>                                |                              |                               |

PROPOSED BUDGET FOR FISCAL YEAR ENDING JUNE 30, 2012  
 REFERENDUM PHASE-IN UTILIZATION CHART

| INITIATIVE  | 2005 - 2006      | 2006 - 2007        | 2007 - 2008        | 2008 - 2009        | 2009 - 2010        | 2010 - 2011        | 2011 - 2012        |
|---|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| <b>Special Education</b>                          |                  |                    |                    |                    |                    |                    |                    |
| Special Education Teacher (1.0 FTE)               | \$35,500         | \$86,300           | \$89,000           | \$93,073           | \$99,123           | \$105,070          | \$115,236          |
| Special Education (1.0 FTE)                       |                  | 86,300             | 89,000             | 93,073             | 99,123             | \$105,070          | \$115,236          |
| Special Ed Mandates Sub Total                     | 35,500           | 172,600            | 178,000            | 186,146            | 198,245            | 210,140            | 230,472            |
| <b>Grad Standards</b>                             |                  |                    |                    |                    |                    |                    |                    |
| Science (1.0 FTE)                                 |                  | 138,080            | 142,400            | 148,917            | 158,597            | 168,112            | 115,236            |
| English (2.0 FTE)                                 |                  | 129,450            | 133,500            | 139,610            | 148,685            | 157,606            | 230,472            |
| Math (1.0 FTE)                                    |                  | 86,300             | 89,000             | 93,073             | \$99,123           | 105,070            | 115,236            |
| Mandated Grad Standards Sub Total                 | -                | 353,830            | 364,900            | 381,600            | 406,404            | 430,788            | 460,944            |
| <b>Response to Intervention</b>                   |                  |                    |                    |                    |                    |                    |                    |
| English/history .3 FTE                            |                  |                    |                    |                    |                    | 43,200             | 34,571             |
| Mandated RI Sub Total                             |                  |                    |                    |                    |                    | 43,200             | 34,571             |
| <b>Initiatives</b>                                |                  |                    |                    |                    |                    |                    |                    |
| Summer School Transitions                         | 27,000           | 15,000             | 33,000             | 20,000             | 20,000             | 20,000             | 20,000             |
| Junior Level Math (.2 FTE)                        | 14,200           | 17,260             | 17,800             | 18,615             | 19,825             | 21,014             | 23,047             |
| Algebra I Modified (1.6 FTE)                      |                  | 129,450            | 133,500            | 139,610            | 148,685            | 157,606            | 184,378            |
| Reduced Class Size (1.4 FTE)                      |                  | 120,820            | 124,600            | 130,302            | 138,772            | 147,098            | 161,330            |
| Support Class Assistant (FTE 1.0)                 | 21,000           | 25,795             | 32,410             | 34,355             | 36,588             | 33,339             | 40,427             |
| SOLO Program on-line courses                      |                  | 64,520             |                    | 20,000             | 21,300             | 20,000             | 20,000             |
| Tutoring (.4 FTE)                                 |                  |                    | 40,000             | 37,229             | 39,649             | 42,028             | 52,600             |
| Division Head Release (.4 English and Math)       |                  |                    |                    |                    |                    |                    |                    |
| AVID/Support Program (1.0 FTE)                    |                  | 33,500             |                    |                    |                    |                    |                    |
| Dean Counselors/Psychologist (2.0 FTE)            |                  | 182,852            | 156,000            | 186,146            | \$198,245          | 210,140            | 245,520            |
| Resource Managers (2.0 contractors)               |                  |                    |                    | 116,735            | 118,486            | 121,685            | 127,769            |
| Behavior Interventionist (1.0)                    |                  |                    | 89,000             | 93,073             | 96,773             | 102,535            | 115,236            |
| Student Assessment (.2 FTE Test Prep)             |                  | 15,000             | 15,000             | 18,615             | 19,548             | 21,600             |                    |
| Junior Level Reading (.4 FTE)                     |                  |                    |                    |                    | 26,000             |                    |                    |
| Institutional Researcher/Data Processing (.4 FTE) |                  |                    |                    |                    | 24,000             |                    |                    |
| Data collection and analysis                      |                  |                    |                    |                    |                    | 24,000             |                    |
| Hardware/software                                 |                  | 50,000             | 62,700             | 65,271             |                    |                    |                    |
| Information Systems Consulting Services           | 20,000           | 70,000             | 70,000             |                    |                    |                    |                    |
| Technology Committees                             | 7,500            | 15,000             | 4,300              |                    |                    |                    |                    |
| Alegbra 212 Class Computer Equipment              |                  |                    |                    |                    |                    |                    |                    |
| AGILE MIND  |                  |                    | 43,400             | 15,000             |                    | 15,000             | 15,000             |
| Theta Scholars                                    |                  |                    |                    |                    | 10,000             |                    |                    |
| Staff Mentoring                                   |                  | 31,000             | 33,000             | 20,000             | 15,000             | 10,000             |                    |
| Staff Development                                 |                  | 25,000             | 20,000             | 10,000             | 15,000             | 15,000             | 5,000              |
| Minority Student Achievement Network              |                  | 32,500             | 32,500             | 25,000             | 30,000             | 27,000             | 27,000             |
| FREE & MUREE Student Groups                       |                  | 7,000              | 7,000              | 5,000              | 5,500              | 3,500              | 3,500              |
| African American Outreach Coordinator 1 FTE       |                  |                    |                    | 59,000             | 60,770             | 55,607             | 56,437             |
| Physical Plant Changes                            |                  | 100,000            | 62,000             |                    |                    |                    |                    |
| Cooperative Committee                             |                  | 30,000             | 30,000             |                    |                    |                    |                    |
| <b>Grand Total</b>                                | <b>\$125,200</b> | <b>\$1,491,127</b> | <b>\$1,549,110</b> | <b>\$1,583,697</b> | <b>\$1,648,790</b> | <b>\$1,731,281</b> | <b>\$1,823,231</b> |

**Fiscal Year 2012 Certified/Non-Certified Staffing FTE Report for Budgeting**

| Area/Division/Employee Group                     | F.T.E 2007-2008 | F.T.E 2008-2009 | F.T.E 2009-2010 | F.T.E 2010-2011 | F.T.E 2011-2012 | F.T.E. 2010-2011 vs 2011-2012 |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|-------------------------------|
| <b>Faculty</b>                                   |                 |                 |                 |                 |                 |                               |
| Alternative Program                              | 1.40            | 1.00            | 1.00            | 0.00            | 0.00            | 0.00                          |
| Business Education                               | 5.50            | 5.80            | 6.60            | 6.40            | 6.20            | -0.20                         |
| Deans  | 4.00            | 4.00            | 4.00            | 4.00            | 4.00            | 0.00                          |
| Driver Education                                 | 6.00            | 6.10            | 6.20            | 6.10            | 6.00            | -0.10                         |
| English  | 28.40           | 27.20           | 27.80           | 28.20           | 27.50           | -0.70                         |
| Family and Consumer Sciences                     | 2.00            | 2.00            | 2.40            | 1.90            | 2.10            | 0.20                          |
| Guidance   | 12.00           | 12.00           | 12.00           | 12.00           | 12.00           | 0.00                          |
| History  | 22.00           | 22.30           | 22.20           | 23.40           | 22.40           | -1.00                         |
| ISIT/Media                                       | 3.00            | 3.00            | 3.00            | 3.00            | 3.00            | 0.00                          |
| Mathematics                                      | 26.20           | 26.10           | 26.20           | 26.70           | 27.00           | 0.30                          |
| Music  | 3.00            | 3.00            | 3.00            | 3.20            | 3.00            | -0.20                         |
| Physical Education                               | 14.80           | 14.50           | 14.60           | 14.60           | 14.00           | -0.60                         |
| Science  | 23.20           | 23.90           | 24.00           | 24.90           | 24.80           | -0.10                         |
| Special Education                                | 40.00           | 40.40           | 40.40           | 41.40           | 40.60           | -0.80                         |
| Technology                                       | 2.00            | 1.50            | 1.80            | 1.80            | 2.40            | 0.60                          |
| Theater/TV Production/Speech                     | 1.20            | 1.50            | 1.30            | 1.60            | 1.60            | 0.00                          |
| Visual Arts                                      | 5.30            | 5.50            | 5.40            | 5.00            | 5.10            | 0.10                          |
| World Languages                                  | 19.90           | 20.40           | 20.80           | 21.00           | 20.40           | -0.60                         |
| Other Assignments/Release Periods <sup>1</sup>   | 4.10            | 5.10            | 5.70            | 6.30            | 6.00            | -0.30                         |
| <b>Sub-total</b>                                 | <b>224.00</b>   | <b>225.30</b>   | <b>228.40</b>   | <b>231.50</b>   | <b>228.10</b>   | <b>-3.40</b>                  |
| <b>Non-Certified Employee Groups<sup>2</sup></b> |                 |                 |                 |                 |                 |                               |
| *Buildings and Grounds                           | 40.7            | 41.86           | 41.86           | 41.86           | 41.86           | 0.00                          |
| Classified                                       | 67.8            | 70.71           | 64.07           | 64.16           | 67.27           | 3.11                          |
| Food Service                                     | 19.95           | 19.95           | 21.68           | 21.68           | 19.77           | -1.91                         |
| **Non-Affiliated                                 | 41.5            | 38.88           | 37.06           | 37.68           | 34.50           | -3.18                         |
| Safety and Support Team                          | 18.13           | 18.13           | 17.8            | 18.6            | 18.7            | 0.10                          |
| <b>Sub-total</b>                                 | <b>188.08</b>   | <b>188.37</b>   | <b>181.26</b>   | <b>183.984</b>  | <b>182.10</b>   | <b>-1.88</b>                  |
| <b>Administration</b>                            |                 |                 |                 |                 |                 |                               |
| **Building Administration/Division Heads         | 9.1             | 9.6             | 9.4             | 10.2            | 8.6             | -1.60                         |
| **District Administration                        | 5               | 6               | 5               | 5               | 8.78            | 3.78                          |
| <b>Sub-total</b>                                 | <b>14.1</b>     | <b>15.6</b>     | <b>14.4</b>     | <b>15.2</b>     | <b>17.38</b>    | <b>2.18</b>                   |
| <b>TOTALS</b>                                    | <b>426.18</b>   | <b>429.27</b>   | <b>424.06</b>   | <b>430.68</b>   | <b>427.58</b>   | <b>-3.10</b>                  |

<sup>1</sup> F.T.E. = Spoken Word, Title I, Learning Sem./Reading Supp., FS Chair, Proj. Schol/Coll. Prep, Test Prep, Rtl and Engage Learning Coordinator.  
<sup>2</sup> F.T.E. = For 2008 and beyond, FTE is reported as hours worked based on 2080 hours vs Number of Employees as in prior years.

\*\*With the 2008/2009 B&G Agreement, there was the addition of 3 temporary custodians - up to 599 hours each position per year. Adjustments made to FTE from 2008/2009 forward.

\*\*Reflects relocation of DLT members (CFO, CIO, and Communications) to District Administration. Also include the transfer of a position from contract services to regular full-time status.

# **SCARIANO, HIMES AND PETRARCA**

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## **INTEREST-BASED BARGAINING**

**Presented By:**

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## **Interest-Based Bargaining (IBB)**

### **What it is...**

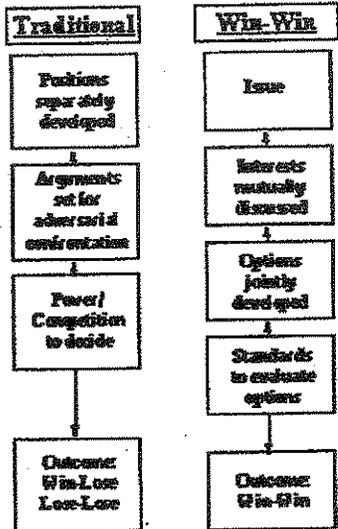
Interest-Based Bargaining (IBB) is a departure from traditional bargaining by focusing primarily on interests instead of positions. Traditional Bargaining utilizes the respective power of the parties to force a desired outcome, even if it is at the expense of the parties' relationship. Interest-Based Bargaining on the other hand, utilizes joint problem solving to arrive at a desired outcome and results in a better understanding of each party's concerns or limitations. This affords the parties the opportunity to achieve a more durable agreement which, can spillover into a more durable and stable relationship.

Interest-Based Bargaining is a joint problem solving process that is known by different names such as: Integrative Bargaining, Win-Win Bargaining, Mutual Gains Bargaining, and Consensus Bargaining, and collaborative bargaining. The principles, however, are the same and are part of Traditional –Distributive Bargaining. The difference with IBB is the following principles are applied more consistently throughout the bargaining process.

- Information Sharing
- Focus on interests, not positions
- Focus on issues, not personalities
- Focus on interests and assist in satisfying the other party's interest as well
- Focus on the future and not dwell on the past
- Creative use of brainstorming to develop options or solutions
- Options or solutions should be evaluated by objective criteria as opposed to power

In the new Interest Based Bargaining (IBB) process, there are significant differences in the flow of bargaining between the traditional and the now win-win negotiation techniques:

## Bargaining Flow



### The Process

The win-win process focuses negotiating teams on interests rather than positions. Team members sit interspersed around a table (not across from each other as in traditional negotiations) and openly and candidly discuss their respective interests or concerns with respect to a particular issue. Team members seek to identify all interests, concentrating on those that are mutual. Sometimes, both parties will be struck by how many interests they both have in common.

Once interests have been identified, the parties develop a series of options to satisfy each interest. All team members are encouraged to participate in the brainstorming process. Options are recorded without evaluating or judging. Some teams have been known to record the interests and options on flipchart paper and tape them around the meeting room. This allows information to be shared openly among the participants on both bargaining teams. Team members can take turns serving as facilitators and recorders of information if desired.

Once options are developed, the parties agree upon a set of standards to use in evaluating the options for acceptability. Through brainstorming, an initial list is compiled, which can be pared down through discussion (to eliminate duplicate, vague, or unmeasurable criteria) until consensus is reached.

Next, the teams need to apply the standards, and through open discussion, identify those options upon which team members can reach consensus. As options are agreed upon, a union and management team member together draft contract language and a

bargaining history for final review and consensus approval by the full team. The bargaining history provides a brief supplemental description of the parties intent regarding contract provisions.

### **Summary**

Labor-management cooperation is the key to a continuing effective relationship between union and management. Labor-management cooperation results from two strong institutions (union and management) respecting each other and working together to achieve mutual interests whenever possible. It does not preclude the parties from disagreeing with each other on issues, but such disagreements affect neither the overall relationship, nor the ability to resolve other issues. The parties can agree to disagree, with disputed issues resolved through mechanisms outlined in the negotiated agreements, including the use of third parties where necessary.

This cultural change will not occur overnight nor without careful preparation. As your organization or installation begins to implement contracts using this method and effect these changes in working relationships and labor-management relations, union and management officials need to jointly train managers/supervisors, union officials/stewards, and employees on the contract theme and key contractual provisions. Both parties need to continue to work together to implement and effectively administer these contracts.

The interest based bargaining approach demonstrates to the union and to management that common ground can be found, mutual interests identified, and cooperative relationships forged. While the bargaining experience generates improved labor- management relations, both parties clearly recognize that however promising this new beginning, continued mutual commitment is key to long-term cultural change and success.

## **Key Roles in Interest Based Bargaining**

### **Facilitator**

- Keep the group on task
- Assure balanced participation
- Help parties to adhere to established rules
- Remain neutral

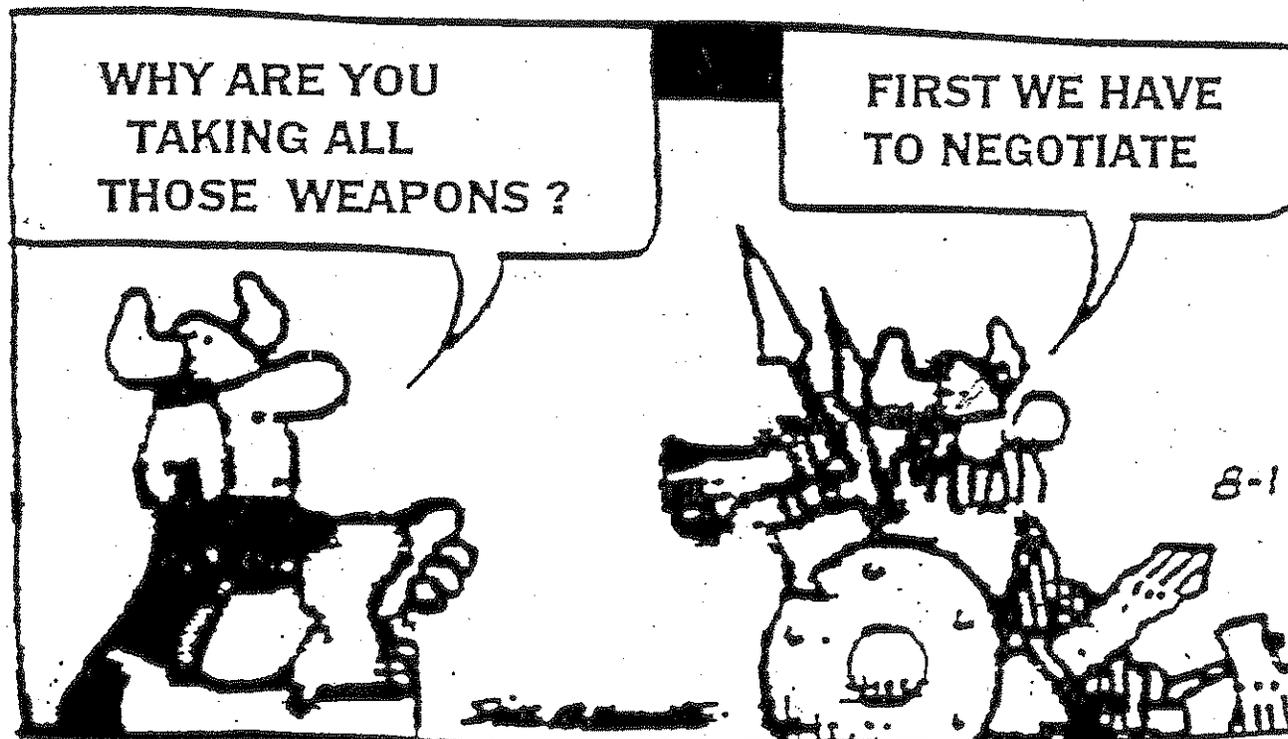
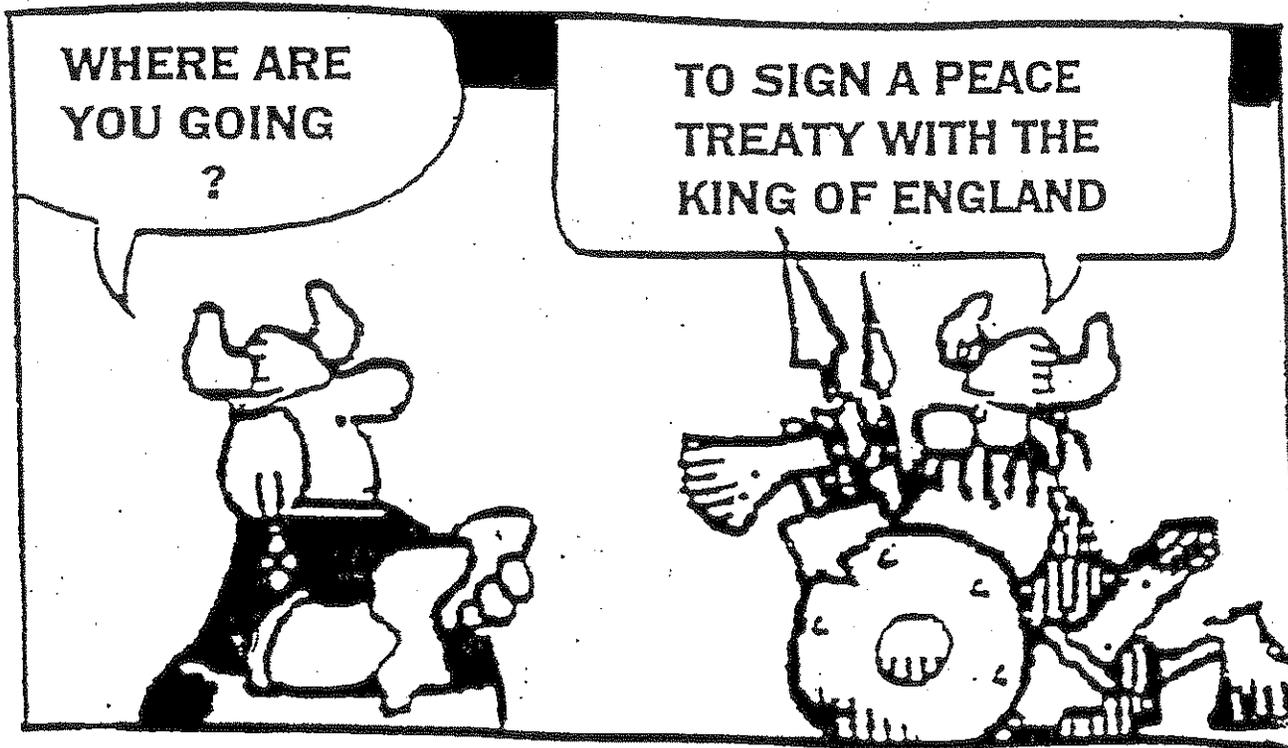
### **Recorder**

- Capture basic ideas and key words
- Write rapidly but legibly
- Number and maintain documents

### **Participants**

- Prepare thoroughly
- Comply with conduct and procedure rules
- Contribute ideas and concerns

# Hagar the Horrible



*‘If the only tool you  
have is a hammer . . .  
every problem tends to  
look like a nail!’*

*-MARK TWAIN*

# *1. Issue and Interest Identification/Articulation*

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- limited [a good thing] ➔ once you laid out issues no additional ones added.
- way people were surveyed
- got to real interests
- overall dialogue good – ability to clarify (use of good questioning)
- stayed with model!
- there are no stupid questions - no fear
- humor throughout good
- provided a structure to move us down the road to problem solving vs. just throwing problems out
- reviewed problem vs. critique proposal
- understanding of what interests really were
- consensus because we had same notes.
- ability to give examples is a good thing (especially when separating people from the problem)
- careful planning in re: meetings to avoid caucus at beginning (time in between)
- scheduled more than one meeting was good

## 2. Option Development

- it was fun (and funny)
- allowed for free thinking and true brainstorming
- inclusive participation
- continued the "Getting to know each other" process
- variety suggested reasonable possibilities
- structure fosters originality and creativity and collaborative problem solving

## Improvements?

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-debrief after each phase  
(intra team: note positives/negatives)

-know when to say "when"  
(i.e., when enough is enough)

### 3. Development of Standards

-the parties collected data in search of a standard

-the parties collectively decided that standards were not needed

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-standards (and their i.d.) could lead to more disagreement

-training could better prepare parties to address disagreement(s) over standard i.d. and development

## 4. Resolution of Issues

### Agreement Phase

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- some items of consensus were obvious early on and were immediately agreed upon
- parties showed NO FEAR to tackle difficult issues early
- it helped that both parties were realistic in financial expectations
- the parties struggled to stay with the process on \$ issues; a review of the process before tackling \$ issues may be helpful

## 5. Contract writing

### Framework of Agreement

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- each party worked separately, and concepts were exchanged  
(fortunately, they were close)
- the parties had good notes and accurate recall
- commitment to make process work, and continue the positive relationship,  
carried the day

## 6. Other Comments

(IMIN Training)

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-appreciated "Getting to know you."

-training important

-parties avoided regression

-parties expect to carryover new skills when they address future concerns

# Advantages and Disadvantages

## Style

### 1. Competition

## Advantages

- Normally uses less time.
- Leads to total victory if you have more power than the other.

## Disadvantages

- Can lead to stalemates if the other side uses the same approach
- The other can become resentful and vengeful.

### 2. Compromise

- A natural style for most people.
- Appears to be quite fair, as both sides win and lose.

- Can lead to extreme initial positions, as both sides anticipate splitting the difference.

May result in agreements that neither side is really happy about.

### 3. Avoidance

- Useful when issues are trivial.
- Helpful when other side has much greater power.

- Problem is postponed, not resolved.

- Can result in nothing being done if too many problems are swept under the rug.

### 4. Accommodation

- When the other side is right, you should give in.
- When the relationship with the other side is more important than negotiating issues.
- Creates potential IOUs for future negotiations.

- May result in a major loss to you on important issues.

- Can lead to a habit of giving in on all issues that can result in a significant loss of your power and reputation.

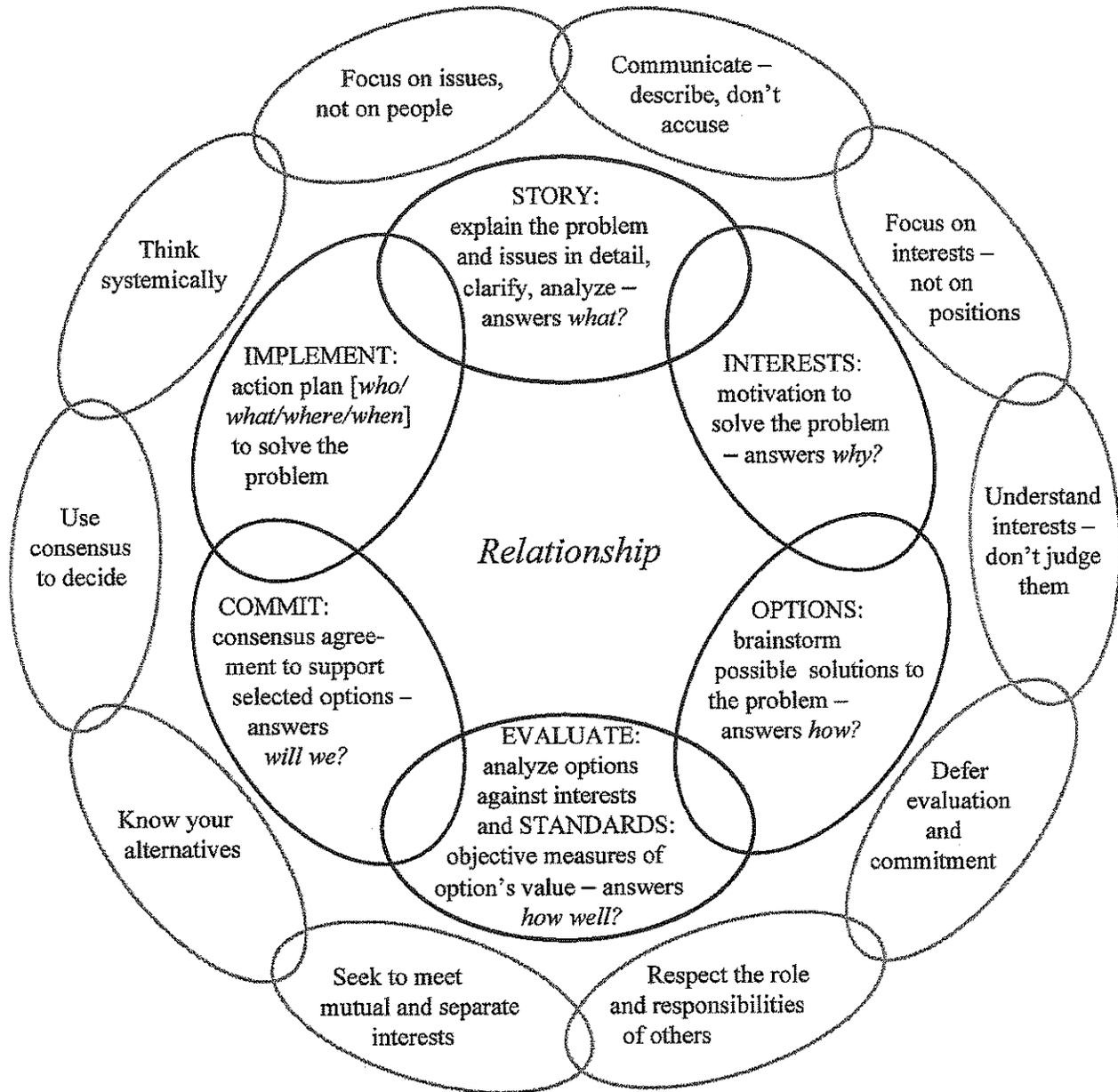
### 5. Collaboration

- Both sides can win big.
- Personal relationships can be improved, rather than harmed.

- Can be extremely time consuming.

- Negotiators with a forcing style may interpret this approach as weakness.

## Components of an Interest-based Strategy



An interest-based strategy has six primary *components* — story, interests, options, standards and evaluation, commitment and implementation [in greater detail pages 8-14].