

Executive Summary School Accountability Report Card, 2011-12

For Beach Elementary School

Address: 100 Lake Avenue, Piedmont, California 94611 **Phone:** (510) 594-2666
Principal: Julie Valdez **Grade Span:** K - 5

This executive summary of the School Accountability Report Card (SARC) is intended to provide parents and community members with a quick snapshot of school accountability. The data presented in this report are reported for the 2011-12 school year. For additional information about the school, parents and community members should review the entire SARC or contact the school Principal or the District Office.

About This School

Beach School first opened its doors to students in 1912 in Piedmont, a city of about 10,000 residents, nestled in the hills above the San Francisco Bay Area. The educational programs at the school are tailored to be both relevant and challenging. Beach School is proud of its comprehensive supplemental instruction, including both vocal and instrumental music, art and science enrichment, and a full physical education program. Beach School is dedicated to ensuring the academic success of every student and providing a safe and comprehensive educational experience.

Student Enrollment

<u>Group</u>	<u>Enrollment</u>
Number of students	323
African American	2.2%
American Indian or Alaska Native	0%
Asian	13%
Filipino	0%
Hispanic or Latino	7.7%
Pacific Islander	0%
White (not Hispanic)	59.8%
Multiple or No Response	17.3%
Socio-economically Disadvantaged	0%
English Learners	1.9%
Students with Disabilities	11%

Teachers

<u>Indicator</u>	<u>Teachers</u>
Teachers with full credential	26
Teachers without full credential	0
Teachers Teaching Outside Subject Area of Competence	0
Mis-assignments of Teachers of English Learners	0
Total Teacher Mis-assignments	0

School Facilities

Summary of Most Recent Site Inspection

Beach Elementary School was temporarily relocated to Emeryville as the school underwent seismic modernization. The most recent school site inspection showed all buildings and grounds to be in good repair.

Corrective Actions Taken or Planned: *Beach School is participating in the Seismic Bond Project for seismic updating during the 2011-12 school year.*

Curriculum and Instructional Materials

Core Curriculum Areas	Pupils Who Lack Textbooks and Instructional Materials
Reading/Language Arts	0%
Mathematics	0%
Science	0%
History-Social Science	0%
Foreign Language	0%
Health	0%
Science Laboratory Equipment (grades 9-12)	0%

School Finances

Level	Expenditures Per Pupil (Unrestricted Sources Only)
School Site	\$11,786
District	\$11,786
State	\$8,458

Student Performance

Students Proficient And Above On California standards Tests

Subject	Grade	2	3	4	5
English-Language Arts		95%	86%	100%	98%
Mathematics		92%	95%	93%	98%
Science					94%

Academic Progress

Indicator	Result
2012 API Growth Score (from 2012 API Growth Report)	972
Statewide Rank (from 2011 API Base Report)	10
2011-12 Program Improvement Status (PI Year)	n/a

School Accountability Report Card Reported for School Year 2011-12 *Published During 2012-13*

The School Accountability Report Card (SARC), which is required by law to be published annually, contains information about the condition and performance of each California public school.

More information about SARC requirements is available at the California Department of Education (CDE) Web site at <http://www.cde.ca.gov/ta/ac/sa/>.

For additional information about the school, parents and community members should contact the school Principal or the District Office.

I. Data and Access

Ed-Data Partnership Web Site

Ed-Data is a partnership of the CDE, EdSource, and the Fiscal Crisis and Management Assistance Team (FCMAT) that provides extensive financial, demographic, and performance information about California's public kindergarten through grade twelve school districts and schools.

DataQuest

DataQuest is an online data tool on the CDE *DataQuest* Web page at <http://dq/cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district, the county and the state. Specifically, *DataQuest* is a dynamic system that provides reports for accountability (e.g. Academic Performance Index [API], Adequate Yearly Progress [AYP], test data, enrollment, graduates, dropouts, course enrollments, staffing, and data regarding English learners).

II. About This School

Contact Information (School Year 2011-12)

School		District	
School Name	Beach Elementary	District Name	Piedmont Unified School District
Street	100 Lake Avenue	Phone Number	(510) 594-2600
City, State, Zip	Piedmont, California 94611	Web Site	www.piedmont.k12.ca.us/beach
Phone Number	(510) 594-2666	Superintendent	Constance Hubbard
Principal	Julie Valdez	E-mail Address	chubbard@piedmont.k12.ca.us
E-mail Address	jvaldez@piedmont.k12.ca.us		

School Description and Mission Statement 2011-12

Beach School first opened its doors to students in 1912 in Piedmont, a city of about 10,000 residents, nestled in the hills above the San Francisco Bay Area. The educational programs at the school are tailored to be both relevant and challenging. Beach School is proud of its comprehensive supplemental instructions, including both vocal and instrumental music, art and science enrichment, and a full physical education program. Beach School is dedicated to ensuring the academic success of every student and providing a safe and comprehensive educational experience.

Opportunities for Parental Involvement 2011-12

The small student body provides parents with a greater opportunity for personal involvement in their student's education. Beach School is a neighborhood and community center, where students and community members can participate in many before and after school activities.

The tremendous support of parents and the community contribute to the family-like atmosphere at Beach School. Numerous programs and activities are enriched by the generous contributions made from the following sources: CHIME, PAINTS. PRAISE, Beach Parents Organization, Piedmont Educational Foundation, and School Parcel Taxes and Bond measures.

Student Enrollment by Grade Level 2011-12

Grade Level	Number of Students
Kindergarten	51
Grade 1	52
Grade 2	64
Grade 3	61
Grade 4	43
Grade 5	52

Student Enrollment by Group (School Year 2011-12)

Group	Percent of Total Enrollment	Group	Percent of Total Enrollment
African American	2.2%	White (not Hispanic)	59.8%
American Indian or Alaska Native	0%	Multiple or No Response	17.3%
Asian	13%	Socio-economically Disadvantaged	0%
Filipino	0%	English Learners	1.9%
Hispanic or Latino	7.7%	Students with Disabilities	11%
Pacific Islander	0%		

Average Class Size and Class Size Distribution

For the 2011-12 school year, Beach School maintained a school-wide average of 21.6 students per classroom. The table below displays by grade level the average class size and the number of classrooms that fall into each size category (a range of total students per classroom).

Grade Level	2009-10				2010-11				2011-12			
	Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
K	20	0	3	0	23	2	1	0	21	2	0	0
1	20	3	0	0	20	3	0	0	20	3	0	0
2	20	1	1	0	20	0	3	0	21	0	3	0
3	20	3	0	0	20	3	0	0	20	2	1	0
4	24	0	2	0	25	0	2	0	22	0	2	0
5	23	0	3	0	24	0	2	0	26	0	2	0

III. School Climate

School Safety Plan

Safety of students and staff is a primary concern of Beach School. To ensure student safety, supervision is provided on campus at all times. Staff from the Piedmont Parks and Recreation Department's Schoolmates Program, located on the Beach School Campus, supervise students on campus before and after school. Students are supervised during recess and lunch by certificated staff members and five yard supervisors. Visitors to the campus must register at the office prior to entering school grounds and a visitor's pass must be displayed at all times.

*The **Comprehensive School Site Safety Plan** is reviewed and approved each fall by the School Site Council; revisions are shared immediately with all staff members. Key elements of the Safety Plan include emergency disaster procedures, codes of student behavior, and sexual harassment policies.. The school is in compliance with all laws, rules and regulations pertaining to hazardous materials and state earthquake standards. The school's disaster preparedness plan includes steps for ensuring student and staff safety during a disaster. Disaster drills are conducted on a regular basis throughout the school year; fire drills are held once a month, and earthquake drills are conducted annually.*

School Discipline Practices

Students at Beach School are guided by specific rules and classroom expectations that promote respect, cooperation, courtesy, and acceptance of others. The school's discipline philosophy promotes a safe school and a warm, friendly classroom environment, and demonstrates that good discipline is a solid foundation on which to build an effective school.

Parents and students are informed of discipline policies at the beginning of each school year through classroom orientation and individual student handbooks. Students are required to sign a form acknowledging that they have read and understand these rules. Appropriate behavior is encouraged through praise and motivational incentives, as well as assertive discipline and conflict resolution tools to further develop personal growth.

Suspensions and Expulsions

This table displays the rate of suspensions and expulsions (the total number of incidents divided by the total enrollment) at the Beach School and District levels for the most recent three-year period.

Rate	School			District		
	2000-10	2010-11	2011-12	2009-10	2010-11	2011-12
Suspensions	0	0	0	35 1.5%	37 1.5%	39 1.5%
Expulsions	0	0	0	0	0	0

IV. School Facilities

School Facility Conditions and Improvements (School Year 2011-12)

The current Beach School was originally constructed in 1933 with additions constructed in 1940 and 1996. Funds from a School Bond helped Beach School transform the "Cub Room" into an Arts Studio. During the 2011-12 school year, Beach was under construction as part of the Seismic Safety Bond Program. Beach School provides a safe and clean environment for students, staff, and volunteers. Basic cleaning operations are performed on a daily basis throughout the year with emphasis on classrooms and restrooms. The Principal works daily with two custodians to develop sanitation schedules that ensure a clean, safe and functional learning environment.

School Facility Good Repair Status (School Year 2011-12)

Item Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
Systems: Gas Leaks, Mechanical/HVAC, Sewer	x			
Interior: Interior Surfaces	x			
Cleanliness: Overall Cleanliness, Pest/Vermin Infestation	x			
Electrical: Electrical	x			
Restrooms/Fountains: Restrooms, Sinks/Fountains	x			
Safety: Fire Safety, Hazardous Materials	x			
Structural: Structural Damage, Roofs	x			
External: Playground/School Grounds, Windows/Doors/Gates/Fences	x			
Overall Rating	x			

V. Teachers

Teacher Credentials

The table below displays the number of teachers assigned to Beach School with a full credential, without a full credential, and those teaching outside of their subject area of competence. Detailed information about teacher qualifications can be found at the CDE Web site at <http://dq.cde.ca.gov/dataquest/>.

Teachers	School			District
	2009-10	2010-11	2011-12	2011-12
With Full Credential	22	23	26	197
Without Full Credential	0	0	0	0
Teaching Outside Subject Area of Competence	0	0	0	20

Teacher Mis-assignments and Vacant Teacher Positions

This table displays the number of teacher mis-assignments (teachers assigned without proper legal authorization) and the number of vacant teacher positions.

Indicator	2009-10	2010-11	2011-12
Mis-assignments of Teachers of English Learners	0	0	0
Total Teacher Mis-assignments	0	0	0
Vacant Teacher Positions	0	0	0

Core Academic Classes Taught by No Child Left Behind Compliant Teachers

This table displays the percent of classes in core academic subjects taught by No Child Left Behind (NCLB) compliant and non-NCLB compliant teachers at Beach School and at all schools in the District. More information on teacher qualifications required under NCLB can be found at the CDE Web site at <http://www.cde.ca.gov/nclb/sr/tq/>.

Location of Classes	Percent of Classes In Core Academic Subjects	
	Taught by NCLB Compliant Teachers	Taught by Non-NCLB Compliant Teachers
This School	100%	0%
District	100%	0%
High-Poverty Schools in District	n/a	n/a
Low-Poverty Schools in District	n/a	n/a

VI. Support Staff

Academic Counselors and Other Support Staff

The table below displays, in units of full-time equivalents (FTE), the number of academic counselors and other support staff who are assigned to Beach School and the average number of students per academic counselor. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	.3	323
Library Media Teacher (Librarian)	.6	
Library Media Services Staff (paraprofessional)	.5	
Reading Resource Teacher	1.0	
Resource Specialist	1.0	
Inclusion Specialist	2.0	
Inclusion Aides	6.2	
Speech/Language/Hearing Specialist	.5	
Art Enrichment Teacher	.3	
Science Enrichment Teacher	.2	

- **Psychologist** and **Nurse** are shared among all schools in the District

VII. Curriculum and Instructional Materials

Quality, Currency, and Availability of Textbooks and Instructional Materials (School Year 2011-12)

A Public Hearing was held in October, 2011 and it was determined that each school in the Piedmont Unified School District had sufficient and good quality textbooks and instructional materials and/or science laboratory equipment. All students, including English learners, are required to be given their own individual textbooks and/or instructional materials (in core subjects) for use in the classroom and to take home, if necessary. Additionally, all textbooks and instructional materials used within the District must be aligned with the California State Content Standards and Frameworks, with final approval by the Board of Education. **All textbooks at Beach School are in adequate supply and in fair to excellent condition. The school and district place great emphasis on providing students with the most up-to-date, state-adopted textbooks and instructional materials.**

Subject	Publisher	Grade Level	Year Adopted	Percent of Pupils Who Lack Textbooks and Instructional Materials
Language Arts	Houghton Mifflin	K-5th	2002	0%
Math	Everyday Math	K-3 rd ----- 4 th -5th	2008	0%
Social Science	Harcourt Brace	K-5th	2001	0%
Science	Houghton Mifflin ----- Harcourt Brace	K-2 nd 3 rd -5th	2001	0%
Health	No Text			
Visual and Performing Arts	No Text			

Library

Beach School's fully automated library, staffed by a credentialed teacher-librarian and library assistant three days a week, is stocked with over 13,500 books and books on CD/tape, as well as DVD/VHS collections to supplement curriculum. A computer, connected to a district-wide network, is located in the Library. Each classroom visits the library at weekly, scheduled times; additionally, flexible scheduled spots are available to conduct research projects. Students also may visit the library at recess and at lunch.

Technology

Computer skills and concepts integrated throughout standard curriculum prepare students for technological growth and opportunities. Students receive computer-assisted instruction on a regular schedule, and each classroom at Beach School contains a minimum of three internet-connected computers. The school also has a twenty-two-station computer lab, which is staffed by a .9 Curriculum and Technology Specialist. Software programs utilized at the school develop critical thinking skills, technological skills and mathematical proficiency, and include the Read, Write and Type keyboarding program.

Homework

Beach School regards homework as a fundamental part of the learning process that helps to develop basic academic and study skills as well as promote student responsibility and self-discipline. Homework is assigned on a regular basis for all grade levels and major subject areas. Each teacher determines the appropriate level of homework for his or her students, and the intent is that students complete most work independently. Students are expected to complete their homework assignments in a timely manner and to the best of their ability. Parents are encouraged to provide a supportive environment for homework activities and to review homework assignments with their student.

VIII. School Finances

Expenditures Per Pupil and School Site Teacher Salaries

This table displays a comparison of the school's per pupil expenditures from unrestricted (basic) sources with other schools in the District and throughout the state, and a comparison of the average teacher salary at the school site with average teacher salaries at the District and state levels. Detailed information regarding school expenditures and teacher salaries can be found at the CDE Web site at <http://www.cde.ca.gov/ds/fd/ec/> and <http://www.cde.ca.gov/ds/fd/cs/>.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Supplemental)	Expenditures Per Pupil (Basic)	Average Teacher Salary
School Site	\$11,786	\$5,033	\$6,753	\$72,710
District	\$11,786	\$4,649	\$6,973	\$72,710
Percent Difference – School Site and District	0%	0%	0%	0%
State	\$8,717	n/a	n/a	n/a
Percent Difference – School Site and State	28.3%	n/a	n/a	n/a

Types of Services Funded

This section provides information about the programs and supplemental services funded through either categorical or other sources that are available at Beach School and the District

Home-to School Transportation	Instructional Materials
Peer Assistance and Review	10 th Grade Counseling
EIA	Gifted and Talented Pupils
Class Size Reduction K-3 & 9	Federal, ECIA/ESEA/IASA
School Improvement Plan	Special Education Master Plan
Federal, Drug/Alcohol/Tobacco Funds	Federal, Special Education, Entitlement per UDC
Federal, Special Education, Discretionary Funds	TUPE
Title I, Part A – Basic Grant	Title II, Parts A & D – Teacher Quality & Technology
Title IV, Safe and Drug Free Schools and Communities	Title V, Innovative Strategies
Title III, Funding passes through the Acalanes Union High School District LEA, a consortium of districts of which Piedmont Unified is a member.	

Teacher and Administrative Salaries 2011-12

The table below displays District-level salary information for Teachers, Principals, and Superintendents, and compares these figures to the state averages for districts of the same type and size. The table also displays teacher and administrative salaries as a percent of a District's budget, and compares these figures to the state averages for districts of the same type and size. Detailed information regarding salaries may be found at the CDE Web site at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$43,260	\$39,856
Mid-Range Teacher Salary	\$65,227	\$61,849
Highest Teacher Salary	\$86,277	\$80,180
Average Principal Salary	\$116,309	\$104,247
Superintendent Salary	\$207,000	\$167,000
Percent of Budget for Teacher Salaries	54.1%	n/a
Percent of Budget for Administrative Salaries	6%	n/a

IX. Student Performance

Standardized Testing and Reporting Program

The California Standards Tests (CST's) show how well students are doing in relation to the state content standards. The CST's include English-Language Arts and Mathematics in Grades 2 through 11; Science in Grades 5, 8, 9, 10, and 11; and History-Social Science in Grades 8, 9, 10, and 11. Student scores are reported as performance levels. Detailed information regarding CST results for each grade and performance level, including the percent of students not tested, can be found at the CDE Web site at <http://star.cde.ca.gov>. Program information regarding the STAR Program can be found in the Explaining 2012 STAR Program Summary Results to the Public guide at <http://www.ca.gov/ta/tgst/documents/starpkt5intrpts.pdf> * **Note: Scores are not shown when the number of students tested is 10 or less, either because the number of students in this category is too small for statistical accuracy, or to protect student privacy.**

Standardized Testing and Reporting Results for All Students – Three-Year Comparison

Combined % of Students at Proficient and Advanced Level

Language Arts

Grades	2			3			4			5		
	10	11	12	10	11	12	10	11	12	10	11	12
	All Students											
Beach ES	91	86	95	84	95	86	90	89	100	98	85	98
PUSD	89	89	90	83	87	87	88	95	94	98	89	96
California	53	56	58	44	46	48	63	64	67	58	59	63
	Females											
Beach ES	100	85	100	77	100	93	96	90	100	100	91	94
PUSD	94	87	92	81	89	90	92	97	96	99	93	94
California	57	60	62	46	49	50	65	68	71	62	63	56
	Males											
Beach ES	97	86	91	84	90	81	97	89	100	86	79	100
PUSD	83	91	87	86	84	85	85	93	90	96	85	97
California	53	53	54	43	43	45	60	62	64	55	56	59
	Asian											
Beach ES	*	*	*	*	*	*	100	92	*	*	*	*
PUSD	91	96	79	88	83	87	91	97	93	100	99	97
California	77	79	81	67	69	71	82	83	85	79	81	82
	Caucasian											
Beach ES	92	84	100	82	96	84	89	90	100	100	86	97
PUSD	87	89	92	82	87	88	89	96	93	92	89	96
California	68	70	73	61	64	66	79	80	82	75	76	79

Math

Grades	2			3			4			5		
	10	11	12	10	11	12	10	11	12	10	11	12
	All Students											
Beach ES	95	93	92	93	95	95	91	89	93	100	85	98
PUSD	92	96	92	94	94	95	90	92	89	95	91	96
California	62	66	64	65	68	69	68	71	71	60	63	65
	Females											
Beach ES	100	93	93	86	95	96	95	95	90	100	95	100
PUSD	92	94	92	93	96	90	93	91	96	94	94	94
California	62	66	64	64	68	69	69	71	71	62	64	66
	Males											
Beach ES	94	93	91	96	95	94	97	94	95	93	86	97
PUSD	93	97	91	94	92	94	86	93	87	97	87	96
California	62	66	64	66	69	71	68	71	70	69	62	64
	Asians											
Beach ES	*	*	*	*	*	*	*	100	*	*	*	*
PUSD	94	95	89	97	97	87	91	98	92	97	94	100
California	84	86	85	87	88	89	90	91	90	85	87	87
	Caucasians											
Beach ES	100	88	92	94	96	97	93	97	89	93	93	100
PUSD	93	95	91	93	94	94	89	92	87	94	92	96
California	76	78	77	78	80	81	79	81	80	72	73	75

Science – Grade 5 Only

Grade 5	10	11	12
Beach ES	97	94	94
Females	98	96	94
Males	97	93	94
Asian	100	*	*
Caucasian	98	100	93
PUSD	94	94	97
California	55	58	60

California Physical Fitness Test Results

The California Physical Fitness Test is administered to students in Grades 5, 7, and 9 only. This table displays by grade level the percent of students meeting fitness standards (**scoring in the healthy fitness zone on all six fitness standards**) for the most recent testing period. Detailed information regarding this test, and comparisons of a school's test results to the district and state levels, may be found at the CDE Web site at <http://www.cde.ca.gov/ta/tg/pf/>.

Grade Level	Percent of Students Meeting Fitness Standards
5	50%

X. Accountability

Academic Performance Index

The Academic Performance Index (API) is an annual measure of the academic performance and progress of schools in California. API scores range from 200 to 1,000, with a statewide target of 800. Detailed information about the API can be found at the CDE Web site at <http://www.cde.ca.gov/ta/ac/ap/>.

API Ranks – Three-Year Comparison

The table below displays the school's statewide and similar schools API ranks. These ranks are published when the Base API is released each March. The state - wide API rank ranges from 1 to 10. A state - wide rank of 10 means that the school has an API score in the highest 10 percent of all schools in the state. The similar schools API rank reflects how a school compares to 100 statistically matched "similar schools."

API Rank	2010	2011	2012
Statewide	10	10	10
Similar Schools	10	10	7

API Changes by Student Group – Three-Year Comparison

This table displays by student group Beach school's actual API changes in points added or lost for the past three years, and the most recent API score. **Note: "n/a" means that the student group is not numerically significant.**

Group	Actual API Change			API Score
	2009-10	2010-11	2011-12	2012
All Students at the School	-3	-9	+13	972
Asian	n/a	-18	+2	980
Caucasian	+5	+7	+13	973

Adequate Yearly Progress

The federal NCLB Act requires that all schools and districts meet the following Adequate Yearly Progress (AYP) criteria:

- Participation rate on the state's standards-based assessments in English-Language Arts (ELA) and Mathematics
- Percent proficient on the state's standards-based assessments in ELA and Mathematics
- API as an additional indicator
- Graduation rate (for secondary schools)

Detailed information about AYP, including participation rates and percent proficient results by student group, can be found at the CDE Web site at <http://www.cde.ca.gov/ta/ac/ay/>.

AYP Overall and by Criteria

This table displays an indication of whether Beach School and the District made AYP overall and whether the school and the District met each of the AYP criteria.

AYP Criteria	School	District
Overall	Yes	No
Participation Rate - English-Language Arts	Yes	Yes
Participation Rate - Mathematics	Yes	Yes
Percent Proficient - English-Language Arts	Yes	Yes
Percent Proficient - Mathematics	Yes	Yes

XI. Instructional Planning and Scheduling

School Instruction and Leadership

Leadership at Beach School is a responsibility shared between District administration, the Principal, instructional staff, students, and parents. Since 2008 primary leadership duties have been assumed by Ms. Julie Valdez.

The School Site Council, which consists of staff and parents, meets regularly to address programs and components that make up the school, discuss the effectiveness and appropriateness of the various programs and components relative to the goals of the school, and act as a communication liaison between the community and the school

Professional Development

Staff members build teaching skills and concepts throughout the year by participating in conferences and workshops. For the past four years, the District has annually offered three staff development days where teachers are offered a broad-based variety of professional growth opportunities in curriculum, teaching strategies and methodologies. Staff development topics for the 2011-12 school year included, but were not limited to, Differentiated Strategies, GATE training, Mathematics, and Reader's Workshop.

For additional support in their profession, teachers may enlist the services of the District's Beginning Teacher Support and Assessment (BTSA) facilitator.

Instructional Minutes

For the 2011-12 school year, the Beach School offered 174 days of instruction for grades K-5th. This school year the three elementary schools instituted a common planning time (CPT) schedule where all 1-5 grade children were dismissed at 1:45 every Monday. We instituted 2 full days for conferences in the fall and spring.

Grade Level	Instructional Minutes	
	Offered	State Requirement*
K	35,670	36,000
1	51,255	50,400
2	51,255	50,400
3	51,710	50,400
4	53,130	54,000
5	53,100	54,000

*Based on no furlough days