
**THE 2003 ANNUAL REPORT
OF THE
SUMMIT COUNTY COURT OF COMMON PLEAS
JUVENILE DIVISION
LINDA TUCCI TEODOSIO, JUDGE**



2003 Annual Report of the Summit County Juvenile Court

William P. Kannel Juvenile Court Center
650 Dan Street
Akron OH 44310

Linda Tucci Teodosio, Judge



Robert Bickett, Court Administrator
David Horner, Assistant Court Administrator

Magistrates

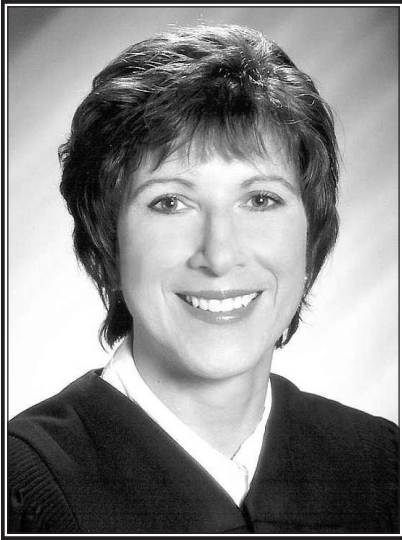
Katherine Bertsch
Bradford Christman
Tavia Baxter Galonski
Maria Kostoff
Kristin Maxwell

Denise McGuckin
Tammy Richardson
Rita Rochford
Edward Smolk
John Vuillemin
James Whited

Summit County Juvenile Court Vision Statement

"The Summit County Juvenile Court strives to serve the best interests of our children through outreach, early intervention, community education and innovative programming, while fairly administering justice to all whose lives are impacted by the juvenile justice system."

A Message from Judge Linda Tucci Teodosio



I hope you have an opportunity to examine this Annual Report offered by the Summit County Juvenile Court.

On January 1, 2003, I assumed responsibility for this Court and it has been a challenging first year of administration. But from these challenges came change; change that I believe has resulted in a better, streamlined, more efficient Juvenile Court.

It is to the everlasting credit of the Juvenile Court staff that they adapted to these changes and continued to provide outstanding service to citizens and professionals involved in the juvenile justice system.

The Court has worked diligently with families and children dealing with issues of dependency, neglect and abuse. Court-appointed guardians, both attorneys and volunteers, assured a high level of service and attention to families during the Children Services Board work stoppage. Families were treated with fairness and compassion with the constant mission of serving the best interests of the children.

The focus of this Court in delinquency cases is to provide justice at all times for offender and victim alike. But the Court also seeks to integrate fiscally responsible, viable programming that includes educational and lifestyle elements that go beyond that of the traditional Court processes.

It is my belief that the Court can truly be a positive instrument in righting the path of a wayward youth. In this Annual Report, these programs are detailed and I believe we have yielded positive outcomes.

On behalf of the Juvenile Court staff, I hope you feel the same way after viewing what the Court has done in 2003.

Linda Tucci Teodosio

Court Finance

Prepared by Robert Bickett, Court Administrator

The 2003 Summit County Juvenile Court budget, consisting of both county and state/federal funding, totaled \$11,001,428.00:

County Funding

Total: \$8,640,300

Detention Center: 29%
General Office/Judicial: 33%
Probation/Admin.: 38%

State/Federal Funding

FY2003: 7-1-02 /6-30-03: \$2,361,128

Reclaim Ohio Grant: 58%
Dept. of Youth Services: 36%
Juvenile Accountability: 6%

Service Provider Contracts to the Court

Service/Provider

Contract Amount

Day Treatment

Akron YMCA Phoenix Day Suspension	91,217.00
Akron YMCA Youth Challenge	67,000.00
East Akron Community House	167,000.00

Electronic Monitoring

B.I. Monitoring	6,155.00
Secured Monitoring	6,845.00

Educational Services

Akron YMCA Phoenix School	85,000.00
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Out of Home Placement

Shelter Care Youth Assessment	91,833.00
Juvenile Court Share/Summit County Family & Children First/Cluster for Youth Funding Agreement	100,000.00

Short Term Out-of-Home Placement

Shelter care Youth Assessment	65,700.00
Oriana House Juvenile halfway House	670,000.00

Crossroads Program

Summit County Sheriff's Office	20,000.00
Summit County Legal Defenders	17,000.00
Family Services	60,000.00

Drug/Alcohol Assessments Services

Community Health Center	41,000.00
Akron Health Department	22,667.00

Mental Health Counseling

Akron Child Guidance	25,000.00
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Mediation

Better Business Bureau	40,000.00
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Youth Advocacy

Youth Advocate Programs	160,000.00
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Community Service/Restitution Program

Funds to Victims	55,000.00
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Citizen's Review Board Coordinator

20,500.00

Long Term Out-of-the-Home Placement

Distributed between eight units	300,000.00
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Diversion Program

Distributed in varying amounts to ten Police Departments and the Sheriff's Office	218,459.00
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Clerk's Office

Pam Dunaway, Chief Deputy Clerk

The Clerk's Office deals with any and all paperwork filed with the Court. The office is involved in almost every aspect of daily court operations. The office is also responsible for collecting and accounting for fines and court costs.

In 2003, the Clerk's Office developed and implemented a procedure for faster, more efficient copying of files for attorneys and other clients.

On a monthly basis, the Clerk prepares a report for the Ohio Supreme Court which shows the number of new cases filed, the number of cases disposed and the number of cases that have exceeded time guidelines. Based on the Supreme Court reports, the numbers for 2003 and the past two years are as follows:

	<u>2003</u>	<u>2002</u>	<u>2001</u>
Traffic	3,825	4,081	4,031
Delinquency	4,501	4,520	3,963
Unruly	1,020	1,173	2,307
Neglect/Dependent/Abuse	1,052	1,015	916
Adult Cases	975	540	1,071
Custody/Visitation	369	307	322
Other	56	N/A	N/A

A concerted effort was made to reduce the number of cases pending over the time guidelines set by the Ohio Supreme Court. The number of overage cases in January 2003 totaled 143. By the end of December 2003 that number was 8.

In an effort to collect unpaid fines and costs, the Clerk's Department implemented a procedure to notify juveniles of their obligations and enforce the consequences for non-compliance.

In 2003, the Clerk's Office collected a total of **\$393,334.26**. Monies that were received by the Clerk's Office under the delinquency and status offense categories totaled **\$48,074**. The total amount of monies collected that pertained to traffic cases was **\$183,086**. Computer and legal research, public defender and reparations rotary fund was **\$124,946**. Restitution collection totaled **\$26,684.90** with sundries totaling **\$10,542.66**.

Cases Filed With the Court in 2003

In 2003, 12,375 cases were introduced to the Juvenile Court docket. This total includes Delinquency, Unruly, Dependent, Neglect & Abuse, Traffic and Adult cases. The breakdown:

Delinquency

Cases Filed: 4,657
Dispositions: 4,733*

Unruly

Cases Filed: 1,046
Dispositions: 1,084*

Dependent, Neglect & Abuse

The following numbers reflect Dependency, Neglect & Abuse cases and/or custody or visitation cases:

Cases Filed: 1,717
Dispositions: 1,737*

Traffic

Cases Filed: 3,980
Dispositions: 3,817

Adult Cases

The following cases consist of Failure To Send and Contributing to the Delinquency of a Minor charges:

Cases Filed: 975
Dispositions: 1,014*

***Reflects cases filed prior to 2003**

Detention Services

David C. Bailey, Director of Operations

In 2003, Detention Services underwent some transitional changes based on the new direction the Court was taking philosophically as well as the constraints placed on operations due to the construction project.

One of the major improvements in the day-to-day operations in Detention Services was in the vital area of detention admissions. This process has been centralized which enables Detention Services to be more consistent and standardized in establishing admissions criteria.

With the completion of Phase One of the building project, two new detention wings were opened in October. Renovations on two other detention wings are in progress.

A new Admissions and Administration wing was opened in late September. This move included a Master Control center enhanced by electronic doors, surveillance cameras, secure sally-port and more proactive and streamlined approach to the processing of new detainees into the detention center.

Additionally, a new clinic was constructed with larger, modern medical facilities. Nursing and doctor's coverage was also increased late 2003 into early 2004, to provide additional medical care for residents.

Security within Detention Services and the entire Juvenile Court facility security has been improved.

Activity for the 2003 within Detention Services:

<i>Juveniles processed through Detention Services:</i>	1948 (avg. 5.4 per day)
<i>Juveniles released through Detention Services:</i>	1893 (avg. 6.4 per day)
<i>Average bed days for 2002:</i>	14*
<i>Average bed days for 2003:</i>	12*

*Average beds days reflect the amount of days a youth spends in the Detention Center from the moment of arrival to the moment of departure.

Diversion Unit

Phil Lucco, Coordinator

The Diversion Unit's function is to establish open lines of communication between the Court and police departments in Summit County. In many cases, a juvenile may be assigned to a police department's Diversion Unit, which provides the youth a program to follow in order to avoid the Court process and a permanent record. **In 2003, 325 juveniles were ordered into diversion by the Court, 201 males and 124 females.**

The Child Responsibility Project is a part of the Diversion Unit, as well. Its function is to locate job sites where youths will work to satisfy their restitution to victims of their crime. The juvenile receives \$5.15 an hour for his or her work and the earnings are applied to the damages to victims up to \$600. **In 2003, 188 males and 30 females took part in the Child Responsibility Project, completing 10,793 hours worked and earning \$55,582.63 which was paid to victims of crime.**

The Diversion Unit also oversees the community service juveniles are assigned as part of the disposition of their cases. In 2003, Juvenile Court altered the manner in which community service is assigned by placing the responsibility of arranging the community service on the youth and his or her parents/guardian. The Diversion Unit works closely with Intake and Probation Officers to assure that the youth is meeting terms of the community service. In 2003, 358 juveniles were assigned to community service in 20 Summit County communities.

Also in 2003, youths ordered to perform community service were given a unique option. Eight hours of community service could be served by earning sufficient funds to purchase \$40 worth of toys that the youth would donate to the Court as part of its Toy Project. The toys were stored at the Court and, in December, they were distributed to children in permanent custody of the Children Services Board awaiting adoption. In all, 53 youths participated in the Toy Project and it was a genuine success. It provided the springboard for similar special projects to be monitored by the Diversion Unit in the future.

Intake Department

Joe Petrucelli, Supervisor

The Intake Department is staffed by eight Intake Officers, a Victims Assistance Coordinator and the Intake Supervisor. The Intake staff is usually the first and, often, the only contact that alleged delinquent and unruly juveniles and their families have with the Court. Staff members explain the legal process to the juvenile and family members, gather information about the juvenile's background and make appropriate recommendations to the Court based upon their research.

Perhaps the biggest change in procedures in the department in 2003 was the manner in which truanancies and failure-to-send cases were referred to the Court. Local school districts were given the option referring such cases to the local police diversion unit as an alternative to Court intervention. In many cases, diversion units can address the problem quicker and subsequently offer referrals to appropriate agencies. This option adds another layer in the continuum of services available to at-risk children.

In 2003, the Intake Department also began a pilot project in conjunction with the Center for Restorative Justice. This mediation program involves the offender, the legal guardian and the victim. The desired outcome of such mediation is for all parties to come to a mutual agreement beneficial to everyone involved.

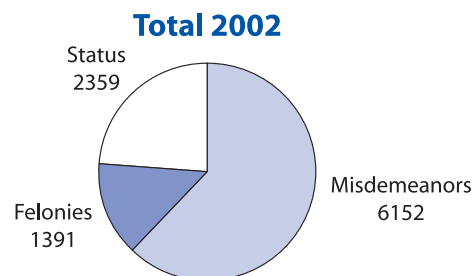
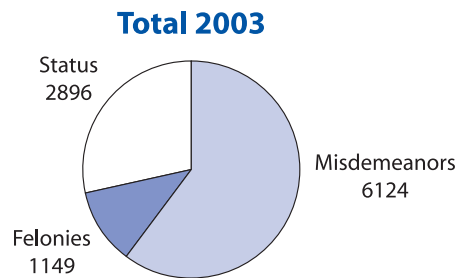
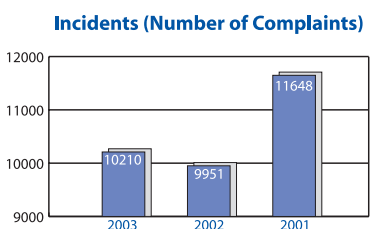
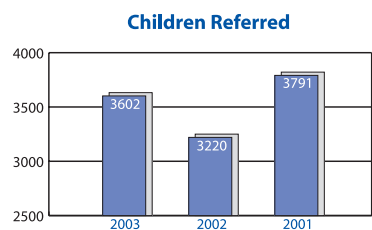
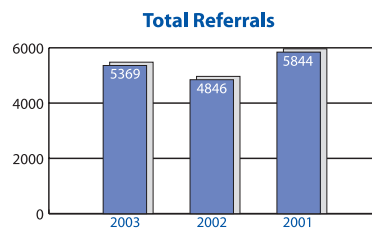
A **Victim Impact Panel** was also initiated in 2003. In cooperation with the Catholic Commission, the program educated juveniles and their parent/guardian about the negative effects of substance abuse. Police officers, paramedics, representatives from Mothers Against Driving Drunk and parents who have lost their children because of a drunk driver were among the speakers who related their experiences.

Project THRIVE once again worked with school districts throughout Summit County to attack the truancy problem within each district. The campaign utilized billboards, television spots, public service announcements in the print and electronic media and brochures to bolster its outreach activities.

Project THRIVE worked closely with the **Truancy Task Force** to shape the message of the outreach campaign. The Task Force met throughout the year and provided valuable assistance to the Court as a conduit between the school districts, police departments, social service agencies and the Court.

The Victim Services Office was established in 2000 and serves a valuable function for the Court by opening up the lines of communication between the Court and those victimized by crime. Victim Services notifies victims of Court hearings pertinent to the case involving the delinquent youth. The office also assists the victim in structuring Victim Impact Statements and gathering loss information for restitution purposes. The office can also connect victims with community resources. Offering professional and emotional support for the victim during the court process provides peace of mind and reassurance for people whose lives have been visited by criminal behavior.

INTAKE NUMBERS



Probation Department

Curtis Howard, Supervisor

The Probation Department is responsible for the supervision and investigation on average of 442 cases per month in 2003. The department provided services in 1,239 cases, which included 772 new assignments in 2003 and 467 cases that were carried over from 2002. The 1,239 cases represent a 14% decrease from the previous year.

Probation cases are assigned by geographic districts, allowing Probation Officers to establish and maintain rapport within their assigned district. The average caseload for Probation Officers was approximately 28 assignments. The Probation Department staff consists of 13 Probation Officers, two Intensive Probation Supervision Officers, a Senior Probation Officer, a Probation Supervisor and the Chief Probation Officer.

Under the leadership of Judge Teodosio, the probation Department developed an Intensive Probation Supervision (IPS) Program. Generally, IPS cases are high-risk individuals who are in need of increased surveillance, structure and intensified supervision. Most IPS cases are placed on suspended commitment to the Department of Youth Services (DYS). All participants are engaged in a minimum of 32 hours per week in structured activities supervised by an IPS Officer. The officer maintains a minimum of two face-to-face contacts with the youth per week and one contact per week with parent or guardian.

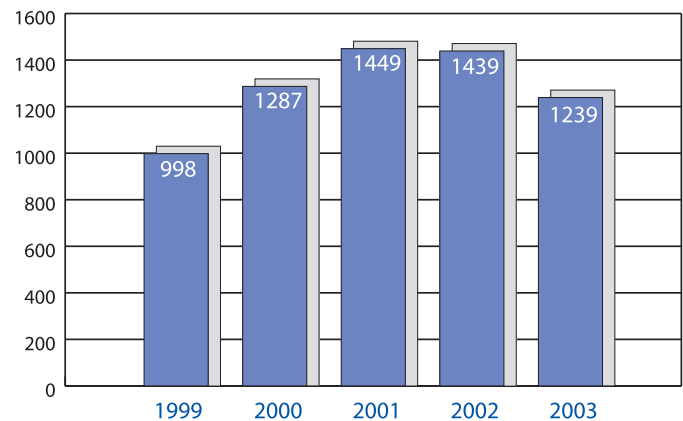
The Probation Department strives to reach the goals of, a) holding offenders accountable; b) maintaining the safety and security of the community; and c) provide a means to practicable rehabilitation. This is most successfully achieved by using the vast dispositional options on a continuum of the least restrictive to the most restrictive.

In 2003, the Probation Department assisted in the recovery of over \$45,000 in restitution that was paid directly to the victims. Probationers worked over 600 hours of valuable service to the community.

Of the 12 cases bound over to the Grand Jury to be tried as an adult, only one was on probation at the time of the incident. In 2003, the Summit County Juvenile Court recorded 134 youths who were committed to DYS. Forty-two of the commitments were from the Probation Department (31%). Five hundred Forty-five cases were terminated from Probation supervision in 2003.

The Summit County Juvenile Court and its Probation Department maintain open communications with local committees and agencies in an effort to develop innovative services to enhance the security of the Summit County community.

TOTAL CASES ASSIGNED TO PROBATION DEPARTMENT



Sexual Offender Probation Unit

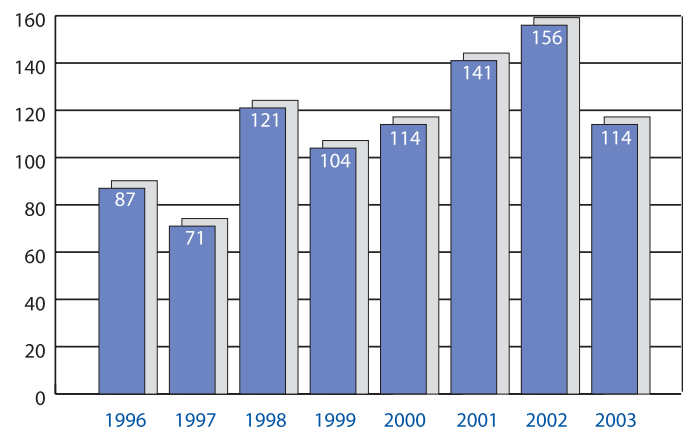
Terry Walton, Felony Disposition Supervisor

The Sexual Offender Probation Unit is comprised of three full-time Probation Officers and supervised by the Felony Disposition Supervisor. The unit carries a caseload of approximately 90 youth who have been charged with or adjudicated delinquent by reason of sexually aggressive offenses as defined by the Ohio Revised Code. There were 114 incidents referred to the Court in 2003. That number reflects a 24% decrease from the 150 referrals in 2002.

Sexual offender Probation Officers supervise their assigned youth from intake through their term of treatment. Probation Officers work with Child Guidance & Family Solutions to facilitate a sexual offender treatment program that may utilize group, individual and family counseling to help eliminate sexually aggressive behaviors. Probation Officers and Child Guidance staff coordinate treatment groups at Juvenile Court and also lead the "Wise Guys" program for less serious offenders.

In 2003, sexual offender registration and classification laws were updated and revised. Along with attending all court hearings regarding registration and classification, Probation Officers in this unit are responsible for keeping current with changes in these laws and collaborating with the Summit County Sheriff's Office to expedite the registration process.

TOTAL SEXUAL OFFENDER INCIDENTS



The Crossroads Program

Dawn Jones, Program Administrator

One of the very first changes implemented by Judge Teodosio in 2003 was changing the name of the Drug Court to the Crossroads Program. It was the Judge's contention the name change removes the stigma with which the participants could be associated while in the program.

But more than the name was changed. Crossroads is a unique program. The Court now seeks to treat both the mental health issues and the substance abuse issues together in one combined Court since research indicates that substance dependence and mental health issues are co-occurring disorders and not separate issues. As a result of the Court's innovative approach, program representatives were invited to present a position paper at the Eastern Educational Research Association's annual conference in February, 2004.

Youth who meet criteria for the program are on intensive probation for a minimum of twelve months, meet with their assigned probation officer two to three times per week, submit to frequent urine drug screens, attend all required programming, such as substance abuse counseling, mental health counseling and individual and family counseling.

Upon successful complete the program the child's admitting charge and related probation violations are dismissed.

Demographics and Program Statistics

2003 Demographics:

Total population	50
Female Participants	14
Male Participants	36
4	age 14
12	age 15
9	age 16
21	age 17
4	age 18

Mental Health Diagnosis Breakdown

Cyclothymia (8); Bi-Polar Disorder (6); Adolescent Anti-Social Behavior, Anxiety Disorder, Depressive Disorder, ADHD (5); Mood Disorder, Oppositional Defiant Disorder, Post-Traumatic Stress Disorder, (2); Panic Disorder, ADD, Adjustment Disorder, Psychotic Disorder, Dysthymic Disorder (1).

Psychology Department

Dr. Thomas Webb, Court Psychologist

The Psychology Department is responsible for judicial and probation requests for psychological assessments and clinical mental health services for detained youths.

Dr. Webb routinely made rounds to monitor the status of severely depressed youths in the Detention Center. It is not uncommon for some youths to be placed on a daily suicide watch. Dr. Webb engaged in numerous crisis counseling sessions in 2003.

Dr. Webb also provided expert testimony in Court proceedings and was involved in community efforts to develop and assess new treatment programs.

2003 Activity

Psychological Evaluations	437
Bindover Evaluations	14
Psychoeducational Evaluations	70

CASA/GAL Department

Julie Wayman, Program Coordinator

The mission of the Court Appointed Special Advocate/Guardian ad Litem (CASA/GAL) Program is to recruit, train and support volunteers who serve as Guardian ad Litem for abused and neglected children in the juvenile justice system. A CASA/GAL provides investigation, assessment, recommendations, case monitoring and advocacy for children under the Court's jurisdiction. Goals include ensuring that children's needs are met and to help the court make decisions in the best interests of children.

In 2003, the CASA/GAL Department reached a record number of **240** child advocates who represented **1,044** abused or neglected children in Court. The CASA/GAL Program which serves this Court boasts more volunteers and served more children than any other CASA/GAL Program in the State of Ohio. The program maintained its quality standards and its status as an accredited program with the Ohio CASA/GAL Association.

The program works in partnership with a non-profit 501(c)3 Board of Trustees, CASA/GAL of Summit County, Inc. This organization supports the mission of the Court's program in several ways including conducting and sponsoring special events and promoting the program in the community. In 2003, 15 community members volunteered their time on the CASA/GAL Board of Trustees.

Also in 2003, the CASA/GAL Court staff and Board jointly hosted the program's annual Toy Shop providing holiday gifts for over 200 children in care. The annual Celebrate Kids! 2003 event also supported the program and recognized volunteers who gave of their time to serve as an advocate for the vulnerable children in Summit County.

Citizen's Review Board

Rita Rochford, Director

The Citizen's Review Board is a group of community volunteers who ensure the best interests of a child in a Dependency, Neglect & Abuse case are being met. The Board is charged with reviewing the status of children in the permanent custody of the Summit County Children Services Board (CSB). The Board also seeks assurances that a permanent case plan has been implemented and monitored by CSB, with adoption as the desired outcome in each of the cases.

Board members review each case at least once within a six month period and could increase reviews in frequency, depending on the case. Board members, like a Magistrate, have the authority to issue orders during the review hearing and can render recommendations germane to the structure of the case plan in order to facilitate the adoption process.

The Citizen's Review Board operates pursuant to Ohio State Law and is supervised by a Director and comes under the direct authority of Judge Linda Tucci Teodosio.

In 2003, there were 260 children in the Citizen's Review Board's caseload with approximately 500 review hearings conducted on its docket.

The Women's Board to the Juvenile Court

The Women's Board is a volunteer, non-profit organization dedicated to helping children involved in the juvenile justice system. The Board routinely sponsors activities within the Court and extends its philanthropy to Court-related activities whenever needed.

The Women's Board conducted several fund-raising events throughout the year to aid in underwriting requests for financial assistance from the Court. Those activities included its annual Style Show Luncheon, Hobby Auction and plant sale.

Although the construction project temporarily halted its weekly and monthly programs at the Court, Board members were still able to log over 4,000 volunteer hours at the Court.

The Court thanks the Women's Board for its involvement, concern and generosity in 2003.

Construction Project

The Juvenile Court Construction Project made significant progress toward completion in 2003.

The photographs below depict the transformation from a steel skeleton to an impressive structure where the Courtrooms and administrative offices will be located. The former Courtside is currently being renovated and will be re-opened in late 2004.



January 2003



February 2003



March 2003



June 2003



July 2003



September 2003



October 2003



December 2003

2003 Highlights for the Summit County Juvenile Court **Under the Leadership of Judge Linda Tucci Teodosio**

- **The Crossroads Program:** One of her first acts as Summit County Juvenile Court Judge was to change the name of “Drug Court” to the Crossroads Program with the intention of removing the stigma that could be attached to children in the program. Believing that children with substance abuse problems and mental health issues are truly at a crossroads in their lives, Judge Teodosio implemented new elements into the intensive probation program that could put them on a path to recovery. In particular, she sought to incorporate co-occurring mental health diagnoses, such as bipolar disorder and major depression which often accompany substance abuse. The program is received national attention when the Eastern Educational Research Association recognized the Crossroads Program for its innovative focus on co-occurring youth in one court and for its integrated, home-based treatment approach which includes the entire family unit.
- **Community Court:** For the first time ever, Summit County Juvenile Court was called to order beyond the courtrooms of its Akron-based justice center. On October, 22, 2003, Judge Teodosio heard curfew cases at Akron’s Lawton Community Center. Judge Teodosio wanted to impress upon the youths appearing before her that they needed to be accountable not only to the court, but to their community, as well. She sentenced them to perform their community service at the Lawton Center.
- **The Toy Project:** Youths sanctioned to community service for offenses such as truancy or underage use of alcohol were told that, as part of their disposition, they needed to find a way to earn enough money to purchase a toy valued at around \$40 and donate it to the Court. On December 19, 2003, those toys were distributed as gifts to children in permanent custody of the county’s Children Services Board. Judge Teodosio wanted to demonstrate to the youths that there were others who were not as fortunate as them. The “kids helping kids” concept proved to be a great success.
- **Creative Sentencing:** On several occasions, Judge Teodosio has ordered youthful offenders to write an essay describing what they learned or needed to learn from their experiences in the juvenile justice system. For example, in one particular case, a young man had designs on forming an “organized crime family” within his high school. When his plans were exposed, the youth - of Italian descent and dubbed the “Mafia Boy” by the local media - appeared before Judge Linda Tucci Teodosio. She spoke to him about perpetuating a negative image of Italians and, as part of his sentence, ordered him to write an essay detailing the positive contributions of five Italian-Americans to society.
- **Educational Components:** Since day one of her administration of Summit County Juvenile Court, Judge Teodosio has sought to enhance the educational programs in the Court’s Detention Center. Youths in detention have been introduced to Street Law classes, which acquaint youngsters with everyday laws dealing with such issues as residential leases, car loans and traffic laws. They also take in Planned Parenthood presentations detailing the dangers of sexually-transmitted diseases, view Shaken Baby videos and participate in the countywide “Akron Reads” program. Judge Teodosio is incorporating a youth library into the facility and hopes to include reading requirements as part of a youth’s stay in detention.
- **Intensive Probation Services:** Judge Teodosio has developed and implemented an intensive probation caseload which incorporates strict monitoring of children with suspended commitments to the Department of Youth Services. This assures that the youth will comply with the case plan devised for his or her rehabilitation and also ensures public safety by intense monitoring.
- **Victim Impact Panels:** The Court now sponsors monthly Victim Impact Panels to educate youths who have substance abuse or alcohol-related charges about the dangers and impact of drunk driving.
- **Restorative Justice:** This program allows for voluntary participation of low level juvenile offenders and their victims in victim-offender reconciliation. This diversionary program allows for victims to take an active role in defining consequences for juvenile offenders.

These achievements would not have been possible without the professionalism and dedication displayed by the individuals listed on the following page: the employees of the Summit County Juvenile Court...

Summit County Juvenile Court Employees

**Bruce Alexander
Dawn Alford
Akaree Anderson
David C. Bailey
Michael Bell
Kathy Bertsch
Bob Bickett
Kevin Bing
Patty Blasio
Jennifer Bond
Mary Bonetti
Anita Boyer
John Booher
Sandra Brown
Mary Burney
Lisa Zeno Carano
Jeannie Cargill
Tom Cerne
Brad Christman
Sonya Cole
Jennifer Congrove
Bob Cox
Robin Crocker
Reggie Crook
John DeHaven
Pam Dunaway
Lisa Eagle
Cheryl Evans
Ruby Fair
Jackie Farrance
Lori Favalon
Chris Fergus
Darin Ford
Kevin Floyd
Tom Gaffney
Tavia Galonsky
Ursula Gould
Norma Green
Don Guthrie
Julianna Hackett**

**Karen Haddad
Jessica Haney
Lisa Hawes
Katie Herman
Michael Herman
Jessica Heropulos
David Holmgren
David Horner
Curtis Howard
Althea Jackson
Martha Jeffries
Dawn Jones
Allen Keyes
Maria Kostoff
Jeanette Lewis
Richard Lilly
Leslie Lorenz
Phil Lucco
Keith Luhring
Cameron Mack
Melissa Madden
Tracy Mays
Kristin Maxwell
Denise McGuckin
Mary Ann Mendlik
Kandy Monroe
Gladys Moore
Phyllis Moss
Lynda Mullins
Lora Mycoskie
Michelle Neely
Laura Palmeri
Linda Palmeri
Jeanne Papoi
Kim Pay
Joe Petrucelli
Jonathan Pooler
Jeff Pope
Hema Ramachandran
Christine Rees**

**Leslie Rice
Tammy Richardson
Cathy Richardson-Thomas
Julie Roberts
Grace Robinson
Rita Rochford
Kristine Ruiz
Gail Rutherford
Rebecca Scalise
Robert Scalise
Todd Schauffler
Cory Schweigert
Reginald Scott
Katie Sellers
Cheryl Simpson
Justin Sims
Annie Skapin
Linda Slates
Latana Slayton
Carie Smith
Edward Smolk
Sara Stenger
David Stevens
Pam Strachan
Jody Tolley
Denise Truxell
Don Ursetti
John Vuillemin
Elaine Waldsmith
Terry Walton
Julie Wayman
Dr. Thomas Webb
Eddie Winstead
James Whited
Tim Wilkes
Michelle Williams
Kevin Williams
Quin Wychanko**
