

# **PROFESSIONAL STANDARDS COMMISSION**

**ANNUAL REPORT**

**2014-2015**

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## INTRODUCTION

The Professional Standards Commission was established by the legislature as provided in Sections 33-1251 through 33-1258, Idaho Code. It is an 18-member body comprised of 7 teachers, 4 school administrators, 3 public higher education personnel, plus 1 representative each of private higher education institutions, the State Department of Education, the Division of Professional-Technical Education, and the Idaho School Boards Association.

Under Idaho Code, the Professional Standards Commission is charged with the three basic categories of responsibility listed below. 1) The Commission adopts professional codes and standards of ethics, conduct, and professional practices applicable to certificated employees; 2) it inquires into and, if warranted, provides hearings on charges of improper conduct; and 3) it makes recommendations concerning teacher education, teacher certification, and standards. Items 1) and 3) are subject to final approval by the State Board of Education.

During the 2014-2015 academic year, the following persons served as members of the Professional Standards Commission:

- |     |                           |                                        |
|-----|---------------------------|----------------------------------------|
| 1.  | Clara Allred              | Twin Falls SD #411                     |
| 2.  | Margaret Chipman          | Weiser SD #431                         |
| 3.  | Kristi Enger              | State Professional-Technical Education |
| 4.  | Dr. Deborah Hedeem        | Idaho State University                 |
| 5.  | Esther Henry, Chair       | Jefferson County Joint SD #251         |
| 6.  | Dr. Paula Kellerer        | Northwest Nazarene University          |
| 7.  | Pete Koehler              | State Department of Education          |
| 8.  | Angie Lakey-Campbell      | Cambridge Joint SD #432                |
| 9.  | Charlotte McKinney        | Mountain View SD #244                  |
| 10. | Dr. Becky Meyer           | Lake Pend Oreille SD #84               |
| 11. | Kim Mikolajczyk           | Moscow SD #281                         |
| 12. | Dr. Loral Nelson          | Idaho Digital Learning Academy         |
| 13. | Mikki Nuckols, Vice Chair | Bonneville Joint SD #93                |
| 14. | Dr. Tony Roark            | Boise State University                 |
| 15. | Elisa Saffle              | Bonneville Joint SD #93                |
| 16. | Donna Sulfridge           | Mountain Home SD #193                  |
| 17. | Dr. Heather Van Mullem    | Lewis-Clark State College              |
| 18. | Virginia Welton           | Coeur d'Alene SD #271                  |

Dr. Taylor Raney served as Administrator for the Commission from July 1, 2014, to June 21, 2015; Lisa Colón served as Administrator for the Commission from June 22, 2015, to June 30, 2015.

## INTERNAL OPERATION OF THE COMMISSION

The Professional Standards Commission met five times during the 2014-2015 academic year in August, October, January, March, and May. Five standing committees and one standing subcommittee functioned throughout the year.

<b><u>STANDING COMMITTEES</u></b>	<b><u>FUNCTION</u></b>
LEADERSHIP TEAM (Consists of Chair, Vice Chair, and four chairpersons from other standing committees/subcommittees.)	Troubleshoots. Tracks Commission tasks. Manages the Commission strategic plan.
AUTHORIZATIONS	Reviews district requests for approval of Alternative Certification authorizations.
STANDARDS	Reviews Certification standards. Recommends changes to Commission.
EXECUTIVE	Makes recommendations to the Commission regarding disciplinary actions and policy revision.
PROFESSIONAL DEVELOPMENT	Reviews professional development issues.

<b><u>STANDING SUBCOMMITTEE</u></b>	<b><u>FUNCTION</u></b>
BUDGET	Monitors/makes recommended revisions to annual budget. Develops yearly budget with recommendations for Commission approval.

## PROFESSIONAL PRACTICES ACTIVITIES

Under Section 33-1208, Idaho Code, the Professional Standards Commission has the ultimate responsibility for suspending or revoking certificates for educator misconduct. The Professional Standards Commission, under 33-1209, Idaho Code, is charged with the responsibility of securing compliance with standards of ethical conduct. The chief certification officer of the State Department of Education/administrator of the Professional Standards Commission advises the Commission Executive Committee of the circumstances of a case, suggesting a possible need for action to be taken against a certificate. If a due process hearing is requested, the State Superintendent of Public Instruction grants approval for a hearing to be held.

During the 2014-2015 academic year time period, the Professional Standards Commission opened 54 cases of educator ethical misconduct. The administrator also provided technical assistance to districts in which educator misconduct or related problems were an issue, with a consistent recommendation that districts use legal counsel to help determine a course of action. During that same time period, the following cases were disposed of as indicated:

<u>CASE</u>	<u>CAUSE</u>	<u>DISPOSITION</u>
21210	Violation of Code	Decision Made to Not Pursue Any Disciplinary Action
21216	Violation of Code	Indefinite Suspension; Ethics Course; Anger Management Counseling; Classroom Management Course; 5-Page Book Review
21220	Violation of Code	Revocation (Default)
21221	Violation of Code Violation of State Law; Conviction	Indefinite Suspension
21224	Violation of Code	Revocation (Default)
21305	Violation of Code	Conditional Certificate with Classroom Management Course, Restraint Training or MANDT Training Course, and Ethics Course – All to Be Completed Within 1 Year
21308	Violation of Code Violation of State Law; Conviction	Permanent Revocation
21315	Violation of Code	Revocation (Default)
21316	Violation of Code	Revocation (Default)
21318	Violation of Code	Approval of 5-Page Paper; Certificate Reinstatement

21324	Violation of Code	Revocation (Default)
21325	Violation of Code	Revocation (Default)
21326	Violation of Code	Indefinite Suspension
21330	Violation of Code	Certificate Reinstatement
21337	Violation of Code	Letter of Reprimand; Ethics Course; Professional Boundaries Course; 5-7 Page Research Paper on Subject of Appropriate Teacher-Student Boundaries with at Least 5 Sources; Status Reports from Principal for 5 Years
21342	Violation of Code	Letter of Reprimand
21401	Violation of Code	Letter of Reprimand; Ethics Course Within 6 Months
21404	Violation of Code Violation of State Law; Conviction	Permanent Revocation
21407	Violation of Code	Revocation (Default)
21408	Violation of Code	Case Closed Due to Inability to Prosecute Under Idaho Code 33-512B
21409	Violation of Code	Letter of Reprimand; Ethics Course; Creation of Professional Development Presentation
21411	Violation of Code	Revocation (Default)
21412	Violation of Code	Indefinite Suspension; Ethics Course; Classroom Management Course; Professional Boundaries Course
21413	Violation of Code	Letter of Reprimand; Ethics Course; Anger Management Course
21415	Violation of Code	Revocation (Default)
21417	Violation of Code	Case Closed by PSC Administrator
21418	Violation of Code	Case Closed by PSC Administrator
21419	Violation of Code	No Probable Cause
21420	Violation of Code	Indefinite Suspension; Ethics Course; Professional Boundaries Course;

		4-Page Essay on Each Course Referencing at Least 2 Professional Journal Articles
21421	Violation of Code	Revocation (Voluntary Surrender of Certificate)
21422	Violation of Code	No Probable Cause
21423	Violation of Code	No Probable Cause
21425	Violation of Code	Revocation (Voluntary Surrender of Certificate)
21426	Violation of Code	No Probable Cause
21427	Violation of Code	Letter of Reprimand; Ethics Course; 5- Page Paper Using 5 Sources on How FERPA and HIPA Laws Apply to Respondent's Job and Responsibilities
21433	Violation of Code	Letter of Reprimand; Ethics Course
21439	Violation of Code	Letter of Reprimand
21446	Violation of Code	Case Closed by PSC Administrator and Deputy Attorney General
21451	Violation of Code	Case Closed by PSC Administrator and Deputy Attorney General
21523	Violation of Code	Case Closed by PSC Administrator

## REQUESTS FOR PROVISIONAL AUTHORIZATIONS

There were 149 Provisional Authorizations with 159 total endorsements/ assignments issued during the 2014-2015 school year. Those Provisional Authorizations by subject area during that same time period are as follows:

Agricultural Science and Technology 6/12 - 2  
All Subjects K/8 – 25  
Biological Science 6/12 – 4  
Birth-Grade 3 - 1  
Business Technology Education 6/12 – 3  
Chemistry 6/12 – 1  
Chinese K/12 - 1  
Communication 6/12 – 2  
Counselor K/12 – 2  
Director of Special Education and Related Services Pre-K/12 - 1  
Earth Science 6/12 - 1  
Economics 6/12 – 1  
English 6/12 – 12  
English as a New Language K/12 - 2  
Family and Consumer Sciences 6/12 – 3  
Generalist K/12 – 22  
Geography 6/12 – 1  
German 6/12 - 1  
Health 6/12 – 5  
Health Occupations 6/12 – 1  
History 6/12 – 3  
Mathematics 6/12 – 20  
Music 6/9 - 1  
Music 6/12 – 4  
Natural Science 6/12 – 8  
Physical Education 6/12 – 5  
Physical Education K/12 - 3  
Physical Science 6/12 – 4  
Physics 6/12 - 4  
School Nurse - 2  
School Principal Pre-K/12 - 2  
Social Studies 6/12 – 1  
Spanish 6/12 – 3  
Spanish K/12 – 2  
Speech-Language Pathologist – 1  
Sports Medicine/Athletic Trainer 6/12 - 1  
Superintendent – 1  
Teacher Librarian K/12 – 1  
Technology Education 6/12 – 2

## REQUESTS FOR TEACHER TO NEW CERTIFICATION AUTHORIZATIONS

There were 230 Teacher to New Certification Authorizations with 244 total endorsements/assignments issued during the 2014-2015 school year. Those Teacher to New Certification Authorizations by subject area during that same time period are as follows:

Agriculture Science and Technology 6/12 - 1  
All Subjects K/8 – 7  
American Government/Political Science 6/12 – 3  
Art 6/12 – 2  
Bilingual Education K/12 - 3  
Biological Science 6/12 – 6  
Birth to Grade 3 – 5  
Business Technology Education 6/12 - 2  
Chemistry 6/12 – 4  
Counselor K/12 - 4  
Director of Special Education and Related Services Pre-K/12 – 6  
Early Childhood Special Education Pre-K/3 - 5  
Earth Science 6/12 – 1  
Earth Science 6/9 - 1  
Economics 6/12 – 4  
English 6/12 – 8  
English 6/9 - 1  
English as a New Language K/12 – 8  
Family and Consumer Sciences 6/12 – 4  
French 6/12 – 2  
Generalist K/12 – 48  
German 6/12 - 1  
Gifted and Talented K/12 – 11  
Health 6/12 – 11  
Health K/12 – 2  
Hearing Impaired K/12 - 1  
History 6/12 – 2  
Literacy K/12 - 1  
Mathematics – Basic 6/12 – 8  
Mathematics 6/12 – 18  
Mathematics 6/9 - 2  
Music K/12 - 4  
Natural Science 6/12 – 10  
Natural Science 6/9 - 1  
Physical Education 6/12 - 6  
Physical Education K/12 - 4  
Physical Science 6/12 – 2  
Physical Science 6/9 - 1

Physics 6/12 - 2  
School Principal Pre-K/12 – 8  
School Psychologist - 2  
Social Studies 6/12 – 3  
Spanish 6/12 – 1  
Spanish K/12 – 1  
Special Education Consulting Teacher - 2  
Superintendent – 7  
Teacher Librarian K/12 - 8

### **REQUESTS FOR CONTENT SPECIALIST AUTHORIZATIONS**

There were 56 Content Specialist Authorizations with 64 total endorsements/assignments issued during the 2014-2015 school year. Those Content Specialist Authorizations by subject area during that same time period are as follows:

All Subjects K/8 – 16  
American Government/Political Science 6/12 – 2  
American Sign Language K/12 - 1  
Art 6/12 – 2  
Biological Science 6/12 – 4  
Business Technology Education 6/12 – 1  
Chemistry 6/12 – 1  
Communication 6/12 - 1  
Counselor K/12 – 2  
French 6/12 - 1  
Generalist K/12 – 9  
Health 6/12 – 1  
Health Occupations 6/12 – 1  
History 6/12 - 1  
Latin K/12 - 1  
Mathematics 6/12 – 3  
Music 6/12 – 1  
Music K/12 – 3  
Natural Science 6/12 – 1  
Philosophy 6/12 - 1  
Physical Education 6/12 – 1  
Physical Science 6/12 - 1  
Psychology 6/12 – 1  
School Social Worker – 1  
Social Studies 6/12 – 2  
Spanish 6/12 – 5

## **REQUESTS FOR PUPIL PERSONNEL SERVICES AUTHORIZATIONS**

There were 3 Pupil Personnel Services Authorizations with 3 total endorsements/assignments issued during the 2014-2015 school year. Those Pupil Personnel Services Authorizations by subject area during that same time period are as follows:

Counselor K/12 – 3

## **REQUESTS FOR ABCTE (AMERICAN BOARD FOR CERTIFICATION OF TEACHER EXCELLENCE) NON-TRADITIONAL AUTHORIZATIONS**

There were 103 ABCTE Authorizations with 127 total endorsements/assignments issued during the 2014-2015 school year. Those ABCTE Authorizations by subject area during that same time period are as follows:

All Subjects K/8 – 52  
Biological Science 6/12 – 6  
Chemistry 6/12 – 2  
English 6/12 – 13  
Generalist K/12 – 20  
History 6/12 – 8  
Mathematics 6/12 – 18  
Natural Science 6/12 – 6  
Physics 6/12 – 2

## **STATE/NATIONAL APPROVAL OF EDUCATOR PREPARATION PROGRAMS**

The State Board of Education requires all educator preparation programs to be evaluated on a seven-year cycle. This evaluation occurs through a concurrent on-site visit by a CAEP (Council for the Accreditation of Educator Preparation) team and a state team. The CAEP team evaluates the unit, and the state team evaluates respective content area disciplines.

Under the direction of the administrator of the Professional Standards Commission, the state evaluation team utilizes the CAEP/Idaho protocol and conducts educator preparation program evaluations. While all educator preparation programs are subject to a state evaluation, CAEP evaluations are optional. All Idaho educator preparation institutions, except The College of Idaho and BYU-Idaho, choose to undergo a CAEP program evaluation. All Idaho educator preparation programs, however, must address both state and CAEP standards when preparing for on-site educator preparation program reviews.

The official vehicle for the approval of existing educator preparation programs in Idaho is the CAEP/Idaho partnership agreement. State standards for evaluating educator preparation programs are those approved by the State Board of Education effective July 1, 2013, and found in the Idaho Standards for Initial Certification of Professional School Personnel manual.

### **Northwest Nazarene University**

A state/CAEP on-site program review visit was held at Northwest Nazarene University on February 28 – March 3, 2015. The team reports from that on-site visit were subsequently submitted for Commission and State Board of Education approval consideration sometime after the 2014-2015 academic year.

## COMMITTEE WORK

1. Commission members were kept informed of the status of work (participation of triads; implementation of Individualized Professional Learning Plans or IPLPs and Common Summative Assessments; number of pre-service educators on whom data was collected, etc.) associated with the Network for Transforming Educator Preparation (NTEP) grant to Idaho for the state to participate in a two-year pilot that focused on transforming educator preparation and entry systems to the profession.
2. In order to ensure consistency among institutions, the Commission, through its Standards Committee, received the following clarification of the process for higher education institutions to add endorsements to Idaho teaching certificates:

*If an individual is currently certified and wishes to add an endorsement in a new content area, the institution can work with the individual to provide evidence of content, pedagogy, and performance. For endorsements only, the institution can do so regardless of whether it has a Department of Education-approved program in the new content area or not. (For initial certification, the institution must have a Department of Education-approved program in the content area.) If the individual is currently employed in the new content area, the school district and the higher education institution can work on a plan for alternative certification, and the district is required to provide supervision. A higher education institution can accept this as evidence of performance if it deems the evidence as appropriate.*

3. During the academic year, the Commission was updated on The Hub (Department of Education website component that directed educators to any professional development program/service provided by the department); Family Advocates (a private, independent, non-profit agency serving ten counties in southwest Idaho to protect and enrich the lives of youth through working to strengthen families and keep youth safe by empowering everyday people); the ProEthica Program (educator ethics training and assessment tool) of Educational Testing Service (ETS); the moral and ethical work of teaching and teacher education (research conducted by two Idaho higher education faculty members); and addiction intervention and recovery services offered by the Idaho Board of Nursing for nursing professionals.
4. The Commission passed the Standards Committee's recommendation to conditionally approve the newly proposed Boise State University Master's in Teaching (MIT) in Special Education program.
5. The Commission funded the participation of various Commission staff members in the National Association of State Directors of Teacher Education and

Certification (NASDTEC) Professional Practices Institute (PPI); the NASDTEC Winter Symposium; the NASDTEC Annual Conference; and the Idaho State Prevention and Support Conference.

6. Commission staff conducted one ethics hearing during the 2014-2015 academic year.
7. The Commission paid \$2,259.12 for contracted investigative services during the 2014-2015 academic year.
8. The Commission approved revisions to the *Professional Standards Commission Procedures Manual*.
9. The Commission passed the Standards Committee's recommendation to approve the Computer Science standards.
10. The Commission passed the Standards Committee's recommendation to approve the Engineering standards.
11. The Commission passed the Standards Committee's recommendation to conditionally approve the Boise State University newly proposed STEM Engineering endorsement program.
12. The Commission passed the Standards Committee's recommendation to conditionally approve the Boise State University newly proposed Master's in STEM: Computer Science endorsement program.
13. The Commission passed the Standards Committee's recommendation to approve the Communication Arts Foundation Standards as proposed/revised.
14. The Commission funded Idaho's annual \$4,000 membership in NASDTEC and Idaho's \$3,977 membership in CAEP.
15. The Commission passed the Standards Committee's recommendation to approve the Speech and Debate Standards as proposed/revised.
16. The Commission passed the Standards Committee's recommendation to approve the Journalism Standards as proposed/revised.
17. The Commission passed the Standards Committee's recommendation to approve the Deaf/Hard of Hearing Standards as proposed/revised.
18. The Commission passed the Standards Committee's recommendation to approve the revised School Social Worker Standards with one substantive modification of changing the word "challenges" to "considers" in Standard 8, Performance 1.

19. The Commission passed the Standards Committee's recommendation to conditionally approve the Boise State University newly proposed Master's in Teaching (MIT) Early Childhood program.
20. The Commission passed the Standards Committee's recommendation to conditionally approve the Idaho State University newly proposed Math Consulting Teacher endorsement program.
21. The Commission passed the Standards Committee's recommendation to conditionally approve the Lewis-Clark State College Online Teacher endorsement program.
22. The Commission passed the Standards Committee's recommendation to approve the Health Standards as proposed/ revised.
23. The Commission passed the Standards Committee's recommendation to approve the Physical Education Standards as proposed/ revised with the following recommended substantive changes: Standard 5, Performance 4: change "stimulates" to "fosters"; Standard 5, Performance 6: change "demonstrate personal competence and effective performance" to "facilitates technical demonstration and effective performance."
24. The Commission passed the Standards Committee's recommendation to approve revisions to the Blind/Visually Impaired and the Deaf/Hard of Hearing Standards as submitted by the standards review teams.
25. The Commission funded regional career fairs in Nampa, Coeur d'Alene, and Moscow; the fairs provided an opportunity where teacher education candidates could meet with district superintendents who were seeking to fill teaching positions within their districts.
26. The Commission passed the Standards Committee's recommendation to approve the adoption of the American Sign Language, Latin, and Mandarin Chinese Praxis II tests and their multi-state standard cut scores as additional avenues for candidates to demonstrate expertise for the World Languages endorsement.
27. The Supervisor/Coordinator of Special Education endorsement, with legislative approval, was eliminated; there were no standards for the endorsement or defined roles and responsibilities differentiating the position from the Special Education Director or Special Education Consulting Teacher.
28. In a ballot election for 2015-2016 Commission officers, Esther Henry was elected chair and Mikki Nuckols was elected vice-chair.

**PSC Revenue/Expense details FY 2015**

**Index Code 2003**

(Budget: Approved 5-30-2014)

	Jul 14	Aug 14	Sept 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	June 15		
<b>Revenue (actual)</b>	<b>\$57,916</b>	<b>\$62,320</b>	<b>\$25,065</b>	<b>\$18,653</b>	<b>\$6,579</b>	<b>\$10,124</b>	<b>\$25,681</b>	<b>\$23,035</b>	<b>\$24,117</b>	<b>\$25,848</b>	<b>\$42,841</b>	<b>\$62,024</b>	<b>\$384,202</b>	
													<b>Actual FY15</b>	<b>Est.</b>
<b>PERSONNEL</b>														
Salaries, benefits	\$20,050	\$26,798	\$18,924	\$18,671	\$18,830	\$18,338	\$25,181	\$18,972	\$18,748	\$18,842	\$17,311	\$17,487	\$238,152	\$205,000
<b>OPERATING</b>														
PSC-Commission Work														
PSC Mtg Travel/meals	\$87	\$3,507	\$3,161	\$5,095	\$1,504	\$295	\$9	\$6,287	\$2,478	\$4,024	\$706	\$6,223	\$33,375	\$39,000
Public relations/hearings													\$0	\$0
Commission Prof Dev & Training													\$0	\$2,500
Governmental Overhead													\$0	\$13,000
Legal Services													\$0	\$0
<b>Committee Work</b>														
Leadership Team													\$0	\$0
Strategic Planning													\$0	\$0
SBOE Meetings													\$0	\$0
Exec. - Printing (brochure/poster)													\$0	\$0
Investigations/hearings/training	\$1,198	\$1,887	\$40	\$71									\$3,197	\$6,000
Contract investigative services							\$2,259						\$2,259	\$20,000
NASDTEC Professional Pract.			\$2,866	\$55	\$1,417	\$2,293							\$6,631	\$7,500
NASDTEC Dues										\$4,000			\$4,000	\$4,000
Authorizations													\$0	\$0
Alternate Routes													\$0	\$0
Teacher Licensure/Comp													\$0	\$0
Standards													\$0	\$0
Standards Maintenance		\$151	\$1,429	\$6,569	\$3,940	\$1,415	\$247	\$6,066					\$19,817	\$11,000
Praxis													\$0	\$0
Prep Program Review Re-write													\$0	\$0
Prep Program Review & Focus visits (PPR) & Training							\$568		\$3,214				\$3,782	\$10,500
CAEP (NCATE) Partnership dues												\$3,977	\$3,977	\$4,000
Prof Development Committee													\$0	\$0
Communication	\$270	\$245	\$230	\$174	\$191	\$316	\$162	\$264	\$109	\$292	\$102	\$254	\$2,609	\$3,000
Employee Development													\$0	\$500
Prof. Services-Consultant													\$0	\$0
Repairs and Maintenance Svcs.& supplies										\$100			\$100	\$750
Admin. services	\$92	\$142	\$153	\$855	\$53	\$257	\$150	\$229	\$136	\$94	\$93	\$64	\$2,319	\$2,000
Computer services													\$0	\$250
Employee Travel Costs				\$142	\$54	\$38		\$40	\$184	\$484	\$400	\$762	\$2,104	\$7,500
Admin. Supplies (Office supplies)			\$270	\$14			\$15			\$43	\$19	\$11	\$371	\$2,500
Computer Supplies													\$0	\$250
Insurance	\$407												\$407	\$500
Rentals & operating leases			\$2,924					\$2,791					\$5,716	\$5,000
Payroll/Accounting		\$1,115											\$1,115	\$1,400
<b>CAPITAL</b>														
Computer equipment	\$253												\$253	\$1,000
Office equipment	\$257												\$257	\$600
<b>TOTALS</b>	<b>\$22,613</b>	<b>\$33,844</b>	<b>\$29,999</b>	<b>\$31,646</b>	<b>\$25,989</b>	<b>\$22,952</b>	<b>\$28,591</b>	<b>\$34,649</b>	<b>\$24,869</b>	<b>\$27,879</b>	<b>\$18,630</b>	<b>\$28,779</b>	<b>\$330,440</b>	<b>\$347,750</b>
<b>Revenue less expenses</b>	<b>\$35,303</b>	<b>\$28,476</b>	<b>(\$4,935)</b>	<b>(\$12,993)</b>	<b>(\$19,410)</b>	<b>(\$12,829)</b>	<b>(\$2,910)</b>	<b>(\$11,614)</b>	<b>(\$752)</b>	<b>(\$2,030)</b>	<b>\$24,211</b>	<b>\$33,245</b>	<b>\$53,762</b>	<b>\$17,310</b>