TESTIMONY ON SB 2033 SENATE EDUCATION COMMITTEE

January 17, 2023

By: Joe Kolosky, Director
Office of School Approval & Opportunity
701-328-2755

North Dakota Department of Public Instruction

Chairman Elkin and Members of the Committee:

For the record, my name is Joe Kolosky, and I am the director of the Office of School Approval & Opportunity for the North Dakota Department of Public Instruction (NDDPI). I want to provide some background information regarding teacher critical needs and shortages. Yearly, per federal reporting requirements, the NDDPI designates teacher critical needs and shortages based on several identifying factors. First, district self-reporting personnel reports (MIS03); inquiries from administrators; and communication with partner agencies and associations.

The NDDPI collects data on every position, content level, and grade level in the state. With this data, we create reports that help formulate our decision critical need and shortages decision (see *TSA_2022-2023.v2* and *Regional_Shortages*). Once we receive and review all data we create our designations and report to the Department of Education (see ND Teacher Critical Need Shortage Areas 2022-2023). Please note that the Educational Standards and Practices Board (ESPB) designates all teaching positions a critical need.

Dr. Ellie Shockley has also submitted testimony regarding this subject; she does most of the heavy lifting when creating the reports we use to create our critical needs and shortage areas. Her insights will clarify some nuances regarding rural retention rates.

I would like to bring up one area in the bill that may cause confusion and may warrant a conversation. In Section 1, subsection 6., subdivisions a. through c., the bill explains that teachers can only receive loan forgiveness if they accept a position in a critical need area. The committee might want to have a discussion to expand this to "critical need or shortage area."

Lastly, the NDDPI would recommend one amendment to the bill based on our last experience with this program. When the language of the bill cites "school district," we would like to add "or special education unit." For example, "If the individual accepts one of up to five positions of critical need identified by the superintendent of public instruction in a nonrural school district or special education unit..." The reason for this is that many special education units hire special education teachers for school districts. Many special education teachers could not participate in this program because of how the bill was worded previously.

Chairman Elkin and members of the committee, this concludes my prepared remarks, and I will stand for any questions.

North Dakota Teacher Shortage Areas 2021-2022

Ellie Shockley, Ph.D., NDUS elizabeth.shockley@ndus.edu

Elementary & Middle School Teachers

H.S. Career & Tech Education Teachers

Gr. 7-8 Gr. 9-12 Gr. 9-12 Gr. 9-12 Scheme: Shortage ≥ 10 FTEs shortage ≥ 20 FTEs shortage ≥ 5% w/in categ Gr. 7-8 **Grades Served** K Gr. 1-4 Gr. 5-6 Gr. 5-6 Gr. 5-6 Gr. 1-4 Gr. 1-4 × PK ¥ Overall Trend Shortage Percentage Over Time Joe Kolosky, DPI jkolosky@nd.gov '22-'23 14.0% 6.1% 8.8% 2.7% 5.4% 77-17, 2.1% 2.3% 1.8% 1.7% 3.4% 5.0% 4.2% 3.7% 3.8% 4.3% 4.1% 35.0% 2.7% 4.7% 1.5% 2.8% 1.8% 0.4% 3.6% ,20-,21 3.4% 1.2% 1.5% 3.4% 3.6% 9.9% 4.6% 2.4% 3.4% 2.2% 1.9% 1.9% 0% 1.5% 19-'20 2.3% 4.5% 2.5% 1.4% 1.7% 0% 4.8% 2.6% 2.0% 2.6% 1.1% 5,539.2 9,21.1 9,21.1 1,345.3 3,08.4 3,08.4 3,08.4 3,08.5 3,08.5 3,08.6 4,08.6 4,08 (Regular + Irregular + 5.3 393.3 393.3 196.7 379.6 285.1 114.6 114.6 114.6 114.6 114.6 114.6 117.7 117.7 118.2 118.2 118.2 118.2 119.0 11 Current Year (2021-2022) Shortages (Irregular + 3.6 0.6 4.0 3.3 3.3 1.5 6.5 Shortage: 0.2 1.2 0.4 2.5 7.4 23.9 18.6 5.3 2.0 7.0 7.0 1.5 7.0 3.0 Irregular 7.6 0.3 6.3 1.1 4.7 0.2 0.2 0.5 3.4 11.9 11.6 3.8 13.4 TEs by Stat 0 2.2 0.8 0.8 55.7 25.4 40.1 97.5 11.5 11.5 4.1 3.7 61.3 3.8 6.8 3.8 6.8 3.9 191.7 191.4 359.0 5.0 265.9 68.8 46.4 66.9 34.9 11.0 11.0 70.6 17.5 17.5 17.5 17.5 17.5 17.5 57.1 12.9 35.5 50.5 107.2 15.1 270.9 16.4 35.6 1,013.4 364.1 7.5 171.6 173.6 259.6 59.9 173.6 35.4 141.2 59.7 59.7 Regular Taacher Gr. 9-12, CTE: Trade, Industry, & Technical Ed Teacher Gr. 9-12, CTE: Misc. Totel 9th-12th Grade Science Teachers Teacher Gr. 9-12, Biology Toacher. Gr. 9-12, CTE: Information Technology Ed Teacher. Gr. 9-12, CTE: Marketing Ed Teacher: Gr. 9-12, CTE: Technology & Engineering Ed Total 9th-12th Grade Teachers for Other S Teacher: Gr. 9-12, Computer Science Teacher: Gr. 9-12, Driver & Traffic Safety Teacher: Gr. 9-12, English Language Arts Teacher: Gr. 9-12, Fine & Performing Arts Total 9th-12th Grade CTE Teachers
Teacher: Gr. 9-12, CTE: Agricultural Ed
Teacher: Gr. 9-12, CTE: Business Ed Special Ed: Speech-Language Pathologist Special Ed: Visually Impaired Position / Responsibility Grand Total 9th-12th Grade Teachers Teacher: Gr. 9-12, CTE: Family and Cor Teacher: Gr. 9-12, CTE: Health Sci Ed Teacher: Gr. 9-12, Health/Physical Ed *Grand Total PK-8th Grade Teachers* Teacher: Pre-Kindergarten Teacher: Kindergarten Feacher: Gr. 9-12, Native Languages Grand Total Special Education Licens Special Ed: Director Special Ed: Coordinator Special Ed: Early Childhood Teacher: Gr. 9-12, Mathematics Teacher: Gr. 9-12, Military Science Teacher: Gr. 9-12, Earth Science Teacher: Gr. 9-12, Physics Teacher: Gr. 9-12, Misc. Science Teacher: Gr. 9-12, Chemistry Psych. Services (Not Special Ed) Feacher: Gr. 9-12, Misc. Other Student Performance Strategist Total 9th-12th Grade Social: Teacher: Gr. 9-12, Governme Teacher: Gr. 9-12, History Special Ed: Hearing Impaired Special Ed: Other Grand Total Licensed Non-Ins Counselor English Learners Programs Teacher: Gr. 9-12, German Feacher: Gr. 9-12, Spanish Special Ed: Psych. Services Teacher: Gr. 9-12, Latin Principal: Jr. High/Middle Ubrary/Media Specialist Technology Coordinator Principal: Elementary Principal: Secondary Instructional Coach Teacher: Gr. 1-6 eacher: Gr. 7-8 Superintendent

Social Studies

H.S. Science Teachers

H.S. Language Teachers

Other H.S. Teachers

3.6%

Licensed Non-instruct.: Other GRAND TOTAL, ALL CATEGORIES OF LICENSED STAFF

Licensed Non-

a a		

North Dakota Regional Teacher Shortages 2022-2023

North Dakota Regional Teacher Shortages 2022-2023							
County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %				
Adams	4.0	30.9	12.9%				
PK-8th Grade Teachers	0.7	15.6	4.5%				
9th-12th Grade Teachers	2.3	8.9	25.8%				
Special Education Licensed Staff	0	1.0	0.0%				
Licensed Non-Instructional Staff	1.0	5.4	18.6%				
Barnes	6.5	171.6	3.8%				
PK-8th Grade Teachers	1.4	78.1	1.8%				
9th-12th Grade Teachers	1.1	38.0	2.9%				
Special Education Licensed Staff	3.0	28.3	10.6%				
Licensed Non-Instructional Staff	1.0	27.3	3.7%				
Benson	18.3	176.9	10.3%				
PK-8th Grade Teachers	5.2	87.7	5.9%				
9th-12th Grade Teachers	7.1	44.1	16.1%				
Special Education Licensed Staff	1.0	16.4	6.1%				
Licensed Non-Instructional Staff	5.0	28.7	17.4%				
Billings	0	15.7	0.0%				
PK-8th Grade Teachers	0	11.5	0.0%				
9th-12th Grade Teachers	n/a	n/a	n/a				
Special Education Licensed Staff	0	1.2	0.0%				
Licensed Non-Instructional Staff	0	3.0	0.0%				
Bottineau	5.0	107.0	4.7%				
PK-8th Grade Teachers	1.8	53.8	3.3%				
9th-12th Grade Teachers	1.3	24.3	5.2%				
Special Education Licensed Staff	1.0	16.2	6.2%				
Licensed Non-Instructional Staff	1.0	12.7	7.9%				
Bowman	2.0	71.0	2.8%				
PK-8th Grade Teachers	0	38.4	0.0%				
9th-12th Grade Teachers	1.0	16.9	5.9%				
Special Education Licensed Staff	1.0	4.2	23.8%				
Licensed Non-Instructional Staff	0	11.5	0.0%				
Burke	3.8	53.8	7.1%				
PK-8th Grade Teachers	1.9	29.2	6.4%				
9th-12th Grade Teachers	1.8	15.1	12.2%				
Special Education Licensed Staff	0	1.0	0.0%				
Licensed Non-Instructional Staff	0.1	8.6	1.2%				
Burleigh	50.2	1,382.4	3.6%				
PK-8th Grade Teachers	11.7	720.8	1.6%				
9th-12th Grade Teachers	10.1	295.4	3.4%				
Special Education Licensed Staff	13.1	197.6	6.6%				
Licensed Non-Instructional Staff	15.3	168.6	9.1%				
Cass	106.7	2,880.7	3.7%				
PK-8th Grade Teachers	21.8	1,439.2	1.5%				
9th-12th Grade Teachers	16.7	595.9	2.8%				
Special Education Licensed Staff	56.2	440.0	12.8%				
Licensed Non-Instructional Staff	12.0	405.6	3.0%				

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Cavalier	4.0	65.0	6.2%
PK-8th Grade Teachers	1.4	36.7	3.7%
9th-12th Grade Teachers	0.6	14.4	4.4%
Special Education Licensed Staff	0	4.0	0.0%
Licensed Non-Instructional Staff	2.0	10.0	20.0%
Dickey	1.5	65.0	2.3%
PK-8th Grade Teachers	0.3	38.9	0.9%
9th-12th Grade Teachers	0.7	16.1	4.1%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0.5	10.0	5.0%
Divide	1.0	41.3	2.4%
PK-8th Grade Teachers	1.0	23.0	4.3%
9th-12th Grade Teachers	0	9.4	0.0%
Special Education Licensed Staff	0	4.0	0.0%
Licensed Non-Instructional Staff	0	4.9	0.0%
Dunn	3.0	67.7	4.4%
PK-8th Grade Teachers	2.0	38.9	5.1%
9th-12th Grade Teachers	0	14.1	0.0%
Special Education Licensed Staff	0	5.0	0.0%
Licensed Non-Instructional Staff	1.0	9.7	10.3%
Eddy	2.5	42.7	5.9%
PK-8th Grade Teachers	0.2	18.3	0.8%
9th-12th Grade Teachers	0.4	7.1	4.9%
Special Education Licensed Staff	0	11.8	
Licensed Non-Instructional Staff	2.0	5.5	
Emmons	4.5	67.7	
PK-8th Grade Teachers	3.0	36.1	
9th-12th Grade Teachers	0.5	16.6	
Special Education Licensed Staff	0	4.4	
Licensed Non-Instructional Staff	1.0	10.6	
Foster	3.0	44.0	
PK-8th Grade Teachers	1.0	\(\)	
9th-12th Grade Teachers	0	12.3	
Special Education Licensed Staff	n/a		And the second
Licensed Non-Instructional Staff	2.0		
Golden Valley	3.0		
PK-8th Grade Teachers	0.6	1	1.50 56544U
9th-12th Grade Teachers	0.4		New York (1997)
Special Education Licensed Staff	1.0	840, 20	
Licensed Non-Instructional Staff	1.0	100000000000000000000000000000000000000	
Grand Forks	12.4	1	
PK-8th Grade Teachers	2.9	1	500,000,000
9th-12th Grade Teachers	1.4	70000 22 32	
Special Education Licensed Staff	3.0		
Licensed Non-Instructional Staff	5.0	141.0	3.5%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Grant	1.5	30.0	5.0%
PK-8th Grade Teachers	0	15.7	0.0%
9th-12th Grade Teachers	0	6.1	0.0%
Special Education Licensed Staff	1.0	2.0	50.0%
Licensed Non-Instructional Staff	0.5	6.1	8.1%
Griggs	5.0	47.3	10.6%
PK-8th Grade Teachers	3.2	23.8	13.5%
9th-12th Grade Teachers	1.8	13.6	13.2%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0	9.9	0.0%
Hettinger	1.0	54.0	1.9%
PK-8th Grade Teachers	1.0	25.7	3.9%
9th-12th Grade Teachers	0	12.7	0.0%
Special Education Licensed Staff	0	5.1	0.0%
Licensed Non-Instructional Staff	0	10.4	0.0%
Kidder	2.5	40.3	6.2%
PK-8th Grade Teachers	0.1	22.6	0.6%
9th-12th Grade Teachers	2.4	8.8	26.9%
Special Education Licensed Staff	О	3.8	0.0%
Licensed Non-Instructional Staff	0	5.1	0.0%
.aMoure	1.9	71.1	2.7%
PK-8th Grade Teachers	0.3	41.0	0.6%
9th-12th Grade Teachers	0.8	17.7	4.2%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0.9	12.4	7.2%
ogan	2.8	50.8	5.5%
PK-8th Grade Teachers	0	23.6	0.0%
9th-12th Grade Teachers	o	11.4	0.0%
Special Education Licensed Staff	О	6.9	0.0%
Licensed Non-Instructional Staff	2.8	9.0	31.1%
/IcHenry	5.8	100.1	5.8%
PK-8th Grade Teachers	2.4	53.2	4.5%
9th-12th Grade Teachers	1.5	26.6	5.7%
Special Education Licensed Staff	1.0	7.0	14.3%
Licensed Non-Instructional Staff	0.9	13.3	7.1%
AcIntosh	4.5	56.0	8.0%
PK-8th Grade Teachers	2.2	29.2	7.6%
9th-12th Grade Teachers	2.3	14.8	15.5%
Special Education Licensed Staff	O	3.6	0.0%
Licensed Non-Instructional Staff	o	8.4	0.0%
1cKenzie	42.1	248.5	16.9%
PK-8th Grade Teachers	14.6	138.8	10.5%
9th-12th Grade Teachers	19.5	59.3	32.9%
Special Education Licensed Staff	1.0	14.0	7.1%
Licensed Non-Instructional Staff	7.0	36.4	19.3%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
McLean	19.8	210.8	9.4%
PK-8th Grade Teachers	4.8	107.1	4.5%
9th-12th Grade Teachers	4.1	49.8	8.2%
Special Education Licensed Staff	4.0	16.4	24.4%
Licensed Non-Instructional Staff	6.9	37.5	18.4%
Mercer	7.0	132.5	5.3%
PK-8th Grade Teachers	0	60.3	0.0%
9th-12th Grade Teachers	1.0	32.3	3.1%
Special Education Licensed Staff	4.0	17.0	23.5%
Licensed Non-Instructional Staff	2.0	22.9	8.7%
Morton	14.1	500.4	2.8%
PK-8th Grade Teachers	3.1	252.0	1.2%
9th-12th Grade Teachers	3.8	109.8	3.5%
Special Education Licensed Staff	3.0	67.5	4.4%
Licensed Non-Instructional Staff	4.2	71.1	5.8%
Mountrail	12.1	182.5	6.6%
PK-8th Grade Teachers	3.4	89.2	3.8%
9th-12th Grade Teachers	6.6	42.0	15.7%
Special Education Licensed Staff	0	23.0	0.0%
Licensed Non-Instructional Staff	2.2	28.3	7.6%
Nelson	6.5	57.0	11.4%
PK-8th Grade Teachers	2.4	30.4	8.0%
9th-12th Grade Teachers	3.1	14.5	
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	1.0	12.0	
Oliver	1.0	29.0	
PK-8th Grade Teachers	1.0	15.1	5 5
9th-12th Grade Teachers	0	7.6	An internation
Special Education Licensed Staff	0	0.5	495000000000
Licensed Non-Instructional Staff	0	5.8	
Pembina	5.0	139.4	
PK-8th Grade Teachers	1.5	69.8	
9th-12th Grade Teachers	1.5	34.3	S 655-00
Special Education Licensed Staff	1.0	10.9	191 2123
Licensed Non-Instructional Staff	1.0	24.4	
Pierce	4.0	1 102 CO	
PK-8th Grade Teachers	1.3		Mr. a
9th-12th Grade Teachers	1.7		100 1000
Special Education Licensed Staff	0	60.00	2471 1717042
Licensed Non-Instructional Staff	1.0	32/3-2	
Ramsey	13.5	NAME OF A PARTY OF A P	74.
PK-8th Grade Teachers	3.7	1	G0-65 1
9th-12th Grade Teachers	4.3	1	NO. 100-100-1
Special Education Licensed Staff	2.0	1775.0m. 1775.0m. 1775.0m.	
Licensed Non-Instructional Staff	3.5	37.	1 9.4%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Ransom	1.0	98.1	1.0%
PK-8th Grade Teachers	0.5	50.9	0.9%
9th-12th Grade Teachers	0.5	20.8	2.6%
Special Education Licensed Staff	0	13.0	0.0%
Licensed Non-Instructional Staff	0	13.4	0.0%
Renville	1.0	56.0	1.8%
PK-8th Grade Teachers	0	28.6	0.0%
9th-12th Grade Teachers	1.0	15.4	6.5%
Special Education Licensed Staff	0	4.9	0.0%
Licensed Non-Instructional Staff	0	7.1	0.0%
Richland	14.6	278.1	5.2%
PK-8th Grade Teachers	6.3	139.9	4.5%
9th-12th Grade Teachers	2.4	67.3	3.6%
Special Education Licensed Staff	2.0	30.5	6.6%
Licensed Non-Instructional Staff	3.8	40.4	9.4%
Rolette	34.5	382.2	9.0%
PK-8th Grade Teachers	15.4	193.8	7.9%
9th-12th Grade Teachers	12.7	78.3	16.2%
Special Education Licensed Staff	3.0	49.9	6.0%
Licensed Non-Instructional Staff	3.5	60.2	5.8%
Sargent	9.0	78.0	11.5%
PK-8th Grade Teachers	1.2	35.1	3.3%
9th-12th Grade Teachers	5.9	18.9	30.9%
Special Education Licensed Staff	1.0	9.0	11.1%
Licensed Non-Instructional Staff Sheridan	1.0	14.9	6.7%
PK-8th Grade Teachers	0.1	16.6	0.9%
9th-12th Grade Teachers	0.1	9.1	0.8%
Special Education Licensed Staff	0.1	4.8	1.5%
Licensed Non-Instructional Staff	n/a	n/a	n/a
Sioux	0 19.3	2.7	0.0%
PK-8th Grade Teachers	4.0	110.6 52.9	17.4%
9th-12th Grade Teachers	6.5	23.5	7.6%
Special Education Licensed Staff	1.0	13.5	27.6%
Licensed Non-Instructional Staff	7.8	20.6	7.4% 37.6%
Slope	7.8	5.0	0.0%
PK-8th Grade Teachers		3.0	0.0%
9th-12th Grade Teachers	n/a	n/a	n/a
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0	2.0	0.0%
Stark	26.0	505.3	5.1%
PK-8th Grade Teachers	8.1	264.2	3.1%
9th-12th Grade Teachers	8.9	103.2	8.6%
Special Education Licensed Staff	5.0	66.8	7.5%
Licensed Non-Instructional Staff	4.0	71.1	5.6%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Steele	0.5	18.0	2.8%
PK-8th Grade Teachers	0.4	11.4	3.8%
9th-12th Grade Teachers	0.1	4.6	1.5%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0	2.0	0.0%
Stutsman	15.3	328.0	4.6%
PK-8th Grade Teachers	4.3	158.8	2.7%
9th-12th Grade Teachers	2.7	61.6	4.3%
Special Education Licensed Staff	3.5	53.0	6.6%
Licensed Non-Instructional Staff	4.8	54.7	8.7%
Towner	1.0	33.0	3.0%
PK-8th Grade Teachers	0	20.4	0.0%
9th-12th Grade Teachers	1.0	7.5	13.3%
Special Education Licensed Staff	0	1.0	0.0%
Licensed Non-Instructional Staff	0	4.1	0.0%
Traill	2.0	155.4	1.3%
PK-8th Grade Teachers	1.0	69.4	1.4%
9th-12th Grade Teachers	0	33.1	0.0%
Special Education Licensed Staff	О	30.8	0.0%
Licensed Non-Instructional Staff	1.0	22.2	4.5%
Walsh	19.5	218.7	8.9%
PK-8th Grade Teachers	4.8	92.5	5.2%
9th-12th Grade Teachers	2.7	38.8	6.8%
Special Education Licensed Staff	11.0	55.0	20.0%
Licensed Non-Instructional Staff	1.0	32.4	3.1%
Ward	34.0	1,082.0	3.1%
PK-8th Grade Teachers	8.8	547.3	1.6%
9th-12th Grade Teachers	11.8	240.9	4.9%
Special Education Licensed Staff	7.4	152.8	4.8%
Licensed Non-Instructional Staff	6.1	141.0	4.3%
Wells	6.7	63.9	10.5%
PK-8th Grade Teachers	2.8	33.6	8.3%
9th-12th Grade Teachers	2.7	15.3	17.8%
Special Education Licensed Staff	0.5	6.8	7.4%
Licensed Non-Instructional Staff	0.7	8.3	8.5%
Williams	47.7		8.0%
PK-8th Grade Teachers	19.5	316.3	6.2%
9th-12th Grade Teachers	12.5	11 7000 000	11.2%
Special Education Licensed Staff	10.0	80.9	12.4%
Licensed Non-Instructional Staff	5.7	88.0	6.5%

ND Teacher Critical Need and Shortage Areas 2022-2023

A team of NDDPI staff and NDUS staff reviewed and discussed several data points regarding teacher shortages in the state of North Dakota. Critical need and Teacher Shortage Areas were determined by comparing data including Administrator Surveys, STARS data including: Irregular FTE's, Unfilled Positions, a combination of Irregular FTE's, and Unfilled Positions and Shortage Percentages. By cross-referencing the data points, it was determined the top five Critical Need positions and Shortage positions

*Many irregulars are on plan of study

Critical Need

		Regular	Irregular	Unfilled	(Irregular +	(Regular +	(Irregular +
				1		irregular +	Unfilled)
1.	Special Education K-	1 544 4	00.1	b	Unfilled)	Unfilled)	%
	12	1,544.4	66.4	74.3	140.7	1685.1	8.3%
2.	CTE 9-12	363.5	14.6	20.0			0.070
3.	Fine & Perf. Arts	191.7		20.3	34.9	398.4	8.8%
4.	The state of the s	N. G. P. B.	11.6	7.0	18.6	210.3	8.8%
	Counselor	364.1	29.9	19.6	49.5		III COLORADOS
5.	Science 9-12	326.0	16.8			413.6	12.0%
		320.0	10.0	8.0	24.8	350.8	7.1%

Shortage

Regular	Irregular	Unfilled	(Irregular +	(Regular +	(Irregular +
1		1		Irregular +	Unfilled)
172.0	1		Unfilled)	Unfilled)	%
	11.6	4.0	15.6	189.2	8.2%
4,088.8	77.0	24.5	101.5	30 - 20 - 20 - 20 - 20 - 20 - 20 - 20 -	
1,291.1	52.7			8	2.4%
359.0		V.S. 91	_N _ ES _	1,345.3	4.0%
	A 20 20 20 20 20 20 20 20 20 20 20 20 20		20.4	379.4	5.4%
309.5	11.9	12.0	23.9	393.3	6.1%
	173.6 4,088.8	173.6 11.6 4,088.8 77.0 1,291.1 52.7 359.0 13.4	173.6 11.6 4.0 4,088.8 77.0 24.5 1,291.1 52.7 1.5 359.0 13.4 7.0	173.6 11.6 4.0 15.6 4,088.8 77.0 24.5 101.5 1,291.1 52.7 1.5 54.2 359.0 13.4 7.0 20.4	173.6 11.6 4.0 15.6 189.2 4,088.8 77.0 24.5 101.5 4,044.5 1,291.1 52.7 1.5 54.2 1,345.3 359.0 13.4 7.0 20.4 379.4

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