

BEFORE THE  
BOARD OF EDUCATION  
MT. DIABLO UNIFIED SCHOOL DISTRICT

In the Matter of the Proposed Layoff of:  
  
Certificated Employees,  
  
Respondents.

OAH No. 2009030327

**PROPOSED DECISION**

Administrative Law Judge Nancy L. Rasmussen, Office of Administrative Hearings, State of California, heard this matter on April 23 and 24, 2009, in Concord, California.

Marion L. McWilliams and Rachel C. Gardunio, of Ruiz & Sperow, LLP, represented the Mt. Diablo Unified School District.

Ernest M. Tuttle, III, of Tuttle & McCloskey, represented all respondents except for the six psychologists, Alisa Fallon, William Bove, Grace Tsai, Kristina Henderson, Melissa Lienhard and Jamie Zibulsky.

There was no appearance by or on behalf of respondents Alisa Fallon, William Bove, Grace Tsai, Kristina Henderson, Melissa Lienhard and Jamie Zibulsky.<sup>1</sup>

The record was held open for the parties to submit additional documentary evidence and written argument. On April 29, 2009, various documents were received by facsimile transmission. The parties' stipulation regarding rescission of layoff notices and seniority date changes was marked as Exhibit 27 and admitted in evidence. The district's post-hearing brief was marked as Exhibit 28 for identification, and the declaration of Denise L. Larkins with the attached records for Gina Zeppegno was marked as Exhibit 29 and admitted in evidence. Respondents' letter brief was marked as Exhibit C for identification, and the attached documents denoted as Exhibits A, B and C were admitted in evidence. The record was closed and the matter was deemed submitted for decision on May 1, 2009. (On May 1, 2009, Ms. McWilliams and Mr. Tuttle were contacted to confirm that they did not object to admission of the additional documents submitted with opposing counsel's brief.)

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<sup>1</sup> At the beginning of the hearing, the names of Melissa Lienhard and Jamie Zibulsky were not called, in the belief that only the other four psychologists had filed notices of defense, but the evidence now appears unclear on that point. In any event, Lienhard and Zibulsky did not identify themselves as being present at the hearing, even when Mr. Tuttle stated that he did not represent the psychologists.

## FACTUAL FINDINGS

1. Dr. Richard Nicoll made and filed the accusation in his official capacity as Interim Superintendent of the Mt. Diablo Unified School District.
2. Respondents are listed on Appendix A, attached hereto and by this reference incorporated herein. Each respondent is a certificated employee of the district.
3. On March 3 and March 10, 2009, the Board of Education adopted Resolution No. 08/09-54 and Resolution No. 08/09-56, respectively, reducing or discontinuing particular kinds of services for the 2009-2010 school year and directing the Interim Superintendent or his designee to give appropriate notices to certificated employees whose positions will be affected by the action.
4. On or before March 15, 2009, Interim Superintendent Nicoll gave written notice to respondents of the recommendation that their services will not be required for the 2009-2010 school year. The reasons for the recommendation were set forth in these preliminary layoff notices.
5. Respondents filed timely requests for hearing to determine if there is cause for terminating their services for the 2009-2010 school year. An accusation was served on respondents, all of whom are deemed to have filed timely notices of defense. All prehearing jurisdictional requirements have been met.
6. On March 3, 2009, the board took action to reduce or discontinue the following particular kinds of services for the 2009-2010 school year:

<b>District Wide</b>	
Special Day Class Teacher	3.00 FTE <sup>2</sup>
<b>Elementary Teaching Positions</b>	
K-5 Teacher	13.73 FTE
<b>Middle School Teaching Positions</b>	
Language Arts Core	2.00 FTE
Math	3.50 FTE
English Language Development (ELD)	.33 FTE
Home Economics	.40 FTE
Social Studies	2.20 FTE
English	2.17 FTE
History	.17 FTE
Reading/Remedial Reading	2.37 FTE

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<sup>2</sup> Full-time equivalent positions.

Literacy Skills	4.00 FTE
Physical Education	3.49 FTE
Vocal Music	.67 FTE
Instrumental Music	1.00 FTE
Band	.17 FTE
Leadership	.33 FTE
Computers	1.60 FTE
Science	2.70 FTE
Communication	.20 FTE
Publications	.37 FTE
French	.33 FTE
Spanish	.83 FTE
German	.33 FTE
AVID	.33 FTE
Academic Success	.34 FTE
On Your Own	.17 FTE
Music Appreciation	.40 FTE
Rotation	.17 FTE
Conflict Management	.17 FTE
<b>High School Teaching Positions</b>	
English	4.40 FTE
Math	5.20 FTE
Academic Intervention Math Strategies (AIMS)	.40 FTE
Spanish	.80 FTE
French	1.00 FTE
Home Economics	.60 FTE
Biology	1.00 FTE
Physical Science	.80 FTE
Earth Science	1.40 FTE
Chemistry	.40 FTE
Dance	.20 FTE
Art	2.00 FTE
Ceramics	.20 FTE
Physical Education	3.00 FTE
Auto Shop/Auto Tech	.80 FTE
Vocal Music	.40 FTE
Instrumental Music	.60 FTE
Social Science	2.80 FTE
Computers	1.40 FTE
Leadership	.20 FTE
Physics	.60 FTE
Government/Economics	1.00 FTE
World Language	.80 FTE
Freshman Orientation	1.40 FTE

Center for Independent Study Teacher	2.00 FTE
Video/Film	.60 FTE
Career	1.80 FTE
American Sign Language	2.80 FTE
German	.60 FTE
Woodworking	.20 FTE
Work Experience	.40 FTE
Psychology	.20 FTE
Foster Youth Service Teacher	1.00 FTE
Creative Writing (ROP)	.20 FTE
Automotive/Advanced Auto Technology (ROP)	.80 FTE
Analytical Forensic Science (ROP)	.20 FTE
Radio Productions (ROP)	.40 FTE
Cabinetmaking (ROP)	.20 FTE
Sports Medicine/Adv Sports Medicine (ROP)	.40 FTE
Computer Graphics (ROP)	.40 FTE
Computerized Accounting (ROP)	.20 FTE
Introduction to Law (ROP)	.20 FTE
Advanced Photography (ROP)	.80 FTE
Multimedia/Computer Art & Animation (ROP)	.40 FTE
Art of Video Production (ROP)	.20 FTE
Biotechnology (ROP)	1.00 FTE
Commercial Art (ROP)	.40 FTE
Accounting/Computer Applications (ROP)	.60 FTE
Robotics Engineering Technology (ROP)	.40 FTE
Construction Technology (ROP)	.20 FTE
Commercial Baking (ROP)	.20 FTE
Restaurant Occupations (ROP)	.40 FTE
Environmental Science (ROP)	.20 FTE
Journalism Productions (ROP)	.40 FTE
Careers in Teaching (ROP)	.40 FTE
Art & Animation/Photography (ROP)	.40 FTE
<b>Total:</b>	<b>97.47 FTE</b>

7. On March 10, 2009, the board took action to reduce or discontinue the following particular kinds of services for the 2009-2010 school year:

<b>District Wide</b>	
Elementary Vice Principals	3.00 FTE
Middle School Vice Principals	4.00 FTE
High School Vice Principals	3.00 FTE
Secondary School Librarians	9.00 FTE
4 <sup>th</sup> Grade Instrumental Music	6.40 FTE
Resource Specialist	5.00 FTE

School Psychologists	2.00 FTE
Athletic Directors	1.40 FTE

<b>Categorical Programs</b>	
K-5 Teachers	47.40 FTE
Class Size Reduction Grades K-3	133.00 FTE
Title I Elementary Teacher	8.50 FTE
ELD Elementary Support Teacher	14.11 FTE
Full Inclusion Teacher	1.00 FTE
DIS Teacher	1.20 FTE
School Psychologists	.80 FTE
Literacy Coach	9.05 FTE
Math Coach	1.00 FTE
Language Exclamation Teacher	.50 FTE
Intervention Coordinator	1.00 FTE
Instructional Program Specialist	2.00 FTE
High Priority Intervention Teacher	3.66 FTE
Social Science	1.00 FTE
Language Arts ELD	7.90 FTE
Science	3.74 FTE
English	2.40 FTE
History	4.00 FTE
Math	13.00 FTE
Math/Science Core	3.00 FTE
English/History Core	5.80 FTE
Reading/Reading Grant	1.60 FTE
SEI/ELD	5.01 FTE
Library	.57 FTE
Health Science	.20 FTE
Art	1.00 FTE
Spanish for Spanish Speakers	1.60 FTE
9 <sup>th</sup> Grade Class Size Reduction – Math	4.60 FTE
9 <sup>th</sup> Grade Class Size Reduction – English	9.50 FTE
GATE Teacher	1.00 FTE
After School Academic Coach	1.00 FTE
Teacher, Community Day School	3.00 FTE
<b>Total</b>	<b>326.94 FTE</b>

8. Before issuing the preliminary layoff notices, the district took into account all positively assured attrition. The district must issue the final layoff notices before May 15, and when it does so the district will take into account any additional attrition that has occurred.

9. The district rescinded the preliminary layoff notices issued to the respondents with the notation “rescinded” next to their names on Appendix A.

10. The parties stipulated to change the seniority dates of the following respondents to the dates indicated:

<u>Respondent</u>	<u>Corrected Date</u>
Jennifer Tong	September 5, 2007
Deirdre Didion	November 9, 2006
Alicia Pagan	August 19, 2008
Susanna Faria	August 19, 2008
Shelly Patterson	August 27, 2007
Douglas Benerofe	August 29, 2005
Sarah Walsh	August 29, 2005
Nancy Clancy	August 29, 2005
Gwendolyn Longyear Hayden	August 31, 2005
Diana Bergen	September 22, 2008
Amanda Smythe	August 30, 2004
Brian Tickler	September 8, 2005
Stephanie Delanoy	August 21, 2007
Bruce Lichti	August 29, 2005
James Rogers	August 19, 2008
Heidi Borgman	August 20, 2007
Russell Joe	August 29, 2006

11. Under Education Code section 44845,<sup>3</sup> a certificated employee's seniority begins with the date he or she "first rendered paid service in a probationary position." Under section 44918, subdivision (a), substitute or temporary service counts for seniority if the teacher served for at least 75 percent of the school year and then is hired as a probationary employee for the following school year. However, teachers do not get the benefit of this provision if their substituting work was on an on-call day-to-day basis. (§ 44918, subd. (d).)

12. Respondent Maria Scrosati has a seniority date of August 29, 2005, but claims the date should be one year earlier because she worked the entire 2004-2005 school year in a long-term substitute position. However, Scrosati's substitute position was a 50 percent job share, so she did not work at least 75 percent of the school year. She is not entitled to an earlier seniority date.

13. Respondent Burt Roberts has a seniority date of August 22, 2006, but claims the date should be one year earlier because he worked at Pine Hollow Middle School for the entire 2005-2006 school year. Roberts worked as a long-term substitute from the beginning of the year until January 11, 2006, when he signed a contract as a temporary employee effective January 12 to June 16, 2006. He has worked for the district continuously since then. In its post-hearing brief, the district asserts that Roberts was rehired for the 2006-2007 school year as a temporary employee, not a probationary employee, which is why he cannot

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<sup>3</sup> All statutory references are to the Education Code.

avail himself of section 44918, subdivision (a), to count his prior service. His seniority date of August 22, 2006 purportedly derives from Roberts being allowed to “tack on” his 2006-2007 temporary service when he was hired as a probationary employee for the 2007-2008 school year. If Roberts indeed was hired as a temporary employee for the 2006-2007 school year, he is not entitled to an earlier seniority date. If he was hired as a probationary employee for that year, he would be entitled to tack on his 2005-2006 service for seniority purposes. The testimony and documentary evidence pertaining to Roberts’s employment, however, do not address his classification for the 2006-2007 school year. The district will be required to verify his classification for that year to make sure he has the correct seniority date.

14. Respondent Jamie Benjamin has a seniority date of August 24, 2006, but claims the date should be one year earlier because she worked the entire 2005-2006 school year as a long-term substitute. From August 2005 until Thanksgiving 2005, Benjamin served as a long-term substitute for one teacher. After Thanksgiving vacation, she began a long-term substitute job for another teacher that lasted the rest of the school year. Benjamin believes she was hired as a probationary teacher for the 2006-2007 school year. Because Benjamin did not serve as a substitute in a single class for 75 percent of the school year, she is not entitled to tack on her 2005-2006 service for seniority purposes. The predecessor statute to section 44918, with similar language to that in subdivision (a), was interpreted by the court in *Centinela Valley Secondary Teachers Assoc. v. Centinela Valley Union High School Dist.* (1974) 37 Cal.App.3d 35 to exclude substitute service covering the absences of multiple teachers during the year.

15. Respondent Philip Kubota has a seniority date of August 20, 2007, but claims the date should be August 22, 2006, when he attended new teacher orientation prior to starting a long-term substitute assignment for the 2006-2007 school year. For the first half of the school year, Kubota worked as a substitute for one teacher on maternity leave. After one week off, he worked the rest of the year as a substitute for another teacher on maternity leave. When Kubota was hired for the 2007-2008 school year, it was as a temporary employee. Later that year, he became a probationary employee. Kubota is not entitled to an earlier seniority date because 1) he did not serve as a substitute in a single class for 75 percent of the 2006-2007 school year, and 2) he was not employed as a probationary teacher for the 2007-2008 school year.

16. Respondent Kerry Hill has a seniority date of August 29, 2005, but claims the date should be October 14, 2003, or at least August 30, 2004. From October 14, 2003 to June 10, 2004, Hill worked as an adaptive PE specialist, substituting for an absent teacher. Although Hill asserts that she worked for all of the 2004-2005 school year, her substitute time sheets reflect that she worked for only four days between September and November 2004. On December 17, 2004, Hill began a long-term substitute assignment in a second grade class which lasted until the end of the school year. Hill is not entitled to seniority credit for her substitute service in the 2003-2004 school year, because she was not employed as a probationary teacher for the following school year. She is not entitled to seniority credit

for her substitute service in the 2004-2005 school year, because she did not serve as a substitute in a single class for 75 percent of the school year.

17. Respondent Laurie Harris has a seniority date of August 29, 2005, but claims the date should be November 15, 2004, when she started teaching on an intern credential under a temporary contract which ended June 17, 2005. (Before that, Harris worked as a day-to-day substitute.) The following year Harris signed another temporary contract effective August 29, 2005 through June 16, 2006. She was hired as a probationary teacher for the 2006-2007 school year, and her 2005-2006 service was tacked on for seniority purposes. Harris is not entitled to an earlier seniority date because 1) she did not serve for 75 percent of the 2004-2005 school year, and 2) she was not employed as a probationary teacher for the 2005-2006 school year.

18. Respondent Keya Nesbeth has a seniority date of August 20, 2007, but claims the date should be August 30, 2004, when she began teaching under a temporary contract. On January 14, 2005, the district informed Nesbeth that her contract status had been changed from temporary to probationary and her first date of probationary status would be August 30, 2004. But in February 2005, Nesbeth's principal told her that her job was ending because another teacher was coming back to the position Nesbeth was in. She denies that she resigned, and the district did not offer evidence of a resignation. Nesbeth was given substitute work after her job ended; she substituted for 23 days, with May 2, 2005 being her last day of work during the 2004-2005 school year. During the 2005-2006 school year, Nesbeth substituted in multiple classes in the district. During the 2006-2007 school year, she also substituted in multiple classes, with two long-term assignments of about one month each. On August 20, 2007, Nesbeth was hired on a probationary contract.

Nesbeth is not entitled her to move her seniority date back to August 30, 2004. If the district did not properly release or non-reelect her from her probationary position in February 2005, there were legal remedies she could have pursued at the time. Because she worked as a substitute for multiple teachers from February 2005 through the 2006-2007 school year, Nesbeth cannot be given seniority credit for that time period.

19. Respondent Heidi Borgman has a seniority date of August 20, 2007, but claims the date should be August 13, 2007, the first day of a one-week Houghton Mifflin training course she attended along with respondent Keya Nesbeth and the other teachers from their school. Borgman's principal told her the training was mandatory, and she believed him. Borgman and the other attendees were paid a stipend, over and above their regular salary, for attending the course.

New teacher orientation, which for the 2007-2008 school year was held on August 20 and 21, 2007, is mandatory and part of a new teacher's regular contractual service. (New teachers have a 185-day school year, whereas returning teachers have a 183-day school year.) Borgman's first date of paid service in a probationary position was August 20, 2007. She is not entitled to an earlier seniority date by reason of attending training before that date. The training was not mandatory in the sense of there being any sanction for non-attendance,

and the stipend Borgman received was separate from her salary under her contract with the district. Similarly, Nesbeth is not entitled to change her seniority date from August 20 to August 13, 2007.

20. Respondent Royce Anderson has a seniority date of September 6, 2006, but claims the date should be August 22, 2006, the first day of new teacher orientation, which he attended before school started.<sup>4</sup> However, Anderson does not believe he had a valid teaching credential at the time he attended orientation; there was a delay in getting his credential because of the date on his university degree. He was originally hired as a substitute teacher, and later signed a contract on September 12, 2006. Anderson has not established that he had a valid teaching credential before September 6, 2006, the date considered by the district to be his first date of paid service in a probationary position. Anderson is therefore not entitled to an earlier seniority date.<sup>5</sup>

21. Respondent Cheryl Monroe has a seniority date of August 26, 2008, which district records reflect was the day after she applied for an internship credential. Respondents' counsel asserted in his post-hearing brief that Monroe started working on August 19, 2008, and worked for one week before being told to go home. However, this was not established by the evidence. In any event, Monroe would not be entitled to a seniority date earlier than the date she had a valid credential.

22. Respondent David Nelson has a seniority date of August 22, 2007, which was the first date he worked in a probationary position for the 2007-2008 school year. He was excused from attending new teacher orientation on August 20 and 21, 2007, because he had attended that orientation in previous years. (Nelson had worked for the district from 2002 to 2004 and resigned; then he had worked from 2005 to 2006 and resigned.) Nelson apparently believes he should be credited with a seniority date of August 20, 2007, since he would have attended new teacher orientation on that date but for having previously attended it. Nelson is not entitled to an earlier seniority date than the date he actually started working in a probationary position, and that was on August 22, 2007.

23. Respondent Gina Zeppegno questions her seniority date of August 30, 2004 as well as her current classification as a "Prob 2" (second year probationary) teacher. She claims she was hired as a probationary teacher on August 30, 2004, after working from October 2003 to June 2004 in a long-term substitute position. Zeppegno testified that she never had an intern credential, and she has worked continuously for the district since August 30, 2004. There is no evidence regarding the date Zeppegno obtained the preliminary multiple subject teaching credential she now holds. If Zeppegno was hired as a probationary

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<sup>4</sup> Anderson testified that he attended new teacher orientation on August 21, 2006, but the evidence established that new teacher orientation for the 2006-2007 school year was held on August 22 and 23, 2006. Respondents' counsel asserted in his post-hearing brief that Anderson attended new teacher orientation on August 22, 2006.

<sup>5</sup> Under section 44911, service under a provisional credential may not be counted toward permanent status.

teacher on August 30, 2004, and she served as a substitute with a non-provisional credential in a single class for 75 percent of the 2003-2004 school year, she would be entitled to an earlier seniority date. And a teacher with a first date of paid service in a probationary position of August 2004 would ordinarily have already attained permanent status.<sup>6</sup> The fact that Zeppegno is classified as a Prob 2 with a seniority date of August 2004 suggests that she held a provisional credential until some later time. The district will be required to check Zeppegno's records to make sure she has the correct seniority date and classification.

24. Respondent Gary Macaluso does not question his seniority date (September 6, 2005) but rather his classification as Prob 2 instead of permanent. In June 2007, Macaluso obtained his preliminary teaching credential through an internship program. (It is unknown whether he was a university intern or a district intern.) He worked the entire 2007-2008 school year and was classified as probationary, not temporary. Macaluso asserts that he should have been classified as a permanent teacher at the commencement of the 2008-2009 school year. He is correct in this assertion.

Section 44466, which covers university interns, provides:

A person who, after completing a teaching internship program authorized pursuant to this article, is employed for at least one complete school year in a position requiring certification qualifications by the school district that employed the person as an intern during the immediately preceding school year and is reelected for the next succeeding school year to a position requiring certification qualifications shall, at the commencement of the succeeding school year, acquire tenure.

In *Peoples v. San Diego Unified School District* (2006) 138 Cal.App.4th 463, the court explained that under section 44466, "the final year of employment under a university internship credential counts for one year towards tenure for purposes of applying section 44949.21, subdivision (b) if the teacher is employed during the next consecutive year under a clear credential."

Section 44885.5, which covers district interns, provides in subdivision (b):

Every certificated employee, who has completed service as a district intern pursuant to subdivision (b) of Section 44325 and pursuant to Section 44830.3 and who is further reelected and

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<sup>6</sup> Section 44929.21, subdivision (b), provides that a probationary employee "who, after having been employed by the district for two complete consecutive school years in a position or positions requiring certification qualifications, is reelected for the next succeeding school year to a position requiring certification qualifications shall, at the commencement of the succeeding school year be classified as and become a permanent employee of the district."

employed during the succeeding school year as described in subdivision (a) shall, upon reelection for the next succeeding school year, to a position requiring certification qualifications, be classified as and become a permanent employee of the district.

Whether Macaluso was a university intern or a district intern, he is entitled to classification as a permanent employee as of the commencement of the 2008-2009 school year.

25. In their post-hearing briefs, the parties referenced a claim by respondent Stephany Feil to an earlier seniority date. However, no evidence was offered at the hearing regarding this respondent, so no determination can be made on her claim.

26. Respondents' counsel makes reference in his post-hearing brief to a claim by respondent Matthew Ryan (seniority date: August 29, 2005) that he should be classified as permanent rather than probationary. However, no evidence was offered at the hearing regarding this respondent, so no determination can be made on his claim.

27. All contentions made by respondents not specifically addressed above are found to be without merit and are rejected.

28. No certificated employee junior in seniority to any respondent is being retained by the district to perform services that any respondent is certificated and competent to render.

## LEGAL CONCLUSIONS

1. Jurisdiction for this proceeding exists pursuant to Education Code sections 44949 and 44955.

2. By reason of the matters set forth in Factual Finding 13, cause exists to require the district to verify the classification of respondent Burt Roberts for the 2006-2007 school year. If Roberts was hired as a probationary employee for that year, his seniority date must be changed to include his service from the 2005-2006 school year.

3. By reason of the matters set forth in Factual Finding 23, cause exists to require the district to verify that respondent Gina Zeppegno has the proper seniority date and has been properly classified as a Prob 2 employee, and to make any necessary corrections.

4. By reason of the matters set forth in Factual Finding 24, cause exists to change the classification of respondent Gary Macaluso to a permanent employee as of the commencement of the 2008-2009 school year.

5. Cause exists because of the reduction or elimination of particular kinds of services pursuant to Education Code section 44955 to give notice to respondents in 424.41 FTE positions (97.47 FTE in the March 3, 2009 resolution plus 326.94 FTE in the March 10, 2009 resolution) that their services will not be required for the 2009-2010 school year. The cause relates solely to the welfare of the schools and the pupils thereof within the meaning of Education Code section 44949.

#### ORDER

1. The district shall verify the status of respondent Burt Roberts for the 2006-2007 school year and make any necessary change to his seniority date as set forth in Legal Conclusion 2.

2. The district shall verify that respondent Gina Zeppegno has the proper seniority date and has been properly classified as a Prob 2 employee, and make any necessary corrections as set forth in Legal Conclusion 3.

3. The district shall change the classification of respondent Gary Macaluso to a permanent employee as of the commencement of the 2008-2009 school year.

4. Notice may be given to respondents in 424.41 FTE positions that their services will not be required for the 2009-2010 school year because of the reduction or elimination of particular kinds of services.

DATED: \_\_\_\_\_

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NANCY L. RASMUSSEN  
Administrative Law Judge  
Office of Administrative Hearings

## Appendix A – Respondents

LAST NAME	FIRST NAME		
ABDULLAH	BASHAR	BARTLETT <b>rescinded</b>	TRACY
ADDIEGO	LESLIE	BATSON	JENNIFER
ADKINS <b>rescinded</b>	KURT	BATTAGLIA	KATRINA
ADLER	DANIELLE	BECK	HEIDI
AHLGREN <b>rescinded</b>	DIANE	BECK	DENNIS
ALBORNOZ	DAYANA	BECKNER	KATHERINE
ALBRIGHT	SEAN	BEERBAUM	JESSICA
ALCAIDE TUBIO	FRANCISCO	BEMBRY	TAMARA
ALDERETE <b>rescinded</b>	JOANNE	BENATAR	LINDA
ALLEN	PORTER	BENDER	AMANDA
ALLEN	SAMANTHA	BENEROFE	DOUGLAS
ALLEN KIRKHOUSE	DEE	BENJAMIN	BRIDGET
ALMOND	JOSH	BERGEN	DIANA
ALTMAN	LESLIE	BERRY	MEGHAN
ALTSCHULL	JOHN	BETTS	KIRSTY
ALUMBAUGH	ARLAN	BEYER	JILL
ALVAREZ	ARANTXA	BISMANOVSKY	ASHLEY
ANDERSON	ERVIN	BLACK	ELISA
ANDERSON	KIMBERLY	BLAISDELL	RICHARD
ANDERSON	ROYCE	BLANK	ANGELA
ANDREWS	EMILY	BLAYA	SUSANNE
ANGEL	NICOLE	BLEDSE	ANGELA
ANZALONE	CIARA	BLUBAUGH	ERIN
APPEL	DANIEL	BLYTHE	HALEY
ARANDA	CHRISTINA	BODROG	PETER
ARAUJO <b>rescinded</b>	ELENI	BOHANNAN	ERIN
ARAUZ <b>rescinded</b>	NYDIA	BOLDEN	SHARLENA
ARCANGELO	KAREN	BOLLINGER	AMELIA
ARCHER	ESTHER	BOMAN	KENNETH
ARDUINI	BARBARA	BONER	LISA
ARMENTA	GILBERT	BORBA	ANN
ARMSTRONG	LAURA	BORGMAN	HEIDI
ARNOLD	BETTY	BOVE	WLLIAM
ASCATIGNO	LOUIS	BOVE	JOSHUA
ASQUITH	KIMBERLY	BREAM	BARBARA
AUSTIN	ELIZABETH	BREASHEARS	CRAIG
AYRES	SHERRY	BRENNAN	MAYA
BABBITT	LEANNE	BREWER	KELLEY
BACON	CHAD	BROMLEY	RYANN
BAIE	JAMES	BROOKS	MITCHELL
BAILEY	SUZANNE	BROXTON <b>rescinded</b>	KERSTIN
BALDAUF <b>rescinded</b>	ANNEMARIE	BRUNCKHORST	JERRY
BALLARD	BENJAMIN	BRUNETTO	DEANNA
BALLARD	CRISTINA	BRUSCO	LYNN
BANKS	HILARY	BUCKINGHAM	PRISCILLA
BARABAK	MARIANNE	BURDT	AURELIA
BARNETT	SCOTT	BUSCEMI	ELAINE
		BUSH	KRISTIN
		BUSH	

BUTTERFIELD	CHARLES	CRUZ	KARNA
BYRNE	ANNE	CUIZON	ROY
CABALLERO	LISA	CURTIS	PERI
CADLONI	ROBERT	DADZIE	SERWA
CAIRNS	JAMIE	DANILOVIC	MIRKO
CALDERON	MARIE	DARBY	LEAH
CAMBIER	KENNETH	DAULTON	JAMES
CAMPBELL	ALLISON	DAVIS	JOSHUA
CAMPBELL	ELAINE	DAWSON	CRISTI
CAMPOPIANO	BENJAMIN	DE ANGELIS	JENNIFER
CAMPOS	REBECCA	DE GENNARO	EVAN
CARDO MARTINEZ	ANDREU	DE LORIMIER	TIMOTHY
<b>rescinded</b>	EDWARD	DE LOS SANTOS	ROMANO
CAREY	PAULA	<b>rescinded</b>	MARTA
CARNES	BRIDGET	DE RIVAS <b>rescinded</b>	KEVIN
CARNEY	SHANNON	DE WEESE	JAMES
CARR	NIKKI	DEAN	CYNTHIA
CARR	JACQUES	DEAN	RAQUEL
CASAMAJOR <b>rescinded</b>	MAY	DEL FIORENTINO	JAMIE
CASTRO	IRIA	DELANEY	STEPHANIE
CERVINO <b>rescinded</b>	JONATHAN	DELANOY	JESSICA
CHA	COLLEEN	DELL ERA	DANIELLE
CHECHO	STEVEN	DEMETER	BARBARA
CHELLEW	JULIANNA	DENN	CHARLA
CHEQUER	MATTHEW	DETJENS	MADHAVI
CHEVIAL	THERESA	DEVINENI	NICOLE
CHILDRESS	LOREEN	DEWES	DEIRDRE
CHIOK <b>rescinded</b>	NANCY	DIDION	KAITLYN
CLANCY	REBECCA	DIEBEL	JENNA
CLARK	RYAN	DIESTLER	PAULA
CLASON	CHRISTOPHER	DILLON	BARBARA
CLASSEN <b>rescinded</b>	MICHAEL	DISKOWSKI	SANDRA
CLAUSE	KEVIN	DOLL	COREY
CLINE	JOSHUA	DOLLEY	KELLY
COITO	MICHELLE	DONLON	ALESTA
COLLADO	TRICIA	DORN	DEBBIE
COLLINS	RODNEY	DRAPER	KAROLE
COMPTON	ERIN	DRAVLAND	THOMAS
CONNOLLY	MAUREEN	DUFFY	SARAH
CONNOLLY	RENE	DUNLEY	KERRI
CONROY	THERESA	DWYER	PATRICK
COOPER	BRIAN	EASTERWOOD	ROBIN
CORBETT	DAVID	EATON <b>rescinded</b>	HOLLY
COSCA	RANDI	EDDINGTON	JOHN
COSTA <b>rescinded</b>	JEANNE	EDWARDS	ELIZABETH
COSTELLO	PENELOPE	ELLIOT	CATHI
COTTRELL	KEVIN	ENGEL	ELIZABETH
COUNCIL	KATHERINE	ENNIS	JOSE
COYLE	PAULINE	ESPINOZA <b>rescinded</b>	RACHEL
CRANE	JENNIFER	ESTRADA	SANDRA
CRISP		EVANS	

EXNER	KIMBERLY	GOSELIN	MELINDA
FALLON	ALISA	GRAGNANO	TRICIA
FAMOUS SMITH <b>rescinded</b>	KAREN	GRAHAM	EMILY
FANUCCHI	MYRNA	GREENBLATT	LAURA
FARABEE	JULIE	GREGORY	WILLIAM
FARIA	SUSANNAH	GREWE	KIMBERLY
FEIL	STEPHANY	GRIFFIN	KRISTIN
FENSTERMACHER NEIL	ELISSA	GRIGGS	JOSEPH
FERNANDEZ	JULIE	GUNCHEON	KERI
FERNANDEZ	ANYA	GUNDELFINGER	PAUL
FERRIS	DANIELLE	GUNTER	CAROLYN
FERRIS QUESADA	MICHELE	GUTT	EUGENE
FIERROS	CARLOTA	HABEGGER	RYAN
FILIPAS	ROBERT	HACKETT	AARON
FILIPINIA	MARIA TERESITA	HALEY	DANIEL
FILLEY TKACHUK	CHRISTINA	HALLQUIST	JOHN
FLETCHER	TINA	HANEY	JENNIFER
FLIER	CATHERINE	HANHAN	BAHIJ
FLORES	JOLEN	HANHAN	BAHIJ
FORD FROST	CESLEY	HARRIS	LAURIE
FORDON	KEVIN	HARRISON	JESS
FORSLAND	JESSE	HARROD	MATTHEW
FOSTER	CATHLEEN	HATCH	SUZANNE
FOSTER	ELIZABETH	HATCHER	ROSE MARY
FOWLER	KATHY	HEISS	HOLLY
FRAZEL	THOMAS	HENDERSON	JULEE
FREEMAN	KRISTIN	HENDERSON	KRISTINA
FREITAS	NATALIE	HERNANDEZ	JOCENA
FREITAS	MELVIN	HEWGLEY <b>rescinded</b>	VIRGINA
FRESNOZA	RIA	HIGBY	MICHELLE
FRISINGER	SHANNON	HIGGS <b>rescinded</b>	JULIE
FUCHIWAKI	MIKE	HILL	KERRY
FUKUMAE	MONICA	HOLBROOK	MORGAN
FURTADO	MARK	HOLLAND	KELLY
GABOR <b>rescinded</b>	JENNIFER	HOLMES	LAINIEY
GABRYSIK	LORNA	HOOD	DENISE
GALANTER	RHONDA	HOOD	JAMES
GALBRAITH <b>rescinded</b>	MICHAEL	HOOPER	MOLLYE
GALE	GEORGE	HOPPLER	AUGUST
GAMBLIN	LORI ANN	HOREIS	ANNE
GAMEZ	SARAH	HOWISEY	MICHELLE
GANN	CHERIE	HUANG	GRACE
GARCIA <b>rescinded</b>	ROSA	HUIE	ERICA
GASTON	JENNIFER	HUMPHREY	ERYN
GERHARDT	YELENA	HUMPHREY	ROBERT
GLIEBE	ALEXIS	HUNTER	ANGELA
GOLDEN	VIRGINIA	HUNTING	LUCIA
GONZALEZ <b>rescinded</b>	LISSET	HURTADO	LANCE
GOODLOW	MARCUS	HUSEN COLLINS	KATHY
GOODWIN <b>rescinded</b>	LESLIE	IGLESIAS	NINFA

JACOBSON	MICHELE	LEWIS	LAURA
JALILALGHADR	FARZAD	LICHTI	BRUCE
JAMES	NICOLA	LIEBOW	CHERI
JAMILI	HOSAY	LIEN	ANNA MARIE
JAQUEZ	MAGIC	LIENHARD	MELISSA
JOE	RUSSELL	LIGOURI	JEANNINE
JOHNSON	CHERYL	LILLEY	JEANNE
JOHNSON	OLLIE	LINCH	MARICELA
JOHNSON	AMANDA	LITTIG <b>rescinded</b>	LAURA
JOHNSON	DANELLE	LITTRELL	LISA
JOHNSON	JAMES	LONGUA	COURTNEY
JOHNSON	JANELLE	LONGYEAR HAYDEN	GWENDOLYN
JOHNSON	JENNA	LOUIE	MAMIE
JONES	COLIN	LOUSHIN	AMANDA
JONES	KARIN	LOVELACE	ROBERT
KADAVY	ANDREW	LOWANDE	KAREN
KAHRER	MARTHA	LOWE	HOWARD
KALIN	MICHAEL	LOWELL	JUSTIN
KAPUT	SUSAN	LUBBE	KARL
KEIL	AIMEE	LUCERO	LUIS
KEL ARTINIAN	ALEXANDER	LUDDEN	LISA
KENNEDY	JANE	LUM <b>rescinded</b>	LESLIE
KEREMIAN	LISA	LUTHRA	VANDANA
KERR	TAMARA	MAC KUSICK	MARK
KING	EUGENE	MACALUSO	GARY
KIRSKE	JUNE	MACE	DELOS
KISSINGER <b>rescinded</b>	PATRICIA LINN	MACHADO <b>rescinded</b>	REBECCA
KJONAAS	PATTI	MACK	BRIENNE
KLAAS	KARIN	MAGANA	KATHLEEN
KLEIN	PHYLLIS	MAHARRY	MICHAEL
KLITTEN	LAURA	MAI	NGOC
KOONTZ	KATHLEEN	MAKER	CHRISTINE
KRAMER	ALISON	MAKER	DONALD
KRAUSE	EMILY	MALINASKY	JEAN
KRESLEY	SUSAN	MANASEWITSCH	NICOLE
KRIEL	WITHERSPOON	MANDEVILLE	MICHELLE
KU	TRAVIS	MARCHESANO	JULIAN
KUBOTA	NYUN CHET	MARES	MICHAEL
KULUNK	PHILIP	MARIA	LAURA
LABAT	APRIL	MARSHALL	MICHAEL
LAMB <b>rescinded</b>	ANGELA	MARTIN	JUAN
LANDRY	HELENA	MARTIN	SOPHIA
LATON	KYONG	MARTINI	NANCY
LAXAMANA	KATHRYN	MARZEL	KATHY
LAYMAN	MIRIAM	MASAHUD	HELEN
LEANO	KATHRYN	MASONGSONG	
LEDESMA	ERIKA	<b>rescinded</b>	JODI
LEE	DAVID	MATTINGLY <b>rescinded</b>	LINDSAY
LEUNG	HARRIET	MAYS	JESS
LEUSCHEN	STEPHEN	MC CLELLAN	MARY
	RYAN	MC COLLUM	BRYAN

MC CURDY	BRIANNON	ORELLANA <b>rescinded</b>	SILVIA
MC KINLEY <b>rescinded</b>	ASHLEY	ORMENO <b>rescinded</b>	NATALIA
MC LEAN <b>rescinded</b>	ELIZABETH	ORTEGA <b>rescinded</b>	THOMAS
MENDEZ	KATRINA	ORTIZ	CESAR
MENDOZA	ELISA	OSICKA	JESSYKA
MERLETTI	KATHLEEN	OSTERKAMP	KAREN
MEYER	ANNE	OTUS	ZEHRA
MIKUNI	AARON	OUIMET	JOHN
MILLER <b>rescinded</b>	SHANNON	OVADIA	KIMBERLY
MILLER	AMBER	PADDA	NAVPREET
MILLER	ELIZABETH	PAGAN	ALICIA
MILLER	SARAH	PALLEN	JOSEPH
MILLS	VIRGINIA	PANADO	CHERYL
MIMBS	KRISTIN	PAPPAS	JANA
MINGLANA	ERNESTO	PARKER	LAURIE
MINOLLI	NANCY	PARKS	JULIE
MONROE	CHERYL	PASCUCCI	AARON
MONTERROSA	LESLIE	PATTERSON	SHELLEY
MONTGOMERY	RUTH	PEARSON	JAN
MONTOYA	LEILANI	PELKEY	ERIN
MOON	JOHN	PELOSI	JENNIFER
MOORE	CAROLYN	PERKINS	KIRSTEN
MOORE	KIMBERLY	PERONA	LINETTE
MOORE	SHERRIE	PETERSON	GARY
MORAGA	AMANDA	PETTIT	JEROLD
MORENO	NELSON	PETTY <b>rescinded</b>	KATHERINE
MOSELEY	BRENDAN	PFALTZGRAFF	RIANNE
MOSES	JONATHAN	PHUNG	STACEY
MOURA	KARLY	PIKE	ALEXANDRA
MRAOVICH <b>rescinded</b>	KAREN	PINNEY	SANDRA
MUMFORD	JASMIN	PIOTRASCH	MICHAEL
MURPHY	MEGAN	PLOETZ	LAURA
MURRAY	KIMBERLY	POWELL	ERICA
NASSRALLAH	ZOILA	PRADO	SARA
NAU	PATRICIA	PREMO	ELIZABETH
NEAL <b>rescinded</b>	LAUREN	PRICHARD	SHANNON
NEE	WILLIAM	PRINGLE	CONRAD
NELSON <b>rescinded</b>	ALISSA	PRODOEHL	DANIEL
NELSON	DAVID	PUMAR <b>rescinded</b>	MANUEL
NESBETH	KEYA	QUINONES	RUBEN
NEWLIN	ALISON	RALLS	ANTHONY
NICOLL	MARILYN	RALLS	JENNIFER
NICOSIA	THERESA	RANDALL	DIANE
NIXON	DEANNA	RASLAN	JILL
NNAJI	CAROLYN	RAVIN	MONICA
NUNAN	JOHN	REALEGENO	JANIS
NUNES	JEREMY	REALEGENO	WANDA
OLIVER	PATRICK	REAMS <b>rescinded</b>	CHRISTY
OLSEN	LOUISE	REBER	IMOGENE
OPSAHL	CYNTHIA	REED <b>rescinded</b>	STEPHANIE

REED	KARI	SHANNON	CHRISTINE
REGALADO	MICHAEL	SHAVER	GREGORY
RENGHINI	BONNIE	SHAW	BRYAN
REYES	RAUL	SHEARER	JEANETTE
REYES	RAUL	SHEDD <b>rescinded</b>	LISA
RICHARDS	JUDITH	SHEEHY	RYAN
RICHARDS	ANGELA	SHEFFIELD	DANIEL
RICHARDS	EMILY	SHELTON	CHAD
RIEBOLDT <b>rescinded</b>	KORY	SHUMATE	RUTH
RIGGS	HEATHER	SIEGEL	JASON
RIVAS	LUIS	SIKORSKI	JANET
ROBERTS	BURTON	SINQUEFIELD	DANIELLE
ROBINETT <b>rescinded</b>	TAMARA	SLAGLE	APRIL
RODEMSKY	LINDA	SLEMP	JANE
RODRIGUEZ		SLIWINSKI	STEPHANIE
TERRADELLAS <b>rescinded</b>	EMMA	SMALL	ANNE
ROE	JENNIFER	SMIDEBUSH	MICHAEL
ROGEN	LEWIS	SMITH	CORRINE
ROGERS	JAMES	SMITH <b>rescinded</b>	ERIN
ROMANO <b>rescinded</b>	LISA	SMITH	MANDI
ROMER	ANDREW	SMITH	SUSANNE
ROSA	DEBORAH	SMITH	KELLY
ROWE <b>rescinded</b>	ANNA	SMITHERS	TERRA
ROY	BRADLEY	SMYTHE	AMANDA
RUNGE	VIRGINIA	SNOW	JULIE
RUSCOE	JENNIFER	SOLINGER	CAROL
RUSH	LYNDA	SOLTERO	JOSE
RYAN	MATTHEW	SOTTANA	DIANA
SAAKE	JENNIFER	SPARKS	THOMAS
SABATIER LACHER	CELINE	SPAULDING	SANDRA
SAFRAN DOIG	MISHA	SPINK	PATRICIA
SAIN	TIMOTHY	STACK	KELLY
SALMON	MARY	STAKING	NASTASHA
SALVATORE	THOMAS	STANZIANO	LANETTE
SANCHEZ	NICHOLAS	STEVENS	NANCY
SARAJ	EDREES	STEWART	LISA
SCARRY	THOMAS	STOFER	GARY
SCHMIDT	JANET	STONE	JANA
SCHOELKOPF	PATRICIA	SUGDEN	CARISSA
SCHRYVER	ROBERTA	SUNDAY	ERIN
SCOTT	ANDREA	SUNSERI	KELLY
SCOTT <b>rescinded</b>	JENNIFER	SUTHERLAND	SCOTT
SCOTT	JESSICA	SWAN	JESSICA
SCROSATI	MARIA	SWEAT	DAWN
SEE	CHRISTOPHER	SWEENEY	SHERYL
SEGHES	JESSICA	SWENSON	LISA
SEMAKULA	LIVINGSTONE	TABER	MICHAEL
SEMPLE <b>rescinded</b>	LAURIE	TAFOYA	MONIQUE
SHAFFER	ANDREA	TANCREDY	SARA
SHAFFER	CHRISTINE	TANG <b>rescinded</b>	ELIZABETH

TARANTINO	DANA	WILSON	LAURA
TAYLOR	KEVIN	WINGERT	LISA
TAYLOR	TRACY	WINSBY	JANICE
TERRIQUEZ	SAUL	WITBRACHT	TINA
TESSANDORI	IRIS	WITH	M
THOMPSON	ERIC	WOJTALEWICZ	ANNA
TICKLER	BRIAN	WOLFF	SUSAN
TOD	CHRISTOPHER	WONG	JANELLE
TOLIVER	TERRY	XIROMAMOS	PAMELA
TONG	JENNIFER	YAMAMOTO	KANAKO
TOPAL	ASKIN	YATIM	MARISA
TORRES	BARBARA	YIP	CONNIE
TROWBRIDGE	THOMAS	YOUNG	BODHI
TRUJILLO <b>rescinded</b>	SONIA	YOUNG	LYNN
TRUJILLO	ERIN	YOUNG	SARAH
TSAI	GRACE	YU	KARA
TSURUDA	SHANNON	ZAGONE	LISA
TULLUS	MARGO	ZAMORANO	
TUN	SHERIE	PINGARRON <b>rescinded</b>	LUCIA
TURNER	TERESA	ZEPPEGNO	GINA
TYLER ECK	LAURA	ZIBULSKY	JAMIE
TYNES	MARY		
TYWONIAK	DANAE		
ULRICHSEN	CHRISTINE		
VALLE	CRISTINA		
VAN ROSSUM DAUM	NICOLE		
VANEGAS	ABEL		
VERDI	ADENA		
VILLARS	NIKOLAS		
VISAYA	ALEJANDRO		
VOLDER	PATRICIA		
WALKER	ACHILLES		
WALL	THOMAS		
WALSH	SARAH		
WANKET	KATIE		
WARD	LAURA		
WARE	MARLA		
WARM	NICOLE		
WEAVER	LAUREN		
WEBER	SHAWN		
WELCH	JACQUELINE		
WELKER	TAMMY		
WESTCOTT	JEFFREY		
WHARTON	MICHAEL		
WHEELER	JANEEN		
WHITESIDE	BRIANNE		
WHITMORE	KIMBERLY		
WILLIAMS	EMIKO		
WILLNER	STEPHEN		
WILSON	ELIJAH		