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**THE 2010 ANNUAL REPORT**  
**OF THE**  
**SUMMIT COUNTY COURT OF COMMON PLEAS**  
**JUVENILE DIVISION**  
**LINDA TUCCI TEODOSIO, JUDGE**



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# 2010 Annual Report of the Summit County Juvenile Court



*Turning lives around one child at a time.*

***Linda Tucci Teodosio, Judge***  
**Robert Bickett, Court Administrator**  
**David Horner, Assistant Court Administrator**  
**Steve Stahl, Assistant Court Administrator**

## **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."

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## A Message From Judge Linda Tucci Teodosio



There are so many things that are factored into the process when a young person comes before the Court. Obviously, this Court and any Court is duty-bound to follow the rule of law in reaching dispositions when youth are found to be delinquent of the charge against them. But, more and more, this Court is investigating methods to reach our youth either before they become Court-involved, or trace their behavior in hopes of discovering what impulses drove them toward the activity that brought them here.

A year ago, in this annual report, two programs were mentioned that were viewed as ushering in a new era of juvenile justice: the New Paths docket and the Responder Program. Both programs are geared to identify issues confronting youth and their families; issues that, if properly identified, could change the manner in which the youth's case is handled by the Court.

The one thing that both programs have in common is that patience must be practiced by the families, by the Court and by the people who have been affected by their behavior. Instant gratification isn't a part of this equation, as a disposition might be. On the contrary, these programs are driven by the desire to see that dispositions are avoided, if possible, with treatment and time as the method of rehabilitation.

These are just two programs that have broadened the scope of the way the Court approaches its rehabilitative services. From the very beginning of my administration of the Juvenile Court, it was a priority to have this Court viewed as something more than a mechanism of punishment for youth who have made improper choices. Now we are investigating "why" every bit as much the "who" the "what" the "where" and the "how." We have always investigated the "why" after the fact. Now, we have progressed to the point where we have the assessment tools at our disposal that the Court and its social services partners can look deeper into why this behavior surfaced *before* a youth gets in more serious trouble.

With collaboration, cooperation and communication, the Juvenile Court, its partners and the parents can address serious issues and, together, come to decisions that can have a positive outcome for everyone concerned.

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## Magistrates



**Tavia Baxter Galonski:** Magistrate Baxter is responsible for hearing the unruly, truancy and adult failure to send cases.



**Katherine Bertsch:** Magistrate Bertsch hears abuse, dependency and neglect cases as well as legal custody cases. She has developed an expertise in the area of child support and reviews this difficult issue for the Court. Magistrate Bertsch became Chief Magistrate of the Dependency/Neglect docket in August of 2009.



**Bradford Christman:** Magistrate Christman joined the Court following an extensive career in child welfare, including service in the Juvenile Division of the Summit County Prosecutor's Office and in the Legal Department of the Children Services Board. He hears abuse, neglect and dependency cases as well as private legal custody cases.



**Thomas Freeman:** Magistrate Freeman is responsible for a delinquency docket. He has also worked with the Court's Developmental Disabilities Committee and now oversees that docket which is known as "New Paths."



**Kristin Maxwell:** Magistrate Maxwell has a delinquency docket. She also hears cases where families have involvement with dependency and neglect cases and delinquency matters to provide consistent support and direction to those families. Magistrate Maxwell also oversees probation cases for pregnant girls and teenaged mothers and serves as the Crossroads Magistrate.



**Robert McCarty:** Magistrate McCarty is overseeing the accreditation process for the Court. He convenes and presides over the meetings of the Accreditation Committee and writes policies for the Court and Detention. Additionally, Magistrate McCarty deals with all of the records requests that come to the Court. He handles a dependency, abuse and neglect docket as well as private legal custody cases.

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## Magistrates



**Denise McGuckin:** Magistrate McGuckin hears all types of delinquency cases. Magistrate McGuckin's responsibilities include overseeing the Court's Re-entry Program which began in 2008. She became Delinquency Chief Magistrate in August 2009.



**Mary Ann Mendlik:** Magistrate Mendlik is responsible for the Court's Traffic Court docket. She also hears delinquency cases.



**Rita Rochford:** Magistrate Rochford reviews cases of youth that are in Planned Permanent Living Arrangement with the Children Services Board. As the director of the Citizens Review Board, she works with the volunteers who monitor children in Summit County Children Services' permanent custody. She handles a delinquency docket, serves as Teen Court Magistrate and oversees the Court's Behavioral Health docket.



**Esther Thomas:** Magistrate Thomas hears a full docket of dependency, neglect and abuse cases as well as private legal custody cases.



**James Whited:** Magistrate Whited hears a full docket of dependency, neglect and abuse cases as well as private legal custody cases. Magistrate Whited also oversees the Court's Mediation Program.

# Court Finance

Prepared by Robert A. Bickett, Court Administrator

*The 2010 Summit County Juvenile court budget, consisting of both county and state/federal funding, totaled \$14,447,116*

General Office/Judicial	\$3,256,763	Reclaim Ohio	\$3,468,430
Probation/Administration	2,309,372	Title IV-E	1,053,348
Detention Center	<u>2,687,395</u>	Title XX/PRC	340,000
Total County funding:	<b>\$8,253,530</b>	Other	<u>1,331,808</u>
		Total State/Federal Grant funding:	<b>\$6,193,586</b>
		Personnel/Salaries & Benefits	\$8,625,907
		Contract Service	2,516,486
		Other	<u>3,304,723</u>
		Total Expenditures:	<b>\$14,447,116</b>

**STATE/FEDERAL FUNDED  
SERVICE PROVIDER CONTRACTS TO COURT**

<u>SERVICE PROVIDER</u>	<u>CONTRACT AMOUNT</u>
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**Day Treatment**

East Akron Community House	250,000.00
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Akron UMADAOP	80,000.00
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**Electronic Monitoring**

Oriana House, Inc.	60,000.00
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<b>Educational Services</b>	80,000.00
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**Out of Home Placement**

Shelter Care Youth Assessment Shelter	137,750.00
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Juvenile Court share of Summit County Family	100,000.00
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And Children First Council/Summit County

Cluster for Youth Funding Agreement

**Short Term out of home placement**

Shelter Care Youth Assessment	98,550.00
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**Integrated Co-Occurring Treatment (ICT)**

Child Guidance & Family Solutions	159,000.00
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**Drug/Alcohol Assessments Services**

Community Health Center	32,000.00
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Summit County Health District	55,346.00
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**Mentoring**

CYO and Community Services	25,000.00
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Akron UMADAOP	17,000.00
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Akron Area YMCA	19,500.00
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True North Ministries	2,500.00
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**Mental Health Counseling**

Child Guidance & Family Solutions	25,000.00
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**Competency Evaluations**

Summit Psychological Associates	15,000.00
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**Community Service/Restitution Program**

Funds to victims	50,000.00
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**Long Term out of Home Placement**

Various Placement Agencies	475,000.00
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**Diversion Programming**

Distributed in varying amounts to 14	199,576.00
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Police Departments and Sheriff's Office

**Cognitive Behavioral Therapy (CBT) Model Program**

Village Network	132,000.00
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**Parent Advocates for Court Involved Youth**

Mental Health America of Summit County	6,000.00
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## **Additional 2010 Funding**

Prepared by Grants Administrator Woody Tyrrell

In addition to the county's general fund and formula funding from state/federal sources that sustain its operation, the Court actively pursues additional revenue through local, state and federal agency grant funding. These funds are typically used to create, maintain or expand programs at the Court aimed at meeting our goal of assuring that each child entering the Court leaves with increased opportunity for success in school, work and the community. ***In 2010, grant funding committed to the court for special programming totaled \$1,120,637.00. A total of 18 full- and part-time court positions and several positions for community service providers are supported by these funding streams.*** The programs assisted by this funding are:

**Intensive Probation Supervision, \$46,126.00:** The Court's Probation Officers offer intense services and case management to high risk offenders. Most Intensive Probation cases are placed on a suspended commitment through the Ohio Department of Youth Services (DYS). All participants are engaged in a minimum of 32 hours per week in structured activities.

**DMC Police Officer Training, \$21,719:** provides Effective Police Interactions with Youth training developed by the Connecticut Juvenile Justice Advisory Committee to Summit County law enforcement Agencies. Assistant Court Administrator and DMC Coordinator, Steve Stahl, obtained this funding to provide additional tools to local law enforcement to reduce disproportionate Minority Contact and juvenile arrests in general by improving understanding and interaction between police and youth. ***Funding for both of these programs is provided by the Department of Justice through its Juvenile Accountability Block Grant program and administered by the Ohio Department of Youth Services.***

**Juvenile Court Health Advocacy Program—HIV Prevention \$5,955:** Trained Planned Parenthood of Northeast Ohio (PPNEO) facilitators delivered HIV/STD Awareness classes in Detention on Saturday mornings in 2008. Tests of basic knowledge were administered immediately before and again after each session to measure gains in understanding of prevention. HIV/STD testing is offered in detention weekly and available evenings by appointment through the FRC. All testing is free, confidential, anonymous and conducted by certified Community Aids Network and PPNEO staff. ***Funding is provided by the Ohio Department of Health and administered through the Summit County Health District.***

**The Child Advocate Team, \$129,644:** Provides intensive case management services to children both in temporary and permanent Children Services custody to help ensure that the best interests of dependant, neglected or abused children are protected and presented at hearings to the court. The ultimate goal is to aid in finding safe, nurturing homes for all of these children. More than 300 children will be served under this funding. ***Funding is provided through American Recovery and Reinvestment Act Justice Assistance Grant funds administered by the State of Ohio Office of Criminal Justice Services.***

**The Family Resource Center, \$340,000:** Intensive case management is delivered to at-risk youth and their families who are involved in domestic violence disputes, are pregnant or parenting teens, are teens at risk of dropping out of school or are returning from long-term stays in DHS, detention or other placement. The FRC is also a resource for other court-involved youth and the community as a whole. It serves as a central point of referral for all services available throughout Summit County for youth and their families. More than 400 families were served in 2010. ***Funding is provided by Federal TANF/PRC funds administered by the Summit County Department of Job and Family Services.***

**The Behavioral Health and Juvenile Justice Program, \$348,961.00:** Intensive probation and case management services, drug/alcohol/mental health treatment and/or cognitive behavioral therapy is delivered to youth who are at the greatest risk of commitment to Department of Youth Service institutions. Approximately 30 youth per year will be served per year. ***Funding is provided by the Ohio Department of Mental Health, Ohio Department of Youth Services and the Ohio Department of Alcohol and Drug Addiction Services.***

**Jobs Re-entry Program, \$125,000:** provides intensive case management services to youth in the custody of the Ohio Department of Youth Services and after their release aimed at developing life and job skills, linking them to education and training opportunities, jobs, higher education, providing mentoring and generally helping to transition them successfully back into their families and the community. ***Funding is provided by the Department of Labor through the Workforce Investment Act and administered by the Summit County Department of Job and Family Services.***

**Disproportionate Minority Contact Diversion Program, \$103,232.00:** Minority youth are diverted from official court involvement through completing appropriate tasks set forth by a program dedicated Intake Officer and program Hearing Officer and agreed to by the youth and parent/guardian in an effort to reduce disproportionate minority contact in Summit County and prevent further, official and more serious court involvement in the future.

***Funding is provided by Federal Title II funds and administered by the Ohio Department of Youth Services.***

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## Detention Services

Phil Lucco, Superintendent

The Summit County Juvenile Detention Facility consists of seven main housing units plus two annex units, making the total capacity for 100 juveniles.

The Detention Facility staff is responsible for providing a safe and secure environment for juveniles, staff and other persons, and assist with the security of the facility. Detention Officers are responsible for transporting juveniles to Court hearings, medical appointments, counseling appointments, diagnostic evaluations and other appointments deemed necessary by the Court.

Through a cooperative agreement and a collaborative effort with Akron Public Schools, all juveniles held in Detention attend school within the facility, and are taught by state certified teachers in math, science/health, language arts, history and reading. In 2010, a school counselor has been added to the teaching staff to help with youth re-entering their school systems and making sure that all school records follow the youth back to their schools. Judge Teodosio and Detention staff view education as a high priority and believe every juvenile held in the Detention facility should receive the best education possible. To aid in that goal, a new computer system, entitled PLATO, was installed to allow youth to work at their own pace and grade level. Now, juveniles can complete course work to receive credit and graduate from their school. Additional tutorial services are provided by Akron Public Schools through the Title I Program. Juveniles are encouraged to read daily as part of the 100 Book Challenge which is overseen by tutors. In addition, Detention staff provides daily structured programming in areas such as anger management, money management, completing job applications, character education, coping skills, decision-making and other areas. Physical recreation, non-denominational religious services and community-based agency programming are offered as well

In 2010:

- **2,244** juveniles were brought to Summit County Juvenile Detention Facility. Whenever a juvenile is brought to Detention they go through the Intake process which consists of reviewing all paperwork and having the Detention Risk Assessment completed to determine whether the juvenile should be held or released.
- **1,304** juveniles were held in the detention facility; 74% were males and 26% were females.

*continued on page 7*

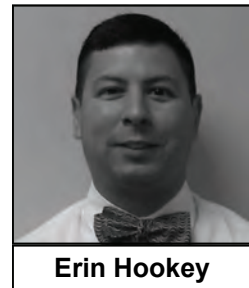
- **936** juveniles were released through the admissions process. Of the 936, **667** were released through the aforementioned admission process which consists of having the Detention Risk Assessment completed and the juvenile scoring below 23 points. **128** juveniles were Felony Released. Felony Releases occur when a juvenile is brought in on a lower level felony which does not involve the injury of a person and it is deemed that the juvenile is not a threat to his/her self or the community. These juveniles have a Court date scheduled within two days.
- The average daily population of the facility was 56.12.
- The average bed days in Detention were **10.54 days** (the average bed days represent the number of days a juvenile held in Detention spends in the facility from the time assigned to a unit until departure/release). There were 38 juveniles who had motions filed to have them bound over to the adult system. Of those 38, 26 youth had their case bound over on 41 cases. The Detention Facility continues to use the Juvenile Detention Risk Assessment device which provides information to allow staff make better decisions as to which juveniles should be to be held in Detention and which can be released.

### **In Memoriam: Erin Hookey**

“Go ahead,” he said, smiling. “Say it...everyone else does.”

“OK,” the person said. “You’re kidding?”

No, he said, he was not and he was used to that response when a person was introduced to the Cuyahoga Falls Schools’ Truancy Officer. His name? Erin Hookey. The irony and coincidence was palpable. But Erin took it in stride and always displayed a sense of humor about it.



It was through his job with Cuyahoga Falls Schools that many Juvenile Court staff members first got to know Erin through the Court’s Truancy Task Force and representing the school system at truancy hearings.

They got to know him better when he became part of the Court staff in 2006 and he was asked to head that same Task Force and organize the Court’s truancy docket. Erin eventually became a Court Intake Officer.

When Court staff returned from the Independence Day weekend, they were stunned to learn of Erin’s death. He was just a few days shy of his 41<sup>st</sup> birthday.

Throughout his career and throughout his life, working with kids was Erin’s passion. It was a passion that extended to his high school alma mater, St. Ignatius in Cleveland, where his volunteerism on behalf of both the church and the high school earned him recognition as the St. Ignatius Volunteer of the Year in 2009.

To say the least, Erin Hookey will be missed by many people in many ways.

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## **Clerk's Office**

Cathy Richardson Thomas, Chief Deputy Clerk

The Clerk's Office is responsible for processing and maintaining all documents filed with the Court. The Clerk's Office is also responsible for collecting filing fees and all fines and costs that are assessed in delinquency, traffic, unruly and adult cases.

June 17, 2010 Amended Sub. House Bill 10 took effect which allows Juvenile Courts to consider and grant a person's petition for a protection order against a juvenile.

In 2010 the Clerk's office filed **7,713** new cases. The breakdown by type is as follows:

- Delinquency: **3483**
- Unruly: **543**
- Traffic: **1,951**
- Adult: **545**
- Dependent/Neglected/Abused: **1,191**  
Custody/Visitation/All Others \*

In 2010, the Clerk's office collected a total of **\$341,483.14**. Of this amount, **\$14,258.00** was received for the payment of fines and costs in delinquency, unruly or adult cases; **\$90,864.42** was collected for traffic fines and costs, Indigent Drivers Alcohol Treatment Fund and Indigent Defense Support Fund; **\$14,063.16** was collected for restitution; **\$212,097.56** was collected for computer and legal research, special fees, public defender, reparations rotary fund, county and clerk fees, indigent application fees, bond, credit card fees, sundries, attorney fee reimbursement and legal news; **\$10,200.00** was collected for the Alcohol Cessation Training (Project ACT), a Prohibition Diversion program and for the Staying Accident Free Through Education (SAFTE) Program, a driver intervention program.

\*Numbers also include new permanent custody cases

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## Intake Department

Lynda Mullins, Supervisor

The Intake Department is often the first and sometimes the only contact that alleged delinquent and unruly juveniles and their families have with the Court. Intake Officers explain the court process to the families, gather background information and make appropriate recommendations for disposition to the Judicial Hearing Officer.

In 2010, the department received **4,665 referrals** that included **6,481 counts**. This included **2,864 youth** referred to Court dockets. The breakdown of the charges consisted of **871 felonies**, **4,507 misdemeanors**, and **1,103 status offenses**.

The Intake Department, in collaboration with the Probation Department, re-established some policies in 2010 that had been discontinued in the past. The first is the procedure that allows for a youth to be assigned as a "direct re-enter" to Probation if they return to Court on a new referral within 30 days of terminating Probation supervision. The theory behind this is that the last probation officer to work with a family is in the best position to make the most informed recommendation for disposition on the new matter. The other change made this past summer was reassigning the serious "felony study" cases out of Intake and back to the Probation department. One Probation Officer is now responsible for the handling of youth charged with serious felony offenses, high publicity cases, or youth that have exhausted all other Court services. This Probation Officer works closely with the Felony Disposition Supervisor to ensure consistent, informed recommendations are developed for presentation to Judge Teodosio on these very serious situations. This unique approach to case management allows for staff in the Probation Department to act and be assigned as Intake Officers for the purpose of handling these cases through adjudication.

Both of the above-noted changes required adjustments to Proware. The Intake Supervisor continues to meet with the Information Technology Department to offer suggestions and investigate ways to make Proware more user-friendly. This dialogue has proven to be quite valuable. Plans are being discussed as to how to best utilize Proware as we move forward with the Court-wide Juvenile Detention Alternatives Initiative (JDAI).

2010 saw a change in the general process for filing walk-in unruly complaints. Any parent wishing to file a charge must first complete a packet of information and agree to attend a session with their child. During that family session, an Intake Officer will help the family identify the three most important problems they would like to correct in hopes of avoiding a formal Court hearing. Plans are made on how to accomplish this, and then the family is scheduled back to review how each member did in correcting this behavior. Documenting the problems and organizing a plan of correction often allow the family to work cooperatively with one another to resolve the issues and avoid further court involvement. Services of our Family Resource Center are offered if further counseling sessions are desired.

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## CROSSROADS PROGRAM, FORMER PARTICIPANT WIN STATEWIDE AWARDS

Apollo 13 was termed “The Successful Failure” because it didn’t meet its assigned mission of landing on the moon, but instead NASA was able guide three astronauts from the brink of disaster in outer space safely home.

The Summit County Juvenile Court’s Crossroads Program can draw a parallel. A young lady in the program, Amber Johnson, left Crossroads without achieving all of the assigned incentives necessary to graduate from the program. In fact, Amber was hardly one of its many success stories. Despite several attempts to direct her away from the substance abuse which brought her to the Court and the Crossroads Program in the first place, the lure of alcohol continued to haunt her. She failed three tests and left the program without fulfilling her obligations.

But it’s not how you start, it’s how you finish. Amber is now a high school graduate and she is attending Stark State College, pursuing a degree in Human Social Services. She achieved sobriety for three years on December 5, 2010. She hopes to become a drug and alcohol counselor or a Juvenile Probation Officer and return to the Crossroads Program in that capacity.

Because of the work the Crossroads Program does on behalf of youth like Amber and because Amber put to use the tools the program taught her, both were honored on December 2<sup>nd</sup> in Dublin Ohio with Community Recognition Awards. The awards banquet was sponsored by the Ohio Juvenile Court Judges Association and the Ohio Department of Youth Services as part of the Judges’ Association’ winter conference.

The Crossroads Program is an intensive probation program offered at the Court that serves the community in the capacity of a combined drug court and mental health court. Statistics have shown as high as 83% of youth involved in substance programming to have a companion mental health illness, referred to as a co-occurring disorder. Crossroads provides intensive probation supervision, combined with specialized case management to these youth who have such disorders. The Crossroads program is recognized as a national model for specialty courts.

“It is stories like Amber’s that encourage the Court to continue to help our Crossroads participants, even when it doesn’t appear at first the lessons have taken hold,” said Juvenile Court Judge Linda Tucci Teodosio. “Amber was able to call on those lessons when it mattered most, and that is to her everlasting credit.”

A welcome blend of maturity and reality turned Amber around. She admits that. She also strongly credits the Crossroads Program for assisting in the turnaround. She says that the program established a foundation on which to build a clean and sober lifestyle and the lessons and methods she learned while in Crossroads, while not fully embraced at the time, took hold and provided a blueprint to follow as she achieved sobriety.

“Crossroads gave me so many things that I didn’t know I wanted at that time,” says Amber. “It taught me how to live a normal life. When I realized I was ready for it, I discovered that Crossroads gave me everything I needed to move forward.”

Apollo 13 overcame daunting odds to reach new heights. The Summit County Juvenile Court’s Crossroads Program - and Amber Johnson - can relate.



Amber Johnson, center, after receiving the Community Recognition Award. She is joined by, far left, Lisa DiSabato-Moore and Jessica Heropulos. To her right is Judge Teodosio and, far right, Katy VanHorn. The Crossroads Program was also cited for its work with youth facing substance abuse and mental health issues.

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## JUDGE LINDA TUCCI TEODOSIO EARNS NATIONAL AWARD

In October 2010, The MacArthur Foundation's Models for Change initiative announced today that Judge Linda Tucci Teodosio would be honored as a Champion for Change in juvenile justice reform for her work at the Summit County Juvenile Court. She was recognized at the 5<sup>th</sup> Annual Models for Change National Conference in Washington, D.C. on December 7<sup>th</sup> for her work to improve the lives of youth involved in the juvenile justice system. Models for Change is the John D. and Catherine T. MacArthur Foundation's \$120 million, 16-state initiative to reform juvenile justice systems across the country.



Judge Teodosio address conference attendees on December 7, 2010 after receiving the Champion of Change Award.

It is the latest recognition for Judge Teodosio, who has been lauded locally, statewide and nationally for her innovative programming as well as her progressive approach in the areas of alternative dispositions, case management and educational outreach. In the nominations recommending Judge Teodosio for the award, the Court's Crossroads Program, the Family Resource Center and the Responder Program were cited as examples of Judge Teodosio's administration of the Court and how these programs embrace the mission of the Models for Change initiative which seeks to accelerate movement toward a more effective, fair and developmentally sound juvenile justice system by creating successful and replicable models that use resources effectively to protect community safety and improve outcomes for youth.

The criteria for the Champions for Change award include a demonstrable record of success that impacts youth, transferable results valuable to other locales, providing as an inspiration to others involved in juvenile justice reform and representing the Models for Change core principles: fundamental fairness, developmental differences between youth and adults, individual strengths and needs, youth potential, responsibility and safety.

Judge Teodosio's efforts to improve the lives of youth in the juvenile justice system, especially those youth with mental health issues, includes her ongoing participation on the Supreme Court of Ohio's Advisory Committee on Mental Illness and the Courts Juvenile Issues subcommittee, which operates under the leadership of Justice Evelyn Lundberg Stratton.

"Judge Teodosio has been a great innovator concerning juvenile justice and mental health issues," Justice Stratton said. "She has worked closely with our committee in our efforts concerning youth with mental health issues in the juvenile justice system. I am happy for her but especially happy for our program because this type of national recognition helps lend further support to the cause, which is so important for Ohio's young people."

In Judge Teodosio's seven-year tenure on the Juvenile Court bench, she has developed programming that has served as models for other Juvenile Courts to replicate, primarily the Crossroads Program, which recognizes that substance abuse and mental illness are primarily co-occurring disorders. Crossroads is an intensive probation, incentive-based program that addresses each issue. Charges against the youth are dismissed if they successfully complete the year-long program.

The Family Resource Center is unique to the Summit County Juvenile Court. It offers case management, programming and referral services to youth and family confronted with such issues as teen pregnancy, domestic violence, truancy and re-entry into the community following a commitment in a juvenile detention facility.

The Responder Program, which was developed as part of the Mental Health Juvenile Justice Action Network, equips middle schools with a trained professional to screen youth for potential mental health issues that could contribute to unruly behavior and/or truancy.

"To be recognized nationally for what we do in Summit County is certainly humbling and I'm deeply honored," said Judge Teodosio. "However, I am merely the representative of our staff and an entire network of devoted social service agencies and workers who prove on a daily basis what can be achieved through cooperation and collaboration. This award is a testament to their work."

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## Traditional Probation Department

Curtis Howard, Chief Probation Officer

The Probation Department was responsible for the supervision and investigation of **895 cases** in 2010, which included **528 new assignments** and 328 cases that were carried over from 2009. These totals include Traditional and Intensive probation cases. The monthly average for new assignments was approximately 44 cases per month. The number of cases served 895, is less than the previous year of 1,034. In 2010, youth were maintained under court supervision for longer terms and engaged in a multitude community services.

Probation cases are assigned based on geographic districts, allowing Probation Officers to establish and maintain rapport with clients, families, schools and agencies within a district. The average caseload for Probation Officers in 2010 was approximately 27 cases for each Probation Officer. The Probation staff consists of 12 Probation Officers, 2 Probation Community Workers, 3 Case Managers, a Probation Supervisor, an Administrative Assistant, and the Chief Probation Officer.

In 2010, the Probation Department assisted 131 victims to recover nearly **\$40,000 in restitution** that was paid directly to victims. Probationers also worked over **4,000 hours in Community Service** in Summit County.

Of the 43 youth who were committed or revoked to the Ohio Department of Youth Services in 2010, 15 were committed from the Probation Department, which is approximately 35% of the commitments and revocations. In 2010, the number of cases transferred to the General Division of Common Pleas Court increased to 25 juveniles. Of the 25 bindover cases only 5 were on probation at the time they were bound over. Four hundred forty-six (446) cases were successfully terminated from Probation supervision.

The Probation Department and the community benefited from two grants that provided new, evidence-based programs that were implemented. The Behavioral Health Juvenile Justice Grant supported two new programs that provide intensive in-home therapy. The Target Reclaim Grant supported additional services such as The "Thinking for a Change" group and specific training for staff.

Summit County Juvenile Court and the Probation Department continue to maintain working relationships with community agencies and committees. These efforts seek to enhance the development and security of the Summit County Community, while holding juvenile offenders accountable for their actions. The community agencies, services and court programs have provided opportunities for our youth to engage in educational, substance abuse treatment and mental health services.

*continued on page 13*

The Probation Department was responsible for the supervision and investigation of 1,034 cases in 2009, which included 552 new assignments and 482 cases that were carried over from 2008. These totals include Traditional and Intensive probation cases. The monthly average for new assignments was approximately 46 cases per month. The number of cases served 1,034, is less than the previous year of 1,257. In 2009, youth were maintained under court supervision for longer terms and engaged in community services.

Probation cases are assigned based on geographic districts, allowing Probation Officers to establish and maintain rapport with clients, families, schools and agencies within a district. The average caseload for Probation Officers in 2009 was approximately 33 cases for each Probation Officer. The Probation staff consists of 12 Probation Officers, 2 Probation Community Workers, 3 Case Managers, a Probation Supervisor, an Administrative Assistant, and the Chief Probation Officer.

In 2009, the Probation Department assisted 145 victims to recover nearly \$50,000 in restitution that was paid directly to victims. Probationers also worked 5,500 hours in Community Service.

Of the 73 youth who committed or revoked to the Ohio Department of Youth Services in 2009, 17 were committed from the Probation Department, which is approximately 23% of the commitments and revocations. In 2009, juveniles were bound over to the General Division of The Common Pleas Court to be tried as adults. Of those bind-over cases, only were on probation at the time they were bound over to the adult system. Five hundred forty one (541) cases were successfully terminated from probation supervision in 2009, which included 424 males and 117 females.

This year the Probation Department and the community benefitted from two new grants that provided new, evidence based programs that were implemented. The Behavioral Health Juvenile Justice Grant supported two new programs that provide intensive in-home therapy. The Target Reclaim Grant supported additional services such as The "Thinking For A Change" group and specific training for staff.

Summit County Juvenile Court and the Probation Department continue to maintain working relationships with community agencies and committees. These efforts seek to enhance the development and security of the Summit County Community, while holding juvenile offenders accountable for their actions. The community agencies, services and court programs have provided opportunities for our youth to engage in educational, substance abuse treatment and mental health services.

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# Sex Offender Management Unit

Terry Walton, Felony Disposition Supervisor

Three full-time probation officers and the Felony Disposition Supervisor comprise the Sex Offender Management Unit. This specialized probation unit supervises an average of 70 youth a month who have been charged with or adjudicated for a sexually aggressive offense as described in the Ohio Revised Code. In 2010, **60 incidents** were referred to this department, reflecting a **decrease of 21** incidents over 2009. The average term of probation for a sexual offender is 18 to 20 months.

Unique to this unit, probation officers supervise their clients from intake through termination of probation, including any placements that may occur. Client contact is made at home, school, office, placement facilities and/or in treatment sessions. Acting as co-facilitators, the probation officers collaborate with Child Guidance and Family Solutions in providing two counseling groups a week at the Juvenile Court. These probation officers also facilitate "Wise Guys" and "Smart Girls", two group counseling sessions for less serious offenders who would benefit from learning healthy boundaries and social skills. A very important part of treatment is making amends to victims, their families and communities. Youth donate one dollar at each treatment session to be given to a non-profit community agency. Last year, The Highlands at Shelter Care Inc., Hope Group with Child Guidance and Family Solutions and The Care Center of Children's Hospital of Akron all benefited from our youth's donations.

In addition, other private providers facilitate sexual offender treatment and provide individual and/or family counseling to help eliminate sexually aggressive behaviors and safely manage these youth in our community.

In 2010, the Sex Offender Management Unit, in collaboration with a team from Child Guidance and Family Solutions, continued to modify our treatment format to incorporate the newest trends in community management of sexually aggressive youth. Additional focus was placed on proper social interactions, sexting and bullying.

The Sex Offender Management Unit remains informed about court decisions and new legislation that impact the process of classification/registration of juvenile sex offenders. Changes have been made and information has been shared in keeping Summit County in compliance with the requirements of the state's registration and classification of Sex Offenders, Senate Bill 10.

In 2010, the issue of Sexting and Bullying rose to the forefront of concern. The Sex Offender Management Unit continued to inform youth on the serious consequences concerning this behavior through presentations at schools and to community groups. In addition, this unit participated in the Family Awareness Month activities by presenting at the Close-Up Conference last April.

This unit's probation officers also sit on several important committees within the county as well as the state. They are members of the Ohio Supreme Court Roundtable. The Sex Offender Management Unit is currently working with the Juvenile Sex Offender Treatment Program Certification Advisory Board on developing standards for the management of juvenile sex offenders within the juvenile justice system. This will be in addition to the already established Board for Certification of Juvenile Sex Offender Treatment Providers. These committees provide the probation officers with an opportunity to keep informed of new strategies in managing sex offenders successfully in the community.

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## The Crossroads Department

Lisa DiSabato-Moore, Program Supervisor

Summit County Juvenile Court Crossroads Program is a treatment court that serves children who have a co-existing substance abuse/dependence and mental health disorders. Crossroads was one of the first in the nation to combine the traditional drug court and mental health court models into a single co-occurring docket, which has brought the Court and Judge Teodosio national attention and accolades.

Crossroads received more national attention when it was selected as one of two mental health Courts nation wide to participate in a study funded by the National Institute of Justice on the effectiveness of mental health juvenile court programs. The final outcomes of this study will continue to place Crossroads and Summit County Juvenile Court at the forefront of juvenile justice interventions.

Additionally, 2010 brought the re-inventing of the Crossroads Advisory Board. The Board, now comprised of six sub-committees, calls upon the community as a whole to guide and advise court staff. Each committee includes a former Crossroad's participant as the youth representative to the Board, and several parents and care givers have been invited to participate and act as mentors and supporters of new or potential Crossroads participants.

Crossroads Probation Officer's work with the youth and their family to develop case plans and individual goals and spend the minimum of one year working toward meeting and maintaining those goals. The program involves four phases the intensity of the program gradually diminishes dependent upon the youth's progress in meeting their requirements. At the end of a successful term of probation, they youth graduates and the charges that brought them into the program are dismissed and expunged.

Crossroads is comprised of a presiding Magistrate; a Juvenile Division prosecutor, a Court contracted Attorney/GAL to represent the youth's best interest, a part time clerk/bailiff, a part time community worker, four intensive probation officers, and a department supervisor. All Crossroads staff received extensive training in the areas of substance abuse, mental health, and cognitive behavioral therapy. Crossroads uses rewards as incentives to positively reinforce desired behaviors. Through the use of weekly review hearings, rewards and consequences are imposed immediately for maximum effectiveness and results. Probation Officers provide case management services as well as monitoring the youth's compliance in following court orders.

Community collaboration continues to be a pillar in the foundation of the Crossroads program. Bi-monthly treatment team meetings bring the youth's community providers together with the probation staff to discuss the youth's progress. These meetings are also used to identify any service gaps or barriers to success that may be a hindrance and to case plan solutions using community resources and evidence based practices available to optimize success.

*continued on page 16*

In calendar year 2010, Crossroads **admitted 32 new families**. Also during the year, there were **48 youth** released from supervision. As of December 31, 2010, **38 youths and families** were actively participating in the program.

New Paths Probation completed its first full year in place in 2010. New Paths is a specialized probation unit for youth who have a developmental disability and juvenile justice related delinquency issue. Court officers work with the families of these special needs youth to assist in facilitating meaningful interventions and appropriate sanctions as required. Court officers function in the capacity of intake worker, probation officer, and case manager which promotes continuity of care and consistency. Reasonable accommodations are provided to assure effective delivery. Summit County Juvenile Court New Paths Officers work with the community and local school authorities as a liaison for the Court.

In the event a youth is adjudicated delinquent and placed on supervision, the New Paths officer remains in place through the completion of the term of probation. Progress is monitored through regular school visits, contact with service providers, and regular review hearings with the Magistrate as needed.

As of December 31, 2010, 13 youth were active on the New Paths Docket, and in calendar year 2010, 24 youth were assigned to the New Paths unit, 16 of whom were placed on a period of probation.

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## **CASA/GAL Program**

Beth Cardina, Program Coordinator

The mission of the Court Appointed Special Advocate/Guardian ad Litem (CASA/GAL) Program is to recruit, train and support volunteers who speak up for abused, neglected and dependent children in Court. As a party in the proceedings, it is the role of the CASA/GAL child advocate to provide investigation, assessment, recommendations, monitoring and advocacy in order to assist the Court in making decisions in the best interest of children.

The program is funded by the Summit County Juvenile Court and with grants from the Federal American Recovery and Reinvestment Act, the Victims of Crime Act, the State Victims Assistance Act, National CASA, local foundations, businesses, organizations and the CASA Board Volunteer Association, Inc., a 501(c)3 organization which exists to promote the program and to support volunteers in partnership with the Court.

The CASA/GAL Department consists of 15 staff members. During 2010, the staff and **over 300 volunteer child advocates** provided a voice for **970 dependent, abused or neglected children** in Juvenile Court proceedings. The number of the program's active volunteers and the number of children it serves ranks as the highest of any CASA/GAL program in the State of Ohio and the fourth largest in the nation.

Additionally, with the support from The Kimberly S. Denholm Charities, community grants, individual donations and the Women's Board, the CASA/GAL Volunteer Holiday Toy Shop and the Court's Toy Project coordinated their efforts into one event, providing holiday gifts to over 300 children in care.

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## Family Resource Center

Lisa Karas, Program Coordinator

Now in its fifth year, the Family Resource Center (FRC) operates under the philosophy that short-term assistance will lessen recidivism and assist families in being self-sufficient. The FRC continues to serve youth and families in addressing challenging issues such as: teen parenting, truancy, community re-entry and domestic violence. The FRC, made possible by Federal Temporary Assistance to Needy Families funding through the State of Ohio and County of Summit Departments of Job and Family Services, built on its collaborative community relationships to serve nearly 500 youth and families in the Summit County area in 2010

Using a case management platform, the FRC Youth and Family Specialists partner with our clients to assess their needs, refer them to the community service providers, problem solve, and provide monitoring, and support along with an array of special in-house programming offered here at the court and in the community which includes:

The **Teen Parent Education and Support Program** aims to work with pregnant and parenting teens to acquire the information and skills necessary to be effective parents, to continue their education and to encourage self-sufficiency. The FRC engages clients in individual case management and referrals to area agencies to address their specific needs. It is supported by an 8-week evidence-based **Teen Parent Education** class, developed by the FRC and community partner, Family Ties of Child Guidance and Family Solutions. In 2010, 21 teens were enrolled in the parenting program.

The **School-to-Work Program** assists in preparing youth in “Jumping Over Barriers to Success (JOBS)” by encouraging school attendance and preparation for work. Each youth who completes the program receives one-on-one job readiness assessment and counseling. In 2010, 72 youth were enrolled in the program and received some level of employability skill training. 58 youth enrolled obtained employment and 32 were enrolled in Summer Work Experience. The FRC works closely with the Tri County Jobs for Ohio Graduates Next Step initiative at the Summit County Job Center to meet School-to-Work Program goals. All 72 youth were also enrolled at The JOB Center and received additional services from them.

Thanks to a generous grant obtained by the Women’s Board from the Margaret Clark Morgan Foundation and equipment donated by the Summit County Department of Job and Family Services, the FRC is able to offer the **Education Enrichment Program** that includes a Computer Lab and web-based learning tools for youth and families to explore career software, and develop an array of self-improvement and coping skills that will serve them well now and in the future. Several youth have successfully participated in the Education Enrichment Program in the 2010 year.

The **Community Re-Entry** case manager provides individual case management to address the specific concerns of youth returning from the Department of Youth Services or residential care. The FRC works closely with DYS to maximize positive outcomes for youth through educational monitoring, referrals to community support agencies, help with job readiness/placement and family supports.

*continued on page 18*

To address issues of domestic violence with youth, **Choices for Change**, was piloted during 2008, and continued through 2010. The program consists of youth and family case management, and 8 weekly group sessions with youth. Targeted to first-time offenders, the course work and discussions revolve around identifying responsibilities and options to violence. In 2010, 21 youth participated in this program.

In September 2010 the FRC piloted a new parenting program, '**Choices For Change For Parents**'. This parenting program coincides with the **Choices For Change** group and is for parents of youth involved in that group. The parent group offers much of the same curriculum, but geared towards parent needs. It is a support and education based program. We look forward to the opportunity to offer this group to more parents during the 2011 year.

During the 2010 year The Family Resource Center expanded the **Responder Program** to include twelve middle schools in the Summit County area. The Responder Program strives to provide case management services to youth who are struggling in middle school with truancy issues, behavior issues, academic issues and mental health concerns. The majority of youths involved in the Responder Program have seen success in decreasing truancy, decreasing negative behavior at school and have improved their academic performance.

The collaborations with our community partners allows the FRC to maximize our collective resources. Through a partnership with Catholic Social Services and Greenleaf Family Center, the FRC hosts "**Such is Life**," an 8-week life skill building program. In 2009, 38 youth aged 16-18 were enrolled in the program.

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## **Child Responsibility Project/Community Service**

Phil Lucco, Program Director

The Child Responsibility Project's function is to locate job sites where youth will work in order to pay restitution to the victim of their offense. The money that the youth earns is provided through the Reclaim Ohio grant and is paid directly to the victim by the Court. The juvenile is credited an hourly wage as dictated by state law. The victim then receives the wages up to \$600. It is also the responsibility of this unit to compute the hours and track them. There were **150 juveniles** that took part in the Child Responsibility Project, **completing 6,914 hours** worked and earning **\$48,398.46** which was paid to victims of crime. The juvenile received \$7.00 an hour.

The Community Service Department works closely with the Intake and Probation Departments to assure that youth are meeting the requirements of their community service sanction. In 2010, **1,053** juveniles were ordered to complete community service. The completed **community service hours** in 2010 were **12,623**.

In 2003, the Court initiated its Special Projects program. This program allows a juvenile to earn credit for eight hours of ordered community service by earning \$40.00 which, depending on the time of year, will be used to purchase toys, winter clothes, food or school supplies. These items are donated to the needy in Summit County. It is the responsibility of this department to track the paperwork for the projects, take custody of the items and assure the delivery of the items to those in need.

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## Kandy Hixson, Cathy Richardson Thomas Named Employees of the Year

Two Court staff members were honored as Employees of the Year in a ceremony held in the Court Center's conference room on May 28th. Probation Officer Kandy Hixson and Chief Deputy Clerk Cathy Richardson Thomas received their High Point Awards from Judge Linda Tucci Teodosio. County Executive Russ Pry also attended the ceremony which was held at the Court for the first time so more employees could attend.

Cathy Richardson Thomas was recognized for her 28 years of service at the Court. It is her second time serving as Chief Deputy Clerk and she was cited for creating a professional atmosphere in an office that has, perhaps, the most interaction with the public and the professionals who come to the Court on a daily basis. As testament to how they feel about their supervisor, the entire Clerk's Office staff nominated her for the award.

Kandy Hixson interned at the Court before she was hired a year later. A decade hence, Kandy has emerged as a true leader in the Probation Department. Known for her enthusiasm and professionalism, Kandy is a huge proponent of parental participation during their child's probationary period to help guide the youth to making more productive choices. Kandy was lauded for her willingness to help her colleagues, including representing the Probation Department at Detention Hearings.

Judge Teodosio also recognized Tom Cerne, who is retired after 34 years at the Summit County Juvenile Court.



Judge Linda Tucci Teodosio with Employee of the Year Kandy Hixson. Kandy is a 10-year employee with the Probation Department.



Chief Deputy Clerk Cathy Richardson Thomas with Judge Teodosio after being named Employee of the Year.

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## Teen Court

The Summit County Teen Court is a diversionary program designed to provide the community's youth exposure to the juvenile justice system. Teen volunteers hear actual cases in Juvenile Court and they actually participate in the proceedings.

The Court makes referrals to Teen Court on cases involving first-time offenders who have admitted to committing a low-level misdemeanor offense. The youth and his or her parents or guardians must agree to have the case referred to Teen Court for a dispositional hearing literally before a jury of their peers. High school students from across Summit County received training on Court procedure and how to apply the principles of restorative justice to their dispositions.

With the help of volunteers from actual trial attorneys and assistant prosecutors, teens take on the roles of defense attorney and prosecutor and argue their cases to a jury consisting of teen volunteers. Once testimony has been delivered the jurors begin their deliberations and return with a disposition. Should the youth abide by the conditions of their disposition to the satisfaction of the Court, the charge against them will be dismissed.

In 2010, **48** active volunteers from **14** high schools participated in **21** Teen Court hearings. There were **19** volunteers who received training at two training sessions conducted in 2010.

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## Becky Retzer Receives Court Honor

At the Court's annual Volunteer Recognition Reception, Judge Linda Tucci Teodosio revealed that Becky Retzer of True North Ministry was the recipient of the 2010 Volunteer of the Year Award. George Chalfant was also recognized for his 34 years of service to the Court and its Citizens Review Board.

In her introduction, Judge Teodosio noted that Ms. Retzer practices her own special kind of rehabilitation for the youth in Detention. She has recruited a group of volunteers who work closely with those youth.

In 2002, Ms. Retzer began working with youth in local detention facilities, offering faith-based programs and services. Working with The Way Out Prison Ministry, she began adding layers to her ministry work with a mentoring program. Soon, she was able to bring in a group of devoted volunteers who became a mainstay in our detention center. Currently, True North has over 150 volunteers who work with youth on a weekly basis in Detention. Sunday services, Bible discussions providing youth with entertainment are all part of the True North ministry in Detention.

Her leadership has resulted in such growth that True North Ministry has been able to operate as a separate organization for almost three years. She is the catalyst and for all her good work and the work of the True North mentors, Becky Retzer is a very worthy choice the 2010 Volunteer of the Year.



Volunteer of the Year Becky Retzer (l) pictured with Judge Linda Tucci Teodosio.

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## 2010 Accomplishments Under the Leadership of Judge Teodosio

**Family Engagement Training:** The Court entered into a contract with the Ohio Federation for Children's Mental Health to train parent coordinators to present to Court staff and child-service agencies about the effects mental health issues have on youth and their families. By having parents speaking effectively to peer groups and social service agencies, it magnified the impact that mental health issues have had on their families and they cope with them.

**Fiscal Responsibility:** From 2008 to 2010 the Court realized a 16.8% reduction in General Fund expenditures. This was accomplished by pursuing grant monies and other alternative funding. Despite the flagging economy and less local and state funding, the Court was able to maintain essential services and programming. Additionally, there were no staff layoffs and any furloughs taken by staff members were done on a strictly voluntary basis.

**JDAI Initiative:** The court agreed to participate with the State of Ohio and Lucas, Montgomery, Franklin and Cuyahoga Counties in the Casey Foundation's Juvenile Detention Alternatives Initiative (JDAI). The purpose of the program is to maintain public safety, provide opportunity for success of youth, and utilize resources in the most efficient manner possible. This process is data driven and involves a thorough review of court procedures. To assist with the effort we have formed committees for each of the eight core strategies of the program. Representatives from numerous juvenile justice law enforcement, social service and child welfare agencies as well as citizens and parents are members of these committees. They are receiving training reviewing data and preparing recommendations for the Court. Initial data studies have been completed and several areas targeted for improvement. Funding for the training and \$100,000 for data studies and program development was provided by the Casey Foundation.

**Summit for Kids:** The Court played an integral role in the inaugural Summit for Kids program at the John S. Knight Center in August 2010. Not only was the Court a sponsor and planning facilitator, it initiated Operation: Fresh Start. The program offered the opportunity for people to seal their juvenile records, regardless of their age. It will also gave parents with warrants on cases of failing to send their children to school and students with truancy warrants to have those cleared prior to the start of the school year. That day, 30 records checks were processed, 10 sealing hearings were conducted in front of a Magistrate and 12 more were set for future sealing hearings.

**Targeted RECLAIM:** This initiative developed by the Ohio Department of Youth Services (ODYS) began on July 1, 2009. It provided monies to the six largest urban counties to develop evidence-based programs designed specifically to divert deep end youth from ODYS institutions. Since then, Summit County Juvenile Court has implemented two Cognitive Behavioral Therapy groups using the "Thinking for a Change" curriculum. The first group began in December, 2009 while the second group started in October, 2010. This group was titled the Detention Youth and Family Intervention Program. As the name implies these youth are held in detention for 90 days and attend groups two times per week for 11 weeks. There are currently three trained "Thinking for a Change" group facilitators/case managers and one trained detention officer (who co-facilitates the detention group) working with these youth. The facilitator/case manager identifies and refers youth and family to needed community resources to assist in helping them adjust positively once the groups have ended. In addition, the detention facilitator provides case management services to the youth and family to ensure a smooth reintegration back into the community. The detention youth also receives individual and/or group substance abuse treatment each week. Parents and guardians of youth in either program are ordered to complete the "Parenting Wisely" computer program. This program takes approximately three hours to complete and allows the individual to proceed at their own pace. There are rewards and incentives provided to both youth and parents for positive participation and successful completion. Finally, Summit County Juvenile Court has seen its number of admissions to ODYS institutions drop from 132 in FY09 to 47 in FY10 and on track to see this figure fall even further to 39 in Fiscal Year 2011.

# The Employees of the Summit County Juvenile Court\*

Bruce Alexander	Julianne Fuller	Lavar Martin	Raylene Smead
Akaree Anderson	Alan Futo	Stacey Mathieu	Carie Smith
Cheryl Anderson		Kristin Maxwell	Christopher Smith
Mary Elizabeth Anderson	Tom Gaffney	Tracy Mays	Kathy Smith
Chariti Armstead	Tavia Galonski	Rob McCarty	Thomas Smith
Rebecca Armstrong	Susan Gatts	Olivia McClellan	Larry Snider
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Tammy Barnes	Davine Green	Denise McGuckin	Nick Stahl
Holly Batey	Norma Green	Shawn McNulty	Steve Stahl
Terry Bendo	Keith Griggs	Mary Ann Mendlik	Tammy Stiles
Linda Bennett	Andrew Gucciardo	David Molis	Maureen Sullivan
Kathy Bertsch	Don Guthrie	Kandy Monroe	
Bob Bickett		Robert Moore	Judge Linda Tucci Teodosio
Emmanuel Blackmon	Glorena Harvath	Leslie Morris	Adam Testa
Patty Blasio	Jody Hathaway	Lynda Mullins	Cathy Richardson Thomas
Jennifer Bond	Tom Henretta	Patrick Munford	Esther Thomas
Jon Booher	Katie Herman	Lora Mycoskie	Jody Tolley
Stephanie Borak	Jessica Heropulos	Keysha Myers	Michael Tramonte
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John Broome	LaTonya Hill	Shanda Nagle	Triston Tyrrell
Christine Brown	Kandy Hixson	Michelle Neely	Woody Tyrrell
Sandra Brown	Erin Hookey	Bradley Nelson	
Bryan Bryce	David Horner	Steven Nettle	Don Ursetti
Mary Burney	Curtis Howard		
Alex Byard	Bryan Howe	Jimmy Oliver	Ed VandenBulke
		Juwana Owens	Katy Van Horn
Lorrie Campbell	Roy Ingram		Joanne Vetter
Beth Cardina		Juston Palmer	
Tom Cerne	Andre Jackson	Linda Palmeri	Denver Wade
Brad Christman	Perry James	Jeanne Papoi	Rashara Walker
Roslyn Clark	Genesis Jeffries	Karen Parnell	Terry Walton
Renee Conlon	Michael Johnson	Chaneil Peters	Michael Ward
Amanda Covert	Nate Johnson	Joe Petrucelli	Dr. Thomas Webb
Mindy Cox	Tammy Johnson	Tierra Pettis	December West
Laconia Crandall	Kenneth Jones	Jonathan Pooler	John Wetmore
	Lavel Jones	Jeff Pope	James Whited
Stanley Davis		Kevin Prevo	Tim Wilkes
Bill Davis	Kristen Kaludy		Kevin Williams
Christopher Decrane	Lisa Karas	Hema Ramachandran	Steve Williamson
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Jennifer Dinkins	Allen Kelly	Rita Rochford	Eddie Winstead
Lisa DiSabato-Moore	Joe Kernan	Ralph Roebuck	Tiffany Worthey
	Judi Keyes	Susan Rollings	Quin Wychanko
Lisa Eagle	Jennifer Kolasky	Sally Roupe	
Tim Edgar	Irene Kuckovic	Amy Russell	Joshua Young
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Chris Falconer	Shawn Lazarus	Rebecca Scalise	
Lori Favalon	Richard Lilly	Todd Schaufler	
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Tremain Fields	Phil Lucco	Kathryn Sellers	
Kevin Floyd	Keith Luhring	Cynthia Shama	
Brian Fogle	Laura Lynd-Robinson	Cheryl Simpson	
Darin Ford		Robert Singletary	
Thomas Freeman	Joshua Magyarics	Annie Skapin	
	Tillman Manuel III	Eric Small	

\* list includes part-time employees, employees who worked a portion of 2009 and interns.



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