

BEFORE THE
BOARD OF EDUCATION
SANTA ANA UNIFIED SCHOOL DISTRICT
COUNTY OF ORANGE
STATE OF CALIFORNIA

In the Matter of the Reduction in Force
Involving:

Certain Certificated Employees of the Santa
Ana Unified School District,

Respondents.

Case No. 2017030750

PROPOSED DECISION

Samuel D. Reyes, Administrative Law Judge, Office of Administrative Hearings, heard this matter on April 18, 19 and 20, 2017, in Santa Ana, California.

Anthony P. De Marco and Shawna M. McKee, Attorneys at Law, represented Mark A. McKinney (McKinney), Associate Superintendent, Human Resources, Santa Ana Unified School District (District), County of Orange, State of California.

Marianne Reinhold, Attorney at Law, represented the certificated employees set forth in Exhibits 1 and 2 (Respondents), with the exception of Respondents Amanda Jones (Jones), Robyn MacNair (MacNair), Jessalyn Ortega (Ortega), Mary Rubin (Rubin), and Brittany Valenti (Valenti), who are also included in references to Respondents. Respondents Jones, MacNair, Ortega, Rubin, and Valenti did not enter a formal appearance at the hearing.

The District has decided to reduce or discontinue certain educational services and has given Respondents notice of its intent not to reemploy them for the 2017-2018 school year.¹ Respondents requested a hearing for a determination of whether cause exists for not reemploying them for the 2017-2018 school year.

Oral and documentary evidence, and evidence by stipulation, was received at the hearing. The parties worked through the hearing to review and obtain new information in efforts to resolve issues raised by Respondents. As a result, adjustments were made to the seniority of some Respondents and some preliminary layoff notices were rescinded. Exhibit 2

¹ The District also seeks to lay off those individuals set forth in Exhibit 3, who did not request a hearing.

contains the names of Respondents the District is no longer seeking to lay off.

On April 20, 2017, the hearing was continued to allow the parties to submit closing briefs on April 24 and 28, 2017. By reason of the continuance, and without objection by the parties, the dates prescribed in Education Code² sections 44949, subdivision (c), and 44955, subdivision (c), are extended by eight days, the period of the continuance. (Ed. Code, § 44949, subd. (e).)

The District submitted its Closing Brief on April 24, 2017, and the represented Respondents submitted a Closing Brief on April 28, 2017. The matter was submitted for decision on April 28, 2017.

FACTUAL FINDINGS

Parties and Jurisdiction

1. Associate Superintendent McKinney filed the Statement of Reduction in Force in his official capacity.

2. Respondents are certificated employees of the District.

3. On March 7, 2017, the Governing Board of the District (Governing Board), adopted Resolution No. 16/17-3169, entitled "Preliminary Resolution Reduction or Elimination of Particular Kinds of Services performed by Certificated Employees for the 2017-2018 School Year" (Resolution), reducing or discontinuing the following services for the 2017-2018 school year:

<u>Service</u>	<u>FTE³ Positions</u>
K-12 Instructional Services	
Elementary K-6 Instruction	
K-6 Classroom Teaching	100.0
Secondary 6-8 Grade Instruction	
6th Grade/6th Grade Core	3.0
7th Grade/7th Grade Core	1.0
English	17.0

² All further statutory references are to the Education Code.

³ Full-time equivalent.

Foundational Level Math	7.0
Foundational General Science	2.0
BioScience	4.0
BioScience/Computer Concepts	1.0
Physical Education	6.0
Social Science	6.0
Business	3.0
Secondary 9-12 Grade Instruction	
BioScience	11.0
Home Economics/Introductory Health Science	1.0
English	10.0
English/Social Science	1.0
Foundational Level Math	1.0
Industrial & Tech Ed	1.0
Physical Education	4.0
Social Science	10.0
Spanish	6.0
Business	2.0
K-12 Special Education Services	
Early Childhood Special Education	6.0
Elementary Mild/Moderate/Learning Handicapped	15.0
K-12 Instructional Support Services	
Itinerant Support Teacher	5.0
Home Hospital Instructor	4.0
Curriculum Specialist	40.0
Program Specialist	40.0
K-12 TOSA ⁴	1.0
Elementary TOSA	35.0
Intermediate TOSA	9.0
High School TOSA	2.0
Elementary Assistant Principal	4.0
Intermediate Assistant Principal	9.0
High School Assistant Principal	4.0
Bilingual Resource Teacher	3.0
Certificated Administrator District Office	3.0
Total	377.0

⁴ Teacher on Special Assignment

4. On March 13 and 14, 2017, the District provided notice to Respondents that their services will not be required for the 2017-2018 school year due to the reduction of particular kinds of services. Respondents thereafter timely requested a hearing to determine if there is cause for not reemploying them for the 2017-2018 school year.

5. On March 22, 2017, Associate Superintendent McKinney issued the Statement of Reduction in Force and served it and other required documents on Respondents.

6. The parties stipulated that Respondents timely filed a Notices of Participation in the Reduction in Force Hearing, requesting a hearing and challenging the decision of the District not to reemploy them for the 2017-2018 school year.

7. All prehearing jurisdictional requirements have been met.

Reduction of Particular Kinds of Services

8. The services set forth in factual finding number 3 are particular kinds of services which may be reduced or discontinued within the meaning of section 44955.

9. The Governing Board took action to reduce or discontinue the services set forth in factual finding number 3 because of the reduction and anticipated reduction of funding and because of the increase in certain costs, primarily pension costs. The decision to reduce the particular kinds of services is neither arbitrary nor capricious but is rather a proper exercise of the District's discretion.

10. The reduction of services set forth in factual finding number 3 is related to the welfare of the District's schools and its pupils, in the context of the loss of revenue, increase in costs, and the need to continue providing services to students in the District, and it has become necessary to decrease the number of certificated employees as determined by the Governing Board.

Implementation of the Layoff Resolution

11. Director of Human Resources, Certificated Personnel, Bianca Barquin (Barquin) was principally responsible for the implementation of the layoff resolution and testified in great detail about the District's actions. The District considered, and continues to consider, all positively assured attrition, e.g., retirements and other resignations, to reduce the actual number of certificated employees who are laid off. It released all 84 temporary employees, even if not employed in areas being reduced. The temporary employees were serving in categorically funded positions for which funding for the 2017-2018 school year had not been secured or were occupying the positions of certificated employees on leave or performing other assignments. Criteria were applied to determine seniority among employees who first rendered paid service

in a probationary position on the same date (tie-breaking criteria), and the seniority list was updated based on the results of such application. The District made assignments and reassignments to permit certificated employees to displace, or bump, less senior employees serving in an assignment in which the more senior employee was certificated and competent to serve.

Application of Tie-Breaking Criteria

12. The Resolution contains the tie-breaking criteria. In order of importance, the Governing Board designated the following criteria: credential status in the area of current assignment; possession of a clear or preliminary authorization to teach English Language Learners; the number of verified contract years of certificated employment experience with the District; the breadth of clear and preliminary credentials and authorizations; possession of a clear or preliminary credential of authorization to teach or serve in special education with moderate to severe authorization, special education with mild to moderate and moderate to severe authorizations, special education with mild to moderate authorization, Mathematics, Science, Fine Arts, and Spanish; and the number of verified years of certificated employee experience as determined by actual step placement on the District's certificated salary schedule. Any ties remaining after the application of the criteria were to be resolved by random selection.

13. The tie-breaking criteria are reasonable as they relate to the skills and qualifications of certificated employees. Respondents did not raise any specific challenges to the application of the tie-breaking criteria impacting selection for layoff.

Displacement of Less Junior Certificated Employees

14. Barquin testified about the assignments and reassignments made by the District to permit certificated employees to displace less senior employees. The District did not always have the senior employee displace the most junior employee serving in an assignment in which the more senior employee was certificated. The District sought to move the senior employee into an assignment the teacher was also competent to perform. In making its determination of competency and reassignment, the District looked to whether the senior teacher had taught the course or performed the assignment before. The senior employee had to be able to perform the entire assignment of the junior employee, not just a portion, in order for the displacement to take place.

15. Respondents argued that the following individuals should not be laid off because the District failed to have the senior employee displace the much junior employee: Timothy Fredericksen, David Gutierrez, Ana Harvey, Tiffany Pham, Alexandra Pineda, Robin Post, Debora Veitch, Eulalia Wiedrick, and Michelle Zamarripa. However, none of these Respondents were able to show that they were certificated and competent to perform a job that a more junior employee was retained to perform.

Skipping of Junior Employees

16. The District skipped certain junior employees on the basis of specialized training and experience and actual assignment in the following programs or services: Advanced Placement (AP) classes, Advanced Via Individual Determination (AVID) classes, Art teachers, International Baccalaureate (IB) classes, and speech and language pathologists. Barquin testified that these were areas of specific District curricular needs. Each area of service requires special training and experience. For instance, in order to teach an AVID class, the employee must take a type of course called AVID Implementation as well as yearly three-day courses. The latter course allows teachers to implement AVID concepts in their classrooms. In order to teach AP classes, the certificated employee must have his or her syllabus approved by the outside governing body that oversees the AP program.

17. Respondents did not dispute the District's needs in these areas, but some of them argued that they possessed the training and experience to fulfill the requirements of the position that more junior employees had been retained to perform.

18. Respondent Luis Contreras (Contreras) has received AP training in the past and had a syllabus approved while he taught an AP class in another district. Respondent Jessica Erickson (Erickson) has received the requisite AVID training but does not have experience teaching the course. Respondent Daynan Higgins (Higgins) has taken the three-day AVID course and plans to take the AVID Implementation course this Summer. Respondent Michael Hubbard (Hubbard) has taken both AVID classes, but does not teach an AVID class. Respondent Karina Morales (Morales) plans to take the AVID course in July 2017. Respondent Sandy Ta (Ta) acted as an AVID tutor while a student teacher and plans to take the AVID course in July 2017. Respondents Contreras, Erickson, Higgins, Hubbard, Morales, and Ta have not established that they are competent to teach the AP or AVID course junior employees were retained to teach, as they lack the training, experience, or both.

19. The District retained Kathryn Rush (Rush), a probationary employee whose seniority date is August 27, 2015, and who holds a Math credential, because of her trauma-informed instruction training. She teaches at the continuation school, and such trauma training is helpful. Respondents assert that Respondent Israel Martinez (Martinez), a permanent employee whose seniority date is August 27, 2014, and who holds a Foundational Math credential, can also teach the Math assignment at the continuation school. While possession of the trauma training is helpful, the District did not establish that such training was required or even necessary to teach Math at the continuation school. Respondent Martinez is credentialed and competent to teach the Math course Rush was retained to teach and is more senior. Accordingly, Respondent Martinez may displace Rush.

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Other Respondents

20. Respondent Hannah Chapman (Chapman) testified that she is certificated and competent to teach either the literacy coach or the teacher effectiveness coach jobs that less senior employees had been retained to perform. Respondent Chapman argued that she performed similar duties as department chair and was therefore certificated and competent to perform the tasks. The literacy coach and the teacher effectiveness coach positions were chosen through a selection process that included interviewing for the position. Incumbents in the former provide remediation to students and those in the latter provide peer assistance to other teachers. Respondent Chapman has never served in either position, and her department chair duties did not involve classroom or peer coaching or demonstration of lesson plans, which constitute an integral part of the duties of the literacy coach and the teacher effectiveness coach jobs. Accordingly, Respondent Chapman did not establish that she is competent to displace the junior employees working as literacy coaches or teacher effectiveness coaches.

21. Several Respondents testified about training they had received while in the District's employment. Respondent Erickson received Agile Mind Training, a specialized math intervention program. Respondents Higgins and Ta received Guided Language Acquisition Development (GLAD) Strategies Training. Respondent Higgins has also received Expository Reading and Writing Course training, as did Respondent Genevieve Lunt. Respondent Hubbard received Project Lead the Way training. Respondent Nicole Kubo has received the Project Lead the Way training and AVID training for science. Respondent Ariana Rodriguez completed Project Based Learning training. Despite the value of the training received, the training was not the requisite type that would have enabled these Respondents to teach in one of the services or programs in which junior employees were retained.

22. Respondent Erickson, who has a seniority date of August 27, 2014 and who holds a Foundational Math credential testified that she was credentialed and competent to teach the math assignment Samantha Helstrom (Helstrom) was retained to teach. However, unlike Respondent, Helstrom has a Math credential and will be assigned to teach a higher level math class in the 2017-2018 school year, an assignment Respondent is not credentialed to perform.

Reduction in Force Seniority

23. Except for Respondent Martinez, no certificated employee junior to any Respondent set forth in Exhibit 1 was retained to render a service which any Respondent set forth in Exhibit 1 is certificated and competent to render.

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LEGAL CONCLUSIONS

1. Jurisdiction for the subject proceeding exists pursuant to sections 44949 and 44955, by reason of factual finding numbers 1 through 7.

2. The services listed in factual finding number 3 are particular kinds of services within the meaning of section 44955, by reason of factual finding numbers 3 and 8.

3. Cause exists under sections 44949 and 44955 for the District to reduce or discontinue the particular kinds of services set forth in factual finding number 3, which cause relates solely to the welfare of the District's schools and pupils, by reason of factual finding numbers 1 through 10.

4. Section 44955, subdivision (b), provides, in pertinent part: "[t]he services of no permanent employee may be terminated under the provisions of this section while any probationary employee, or any other employee with less seniority, is retained to render a service which said permanent employee is *certificated and competent* to render." (Emphasis added.) "Certificated" is defined by the provisions of the Education Code pertaining to credentials. Although "competent" is not specifically defined, courts have defined it in terms of the teachers' skills and qualifications, specifically, as "relating to special qualifications for a vacant position, rather than relating to the on-the-job performance of the laid-off permanent employee." (*Forker v. Board of Trustees* (1994) 160 Cal.App.3d 13, 19. See, also: *Brough v. Governing Board* (1981) 118 Cal.App.3d 702, 714-15, and *Moreland Teachers Association v. Kurze* (1980) 109 Cal.App.3d 648, 654-55.)

5. Section 44955, subdivision (c), provides, in pertinent part: "[t]he governing board shall make assignments and reassignments in such manner that employees shall be retained to render any service which their seniority and qualifications entitle them to render." Respondents argue that the District did not follow the statutory requirements because in some instances involving reassignments of TOSAs and administrators it failed to have the impacted senior certificated employees displace the most junior employee who could have been displaced. However, the fact that the District could have made assignments and reassignments in a different manner does not render the assignments that were made arbitrary or capricious. Respondents did not establish that any of the assignments or reassignments made by the District, which are required by section 44955, subdivision (c), constituted an abuse of discretion or that they otherwise violated the requirements of sections 44949 or 44955.

6. A district is permitted to deviate from laying off certificated employees in order of seniority if "[t]he district demonstrates a specific need for personnel to teach a specific course or course of study, or to provide services authorized by a services credential with a specialization in either pupil personnel services or health for a school nurse, and that the certificated employee has special training and experience necessary to teach that course of study

or to provide those services, which others with more seniority do not possess. . . ." (§ 44955, subd. (d)(1).) As set forth in factual finding numbers 16 through 18, the District skipped junior employees in five areas because of its asserted special needs for these services.

In *Bledsoe v. Biggs Unified School District* (2009) 170 Cal.App.4th 127 (*Bledsoe*), a district was able to skip two junior employees because of the district's demonstrated need for teachers with experience in instruction in a community day school. The junior teachers possessed special training and experience that enabled them to meet the district's specialized needs for alternative education. They had taken courses in many subjects that covered areas of instruction, had training in areas related to working with difficult students, and had actual experience in dealing with the community day school students. The court concluded that even though the respondent in that case possessed the basic qualifications to teach in the community day school, he lacked the additional special training and experience required for the position.

The District has demonstrated a specific need for personnel to teach AP, AVID and IB classes, by reason of factual finding numbers 16 through 18, and the skipped individuals have the special training and experience necessary to teach the courses of study and to provide the services which the Respondents set forth in Exhibit 1 with more seniority do not possess.

7. The District was unable to demonstrate its specific need for trauma-informed instruction with respect to the continuation school Math class taught by Rush, as set forth in factual finding number 19. Respondent Martinez, who has more seniority, is certificated and competent to teach the class.

ORDER

1. The Accusation is sustained with respect to all Respondents listed in Exhibit 1, with the exception of Respondent Martinez, and the District may notify the Respondents, with the exception of Respondent Martinez, that their services will not be needed during the 2017-2018 school year due to the reduction of particular kinds of services.

2. The Accusation is dismissed with respect to Respondent Israel Martinez.

DATED: 5/10/17

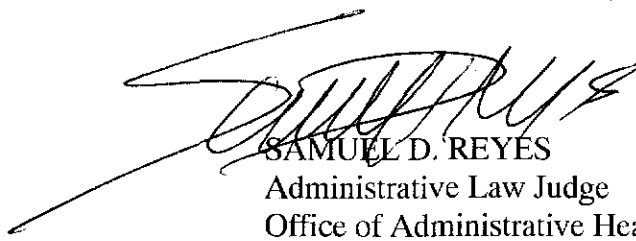

SAMUEL D. REYES
Administrative Law Judge
Office of Administrative Hearings

EXHIBIT 1
Respondents for whom District Seeks Final Notices

Akana, Michelle (413)¹
Aldana, Maria (859)
Almanzar, Kristi (327)
Alvarez, Elizabeth (527)
Amado, Jazmina (391)
Amezquita, Claudia (213)
Andrade, Carolina (435)
Arroyo, Andres (205/462A)
Arroyo, Hazelle (282)
Avila, David (119/166B)
Barajas, Marlyn (92)
Barber, Forrest (286)
Barragan, Ruby (130)
Beltran-Gonzalez, Gabriela (1125)
Berber, Fabiola (1171)
Brainard, Laurin (488/528A)
Bravo-Taylor, Alina (998)
Briz, Janice (875)
Broadhead, Anna (107)
Burgos, Leticia (1064)
Burke, Alison (217)
Buttke, Theresa (542)
Carrigg, Evelyn (194)
Chan, Jenny (204)
Chapman, Hannah (400)
Chavez, Michael (229)
Chirinos, Stephanie (86)
Clearwater, Diana (945)
Clift, Janice (971)
Contreras, Luis (338)
Cox, Kathryn (265)
Cuomo, Sarah (610)
Delgadillo, Jose (613)
Dodge, Patti (509/601A)
Dominguez, Nieves (510)
Eckert, Amy (988)
Eduad, Billy (262)

¹ The numbers refer to the employee's placement on the seniority list. Where two numbers appear, the second number denotes a seniority adjustment made at the hearing and is the correct seniority number.

Elias, Andrea (98)
Erhard, Heidi (434)
Erickson, Jessica (427)
Escalante, Charles (183)
Esquivel Gonzalez, Jessica (531)
Fierle, Nicole (498)
Figueroa, Leonardo (1120)
Fleager, Chad (268)
Flores, Marilu (94)
Floriano, Raquel (193)
Fowler, James (751)
Fredericksen, Timothy (444)
Fuentes, Annette (269)
Galvan, Sylvia (325)
Garcia, Kathi (398)
Garcia, Nancy (1053)
George, Karah (762)
Gomez, Graciela (326)
Gonzales, Aaron (533)
Gonzales, Jordan (382/468A)
Greene, Andrew (209)
Guerra, Andrea (406)
Gutierrez, David (359)
Hamamura, Nicole (994)
Harvey, Ana (549)
Hernandez, Laura (399)
Hernandez, Livier (536)
Higgins, Daynon (436)
Hubbard, Michael (270/304A)
Huddy, Angela (206)
Iobst, Christie (686)
Jack, Jedediah (535)
Jackson, Kori (543/613A)
Johnson, Kristen (396/510A)
Jones, Amanda (432)
Jongerius, Robin (748)
Juarez, Crystal (612)
Kanouse, Monique (461/466A)
Kim, Hannah (596)
Kim, Katharine (395)
Klippel, Ashley (404)
Kubo, Nicole (238)

Lawson, Dalene (995)
Lecuna, Debra (401)
Leyva De La Riva, Maria (378)
Lopez, Edith (993)
Lopez, Humbelina (376)
Lopez, Marcela (539)
Lukoschek, Patricia (547)
Lunt, Genevieve (415/444A)
MacNair, Robyn (336)
Maitino, Sara (999)
Malstead, Jeffrey (192)
Martinez, Israel (421)
Martinez, Maria (492)
Martinez Hernandez, Norma (233)
Mcmullen, Carrie (251/308A)
Melendrez, Genessis (108)
Mendoza, Stephanie (503)
Merritt, Alma (538/679A)
Metz, Zachary (228)
Miller, Melissa (287)
Morales, Karina (392)
Morelos, Maya (375)
Moreno, Edgard (377)
Moreno, Mariana (383)
Moreno, Marlene (386)
Moreno-Resendiz, Ana (989)
Morten, Jessica (615)
Musquez, Tanya (120/164A)
Nava, Esther (452)
Navarro, Oscar (632)
Nedelkow, Alexander (306)
Nemetz, Marisol (414)
Noller, Roberta (384)
Nunez, Jessica (990)
Nunez Jr., Miguel (505)
Ocampo-Lucero, Vanessa (182)
Orozco Robles, Rosie (405)
Ortega, Jessalyn (1115)
Paradis, Greg (1076)
Paramo, Yoani (1060)
Patrick, Mary (443/446A)
Pegan, Andrew (294)

Petrowich, Rebecca (214)
Pham, Tiffany (281/304C)
Pham, Vikki (263/304B)
Pineda, Alexandra (379)
Prado, Rafael (215)
Quintero, Rebecca (616)
Ramirez, Daniel (1000)
Renderos, Sara (544)
Reyes, Patricia (411)
Rocha, Alejandra (347)
Rodriguez, Jessica (476)
Rodriguez, Thalia (241)
Rodriguez Olanda, Arianna (397)
Romeo, Angelica (507)
Romo, Maria (699)
Rossmann, Glennys (380)
Rubin, Mary (191)
Santillan, Marcela (541)
Sarantis, Cheryl (991)
Schrock, Michelle (408)
Serrano, Corin (385)
Seymore, Krysta (441)
Shah, Julie (207)
Shapar, Abdul (529/598A)
Smith, Kathryn (530/605A)
Stahle, Katherine (1152)
Ta, Sandy (357)
Taylor, Daniel (1153)
Thahab, Fabiola (136)
Ulloa, Norma (1061)
Valencia, Gisela (499)
Vasquez-Norman, Elizabeth (128)
Venegas, Cristina (389)
Verdesoto, Karla (252)
Vilfort, Amanda (129)
Villa, Carla (502)
Villalobos-Vargas, Juana (272)
Villasenor, Leslie (321)
Wakely, Alyssa (506)
Wiedrick, Eulalla (987)
Zamarripa, Michelle (992)
Zamora, Esmeralda (508)

EXHIBIT 2
Respondents for whom District Does Not Seek Final Notices

Avram, Sarah (520)
Bailey, Kristy (451)
Case, Cynthia (416)
Chang, Patrick (334)
Christy, Katherine (387)
Camron, Conners (220)
Cozens, Tara (425)
Diulio, Nickolas (344)
Dong, Josephine (485)
Fitzpatrick, Jessica (137)
Gallardo, Eddie (227)
Gardea, Jesenia (514)
Gaytan Sarinana, Maria (453)
Gonzalez, Marisol (949)
Gray, Lucinda (124/166A)
Hamblin, Heather (460)
Hyde, Diane (284)
Lord, Jennifer (106/165A)
Madrigal, Erik (267)
Mc Kinney, Sheryl (954)
McGeeney, Heather (578)
Monette, Jennifer (445)
Nagle, Janelle (477)
Nguyen, Cathy (410)
Nunez, Crystal (102/165B)
Oral, Darya (148)
Peleaux, Candy (446)
Price, Bryan (388)
Reyes, Pedro (394)
Rios, Jesus (976)
Rivera, Zayra (273)
Sills, Stacey (162)
Smith, Kathy (546)
Smith, Sheryl (741)
Sohner, Kelly (266)
Strazzulla, Shannon (161)
Summers, Kathryn (146)
Tarango, Julie (946)
Turf, Michael (402)
Valdez-Garcia, Arturo (197)
Valenti, Brittany (442)

Vazquez-Knox, Joyce (150)
Wambaugh, Kelly (475)
Zavala, Nidia (595)

EXHIBIT 3
Non-Respondents for whom District Seeks Final Notices

Baltazar, Marina (1055)
Barden, Judith (96)
Becker, Katherine (99)
Burks, Gannon (211)
Caddy, Rachel (381)
Case, Clementina (409)
Castro, Jorge (1059)
Castro-Karimi, Patricia (88)
Corral, Cynthia (103)
Delgado, Breana (1057)
Dzul-Baron, Darlene (393)
Espineli, Tabitha (125)
Galaviz, Lucero (95)
Gamez, Christina (131)
Garrett, Deborah (216)
Guilkey, Rachel (390)
Ideishi, Linda (89)
Kriesel, Darlene (179)
Lara, Yuri (225)
Leonard, John (126)
Magdaleno, Saray (486)
Mctigue, Marilena (87)
Murgolo, Kimberly (85)
Nguyen, Ngoc (127)
Orozco, Samuel (403)
Palomino, Carina (592)
Parreco, Nolan (345)
Perez-Pineda, Francisco (165)
Pineda, Claudia (97)
Ramirez, Ryan (307)
Riturban, Vanessa (412)
Rodriguez III, Richard (407)
Sanchez, Rudy (195)
Shin, Catherine (437)
Sosa, Griselda (232)
Tawfik, Hermine (494)
Tinajero, Salvador (169)
Vazquez, Roberto (230)
Vereau, Adriana (986)
White, Molly (178)
Young, Jeffrey (433)