

New Teacher Orientation 2002



Members of HCEA's New Teacher Orientation Committee met with Howard County's newest teachers during a luncheon sponsored by HCEA. We also signed up almost 100 new voters for the upcoming election.

"New" HCEA Begins Another Year

By Joe Staub, HCEA President

July 1, 2002 marks the beginning of a "new" and significantly different HCEA. Actions taken by the Howard County Board of Education this past spring have dramatically changed the composition of the two bargaining units represented by HCEA—certificated and non-certificated employees of the Howard County Public School System.

At HCEA's request, the Board of Education reviewed those positions it had classified as "Administrative, Management and Technical" and placed more than fifty job categories into the HCEA ESP unit. The Board also exercised its right under state law to create a second bargaining unit for supervisory certificated employees. All school based administrators, as well as supervisory central office personnel have been placed in this unit.

HCEA's membership should not be impacted by these changes, since there are about the same number of employees in each group. However, these changes will impact HCEA in other ways. We will no longer be faced with the question of what do we do when there is a grievance against an administrator who is a member. We will be looking for new ways to represent a more diverse group of Education Support Professionals, including individuals with higher salaries than any teacher in the school system. This process has already begun with the negotiation of the new ESP contract which incorporates the administrative and technical positions.

Beyond these changes in the make-up of HCEA, our goals remain unchanged. "The mission of HCEA is to represent its members and support them in their efforts to educate each student in the Howard County Public School System." This mission becomes increasingly more complex each year as new programs and require-

ments are placed on our members.

In response to changes made by the school system—including IEPs for students performing below grade level, and the creation of the School Improvement Unit to eliminate "achievement gaps" among student groups—and the newly enacted federal "No Child Left Behind" Law, I have requested the creation of two new HCEA Committees to listen to your concerns. The **Staff Concerns Committee** will provide a forum for the discussion of issues of concern to members throughout the school system. The **Student Performance Committee** will work with members to provide assistance and support on issues related to school and student performance.

As HCEA President, I ask you not only to consider becoming involved in Association Committees and activities, but also to express your concerns directly to the Board of Education during the Public Forum at every Board meeting. During HCEA meetings in Elementary, Middle, and High Schools, the one consistent issue that arises is the lack of time to meet increasing workload demands.

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Why Political Action?

By Dan Collins, MSTA/HCEA UniServ Director

One of the most frequently asked questions that I get as I speak with HCEA members throughout the county is: **“Why aren’t our salaries as high as Montgomery County’s?”** Having spent the last thirteen years in Montgomery County working for MCEA, I feel especially qualified to respond to that question.

During each of those 13 years I was involved, in some capacity, in the negotiations process. So, I feel justified in stating that their success was not because they have better negotiators, placed a higher priority on negotiations or spent more resources on negotiations.

So what is the reason? What MCEA has done particularly well and what HCEA has not done as well over the past decade is to have its general membership involved in the political action process. **How does that impact negotiations and salaries?**

There are four main bodies that largely determine the working conditions and salary of HCEA members. One is the five member School Board which sets the parameters for negotiations with their negotiating team. The second is the County Executive who develops and submits the county budget to the county council – over 50% of which is the school board budget. The third is the five-person county council who ultimately has decision-making authority over what and how much of that budget will actually be funded, including the school board budget. And the fourth are the state legislators who vote on state education funding for local counties. What do these four bodies have in common? **They are elected by the voters of Howard County!** And until educators come to understand that virtually all issues related to salaries and work-

ing conditions are determined by these four elected groups, as Montgomery County has done for many years, we will continue to play bridesmaid to Montgomery County.

Simply recognizing the correlation between elected officials and your salaries/working conditions is not enough! We must collectively make a commitment to becoming politically active in this arena.

The recent primary election concluded with every one of our recommended candidates winning. I would like to think that we were responsible for that happening. While we certainly played a part in the respective victories of many of these candidates, much more could and must be done if we are to ultimately elect candidates that will support education and educators. **That is why we must become more involved in this process!**

Let me end this plea with a thought. At one time when HCEA was politically active Howard County salaries were second highest in Maryland – right behind Montgomery County’s. During the years that HCEA’s political activism declined politicians were elected as county executive, county council and school board members who were not supportive of our goals. During much of the 1990’s we experienced a marked decline in school funding, resulting in lower salaries, overcrowded classes and a general decline in working conditions. We have a chance to reverse that trend, but it will take renewed commitment to participation in the political action process. Please respond to our call when volunteers are solicited for the general election. **It will make a difference – just look at Montgomery County!**

Volunteer to Work the General Election

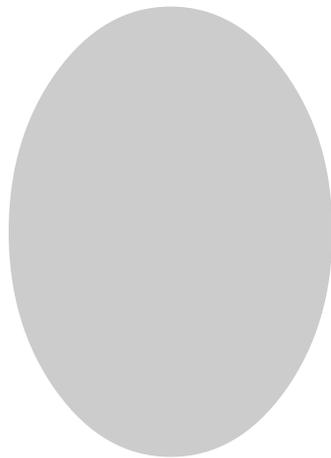
We need YOU! Volunteer to join HCEA’s campaign to elect candidates who are “pro-public education and pro public education employee”.

Name: _____ Home Phone: _____

Address: _____

- I would like to help by:
- Working the polls
 - Displaying a yard sign
 - Phone banking

Please return to HCEA, 5082 Dorsey Hall Drive, Suite 102, Ellicott City, 21042 or contact Dan Collins at HCEA at 410-997-3440.



Dan Collins

MSTA/HCEA UniServ Director
Service areas: All Elementary
Teachers and Education Support
Professionals at all levels.

Simply recognizing the correlation between elected officials and your salaries/working conditions is not enough! We must collectively make a commitment to becoming politically active in this arena.

HCEA Works

The Howard County
Education Association

5082 Dorsey Hall Drive
Suite 101

Ellicott City, MD 21042

Phone: 410-997-3440

Joe Staub	President
Ann DeLacy	Vice President
Don Cook	Treasurer
Estelle King	Secretary
Natalie Janiszewski	Editor

Help-A-Child is a non-profit charity established by the Howard County Education Association and Pupil Personnel Workers of the Howard County Public Schools. Your contribution to Help-A-Child can provide school clothing, shoes, coats, school supplies, perscriptions, and eyeglasses to Howard County's neediest children.

Help-A-Child works when no other resources are available, because:

- The Fund helps close to home—only Howard County Public School System students are eligible.
- There are NO administrative costs. The Fund is administered by a volunteer committee. Supplies are donated.
- No money changes hands. Participating merchants bill Help-A-Child directly for authorized items. Only _____ can be purchased using the vouchers.
- Local merchants participate: K-Mart, WalMart, Sears, Target and Giant Pharmacy redeem Help-A-Child vouchers.
- Students in need are identified by pupil personnel workers, administrators and counselors—those familiar with the student and family.
- Vouchers are limited to \$50 per child.

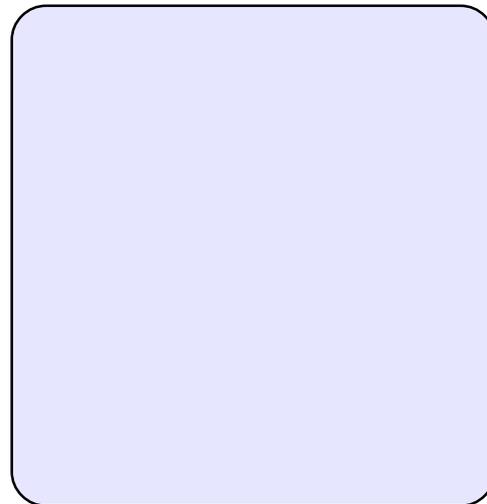
For additional information about Help-A-Child, please call HCEA at 410-997-3440. Contributions to the Help-A-Child Fund are tax deductible as charitable contributions. Please make your donation to Help-A-Child and send c/o HCEA, 5082 Dorsey Hall Drive, Suite 102, Ellicott City, MD 20142, or via the HCPSS PONY mail.

Howard County Teacher of the Year

Free Technology Training Work- shops Available

Deadlines for current employees to join the HCEA Teacher and ESP Sick Leave Banks are September 30 (Teachers) and October 15 (ESP). Newly hired employees may join at any time throughout the year as long as it is within 30 days of their hire date.

The Sick Leave Banks provide protection of up to 60 days for ESP or 120 days for Teachers in case of major illness or accident. Members contribute one sick leave day to the Bank each year. Recent changes in the Bylaws for the Teacher's Bank limit the benefit to 20 days during the first year of membership, 40 days in the second year, and 120 days year three and beyond. There is also a 60-day waiting period before eligibility begins. These changes were made to encourage eligible members to join at the earliest possible date. If you are not a member of the Sick Leave Bank, please contact HCEA at 410-997-3440 for additional information and an application form.



HCEA member **Michele Zurad**, a sixth grade Math teacher at Burleigh Manor Middle School, has been named as one of seven finalists in this year's Maryland Teacher of the Year Competition sponsored by the Maryland State Department of Education. This year's Teacher of the Year will be announced at a dinner on Friday, September 27 honoring all twenty-four local representatives. Congratulations to Michele and best of luck in the judging for the state honor!

The Potomac Regional Education Partnership (PREP) is sponsoring a series of FREE professional development training workshops for teachers in the Washington Metropolitan area this fall. The training sessions, which are part of the Intel Teach to the Future Program, provide participants with hands-on experience in computer labs.

Teachers in this program will learn how to incorporate technology tools and resources into their curriculum and how to create assessment tools and align lesson plans with state and national standards. The program incorporates hands-on use of the Internet, Web page design, and multimedia software. The goal is to prepare today's teachers for tomorrow's demands.

For additional information about the program, including schedules and locations, visit the Intel website at www.97intel.com/scripts-teach-us.asp.

HCEA Committees Need YOU!

Much of HCEA's work is done through its committees. The HCEA Board of Directors, at the request of President Joe Staub, has created two new committees in response to calls from members. As described below, the **Staff Concerns Committee** and **Student Performance Committee** will address member concerns about increasing work load, lack of planning time, special education issues, the impact of ESEA and IDEA, and the School Improvement Unit recently created by the Department of Education.

Members willing to serve on a committee should check each committee(s) of interest, fill in the information requested and return this page to the HCEA office via the PONY. You will be contacted by the committee chair regarding dates and times of future meetings. If you have any questions, please contact HCEA President Joe Staub at 410-997-3440.

- _____ **Staff Concerns Committee** will provide a forum for discussion of issues of concern to HCEA members in schools and other work sites. The Committee will attempt to establish avenues of on-going communication between the HCPSS Superintendent and his Central Office Staff and HCEA members.
- _____ **Student Performance Committee** will work with HCEA members to provide assistance and support on issues related to school and student performance. This committee will provide input to HCEA for our efforts in working with the Howard County Public School System's School Improvement Unit.
- _____ **Constitution, Bylaws, and Policy Committee** studies proposed changes to HCEA's governing documents and make recommendations to the Board of Directors and to the Representative Council.
- _____ **Legislative Committee** studies legislation relevant to education and our members, makes recommendations to the Board of Directors and the Rep Council, and works to keep members informed of key legislative issues.
- _____ **Membership Committee** provides assistance to Building Reps in HCEA's year-round membership recruitment campaign. The committee also plans and conducts recruiting activities at the New Teacher Orientation each August.
- _____ **Community and Public Relations Committee** plans programs which increase public understanding and promote support of Association positions. The **Read Across America Sub-Committee** will plan and implement HCEA's program for the March celebration of NEA's Read Across America.
- _____ **Teachers' Sick Leave Bank Committee** reviews and recommends approval or denial of sick bank requests for HCEA teacher members.
- _____ **Budget Committee** prepares the annual HCEA budget for approval by the Rep Council.

Name: _____ **Home Phone:** _____

School: _____ **Grade/Subject:** _____

Become an HCEA Recruiter and Win a Harbor Dinner Cruise for Two

HCEA membership continues to grow in all job categories across the county in Elementary, Middle, High and Special Schools, at the Central Office and other work sites. As membership approaches 4,000 teachers and ESP, you can assist your Association Rep by becoming an HCEA Recruiter. It's simple—just request a membership application from your Rep or directly from HCEA by calling 410-997-3440. Each current member signing up a new member receives a \$20.00 gift certificate to the Columbia Mall or Staples. The individual signing up member number 4,000 receives a Dinner Cruise for two in Baltimore's Inner Harbor on the Bay Lady. Member number 4,000 will also receive a cruise for two, and all new members receive an HCEA logo polo shirt. Invite a colleague to join their professional organization!

Help HCEA Membership Reach 4,000

Know Your Contract Rights

By Marius Ambrose, MSTA/HCEA UniServ Director

MSTA UniServ staff members receive many calls at the HCEA office concerning a myriad of issues that are occurring in buildings throughout the school system. As you begin your career with the Howard County Public Schools, you should be familiar with the following contractual rights that you have. A new, three-year contract between HCEA and the Board of Education went into effect on July 1 of this year. Some of the important provisions of the contract are described below.

Article IV Personal and Academic Freedom.

This Article provides that **teachers have primary responsibility for assigning student grades**. No student's grade shall be changed without a conference between the student's teacher and the administrator. After the conference, the teacher will be notified, in writing, of the administrator's decision. This language is new in this year's contract. (Paragraph D)

Article V Evaluation.

If an Administrator or Central Office Supervisor observes you, the observation must be on the proper form and **you must receive a copy of the observation form within five school days after it is made**. Either party may request a post-observation conference. This means that the observation should not be placed in your mailbox, but rather it should be handed to you at the conference.

Your signature on the observation does not mean that you agree with the content of the observation, but simply that you have received it. **You may attach a response to any observation, whether it is satisfactory or not**. There is no time limit for you to have your attachment added to the observation. In the event of an unsatisfactory observation, it is suggested that you contact HCEA to receive advice to ensure that your end of the year evaluation is satisfactory. (Paragraph D)

Article IX Classroom Control.

When, in the judgment of a teacher, a student is by his/her behavior seriously disrupting your instructional program to the detriment of other students, you may temporarily, with notification to the principal, exclude the student from the classroom and refer him/her to the principal. The student should not return to the classroom until the teacher is satisfied that proper remedial action has been taken, or until the teacher has had a formal conference with and a written or verbal response from the principal or assistant principal to the disciplinary referral. (Paragraph A)

Prior to September 30 of each school year, each school Principal must call a meeting of all faculty to develop, modify and/or implement a discipline policy for that school year, "with the involvement of all members of the faculty and administration." **This meeting is your opportunity to provide input concerning discipline at your work site**. A written copy of the school disciplinary procedure should be provided to all faculty and staff. (Paragraph D)

Article XIII Reimbursement.

Changes made in the new contract at the request of HCEA will make it easier to meet MSDE course requirements for certification and to complete coursework to change salary lanes (to Masters or Masters plus 30). For teachers and other certificated personnel, HCPSS will now reimburse you for up to 45 graduate credits (an increase from 42) at up to \$175 per credit, and 24 undergraduate credits, at up to \$140 per credit. Prior approval is no longer required for courses in the employee's current teaching assignment or an MSDE certification field. If you need to renew your certificate and you have used up your 45 graduate credit tuition reimbursement allotment, you may apply additional graduate credits to any of your unused undergraduate credit allotment at the graduate rate.

Article XV Sick and Bereavement Leave.

New language added to the contract this year provides that "one day of bereavement leave will be allowed for the death of an aunt, uncle, niece or nephew. (Paragraph B)

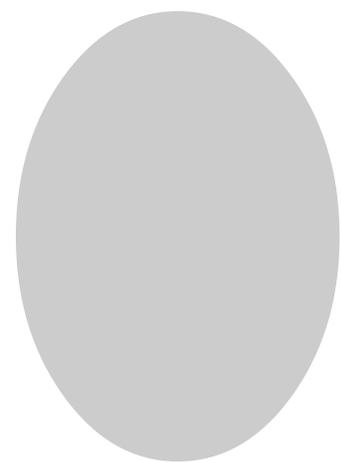
Article XVIII Working Hours and Work Load.

The workday in the Howard County Schools is 7 hours and 35 minutes consecutively. This is the time that the Board is paying you for. (Paragraph A) The actual start and end times for each building are established by the Department of Education each year.

Except in cases of emergency, there shall be only one school-wide faculty meeting per month which may extend no more than one-half (1/2) hour beyond the regular work day. **"Attendance at all other assignments or meetings other than during the regular work day will be at the option of the individual teacher."** This means that when your Principal or Supervisor calls a meeting starting after your workday, it is your option to attend or not. (Paragraph D)

Instructional Leaders and Team Leaders receive a salary supplement for the additional responsibilities involved in those positions. (The stipend is \$1,800 for the current school year and will increase to \$2,000 next year). The stipend is not for additional time beyond the work day—attendance at any meetings either in the building or at the Central Office is optional at the discretion of the teacher involved.

If you have questions about the information above, or any other provisions of the contract, please contact Dan Collins or myself at the HCEA office—410-997-3440.



Marius Ambrose
MSTA/HCEA UniServ Director
Service areas: All Secondary
Teachers and Special Areas

Especially for ESP

HCEA ESP Picnic Draws a Crowd

The color of the day on June 10, 2002 was orange—burnt orange. That’s because dozens of members were wearing their HCEA-ESP T-shirts bearing the slogan, “Behind every child is an HCEA Education Support Professional” at the Second Annual ESP Picnic. More than 400 secretaries, assistants, interpreters, nurses, registrars, clerks and technical personnel gathered at Cedar Lane Park for the event.

The photos on this page show the crowd enjoying good food and getting to know colleagues from around the county.

Many thanks to the ESP Organizing Committee-- Donna Schulze, Lynn Egan, Estelle King, Barb Wolniak and Ann Ridgeway-- for planning this year’s picnic. Thanks also to MSTA staff--Cheryl McLeod, Dan Colling,

Dale Templeton, Helen Miller, Jim Grattan, Sarah Johnson, Casey Newton, and Betsy Moyer--who assisted at the event and helped sign up twenty-five new HCEA members. MSTA Vice President Clara Floyd also joined the festivities. A special thanks to Superintendent O’Rourke for providing a double lunch shift to allow time for his ESP employees to attend the event.



Job Re-Class Report Scheduled for September 26

We’ve all heard it before: “another report to the Board of Education on re-classification of Education Support Professionals.” Now its time for all HCEA members—teachers and ESP alike—to send a message loud and clear to the Superintendent and the five members of the Howard County Board of Education: “It’s time to stop talking about re-classification....and start

implementing re-classification.” “It’s time to stop comparing salaries with surrounding counties to see how much more they make....and time to add to the budget funds to start making our salaries competitive.” “It’s time that Howard County stop demanding more and more of its employees....and time to give the respect those employees deserve as shown by their pay

checks!”

Please join HCEA in bringing these messages and your own to the Howard County Board of Education meeting on Thursday, September 26, 2002 at 4 PM. You may sign up to speak at the Public Forum during the meeting by calling Susan Shown, BOE Secretary, at 410-313-7194.

The questions which began last January 8, when President Bush signed the reauthorization of the Elementary and Secondary Education Act (ESEA), continue to grow. Most important to our Education Support Professionals is: "How will the requirements of the law affect and change my job?"

As detailed regulations for implementing the "No Child Left Behind Act of 2001" are released, it is clear that this federal legislation will significantly impact the jobs of regular and special education assistants in all schools in Howard County. Future issues of HCEA Works will provide details as the regulations are analyzed and rewritten into understandable guidelines. Plans are also underway for presentations about the regulations at schools throughout the county.

The most significant demand of ESEA is the requirement for Title IIA's of two years of college or passing a "skill-based proficiency test" similar to the Praxis Exam required of beginning teachers. HCEA/MSTA distributed a survey to all Instructional Assistants this spring to collect data about the existing education levels and plans to meet the new standards.

Of the two hundred and sixty respondents, almost half currently have either a Bachelor's Degree (89) or two years of college (38). For those employees who currently fail to meet ESEA requirements, about one third are willing to work toward meeting the college credits, a third are interested in taking an assessment, and a third either are not willing or unsure of their interest in doing either.

In responding to the survey, many IAs indicated concerns about the cost of college courses and the time needed to complete 60 credits. Most would like to have help in preparing for an assessment test and many questioned the importance of college courses or passing a test in demonstrating the skills necessary to do their jobs successfully. The overwhelming majority expressed concerns about the imposition of additional educational requirements for jobs that do not provide appropriate salaries.

HCEA will continue to monitor ESEA regulations as they are released. We have already requested that the new education requirements be included as factors in determining job re-classification for affected positions. Look for updates in future issues of Works.

HCEA Delegation Travels to Dallas for NEA Convention

Twenty-five HCEA members traveled to Dallas, Texas the first week in July for the annual NEA Convention. Highlights of the five-day Representative Assembly included the election of Reg Weaver as the new NEA President, the election of MSTA Delegate Marsha Smith to the NEA Executive Board, and a successful HCEA booth selling "Crab Shirts" for PAC. As first time delegate Donna Schulze put it, "it was a week of hard work, long meetings, and great networking with new colleagues and friends from across the nation." Delegates for next year's NEA Convention in New Orleans, Louisiana, will be selected in February as part of the HCEA elections. Make your plans now to become an Association activist by running for a position of HCEA or MSTA RA Delegate.

HCEA Welcomes New Members

HCEA welcomes over two hundred and fifty new members this fall, including teachers, counselors, psychologists, secretaries, assistants, and technical employees. Many thanks to the members of the New Teacher Orientation Committee who volunteered for four days in August to sign up new members. This year HCEA sponsored a luncheon for all new teachers during the four days of workshops at Long Reach High School during the week of August 12, 2002.

Melinda	Abbott	Priscilla	Fiala	Jeanne	Leitzel	Melissa	Prettyman
Elena	Ahn	Nicole	Fidalgo	Judy	Lerner-Eastland	Patricia	Previdi
Vernon	Alban	Amy	Fine	Laurie	Liberati	Shane	Price
Kelly	Allen	Brooke	Forringer	Connie	Lippenholz	Megan	Quirk
Diana	Andrews	Jomo	Fowlkes	Linda	Lucas-Zacharias	Alexcia	Redd
Debra	Anoff	Peter	Foy	Jennifer	Ludovico	Ronald	Reis
Louis	Anoff	Laura	Frantz	Jacquelyn	Lujan	Faith	Rhodes
Erica	Aument	Lori	Frederick	Michelle	Mann	Anne	Roberts
Brian	Backzkowski	Melissa	Frederick	Cory	Matthews	Lisa	Robinson
Gilbert	Bannister	Penny	Freer	Kimokay	Matthews	Mariela	Rodriquez-Ortiz
Jessica	Barker	Kristin	Friedman	Melanie	Matthews	April	Rooney
Judy	Bartolo	Tiffany	Friend	Helaine	Matz	Keisha	Rose
Katherine	Bender	Brianne	Frisk	Richard	McCready	Marni	Rosenbaum
Leah	Berglund-Halvorson	Jennifer	Gardner	Robertta	McCrone	Katherine	Rowland
Paula	Blanton	Jeanne	Garland	Dana	McGainey	Donna	Ruby
Mary	Boyer	Jennifer	Geisbert	George	McGurl	Aamberlee	Rust
Dorothy	Bracken	Roy	Ghim	Mike	McMillion	Liza	Santilli
Brian	Bradshaw	Kathryn	Gillard	Janet	McMurrer	Andrea	Sauer
Laura	Bramblet	Martha	Gittings	Mary	McNabb	Kristin	Scarola
Margaret	Brothman	Jeffrey	Gladhill	Wendy	McNeill-McBrien	Barbara	Scheetz
Allen	Brown	Laura	Gonzales	Chad	Mearns	Cara	Schrack
Sarah	Brown	Amy	Gooding	Paula	Mee	Laura	Schukraft
Aura	Broyles	Karen	Greenhorn	Carol	Mertz	Jacob	Sclar
David	Buchoff	Carolyn	Hairston-Diggs	Kelly	Meyers	Tammy	Seebohn
Barbara	Burkhard	Marcela	Hankins	Jessica	Michaelson	John	Seibel
Shannon	Burley	Laura	Hart	Jennifer	Miller	Deborah	Sensibaugh
Paige	Burton	Marguerite	Hart	Kathleen	Miller	Elizabeth	Shaffer
Lori	Callahan	Josh	Hatmaker	Lily	Miller	Jody	Shaha
Sharon	Cantor	Katherine	Hawthorne	Lisa	Miller	Danielle	Shanks
Paul	Carpenetti	Elizabeth	Hedin	Lori	Miller	Christine	Shenade
Ryan	Channel	Rebecca	Herald	Lisa	Montanti	Pamela	Shifflett
Rebecca	Clark	Lauren	Holly	Jody	Moore	Joetta	Simpson
Robert	Clark	Charles	Hom	Barbara	Moyer	LeNiece	Smallwood
Erin	Clarke	Lauren	Honeycutt	Michelle	Mulhare	Kristie	Sockacki
Matthew	Clever	Jeannie	Horner	Teresa	Murray	Jennifer	Soha
Wendy	Cohen-Holbrook	Julia	Horwitz	Eileen	Nadolski	Rebecca	Sokol
Laurel	Conrad	Ellen	Hughes	Deborah	Neilson	Ruth	Stewart
Katurah	Cramer	Shuang-Chu	Hung	Amy	Nestor	Krista	Strawitch
Timothy	Dahle	Adam	Hunter	Caren	Newman	Jennifer	Stull
Heather	Davin	Timothy	Incavido	Steven	Ney	Bryan	Stuller
Kisha	Davis	Shannon	Jackson	Amy	Nicholas	Joan	Tellish
T. Michelle	Davy	Jennifer	Johnson	Laurette	Nolan	Rebecca	Tennaro
Ariston	De Leon	Monica	Johnson	Katherine	Oleson	Heather	Thompson
Beth	De Lise	Matthew	Johnston	Susan	Owens	Fonda	Toliver
Timothy	Deppen	Karen	Jones	Christopher	Oxford	Maria	Tolson
Aimee	Diem	Amanda	Kaley	Linda	Packman	Valerie	Tomlin
Traci	Dill	Douglas	Kaplan	Bridget	Palm	Jocelyn	Trachtenberg
Karen	Dircks	Denise	Kellinger	Jennifer	Parandian	Mary	Urbanavage
Lisa	Dispenza	Kerry	Kelly	Susie	Park	Allison	Verbel
Beth	Divsalar	Judith	Kennedy	Diane	Parker	Maureen	Vredenburgh
Hope	Dorsey	Shannon	Kennedy	Adam	Parry	Deborah	Walk
Alexis	Doyle	Clinton	Kent	Rebecca	Parypinski	Seth	Waltman
Carolyn	Dozat	Me	Kim	Mary	Paulus	John	Webster
Margaret	Dullnig	Danielle	King	Bree	Pinsker	Joshua	Webster
Cally	Duncan	Kirsten	Kinley	Diana	Pool	Valerie	Wetstone
Danielle	Dunn	Jennifer	Kinloch	Kimberly	Poppenga	William	Wilson
Nicole	Ellis	Miriam	Kook	Melissa	Posek	Sara	Wootten
Sara	Engelbach	Janine	Kucik	Carol	Powell	Erika	Wunderlich
Sherah	Ewusiak	Tyson	Laverick	Lisa	Powers	Kimberly	Young
Kedre	Fairley	Dana	Lawall	Meredith	Pratt	Annena	Younger
Beth	Feinstein	Heather	Leatherman	Belinda	Prattis	Stacy	Zell