

PINE CREEK TEACHERS' ASSOCIATION
ANNUAL GENERAL MEETING AGENDA
4:30 PM on JUNE 6th, 2018
AUSTIN COMMUNITY HALL

1. Items for Decision
 - .01 Adoption of Agenda –
 - .02 Motion of change to agenda- Jason L./Nicole L.
Adoption to change – Randy C./Kyle M.
Change of constitution (article 6) from 2 members to 5 members of large
 - .03 Adoption of Minutes from previous AGM – Alana M./Amanda G.

First call of nominations by Nicole L.

1. Items for Discussion
 - .01 Open Nominations (Past President)
2. Items for Information and Decision
 - .01 President
 - a. PC Comprehensive Plan for Education+
 - b. MTS Legal disputes
 - c. Discussions with MLA/ Letter writing campaign



Presidents Report / PCTA AGM – Cameron Watson

I have answered a number of emails and calls regarding member issues and MTS updates. I have had many informal meetings with members, local presidents, staff officers, MTS staff and the superintendent regarding a range of issues. The PCTA officially filed a grievance with the PCSD in January in relation to the application of the collective agreement between it and the Division concerning maternity top up benefits. Our Association along with most Associations' in Manitoba are grieving the issue to ensure women are not discriminated against regarding their maternity benefits. No individual in Pine Creek has come forward to grieve the issue; therefore, the PCTA is grieving the issue as an Association. We settled the grievance to the betterment of PSCD Members, as they will now receive full maternity top up benefits no matter when their mat leave begins.

Member Issues in PCSD

- A. Transfers
- B. Subs
- C. Mental Health
- D. Code of conduct breeches
- E. Program funding shortfall
- F. Merging of middle school into a high school.
- G. Membership confusion over bargaining

Meetings/Events attended as PCTA President

Presidents Council Meetings: Oct 21st, January 20th, April 27th,

PCTA Executive meetings: Sept 20th, November 8th, January 17th , Feb 13th, March 21st, May 16th

MTS Regional Meetings: January 23rd

Workplace Health and Safety Meeting: Feb 24th

Western Presidents Rogue Meetings: Oct 17th, January 18th, March 15th , April 18th,

Bargaining meetings: January 20th, March 7th, April 19th

PCSD liaison meetings: Nov 13th, January 11th, April 23rd.

MLA Meeting: April 27th.

Binder Meetings: May 2nd

PCSD Budget Night: Feb 28th

WMCI Safe Grad meeting: Oct 3rd

Provincial Council: May 23rd-26th

Rally for public Services: May 27th

PC Comprehensive Plan for Education

I do not want to speculate what will be inside the PC plan, but from everything I have heard this will be a major game changer in education. Everything in education is being evaluated with very little teacher input and no MTS input and major reforms are expected to come. This plan is set to be released to the public in January 2019.

MTS Legal Disputes

MTS has been fighting the constitutionality of Bill 28 (the bill to restrict public sector wages for 5 years) in court with several other public sector unions. Recently, MTS filed an injunction, which asked for collective bargaining to go on as per usual and if wages were agreed upon that were above those set out by Bill 28, they would be put in a trust. Once the constitutionality of Bill 28 was decided, the money in the trust would be awarded if the Bill was deemed unconstitutional. The legal battle over the constitutionality of Bill 28 will likely be a long one and it could go to the Supreme Court. B.C Teacher did win a landmark victory over the B.C. government over legislated wage controls, but the victory took several years of court battles. Legislating wage controls does undermine the collective bargaining process, thus the government will need to prove that Manitoba is in dire financial shape to justify to the court that the legislated controls are justified.

MLA Meeting and Letter Writing Campaign

An information war has been going on between MTS and the PC government. The PC government and Mrs. Clarke feel that they are adequately funding education. The PCSD/PCTA/CUPE and many teachers and students in our Division feel that the hundreds of thousands of dollars in cuts to education in our Division over the past couple years do not equate to adequate funding. I organized a letter writing campaign directed toward our Local MLA (Mrs. Clarke) with the help of CUPE in response to the budget. The response was fantastic, nearly a hundred letters were sent to Mrs. Clarke from PCSD staff expressing concerns with funding. The letters prompted Mrs. Clarke to reach out to us for a meeting which we scheduled for April 27th. I did my best along with Mr. Lyons, and Mrs. Winters to convey the message mentioned above to Mrs. Clarke at a meeting in April. I don't think the message sunk in, as Mrs. Clarke has continued to publically claim education is well funded. She also continues to insinuate that teachers are at fault for the low PCTA test scores Manitoba has received over the past few years. Her government is clueless when it comes to the challenges teachers face in Manitoba classrooms.

Motion: that, while we are in litigation against the government, the PCTA executive members will walk out of any official meeting when any representative of the government speaks on issues related to education. – Kyle/Randy

Carried and passed.

Randy's motion is that we put this motion on the floor at provincial AGM. – all in favor

The Next year is going to be a bumpy ride no doubt but **collectively** we can defend public education!!!!!!!!!!!!!!!

.02 Treasurer

Treasurer's Report: PCTA AGM – Mark Borgfjord

June 6, 2018

Duties and roles carried out throughout the year:

- Attending Executive meetings
- Attended the *MTS Treasurers' Workshop* in September
- Compiling financial records to comply with generally accepted accounting practices
- Working with/providing records to our accountant for review
- Providing MTS with financial statements
- Collecting, recording and depositing cheques payable to PCTA
- Writing cheques, recording transactions for expenses incurred by PCTA
- Recording/transferring financial records into *Simply Accounting*

Proposed fees for 2018/19:

We propose keeping fees at \$115 for next year.

Proposed 2018/19 Budget:

Changes from 2017/18:

- Increase of \$500 for President Release Time
- Increase of \$500 for Executive Release Time
- Increase of \$300 for honorariums

Motion to accept the budget as presented – Andrew L./Mike T.

.03 Committee Reports

Vice President's Report – Nicole Lehmann

During the 2017-2018 school year, in my capacity as Vice President, I have done the following:

- Attended PCTA Executive meetings
- Attended 1 Western President's meeting
- Attended PCTA-PCSD liaison meeting
- Attended PCSD Budget presentation evening
- Attended Spring Bargaining Seminar

- Attended Binder Meeting for Provincial Council
- Attended MTS Provincial Council
- Attended and marched in the rally for Public Education at the Manitoba Legislature
- Attended 3 Bargaining Committee meetings
- Organized free coffee/hot chocolate evening at a Gladstone Lakers hockey game as PR for PCTA
- Answered many questions from members on a variety of topics
- Had many, many discussions with President and other executive members on a variety of issues/topics

Public Relations Report – Nicole Terrick

This was a wonderful year serving on the executive, I enjoyed getting to know fellow teachers and learning about the great importance of the work the executive does on behalf of all teachers and administrators in Pine Creek School Division. This year I attended the MTS public relations weekend seminar in Winnipeg, organized Booster Juice deliveries to all working staff in the Division on the first reporting day, organized free coffee/ hot chocolate on Family Day at the Macgregor Stride Center, held table at the Wellness Fair handing out colorful pencils and activity booklets and organized the AGM.

Equality and Social Justice – Tim Klein

I have had the opportunity to represent PCTA at several ESJ Chair Seminars and at our Regional Meetings. At meetings, I had several opportunities to network with other ESJ Chairs; as well as, several opportunities for professional development with regards to current ESJ issues.

Meetings attended include:

- I attended the ESJ Chair Summer Seminar and Regional Meeting – August 21 and 22.
- I attended the ESJ Chair Winter Seminar and Regional Meeting – November 3 and 4
- I attended the ESJ Chair Fall Seminar and Regional Meeting – February 23 and 24
- I attended the ESJ Chair Spring Regional Meeting – May 7

Some of the highlights include:

- Overview of how ESJ started within MTS
- Anchoring our Work with Important Conversations (Crucial Conversations)
- Safe and Inclusive Workplaces
- Attended Immigrant Stories sessions
- Visited several agencies in Winnipeg (NEEDS, IRCOM, Welcome Place, The Peaceful Village, and CEDA)
- Attended Anti-racism presentations
- Understanding of Education Finance
- Equity issues related to Collective Bargaining
- Understanding of Bill 28 – The Public Services Sustainability Act

The MTS/ESJ grant will be coming out in the fall. Non-ESJ related, I maintained the PCTA Website.

Education Finance – Jason Lucas

2017-2018

My Year at Education Finance:

- Fall Seminar – Nov 2017
- Board Presentation – Jan 11 2018
- Budget Night – Feb 28 2018
- Walk on Parliament – May 25 2018
- AGM – helping with Central Hospitality Room (Portage member Running for PX)
- Missed two PCTA executive meetings

This year has been an interesting one in the world of education finance.

The announcements has sent shockwaves through school divisions, right before the budgets were released. Pine Creek was shocked by the announcement, and ran crazy trying to figure out what it meant. Pine Creek is at a loss for another year, this trend is starting to play a major part of how the division is setting up their budget.

The Provincial Executive of MTS was shocked to find out the plans of the current Manitoba Government.

The fall seminar was just before the announcement, so it was lots of wondering what would happen as no information had fallen upon the MTS ears.

January 11, Cameron Watson and I were requested to do a presentation to the PCSD board as part of the budget process.

That night we went into the meeting with three areas of discussion.

1. Staffing
2. Programming (Overall, SDL, and Skype)
3. Transportation

We know that in divisions around us, there are magnet programs or starting of the magnet programs that could pull students away from Pine Creek. For this reason we asked the board to sustain programs and staffing for these programs. The whole business of schools are to get students ready to leave, cutting programs would take away from the whole idea of a well-rounded student.

Programs like SDL and Skype were discussed as working and wanting to keep and increase at a pace that works in our division. Expanding these programs too fast may lead to a collapse and we do not want to see it happen.

Transportation had the most discussion. When I addressed this I stated that I wanted to see money go into the classroom and not into a gas tank of a bus. (8.5% of the Budget goes to transportation). We asked that the board look into “greener” initiatives. We suggested that PCSD look into smaller busses as they get better fuel efficiency.... The smaller busses would help with issues such as extracurricular... why take a 45 passenger bus to move a volleyball team (8-10 people) to take a team to Elton (Cost Over \$350).

I have since learned that this topic was mishandled by PCSD, and I’m sorry for any misunderstanding.

PD Chair Report - submitted by Krystal Nicholls

MTS Events:

- Summer seminar in Hecla from August 21 to August 23
- Fall seminar in Winnipeg on November 3 and November 4
- Winter seminar in Winnipeg on February 8 and 9

- South Central Regional PD Chair meeting in Elm Creek on May 3
- check MTS website for PD opportunities for next school year.
- Professional practice grants in fall

Executive Events:

- attended executive meetings
- liaison meeting with the board (November 13)
- Divisional Budget night (February 28)

PD committee meetings:

- Monday, September 11
- Monday, October 30
- Tuesday, January 16
- Wednesday, May 9

Pine Creek PD dates for 2017-2018:

- ✓ Friday, September 29 - Charlie Appelstein
- ✓ Friday, October 6 - In-school follow-up to Charlie Appelstein
- ✓ Friday, October 20 - MTS Professional PD Day
- ✓ Friday, December 1 (pm) - In-school PD
- ✓ Friday, March 16 - In-school PD (high schools)
- ✓ Friday, April 23 (pm) - In-school PD (elementary)
- ✓ Friday, April 27 - In-school PD (elementary)
- ✓ Friday, April 27 (pm) - In-school PD (high schools)

PD funds accessed: \$913.74

This year changes came from the Division Office in terms of how we recognized our in-school facilitators. We could no longer give the honorariums in gift cards as we had done in the past. Instead we were told that we would have to give a tangible item that had to be kept in the school.

I would like to propose that we go back to giving gift card/cash honorariums and that the money comes from the PCTA PD funds account.

(2 in- school days x \$100 for full day facilitation x 8 schools = \$1600. Sometimes there are more than 1 facilitator, so this amount might be a little higher.)

I would like to thank the executive for their support and encouragement over the past 5 years. Due to personal commitments, I have chosen to step out of the PD Chair role this year and seek a smaller role on the executive, if available. I would like to wish the incoming chair the best of luck.

I would like to thank the PD committee for their hard work and dedication to the Joint PD committee. The members of the committee this year were: Lesley Nichol, Judy Watson, Amanda Penner, Amanda Ginter, Lois Mauthe, Shannon Blondeau, Amanda Slawinski, Dawn Langlois, Karen Sigurdson, and Mr. Lyons.

I would like to personally extend my well wishes to Lois Mauthe in her upcoming retirement. Lois spent many years on the Joint PD committee, and I'd like to thank you for being an amazing resource and for all the hard work that you put towards the committee.

Checks will be sent to all those who facilitated throughout this year.

Motion by: Mike T./Joseph W. - PCTA AGM reports to be circulated to PCTA membership 7 days prior to the AGM, so that the membership can read through the reports. At AGM membership brings questions and then chairs say that their report is as presented. -

Indigenous Chair Report – Kim Tait

2017/2018

I attended the Indigenous Chair Training sessions on October 13/14 and again February 9/10 in Winnipeg. The sessions consisted primarily of educational pd opportunities and information sharing.

One PD highlight was the Royal Geographic Society Indigenous Giant Floor map that is paired with 18 online theme based lesson plans on Indigenous issues for K-12. This is one of the best resources I have seen recently for incorporating Indigenous topics into curriculum proficiently.

I enjoyed my year in this position. It was very much a learning experience for me. Looking towards next year, I would like to see this position involved with the MTS Indigenous Grant, formulating a treaty acknowledgement statement and working closer with PD and SJ to develop a format to share resources that the Indigenous Chair comes across.



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COLLECTIVE BARGAINING CHAIR ANNUAL REPORT

2017-2018

COLLECTIVE BARGAINING CHAIR ANNUAL REPORT

2017-2018

PRESENTED BY: Chris Samels CB Chair

AUGUST 23-25 2017

- Attended Hecla Seminars (Public/Private Partnerships, Bargaining Under Bill 28, Setting Priorities, Problems vs Proposals, Recommended Clauses, Simulations, Bargaining Checklist)

SEPTEMBER

- Attended PCTA meeting (Gladstone)
- Contacted staff officer re: possibly requesting a different MASBA rep – they don't recommend it.
- Attended MTS Fall Bargaining Session training in Winnipeg
- Met with staff officers re: Mat Leave and need to change clause immediately (they informed me they have already contacted PCTA president and sent letters to him to send to Pine Creek Super.)
- Review of bargaining survey – need to contact previous chair to see if there is a more current version.

NOVEMBER

- Attended PCTA meeting (MacGregor)

JANUARY

- Was added to signing list for PCTA cheques
- Attended PCTA meeting (Neepawa, Jan. 17th)
- Attended Norm Gould presentation in Portage la Prairie
- Hosted divisional table team meeting (MCI) with Terri-Lynn Hill (staff officer) to generate surveys for bargaining

FEBRUARY

- Attended South Central Bargaining Meeting at Elm Creek (Feb. 8th)
- Attended meeting at WMCI (Feb. 13th)
- Budget Night (PlaP) at PCI (Feb. 21st)
- Budget Night at MCI (Feb. 28)

MARCH

- CB Surveys compiled with several members of divisional team (March 7th)
- Contacted staff officer regarding next steps (emails sent, no reply as of March 19th)
- MTS Bargaining Meeting (March 17th)
- PCTA meeting (WMCI) (March 21st)

APRIL

- Hosted (April 18) bargaining team meeting at MCI where the bargaining survey results were discussed, the opening package was compiled (with assistance from the staff officer) and the final “intent to bargain” letter printed.
- April 26 the letter “to intend to bargain” was delivered (by Cam and Nicole)

MAY

- May 7 letter was received from the board chair regarding our letter of intent to bargain. They stated that the Pine Creek School Division was “not in a position to commence collective bargaining”.
- Attended the May 16th PCTA meeting (presented general info regarding opening package generation and the finalizing of letter of intent).
- Letter in response to the Board response was written and sent.

JUNE

- Attended AGM

2nd call for nominations – Steven Williams for WPHS

Benefits Report: Diana M. B.

PCTA Dental plan is in good shape and the Trust recommended no increase to the premium.

Summary of the April Benefits Meeting in Brandon:

Jan 2018 MB School Employees Benefits Plan Newsletter summarized benefit plan housekeeping, Paramedical practitioners’ reasonable and customary per visit charges (see www.mpsebp.ca), how dispensing fees vary and the benefits of the preferred pharmacy network. You’ll also find info on travel insurance, tax tips, the 2018 premium rate increases, maintaining coverage after you retire, and a list of online resources.

The 2018/2019 premiums for disability will be going up \$34 per year based on an \$80,000 year salary. The reason for this is that claims costs increased (including the cost of medical appliances), and they want to restore the funded status from 120% to 140% of the fund.

Early Mid Career Pension Sustainability Seminars have been ongoing and are generally seen to be beneficial. They will continue in 2018/2019, unless the Government wants to commence, and move much faster, in discussions at a convened Pension Task Force.

Great-West Life was approached to see under what terms they would be willing to merge the Optional Life plan with the mandatory MPSE Life Insurance plan, but it was concluded that a merger is not feasible or advantageous.

The Optional Life plan is open to any present or former MTS member and their spouses/partners. As a result, it may be particularly important for your term teachers or substitutes as the MPSE Group Insurance ceases when the term ends and is not available

to substitutes. Optional Life can be started at the first of any month, and will require at least a medical questionnaire. Information on the plan is on the MTS website and is also provided in the meeting kits.

In the September 2017 plan renewal, the plan consultant and GBSC recommended to the MPSE Benefit trust that the plan institute Industry standard Reasonable and Customary Limits to Massage and Chiropractor. There is a large range of fees throughout the province, and for massage therapy, the time limit is determined by the client. The Trust accepted the recommendation and the plan renewal at its May 10th 2017 meeting. We'll find out more when the MPSE report to the AGM is released, as mentioned in the first paragraph of this report.

MPSE Blue Cross EHB Plan Amendments and Premium Effective September 1st 2018

Effective September 1st 2018, coverage under the MPSE Blue Cross

Extended Health plan will be amended to add better coverage for Insulin Pumps and Continuous Positive Airway Pressure machines, (C-PAP). These machines will be moved to the grouping of listed Medical Appliances under the Medical Appliances category. This portion of the service category has a benefit of \$1000.00 / 5 year period. Previously these appliances could have been claimed under the 'other miscellaneous medical equipment' portion which has a benefit of \$500.00 lifetime cap.

This change was made in response to the increasing use of these machines and the current situation. This arose in mid-April 2018, when Provincial Health, which used to pay the whole cost of C-PAP machines, offloaded costs up to \$500.00, to individuals, or, where they have an Extended Health plan, to the plan.

Hearing Aid coverage was also amended to go from a benefit of \$2000.00 every 6 year period to the same dollar value, (\$2000.00), but over a 5 year period. This more adequately reflects developments in the Hearing Aid industry and the apparatus itself.

As result of the aforementioned amendments and medical inflation, the MPSE Extended Health Premiums will be increased 1.75% effective September 1st 2018.

MPSE Great West Life Group Life Insurance Premiums Effective September 1st 2018

The Group Life Insurance, which, is mandatory for all teachers at a minimum of 200% of salary, will have a premium increase effective September 1st 2018.

In 2017 the premium charged by the insurer, Great West Life, was \$0.124 per thousand of insurance. Effective September 1st 2018, the premium charge will increase to \$0.129 per thousand of insurance. (A four percent increase) All the premiums are based on claims over premium ratio for the previous 5 year rolling average. In 2017 the plan experienced a very high claims over premiums ratio.

While Life Insurance claims tend to follow the actuarial Canadian Mortality tables, on an individual plan basis, experience can be very unpredictable dependent on the number of deaths and the value of the insurance claim of the deceased. As a result, the MPSE Benefits Trust accepted the 4% increase.

Another factor that will change is the premium subsidy for the Group Life plan.

Insurance companies can be either structured as a Mutual company or publicly traded on a stock exchange. The difference is who actually owns the company. An Insurance company that is a mutual company is owned by the plan policy holders. An Insurance company that is publicly traded is owned by the shareholders, and shares can be purchased by anyone.

In November 1999, the insurer, for the Group Life plan, Canada Life, changed its status from a Mutual company to a publicly traded company and issued an initial price offering for stocks in the company. At that point, the various policy holders could either obtain stock or be paid out the value of their policy.

The policy holder, for the teacher's Group Life plan was the MPSE Group Life Insurance Trust and they decided to take the value and invest it to subsidize premiums going forward. At point in time the projected life of the subsidy was 3 to 5 years. (Given the unpredictability of investment markets no projection ever given over a 5 year length – however, the subsidy has actually lasted for 17 years) From 2008 until 2017 this subsidy was equivalent to \$0.024 per thousand of insurance, making the charge to the plan participants \$0.10 per thousand of insurance. (The plan's investments paid the balance \$0.024 per thousand) In 2017, the subsidy was reduced to \$0.014 making the actual cost, to plan participants, \$0.11 per thousand. Given the negative effect on the plan assets due to the poor experience for 2017, the subsidy draw on the assets over the 17 years, along with poor investment markets in 2017, the MPSE Benefits Trust decided to discontinue the premium subsidy effective September 1st 2018 thereby making the plan participants pay the actual cost of the insurance, the \$0.129 per thousand.

SEP

Therefore, effective September 1st 2018, the premium will be \$0.129 per thousand of insurance.

If you have any questions or concerns please contact;

Your Association President or Association Employee Benefits Chair or;

Glen Anderson MTS Staff Officer Benefits at 204 831 3052 or toll free at 1 866 494 5747 ext 279, or at ganderson@mbteach.org

Sept 2018 MPSE EXTENDED HEALTH BENEFIT PLAN MONTHLY RATES

Effective September 1st, 2018

<u>Category</u>	<u>Monthly Rate</u> <u>Sept 2018</u>
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Active Teachers (including travel) under age 65

(single)	\$ 61.00
(family)	\$122.00

With \$200 Vision	(s) \$ 64.25
(+ \$3.25/\$10.00)	(f) \$132.00

With \$300 Vision	
(+ \$5.50/\$16.25)	(s) \$ 66.50
	(f) \$138.25

Active teachers age 65+

(single)	\$ 77.75
(family)	\$155.50

Retired Teachers/Non Teachers

Blended: Available to retiring teachers/non teachers:
 • who have been enrolled in a plan

Without Travel Coverage:(note; closed group-not available to new entrants)

(single)	\$ 79.55
(family)	\$159.10

Including Travel Coverage:

(single)	\$ 98.85
(family)	\$197.70

NonBlended: Available to retiring teachers/non teachers • who have not been enrolled in the MPSE plan;

Including Travel Coverage:

(single)	\$106.35
(family)	\$212.70

Without Travel Coverage:(note; closed group-not available to new entrants)

(single)	\$ 87.05	(family)	\$174.10
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Non Teaching Staff under age 65

Active: (including travel) **Sept 2018**

(single)	\$ 61.00
(family)	\$122.00

Workplace Safety and Health Report – Steven Williams

- Site Inspections- Toured various schools for Safety Inspections- Discussions amongst people who are involved in touring schools.
- Meetings throughout the year with Workplace Safety and Health officers from Winnipeg.
- Meetings with Superintendent

- Training
 - Safe Manitoba training session- Jack Slessor- Presentation on HIRC- October 6th
 - Workplace Safety and Health Ergonomics- Roland Reeders- December 6th
 - WHIMIS Training
 - Safe Work Manitoba- Michael Boileau
 - Violence and Harassment- Darren Thomas

- Visitors to School Buildings procedure-
 - FOB installations/ video electronic installations
 - Procedure Review

- Shops safety planning- Safety equipment/ New phone installation recommendation

- Hearing Test completed on November 14th -Only required groups were tested this year. Communication with Maintenance, Safety officer and Superintendent

- Violent Incident Report Reviews- Committee is looking at streamlining the forms for next year. The WSH Committee has not been involved in any full investigation to date.

- Workplace Safety and Health Committee Meetings
 - Thursday, October 5th
 - Wednesday, December 6th
 - Wednesday, March 14th
 - Tuesday, May 29th

Final call for nominations.

3. Elections -

4. Years of Service Presentations –

Alana Madsen – speech of retirement for Louis Mauthe

Dawn Langlois – speech of retirement for Robert M.

Kyle McKinstry- speech of retirement for Randy Chambers

5. Adjournment – Penny Wilson/Judy Watson

6. New Executive Meeting after AGM

PCTA Members for 2018 – 2019:

President –Cameron Watson

Vice President- Nicole Lehmann

Secretary- Mary Hofer

Treasurer – Mark Borgfjord

Employee Benefits – Diana M. B

Public Relations – Krystal Nicholls

PD – Alana Madsen

Ed Finance – Jason Lucas

Teacher Welfare – Chris Samels

Indigenous Chair – Kim Tait

WPHS – Steven Williams

ESJ- Tim Klein

Past President – Wilf Lehmann

Members at large – Karlie Skibo, Andrew Lewis, Joshua Waldner, Jocelyn Foxen, Amanda Ginter