

Fairfax County Federation of Principals,  
Supervisors, and Administrators

AFSA - Local 147

By-Laws

Latest Version

12/1/2025

# ARTICLE I

## NAME AND PURPOSE

### **Section 1. Name**

The name of this organization shall be the Fairfax County Federation of Principals, Supervisors, and Administrators, (FCFPSA), AFSA - Local 147, also known as “the Union”.

### **Section 2. Purpose**

The purpose of the Fairfax County Federation of Principals, Supervisors, and Administrators - AFSA Local 147 is to promote the welfare and rights of educational administrators, to improve their professional standing, and to advance the cause of education in the community. FCFPSA shall represent its members individually and collectively, in matters concerning salaries, working conditions, and educational policies, as well as all other areas related to the administration and supervision of schools and central offices, and shall assist members in matters concerning their welfare.

### **Section 3. Anti-Discrimination Policy**

The Fairfax County Federation of Principals, Supervisors, and Administrators - AFSA-Local 147 (FCFPSA) is committed to providing all of its employees with a workplace free from discrimination and harassment. FCFPSA does not discriminate against or allow harassment of any employee based on the employee’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, marital status, protected veteran status, or any other basis prohibited by law, or based on the employee’s protected activity under the anti-discrimination statutes (that is, opposition to prohibited discrimination or participation in the statutory complaint process). The FCFPSA reaffirms that it will not tolerate discrimination or harassment in any form. This prohibition covers any discrimination or harassment in the workplace, regardless of whether the discrimination or harassment is committed by a supervisor, officer, co-worker or nonemployee, such as a vendor, consultant, or employee or officer of an affiliate, or invitee to any FCFPSA-sponsored activity, event, or meeting.

# ARTICLE II

## MEMBERSHIP

### **Section 1. Eligibility**

Membership shall be granted to all individuals who are serving in educational supervisory or administrative titles who are currently in, or the future will be represented by, FCFPSA in collective

bargaining. These titles are listed in the [Bargaining Unit Schedule Administrators and Supervisors](#). These titles may change, be added to, or be amended over time.

## **Section 2. Rights and Responsibilities**

Members shall have the right to vote on matters concerning the Union, to hold office, and to receive all benefits and services provided by the Union. Members shall also be responsible for upholding the principles and objectives of the Union, attending meetings, and timely payment of dues and fees.

## **Section 3: Termination of Membership**

Membership in the Union and all rights pertaining thereto shall terminate upon the occurrence of any of the following causes:

1. The member assumes a position of employment within Fairfax County Public Schools that is not included within the bargaining unit; or
2. Upon separation from employment with Fairfax County Public Schools; or
3. Upon written notice to the President of the Union during the period of June 15th to June 30th which corresponds to two weeks prior to the beginning of the new fiscal year.

## **ARTICLE III**

### **OFFICERS**

#### **Section 1. Officers**

The officers shall be:

- The President, Executive Vice-President, First Vice-President, Secretary, and Treasurer, will comprise the Cabinet. These five officers shall be elected by the membership at-large. Between the Executive Vice-President and the First Vice-President, one position shall be filled by a school-based member and the other by a central office member in good standing.

#### **Section 2: The Executive Board**

The Executive Board must be members of the Union in good standing. The Executive Board shall be able to vote on matters that concern the Union as decided by the Cabinet. The Executive Board shall be elected by a simple majority vote of the represented group on a yearly basis. This vote should be completed no later than May 30 and shall take effect July 1 of each year. These individuals will represent their constituencies in all Union matters. Each representative group shall look to elect members that represent the diversity of jobs and levels within that group. If no member of a Group is elected to the Executive Board, the President shall appoint members.

The number of voting Executive Board members shall be determined by the number of representatives in each Executive Board grouping as follows:

<b>Number of Members in Group</b>	<b>Number of Executive Board Members</b>
<b>1 - 40</b>	1
<b>41 - 79</b>	2
<b>80 - 119</b>	3
<b>120 - 159</b>	4
<b>160 - 199</b>	5
<b>200 - 239</b>	6
<b>240 - 279</b>	7
<b>280 - 319</b>	8
<b>320 - 359</b>	9
<b>360 - 399</b>	10
<b>400 - 439</b>	11
<b>440 - 479</b>	12
<b>480 - 519</b>	13

As a result, the Executive Board shall consist of the following groups and representatives:

<b>Executive Board Groupings</b>	<b>Number of Members in Group</b>	<b>Number of Voting Executive Board Members</b>
<b>Chiefs/Superintendent's Offices</b>	<b>39</b>	<b>1</b>
<b>Facilities and Transportation</b>	<b>73</b>	<b>2</b>
<b>Finance, Food and Nutrition Services, Human Resources &amp; OCCR</b>	<b>66</b>	<b>2</b>
<b>Instructional Services</b>	<b>178</b>	<b>5</b>
<b>Information Technology</b>	<b>101</b>	<b>3</b>
<b>School Improvement and Support</b>	<b>58</b>	<b>2</b>
<b>Special Services</b>	<b>90</b>	<b>3</b>
<b>Principals</b>	<b>202</b>	<b>6</b>
<b>Associate and Assistant Principals</b>	<b>423</b>	<b>11</b>
<b>Directors of Student Services and Activities</b>	<b>81</b>	<b>3</b>

The number of representatives for each group will be reviewed every three years prior to May 30.

## Duties of The Executive Board

1. The Executive Board shall attend all Union meetings.
2. The Executive Board shall be responsible for representing their groups and keeping their groups informed concerning matters pertinent of the Union to them.
3. The Executive Board may be designated by the President to assume such other responsibilities as may be deemed appropriate.

## Section 3. Election of Cabinet (Executive Officers)

The Cabinet shall be elected by a simple majority vote of the members at a regular meeting held 60 days prior to the end of the fiscal year (June 30). In the event of a vacancy on the Cabinet, a new election will be held within a reasonable amount of time to ensure normal business operations. Cabinet members elected to fill a vacancy will serve the rest of their predecessor's term. An election will be held for Executive Vice President, Treasurer, and Secretary. Once the Executive Vice President is elected, a separate election will be held to determine the First Vice President elected from school-based staff when the Executive Vice-President is from the Central Office, and vice versa.

The President shall serve for a term of two years. At the end of the President's term, the Executive Vice President shall assume the office of President and serve an additional two year term.

1. The Executive Vice President's term shall be two years.
2. The First Vice President's term shall be two years.
3. The Secretary's term shall be two years.
4. The Treasurer's term shall be two years.

## ARTICLE IV

### DUTIES OF CABINET/EXECUTIVE OFFICERS

All officers in the course of their duties shall act as a fiduciary with respect to union funds, assets, and other property. The duties of the officers shall be as follows:

#### President

1. The President shall act as Chairperson of the Cabinet and the Chief Executive Officer of the Union.
2. The President shall preside at all meetings of the Union and shall be responsible for its overall administration.
3. The President shall sign checks as a secondary signatory to pay for the expenses of operation of the Union as budgeted.
4. The President may create ad-hoc committees as needed and appoint leadership.
5. The President and/or his designated representative(s) shall be the official representative(s) of the Union in all matters affecting the interests of the membership.

6. The President, in conjunction with the officers, shall prepare and submit, at the June meeting of the Executive Board, a written, annual evaluation of any hired employees of the Union during a closed session. The evaluation shall become part of the employee's personnel file.
7. Upon completion of term, the President will fill the position of Past President and serve on both the Cabinet and Board of Directors if the individual is in FCFPSA-147-represented position and is available and willing to serve.
8. The President shall have the authority to enter into commercial contracts binding upon the Union, and to otherwise transact business on behalf of the Union subject to the budget. Contracts and other obligations in excess of \$500 shall require the concurrence of the Treasurer.

### **Executive Vice-President**

1. The Vice Presidents will assist the President in the work of the Union.
2. The Executive Vice President shall assume the duties of the President in the event of the President's absence or disability.
3. The Executive Vice President shall assume the duties of President at the end of the President's designated term.

### **First-Vice President**

1. The Vice Presidents will assist the President in the work of the Union.
2. The First Vice-President shall be elected from school-based staff when the Executive Vice-President is from the Central Office, and vice versa.
3. The First Vice-President shall chair committees as designated by the President.
4. The First Vice-President shall assume the duties of the Executive Vice-President in the event of the Executive Vice-President's absence or disability.
5. The First Vice-President shall chair the Collective Bargaining Committee. In the event of the absence or disability of the First Vice-President, the President shall appoint a chair.

### **Secretary**

1. The Secretary shall keep minutes of all meetings of the Union and shall be responsible for all correspondence regarding Union business.
2. The Secretary shall post minutes of all meetings as required.
3. The Secretary shall respond to all requests for separation from the Union in consultation with the president.
4. The Secretary shall also be a signatory on checks and shall be available to sign in the event the President is not able or available.

### **Treasurer**

1. The Treasurer shall be responsible for the funds and financial records of the Union and shall make a financial report at each regular meeting.

2. The Treasurer is the primary and President shall be a secondary signatory on all checks, including for all general purpose, other than general purpose, and those to reimburse or pay any employed staff hired by the union.
3. The Treasurer shall work with the President to complete all audits and tax filings.
4. The Treasurer shall chair the Finance Committee and work with the President to develop an annual budget and present the budget to members.
5. The Treasurer shall be the lead in working with an outside CPA.

## ARTICLE V COMPLAINT PROCEDURE

### **Section 1. Complaints**

Any member in good standing may file a complaint against a representative, officer, member of the Cabinet for:

1. Violating any provision of these Bylaws;
2. Gross disloyalty or conduct; or
3. The wrongful taking or retaining of money, books, papers, records, or any other property belonging to FCFPSA (electronic or otherwise), or the wrongful destruction, mutilation or erasure of any books, papers, records, bills, receipts, vouchers, or other property of FCFPSA.

Complaints against any representative, officer, member of the Cabinet or FCFPSA staff shall be filed in writing with the President who shall deliver a copy of the complaint to the person against whom the complaint was filed, either in-person, or by certified U.S. Mail, directed to the last known address of the person, within ten (10) work days. Complaints against the President shall be filed in writing with the Executive Vice-President.

### **Section 2. Review of Complaint**

The Cabinet shall review the complaint and associated evidence and conduct an investigation as appropriate.

1. Should an officer be the person against whom a complaint was filed, that officer shall not act as part of the reviewing body.
2. If the complaint or any portion thereof is sustained, within sixty (60) days, the President shall render judgment in writing and impose appropriate action.
3. If the complaint is not sustained it shall be dismissed.

### **Section 3. Actions for Upheld Complaint**

1. Actions may consist of counseling, reprimands, commands to do or perform, or refrain from doing or performing specific acts.
2. Actions may also consist of suspension or removal from an officer, representative position, or a position on the Cabinet, and/or placing limits on eligibility as a candidate for such an office or position in the future.
3. Actions against FCFPSA staff may result in suspension or dismissal.

### **Section 4. Appeals**

1. The appeal of any decision regarding complaints may be taken to the next regular or special meeting of the Cabinet.
2. Such an appeal shall be filed in writing with the President within five (5) calendar days of the decision of the Board on the complaint. The President will forward the appeal to the Executive Board who will hear the appeal and make recommendation to the Cabinet, who will render a decision.
3. When such appeals are pending, the appealed decision of the officers on the complaint shall remain in effect.
4. Review of the appeal shall be limited to the original complaint.
5. The action of the appeal shall be final and binding on all parties.
6. Every person who has filed a complaint or had a complaint filed against him or her should exhaust all remedies provided for in these Bylaws and should not file or prosecute any action in court, tribunal or other agency until those remedies have been exhausted.

## **ARTICLE VI**

### **MEETINGS**

#### **Section 1. Meetings**

General or Emergency Membership Meetings may be called by the President, a majority vote of the Cabinet, or upon receipt by FCFPSA of a petition signed by at least 20% of the membership. In absence of a quorum, the Cabinet can still meet.

Members shall be notified of General Membership Meetings at least ten (10) work days in advance.

Members shall be notified of Emergency General Membership Meetings at least twenty-four (24) hours in advance.

## **Section 2. Regular/General Meetings**

Regular meetings shall be held quarterly including a nominating committee in April and an election meeting in May. The Cabinet, in cooperation with the Executive Board, may choose to hold meetings less frequently.

## **Section 3. Cabinet Meetings**

Cabinet meetings shall be held monthly for the first year after the first election of the Union's Cabinet . This schedule shall be revisited at the end of the first year.

## **Section 4. Quorum**

A quorum for the transaction of business at any meeting of the membership shall be at least three members of the Cabinet plus 10 members in good standing. In the absence of a quorum the Cabinet shall have the ability to conduct general business.

## **Section 5. Order of Business**

The order of business at each regularly scheduled membership meeting shall be:

1. Roll call of the cabinet and Executive Board
2. Reading of the minutes of the previous meeting
3. Report of the Treasurer
4. Communications and bills
5. Report by Executive Board members
6. Reports by Committee
7. Unfinished Business
8. New Business
9. Adjournment

The most recent edition of Robert's Rules of Order, Newly Revised, shall be considered the authority in all cases not covered by these bylaws.

## **ARTICLE VII**

### **COMMITTEES**

Each committee will have co-chairs consisting of one school-based and one centrally-based chairperson. Committee co-chairs will report and make recommendations as directed by the President. Standing committee membership is composed of those members in good standing who volunteer for a

specific committee. Committees are expected to develop or modify their own standing rules, committee objectives, and plans for action. Robert's Rules will apply for each committee.

Committee Co-Chairs shall prepare and provide written minutes for each meeting as appropriate. Each committee is expected to follow all constitutional bylaws, standing rules and provisions. Standing Committees shall assume duty on July 1.

## **Section 1: Standing and Special Committees**

There shall be standing and special advisory committees, as provided for in the bylaws or decided upon by the Cabinet. The standing and special committees shall meet and set an annual calendar. The standing committees shall be as follows:

- a. Membership Committee
- b. Finance Committee
- c. Legislative Action Committee
- d. Education Committee
- e. Nominations and Elections Committee
- f. Grievance Committee
- g. Collective Bargaining/Negotiation Committee

## **Section 2. Membership Committee**

The Membership Committee shall:

- Develop and implement strategies in conjunction with the Executive Board to recruit new members and retain existing ones.
- Plan and execute events or initiatives, including attendance at Kickoff, Leadership, or other meetings, to increase member participation in the union's activities and meetings.
- Maintain accuracy and ensure privacy of the records of the membership roster.

The Membership Committee Chairs, one from a school-based and one from a non-school-based position, shall be appointed by the President and ratified by the Cabinet. Additional members shall be appointed from active members.

## **Section 3. Finance Committee**

The Finance Committee shall:

- Work with an appointed Certified Public Accountant to check and audit the accounts, books, and monies of the Union prior to the final scheduled meeting of the membership and report to the body on such issues at the meeting. This process will begin no later than May 1st and should be completed by June 1st.
- Meet to formulate the annual budget, prior to the Cabinet's meeting in July.
- Present the budget to the Cabinet for approval.

The Finance Committee shall be chaired by the Treasurer and one Executive Board member, elected from school-based staff when the Treasurer is from the Central Office, and vice versa. Additional members shall be appointed by the Treasurer with the approval of the Cabinet.

#### **Section 4. Legislative Action Committee**

The Legislative Committee shall:

- Oversee legislative advocacy matters affecting the Union.
- Report and make recommendations to the Cabinet and general membership as deemed necessary, but at least twice a year.

The Legislative Action Committee shall be chaired, one from a school-based and one from a non-school-based position, by members of this committee at the beginning of each fiscal year or appointed by the President or designee.

#### **Section 5. Education Committee**

The Education Committee shall:

- Oversee educational activities directed towards FCFPSA membership.
- Report and make recommendations to the Executive Board and the general membership.

The Education Committee shall be chaired by members of this committee elected by a simple majority of members at the beginning of each fiscal year. If there is a tie, the President shall decide.

#### **Section 6. Nominations and Elections Committee**

The Nominations and Elections Committee shall:

- Secure a slate of nominees for each office which includes a diverse representation of member groups during election years. Nominations shall be sought in April and elections shall be held in May. New officers shall be installed by July 1st.
- Conduct election of constitutional officers and Cabinet members.

The Nominations and Elections Committee shall be chaired by members of the Cabinet who are not currently seeking reelection unless all present Cabinet members desire reelections. All members of the Election Committee shall be appointed by the President with the approval of the Cabinet. No member of the nominating/election team may be a candidate for any office.

#### **Section 7. Grievance Committee**

This committee shall:

- Accept and process grievances from any member in good standing who has a grievance that relates to FCPS policy and/or a violation of the collective bargaining agreement.

The Grievance committee shall be co-chaired by nominees of the President. One chair shall be a school-based staff member and one chair shall be a central office staff member, The committee will also include one member from each of the Representative groups. These Members shall be appointed by the President with the approval of the Cabinet. Additional trained grievance advocates shall be recruited from the general membership and will receive supervision and oversight from the Co-Chairs of the Grievance Committee. Selection to serve as a grievance advocate will be made by the Grievance Committee in collaboration with the Cabinet.

### **Section 7.a Grievance Process**

Each grievance will be reviewed by committee members and a determination will be made:

- The grievance is not within the scope of the committee and the member will be counseled by Grievance Committee chairs, or designees (advocates), as to possible responses or solutions OR
- The grievance is within the scope of the committee and the Grievance Committee will work in collaboration with the member, the District, and/or the member's supervisor to obtain a satisfactory outcome/response in accordance with the collective bargaining agreement. Should the grievance not be resolved after step two, the grievance Committee will review options and make a recommendation to the member for additional resolution which may include mediation, arbitration, or other legal responses as articulated in the Collective Bargaining Agreement. All responses to a grievance will be made in writing to the member.

### **Section 8. Collective Bargaining/Negotiating Committee**

Starting with the second Collective Bargaining Agreement, the Collective Bargaining committee shall:

- Participate in the stages of negotiations between FCFPSA, The Executive Leadership of FCPS, and the School Board.
- Present a progress report at every meeting of the Cabinet when active, including an attendance record of all sessions of the committee.
- Present to the Negotiating Committee the temporary agreement for review, discussion and approval.
- Present a recommendation for the approval of a contract to the Cabinet.
- Submit the contract for approval by the general membership after approval by the Cabinet.

The Collective Bargaining Committee shall be chaired by the First-Vice President and include at least one (1) member from each of the Executive Board groupings described in ARTICLE III. Members need to be approved by the Cabinet.

As needed, a Negotiations Committee, consisting of the President, Executive Vice President, and any additional members designated by the President, shall meet with Executive Leadership of FCPS to reach final agreement and passage of the Collective Bargaining Agreement.

## **Section 9. Ad Hoc Committees**

Ad hoc committees may be appointed by the President as needed.

# **ARTICLE VIII**

## **FINANCES**

### **Section 1. Fiscal Year Procedures**

1. The fiscal year shall be July 1 through June 30 to align with the FCPS fiscal year.
2. Within 60 days after the end of the fiscal year, a detailed written financial report shall be prepared by the Finance Committee. The report shall be presented at a Cabinet meeting and a financial statement audit shall be conducted by a Certified Public Accountant annually.
3. Prior to the May meeting, the Finance Committee will submit a proposed budget to the Cabinet for its review.
4. At the regular May Cabinet meeting:
  - a. The Finance Committee will submit the proposed budget on the record, along with any revisions, for approval by the Executive Board.
  - b. The Cabinet shall also recommend its approval along with any changes to the amount of annual dues for the following fiscal year.
5. Each July, a final budget will be made available for members in the Union office.
6. At the direction of the Cabinet, a financial statement review may be conducted each time a staffing change is made of the Office Manager, Treasurer and/or President.

### **Section 2. Dues**

1. Membership dues are currently set at 0.4% of each member's salary.
2. Timely membership dues payment must be made to maintain membership and be in good standing.
3. Membership dues are collected through the process outlined in the Collective Bargaining Agreement.

# ARTICLE IX

## AMENDMENTS

Proposed amendments to these bylaws may be submitted in writing by the Cabinet or by the majority of the members in good standing.

Proposed amendments must be submitted to the President in writing at least 15 school days prior to the regularly scheduled membership meeting or Cabinet meeting at which time the proposed amendment is to be considered.

If the Cabinet agrees to put forward the proposed amendment it must be distributed in writing to the membership 10 school days prior to the membership meeting at which the proposed amendment is to be considered.

These bylaws shall be amended by a 2/3 vote of the members present and voting at the next full membership meeting at which the proposed amendment is acted upon.

A proposed amendment shall become operative immediately upon its approval by the membership.

### Charter Members

The listed names were charter members of FCFPSA:

Larry	E	Aiello
Katherine	E	Aldridge
Jennifer	E	Allard
Stephanie	P	Almquist
Kimberly	B	Amenabar
Janet	M	Babic
Tonia	R	Barnes Marshall
Lisa	B	Barrow
Armond		Bass
Elizabeth	A	Baxter
Kathryn	P	Baxter-Gagen
Elizabeth	M	Beaty
John	M	Bordenkecher
Sarah	J	Bornfeld
Dean	L	Brooks
Gregory	J	Brotemarkle
Sallie		Burch

Katherine	H	Cachine
Jennifer	B	Carr
Warren	P	Carrington
Ashley	O	Castillo
Jeremiah	M	Caven
Katrina	D	Chaney
Charles	E	Clayton
Dawn	P	Clements
James	E	Collins
Ellen	G	Colter
Emily	S	Corbin
Kelly	M	Cosgrove
Michelle		Cottrell-Williams
Yaara	K	Crane
Heather	L	Crouch
Erin	E	Crowley
Alison	G	Culhane
Andrea		DePiro
Torey	D	Diggs
Charles	G	Dillow Jr.
Rachael	E	Domer
Maura	G	Donahue
Mary	E	Duffy
Charita	B	Eley
Jennifer	R	Fallert
Rachael	H	Feiertag
Jane	C	Flegal
Levi	C	Folly
Shante		Freeman
Jamie	C	Gadley
Brian	D	Garvey
Michael	L	Gillespie Jr.
Ellen	R	Glaser
Jennifer	L	Gray
Margarete	C	Grove
Kristin	G	Growitz-Bermudez

Karlie	M	Hale
Kenneth	P	Halla
Christy	I	Hanlon
Anthony	P	Harris
Scott	D	Hawk
Cynthia	A	Hawkins
Shawn	R	Heilemann
Allison	C	Hoak
Justin	F	Huff
Candace	J	Hunstad
Thad	S	Jamieson
Keieownna	S	Johnson-Hightower
Anna	O	Kaplan
Whitney	S	Ketchledge
Samuel	K	Khoshaba
Kathryn	E	Kirkland
Cynthia		Kirschenbaum
Karen	H	Kleiber
Michael	J	Krajack
Jennifer	M	Krempasky
Renee		LaHuffman-Jackson
Peter	M	Lake
Colleen	G	Lally
Mary	F	Landis
Francis		Legagneur
Eva-Beth	D	Levy
Daina	S	Lieberman
Dorothy	N	Lin
Jeffrey	D	Litz
Gregory		Luongo
Kirsten	N	Maloney
Andrea	L	Martin
John	P	McAuley
Kristin	M	McGeehan
Kevin	J	McMahon
Megan	N	Meadows

Shannon	E	Merriweather
Jennifer	D	Min
Laura	Y	Mondragon
Brian	K	Moose
Regina	E	Morrone
Ellen	H	Mukai
Steven	J	Myers
Elizabeth	A	Noto
Sarah	P	Padilla
David	P	Penland
Shari	A	Peters
Danny	R	Phillips
David	J	Pietzman
Roberta		Pinheiro Janik
Brian	A	Plancich
Robert	J	Plunkett
Abigail	L	Ragan
Lawrence	W	Randolph
Joshua	P	Redford
Kimberly	B	Retzer
Ryan	B	Richardson
Erica	S	Riley
Pedro	Jr.	Rivera
Bonnie	M	Robertson
Brandon	H	Robertson
Sean	P	Rolon
Sara	M	Royer
Volita	S	Russell
Kathleen	B	Sain
Michael	N	Salaita
Roxanne		Salata
Lorena	R	Saldivar
Caitlyn	M	Saxton
Dawn	M	Schaefer
Nicole	R	Scher
Danielle	L	Schoolcraft

Scott	C	Settar
Eric	M	Shaver
Amos	O	Simms-Smith
Margaret	A	Sisler
Christopher	M	Smith
Christine	A	Spaulding
Aron	M	Sterling
Aaron	C	Stratten
Lawrence	C	Stroud Jr.
Thomas	M	Sweet
Kathryn	C	Teague
John	C	Thompson
Angela	M	Thompson
Melissa	A	Tochterman
Natalie	R	Valenzuela
Katie	M	Vandawalker
Aidan	A	Vigil
Brittany	A	Vigil
Elizabeth		Wahl
Lorie	G	Ward
Erin	L	Whatley
Jacqueline	D	White
Kristin	J	Wiley
LaChelle	R	Williams
Shane	A	Wolfe
Tiffanie	H	Wu
Dora	J	Yarbrough Howard
Jennifer	S	York
Nicholas	A	Zapadka