CAMPBELL CITY SCHOOLS
CAMPBELL ELEMENTARY/MIDDLE SCHOOL

CEMS
STAFF HANDBOOK
2025/2026

PRINCIPAL
Lisa Young

ASSOCIATE PRINCPAL
David Beans

ASSISTANT PRINCIPAL
Megan Nicholas

PHONE: (330) 799-0054 **WEBSITE:** WWW.CAMPBELL.K12.OH.US

Important Phone Extensions

Mrs. Young (Principal)	x65036	**Cell**:330.599.9790
Mr. Beans (Asst. Principal)	x66412	**Cell**: 330.599.8795
Mrs. Nicholas (Asst. Principal)	x66459	**Cell**: TBA
Front Office	x60230 or x60232	
Nurse	x66827	

Teacher and Staff Absence Procedure

Teacher Absence / Call-Off Procedure

If you are going to be absent for any reason (ie. sick, personal, or professional), please complete the following steps:

1. **Notify Administration Immediately**
    - **Text Mr. Beans** (Assistant Principal) at **330-599-8795** as soon as you know you will be absent.
    - Include your name and if a substitute is required.
2. **Certified Staff:** Secure a Substitute in Frontline (AESOP)
    - Log in to Frontline/AESOP and create an absence entry **only** if a substitute teacher is needed.
    - Complete this step immediately after texting Mr. Beans.
3. **All Staff: Report the Absence in Employee Self Service (ESS) within 24 Hours**
    - Within 24 hours of your absence, record the same absence in ESS for central-office reporting.
    - Select the correct absence code (sick, personal, professional, etc.), save, and verify the entry.

For Partial Days, these are the start times:

Type	K-3 Schedule	4-6/Specials Schedule
Full Day	7:45am -- 3:00pm	8:20am -- 3:35pm
Half Day AM	7:45am -- 11:20am	8:20am -- 11:55am
Half Day PM	11:25am -- 3:00pm	12:00pm -- 3:35pm
Quarter Day AM	7:45am -- 9:35am	8:20am -- 10:10am
Quarter Day PM	1:10pm -- 3:00pm	1:45pm -- 3:35pm

Classroom Management Procedures and Expectations

Classroom Management Procedures & Expectations at CEMS are built upon the Behavioral Leadership framework outlined in The Classroom Behavior Manual. We also have additional Behavior Leadership resources and guides found in our Google Hub. Behavioral Leadership calls us to **lead rather than manage**—to model, teach, and systematically notice the behaviors we want students to use, creating a climate of safety, respect, and responsibility. By prioritizing relationships, sharing appropriate control, and holding students accountable with empathy, Behavioral Leadership empowers us to build classrooms where all students feel safe, valued, and ready to learn.

Classroom Management:

Teachers are expected to create environments where students feel safe, respected, and responsible for their learning.

- **Establish Clear Routines and Expectations:** Consistency in structure promotes student engagement and minimizes disruptions. Begin each day and class with clear procedures that are explicitly taught and rehearsed. **Establish Classroom Nicknames:** Use Behavior Leadership Procedures to allow students to establish shared ownership in the classroom per page

- **Use Strategic Noticing:** Teachers should consistently notice and name positive behaviors, aiming for at least 20 positive noticings per half hour. This reinforces desired behaviors and strengthens the classroom culture.

- **Implement Gentle Guidance Interventions (GGIs):** When redirection is needed, use non-confrontational strategies that guide students back on track while preserving dignity and the teacher-student relationship.

- **Avoid Power Struggles:** Utilize the *Argument Shield* to remain calm, redirect off-task or defiant behavior, and avoid engaging in unproductive conflict.

- **Be Mobile and Present:** Teacher mobility and proximity are powerful tools. Circulating the room frequently helps maintain engagement, reduce off-task behavior, and increase positive interactions.

- **Establish Mindfulness Center:** Teachers are encouraged to establish a Mindfulness Center in the classroom—a neutral, quiet space where students can take a short break to self-regulate and return to learning. This area should be simple, non-punitive, and intentionally designed to reduce stimulation.

Classroom-Managed Behaviors (Tier 1 & Tier 2)

Tier 1 and Tier 2 behaviors are to be addressed and supported within the classroom setting through proactive use of your classroom behavior continuum and aligned with our Behavioral Leadership practices.

Interventions may include:

- Strategic Redirection
- Gentle Guidance Interventions (GGIs)
- Individual Student Conferences
- Parent contact (phone call or conference)
- Mindfulness breaks or classroom-assigned learning opportunities (PLO, DLO)

➢ *Teachers may document Tier 1 and Tier 2 behaviors using a Classroom Referral in **PBIS** at their discretion*. However, ongoing or repeated behaviors must be documented and communicated to families.

➢ **All home communication attempts must be logged** and should follow the communication guidelines outlined in the staff handbook.

➢ **Teachers are responsible for informing students when a behavior is documented**—whether in PBIS as a classroom or office referral—and explaining why the documentation occurred. This ensures transparency and maintains trust in the teacher-student relationship.

Office-Managed Behaviors (Tier 3 & Tier 4)

- Behaviors that pose a risk to the safety of the student or others, or that fall under Tier 3 or Tier 4 violations as defined in the Student Code of Conduct, must be immediately communicated to the office or an administrator.

- Office-managed behaviors will be addressed by administration, using appropriate interventions aligned to district policies and Behavioral Leadership principles.

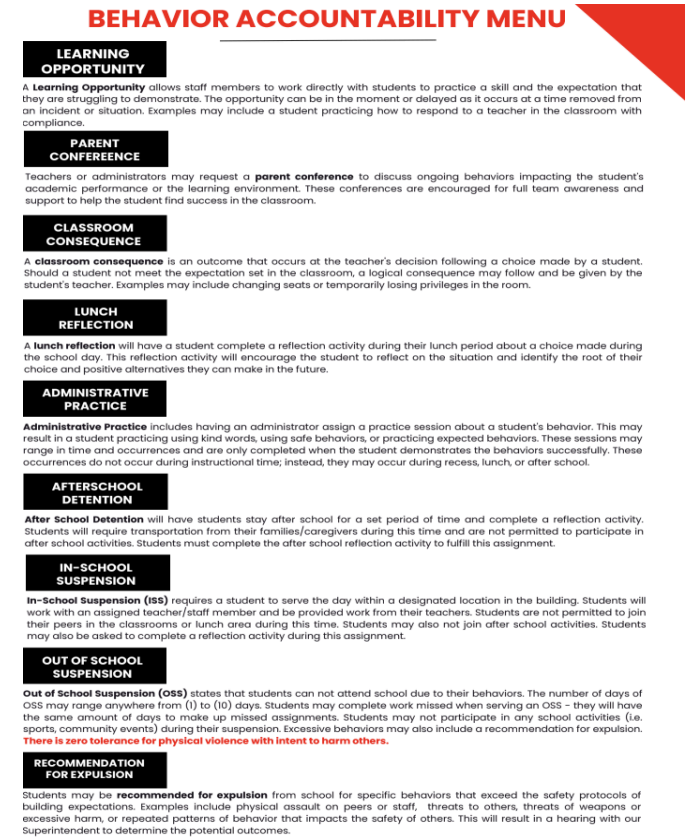
- The referring teacher is **responsible for documenting the behavior in PBIS** using the Office Referral form. Documentation should be clear, **objective**, and submitted promptly.

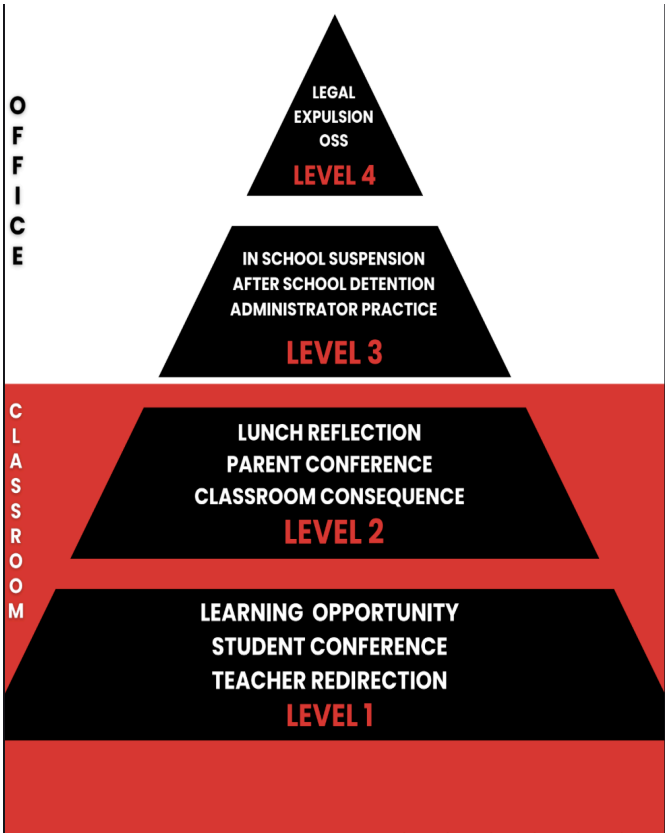
- As part of maintaining trust and accountability, **teachers must inform students when a referral is submitted**, including explaining that the behavior was documented and the reason for the referral.

- Teachers must also contact families to update them regarding the incident and subsequent referral prior to administration.

Behavior Support

- For assistance from an administrator, please do the following:
    a. Call the front office - they will contact an administrator.
    b. If needed, contact an administrator directly:
        - Megan Nicholas (K-3 Behaviors) - x68295
        - David Beans (4-6 Behaviors) - x66412 **OR** 330.599.8795





Emergency Procedures Overview

Building Alert – No Threat in the Building

- Normal operations continue inside the building.
- Entry/exit is restricted unless approved by administration.

Routine Lockdown – Minimal Threat in the Building

- Lock classroom doors immediately.
- Move students out of sight from the hallway/door window.
- Continue instruction, but no students may leave the classroom for any reason.
- Restroom use is allowed only in absolute emergencies and requires escort by administration.

Emergency Lockdown / A.L.I.C.E. – Extreme Threat in the Building

An extreme threat is present (e.g., intruder). Staff will be guided to implement A.L.I.C.E. procedures based on the announced location of the threat:

- **Alert**: Situation and location will be clearly communicated—no code language will be used.
- **Lockdown/Barricade**: Lock doors and barricade with available materials.
- **Inform**: Real-time updates will be provided over intercom when possible.
- **Counter:** Employ defensive strategies if necessary.
- **Evacuate**: When safe, evacuate using the designated route or an alternate route if needed.

➢ **When evacuating:**

- Bring your emergency bag and class roster.
- If encountering law enforcement, keep hands visible at all times.

➢ **Student and Family Communication**

- Administrators will announce all drills verbally.
- Families will be notified via an all-call system before any student A.L.I.C.E. presentations or drills.

School Resource Officers and administrators will visit classrooms to review age-appropriate A.L.I.C.E. procedures with students.

➢ **Evacuation & Rally Points**

- **K–6 Building:** Students will evacuate to designated Safe Zones depending on their location in the building. Busing will be available at each rally point if needed.

➢ **Fire, Tornado, and Lockdown Drills**

Fire and tornado drills are conducted regularly as required by Ohio law. One lockdown drill must be completed by December 1st of each school year.

- **Fire Drills:** Know the designated exit routes posted in each classroom. Move quietly, quickly, and in an orderly manner. All staff must bring their emergency bags during fire drills.
- **Tornado Drills**: Follow posted instructions for severe weather shelter locations. Remain calm and quiet during all drills.

GENERAL INFORMATION

Board Policies:

- Board Policies are located online here: (https://go.boarddocs.com/oh/campcs/Board.nsf/Public?open&id=policies#)

Cell Phone Policy

7530.02 - STAFF USE OF PERSONAL COMMUNICATION DEVICES

During work hours, personal communications made or received, regardless of whether on a cell phone or a regular telephone or network computer, can interfere with employee productivity and distract others. Employees are expected to use discretion in using cell phones while at work for personal business. Employees are asked to limit personal communications to breaks and lunch periods and to inform friends and family members of the Board's policy in this regard.

Communication

- **All communication activities to parents/caregivers of students, including missed attempts, should be documented for reference.**
- Communication using ***Remind*** does not require documentation, as it's automatically logged.
- **Teachers are responsible for communicating growing academic or behavioral concerns within the classroom to the families or caregivers.**
- Teachers are responsible for communicating to students any behaviors that result in a classroom or office referral; this includes telling the students that their behavior was documented in PBIS and the reasoning for this documentation.
- **It is recommended that negative student behaviors should NOT be communicated all throughout the day, especially during class instruction time.** Communication can be made during planning time or before/after the student day.

Correspondence in Spanish

- Please remember all correspondence must be translated into multiple languages.
- Correspondence through Remind is able to be translated automatically on the families end.
- Please contact Nettie McDowell and/or Moises Diaz one week prior to the distribution of the day you want the letter sent.

Classroom Special Events and Communication

- **Please give the office and the administration a copy of any parent communication about special events or activities taking place in the classroom.**
    - Examples include pajama day, dressdown day, or superhero day, etc.

Copy Machines

Copies need to be made before school, after school, or during planning periods by teachers and not during instructional time. **No students are allowed to be at the copy machines.**

Field Trips

- In order to request a field trip and confirm bussing, a field trip request form must be completed and given to a principal. The request form can be found in the office copy room/mail room.

Hallway and Transitions

- Teachers are expected to implement **instructional hallway expectations** at all times.
- Teachers are encouraged to utilize practiced strategies for hallway transitions including power positions and visibility.
- Be visible and active at your assigned post OR classroom doorway during transitions in the hallway to model and assist with supporting the positive culture in our building.
    - Examples include the transition into school, transition to and from lunch, transition back from lunch, transition to and from specials, and transition at the end of the day.
- Please refer to behavior leadership resources and/or coaches along with administrators when needed.

Interim Reports

With the adjustment to quarters, interim reports will be distributed four times during the school year. They are due the Friday before the dates listed below. They will be sent home on the following dates:

- Wednesday, September 24, 2025
- Wednesday, December 3, 2025
- Wednesday, February 25, 2026
- Wednesday, May 6, 2026

Please remember that potential failure letters must accompany the interim report for students with academic struggles.

Money

- No money can remain in a teacher's room after collection. It must be dropped off the day it is collected at the District office.

Uniform monitoring:

- Staff members are the first point of contact regarding uniform infractions.
- Staff members **must communicate** with parents/guardians about uniform infractions and how to correct them - communication can be sent through Remind or via phone.
    - If the problem persists, student names will be submitted to the administration and social worker.

Supervision:

- All students must be supervised at all times in and out of the classroom.

Taking Attendance:

- Elementary attendance should be taken *between 8:15 and 8:30 A.M.*
    - ***Note**: If a student arrives late to your class without a tardy slip or note, please notify the office at x60232 or x60230.*
- Middle School attendance should be taken *between 8:50 A.M. and 9:05 A.M.*
    - ***Note**: If a student arrives late to your class without a tardy slip or note, please notify the office at x60232 or x60230.*

The front office will adjust for tardies and late arrivals.

Attendance At Special Events

14.023 ATTENDANCE AT SPECIAL EVENTS: Teacher assignments are made during the hours that children are expected in school. However, teachers are required to attend three (3) after school special events. One event will be Open House for K-6 teachers; one will be commencement for 7-12 teachers.-The price or fee to attend such an event shall be waived for the teacher. The second will be a building-specific event where a principal will provide a list of events for teachers to sign up. The third event will be at the teacher's discretion as long as it's a District-sponsored event occurring within the boundaries of the District.

Date	Event	Time	Date	Event	Time
August 20th, 2025	Open House - *Mandatory for Grades 1-6*	4:00-6:00	December 9, 2025	K-2 Concert 3rd and 4th	5:00 6:30
Sept. 2nd, 2025	Kindergarten - Open House - *Mandatory for KG*	4:00-6:00	March 5th, 2026	Community Night (Literacy)	5:00-7:00
October 2nd, 2025	Fall Community Night	5:00-7:00	*More events to be added throughout the year.*		

Building Meetings

(15.02) There shall be up to two regularly scheduled building meetings each month, not to exceed ten (10) per school year, as set by the building principal at the beginning of the year. The agendas for these monthly meetings may be decided upon cooperatively by the staff and the building principal. These meetings shall not exceed forty-five (45) minutes in length from inception, unless deemed necessary by the building principal and building CEA representative, cooperatively.

- The dates for these meetings are: **September 10th, October 8th, November 5th, December 3rd, January 6th, February 11th, March 11th, April 13th, May 6th, June 3rd.**
- K-3 meetings will start at 3:00
- 4-6 meetings will start at 3:35

Ohio Improvement Process Calendar

DLT Members (Updated 8/15/25)

Participant	Department	Participant	Department	Participant	Department	Participant	Department
Lisa Young	Administrator	Megan Nicholas	Administrator	David Beans	Administrator	Nettie McDowell	English Learners
Maggie Bork	Specials Staff	Rachael Dinard	Literacy Coach	Lisa Kish	Ed Assistant/Parent	Grace Papini	Teacher
Karen Paradise	Social Worker	Lori Ross	Teacher	Dom Galletta	Teacher	Justine Truslow	Teacher
Eric Gonzalez	Technology	Dave Michalec	Enrollment				

DLT Meeting Schedule

Date	Time/ Location
September 17, 2025	8:30-10:30/CLWCC Room B
October 15, 2025	12:00-2:00/ CLWCC Room B
December 3, 2025	8:30-10:30/ CLWCC Room B
January 21, 2026	12:00-2:00/ CLWCC Room C
February 18, 2026	8:30-10:30/ CLWCC Room B
March 18, 2026	12:00-2:00/ CLWCC Room B
May 20, 2026	8:30-10:30/ CLWCC Room B

BLT Members (Updated 8/15/25)

Participant	Department	Participant	Department	Participant	Department	Participant	Department
	Kindergarten	Kelly Koulianos	Fifth Grade	Young, Lisa	Administrator	Dinard, Rachael	Literacy Coach
McGoogan, Andrea	First Grade	Tovarnak, Annette	Sixth Grade	Megan Nicholas	Administrator	Nettie McDowell	EL
	Second Grade		Special Education	Beans, David	Administrator	Michalec, David	After School Program
Ladigo, Lori	Third Grade	Karzmer, Katie	Special Education/PBIS	Diaz, Moises	Family Liaison		
Truslow, Justine	Fourth Grade	Galletta, Dom	Third Grade/PBIS	Karen Paradise	Social Worker		

BLT Meeting Schedule

Date	Time/ Location	Date	Time/ Location
September 23, 2025	3:00-4:15	March 24, 2026	3:00-4:15
October 21, 2025	3:00-4:15	April 28, 2026	3:00-4:15
December 9, 2025	3:00-4:15	May 26, 2026	3:00-4:15
January 27, 2026	3:00-4:15	March 24, 2026	3:00-4:15
February 24, 2026	3:00-4:15		

TBT - Meeting Schedule

Specials	Fifth Grade	Sixth Grade	Third Grade	Kindergarten	Second Grade	First Grade	Fourth Grade
Tuesdays 8:25-8:55	Tuesdays 9:10-9:40	Tuesdays 10:05-10:35	Tuesdays 10:50-11:20	Tuesdays 112:10-12:40	Tuesdays 12:55-1:25	Tuesdays 1:40-2:10	Tuesdays 2:40-3:10

Attendance/PBIS/MultiDisciplinary/MTSS

Meeting Schedule

To Be Determined.

2025-26 School Schedule

Tardy Bell @ 8:05 AM

Kindergarten		First Grade		Second Grade		Third Grade	
7:45	Staff Reports	7:45	Staff Reports	7:45	Staff Reports	7:45	Staff Reports
7:55	Students Enter	7:55	Students Enter	7:55	Students Enter	7:55	Students Enter
7:55 -- 8:20 (25)	HR/BIC	7:55 -- 8:20 (25)	HR/BIC	7:55 -- 8:20 (25)	HR/BIC	7:55 -- 8:20 (25)	HR/BIC
8:20-10:00 (100)	Core	8:20-10:50 (150)	Core	8:20-9:15 (55)	Core	8:20-10:50 (150)	Core
10:05-10:35	Intervention	10:55-11:25	Intervention	9:20-9:50	Intervention		
10:40-11:10 (30)	Lunch	11:30-12:00	Lunch	9:55-10:45 (50)	Core	10:45-11:25	Specials
11:10-11:30 (20)	Recess	12:00-12:15	Recess	10:50-11:20	Lunch		
11:35-12:00(25)	Core	12:15-1:30 (75)	Core	11:20-11:35 (15)	Recess	11:30-12:00 (30)	Lunch
12:05-12:45	Specials			11:40-12:45 (65)	Core	12:00-12:15	Recess
						12:15-12:20 (5)	Core
12:50-2:20 (90)	Core	1:35-2:15	Specials	12:50-1:30	Specials	12:25-12:55 (30)	Intervention
		2:10-2:20 (10)	Core	1:35-2:20 (45)	Core	1:00-2:20 (80)	Core
2:25	Student Dismissal	2:25	Student Dismissal	2:25	Student Dismissal	2:25	Student Dismissal
3:00	Staff Dismiss	3:00	Staff Dismiss	3:00	Staff Dismiss	3:00	Staff Dismiss
2:20-5:50	After School Program						

Tardy Bell @ 8:40 AM

Fourth Grade		Fifth Grade		Sixth Grade	
8:00-8:30	Before School Program				
8:20	Staff Reports	8:20	Staff Reports	8:20	Staff Reports
8:30	Students Enter	8:30	Students Enter	8:30	Students Enter
8:30-8:50	BIC/HR	8:30-8:55	BIC/HR	8:30-8:50	BIC/HR
8:50-9:50 (60)	Core 1	9:05-9:45 (40)	Specials	8:55-9:55 (65)	Core 1
9:55-10:55 (60)	Core 2	9:45-10:45 (60)	Core1	10:00-10:40	Specials
11:00-12:00 (60)	Core 3	10:50-11:50 (60)	Core 2	10:45-11:45(60)	Core 2
12:05-12:35 (30)	Lunch	11:55-12:00(5)	Core 3	11:48-12:48 (60)	Core 3
12:35-12:50 (15)	Recess	12:05:12:35 (30)	Lunch	12:50-1:20 (30)	Lunch
12:50-1:00 (10)	Transition to Core 4	12:35-12:50 (15)	Recess	1:20-1:35 (15)	Recess
1:00-1:30 (30)	Intervention	12:55-1:50 (55)	Core 3	1:40-1:50 (10)	Core3 transition 4
1:30-2:30 (60)	Core 4	1:50-2:20 (30)	Intervention	1:50-2:20 (30)	Intervention
2:35-3:15 (40)	Specials	2:20-3:20 (60)	Core 4	2:20-3:20 (60)	Core 4
3:20	Student Dismissal	3:20	Student Dismissal	3:20	Student Dismissal
3:35	Staff Dismiss	3:35	Staff Dismiss	3:35	Staff Dismiss
3:20 -- 5:50	After-School Program				

2 Hour Delay Schedule

Tardy Bell @ 10:05 AM

Kindergarten		First Grade		Second Grade		Third Grade	
9:45	Staff Reports	9:45	Staff Reports	9:45	Staff Reports	9:45	Staff Reports
9:55	Students Enter	9:55	Students Enter	9:55	Students Enter	9:55	Students Enter
10:00 -- 10:20 (20)	HR/BIC	10:00 -- 10:20 (20)	HR/BIC	10:00 -- 10:(20)	HR/BIC	8:00 -- 10:20 (20)	HR/BIC
10:20-11:20 (60)	Core	10:20-12:00 (100)	Core	10:25-10:55 (30)	Specials	10:20-12:00 (100)	Core
11:25-11:55	Lunch	12:05-12:35	Lunch	11:00-11:20 (20)	Core	12:05-12:35	Lunch
12-00-12:10 (10)	Core	12:40 (5)	Core			12:40-1:15 (3)	Core
12:10-12:40	Specials	12:45-1:15	Specials	11:25-11:55	Lunch	1:20-1:50	Specials
1:00-2:20 (80)	Core	1:20-2:20 (60)	Core	12:00-2:20 (140)	Core	1:55-2:20 (25)	Core
2:25	Student Dismissal	2:25	Student Dismissal	2:25	Student Dismissal	2:25	Student Dismissal
3:00	Staff Dismiss	3:00	Staff Dismiss	3:00	Staff Dismiss	3:00	Staff Dismiss
2:25-5:55	After School Program						

Tardy Bell @ 10:40

Fourth Grade		Fifth Grade		Sixth Grade	
10:00-10:30	Before School Program				
10:20	Staff Reports	10:20	Staff Reports	10:20	Staff Reports
10:30	Students Enter	10:30	Students Enter	10:30	Students Enter
10:30-10:40	BIC	10:30-10:45	BIC	10:30-10:40	BIC
10:40-11:30 (50)	Core 1	10:45-10:55 (10)	Core 1	10:40-11:30 (50)	Core 1
11:32-12:22 (50)	Core 2	11:00-11:30	Specials	11:32-12:22 (50)	Core 2
12:25-1:15 (50)	Core 3	11:35-12:10 (35)	Core 1	12:25-1:15 (50)	Core 3
1:20-1:50	Lunch	12:13-12:43 (30)	Core 2		
1:55-2:20 (25)	Core 4	12:45-1:15	Lunch	1:20-1:50	Lunch
		1:20-1:40 (20)	Core 2	1:55-2:25	Specials
2:30-3:00	Specials	1:45-2:30 (45)	Core 3	2:30-3:20 (50)	Core 4
3:00-3:20 (20)	Core 4	2:35-3:20 (45)	Core 4		
3:20	Student Dismissal	3:20	Student Dismissal	3:20	Student Dismissal
3:35	Staff Dismiss	3:35	Staff Dismiss	3:35	Staff Dismiss
3:20 -- 5:55	After School Program				

ADMINISTRATION ROLES

Mrs. Lisa Young ***Elementary and Middle School Principal***	**Mrs. Megan Nicholas** ***K-6 Assistant Principal (K-3)***	**Mr. David Beans** ***K-6 Assistant Principal (4-6)***
❖ OTES evaluations ❖ Classified Evaluations (secretaries, registration) ❖ Event Coverage ❖ Professional Development Planning ❖ Community Night Planning ❖ Community Engagement ❖ SRO Liaison ❖ Assist with Discipline ❖ iReady Data ❖ State Testing Building Coordinator ❖ Scheduling new students (K-6) ❖ Roster Verification ❖ Building Schedule ❖ School Safety Plan, Monthly Drills ❖ Career Connections ❖ Dyslexia Laws and Regulations ❖ MTSS ❖ TGRG/RIMPS ❖ RAP ❖ Preschool Liaison ❖ Literacy/Math Instructional Planning ❖ Intervention Planning/Schedules ❖ One Needs Assessment/One Plan ❖ OIP Facilitator ➢ DLT planning ➢ BLT facilitator ➢ TBTs ❖ Any other duties assigned	❖ OTES evaluations ❖ Classified Evaluations (K-3) ❖ Improvement Plans ❖ Event Coverage ❖ Professional Development Planning ❖ Community Night Planning ❖ Discipline (K-3) ❖ Bus Discipline (K-3) ❖ Lunch Duty ❖ Community Engagement ❖ iReady Onboarding ❖ KRA ❖ Success By Six ❖ Attendance Data ❖ Attendance/HB410 (K-6) Chairperson - Stay in the Game/Early Warning System ❖ Community Communications (Social Media K-3) ❖ Students of the Month ❖ Any other duties assigned	❖ OTES evaluations ❖ Classified Evaluations (4-6) ❖ Improvement Plans ❖ Event Coverage ❖ Professional Development Planning ❖ Community Night Planning ❖ Discipline (4-6) ❖ Bus Discipline (4-6) ❖ Lunch Duty ❖ Staff Coverage ❖ Community Engagement ❖ Remind Coordinator ❖ 21 Century Grant/After School ❖ SACC Compliance ❖ Summer School Planning ❖ PBIS Lead/PBIS Rewards ❖ 504s ❖ Community Communications (Social Media 4-6) ❖ Any other duties assigned

OTES Evaluators

Mrs. Lisa Young ***Elementary and Middle School Principal***	**Mrs. Megan Nicholas** ***K-6 Assistant Principal (K-3)***	**Mr. David Beans** ***K-6 Assistant Principal (4-6)***
Phil Atsas David Beans Rachael Dinard Micky Dovas Kelly Havrilla Jennifer Gonzalez Andrea McGoogan Megan Nicholas Katelyn Scurpa Justine Truslow	Maggie Bork Maria Clark Krista Clinckscale Danielle Dill Vicki Edwards Melinda Fitzhenry Dom Galletta Dana Hudran Lisa Jackson Tiffany Jones Maria Rosensteel Lori Ladigo Keri DeJane Kim Marzano Carolyn Matzye Nettie McDowell Kim Pecchia Kara Pushay Lori Ross Jess Rotondo Tammy Thomson Jill Umbright Beth Wilson	Jenna Allen Alyson Bunnell Missy Chetsko Allyson Conner Bob Fick Alex Galantis Karla Hoffman Katie Karzmer Kim Kolidakis Kelly Koulianos Niki Koullias Grace Papini Dee Shaffer Fran Schuler Carrie Stanyard Annette Tovarnak Keri Vokish Alexis Xenakis Krystal Zoumis