



Special points of interest:

- *DD Services Info*
- *Safety Care Tidbit*
- *Language Line Access*
- *Out & About*
- *What's in a Month*
- *April Menus*
- *Taking Flight*

"Worry is like a rocking chair. It will give you something to do, but it won't get you anywhere."

Unknown

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From the Desk of the Interim RHA - Dr. Vicky Spratlin



As my days as the Interim RHA are winding down, I look back over the past seven months with the gnawing question as to whether or not I have been a good leader. As we have been told in different manager/leadership development trainings, managing and leading are two very different things.

Managing is "doing things right," while leadership is "doing the right thing" (Peter Drucker). I think I get a check on that one. During the CMS plan of correction, we have all learned a great deal about doing the right thing. There are times when it would be so much easier not to suspend a staff or go home early, but it would not be the right thing to do. I hope I have been able to set an example in that regard.

The difference between leading and managing can also be seen in whether you arrange and tell people what to do or rather nurture and enhance their abilities. When I first moved into the role of Interim RHA, I felt as though I had to be very directive and make all of the arrangements myself. I was consumed with the notion that my failure would cost the state of Georgia 14.5 million dollars! How arrogant was I? As time moved on, I realized ECRH has a good management team and getting out of the way of good people while they are doing their jobs is the best way to lead. I was not disappointed.

I also started reading books and lectures on leadership. It is amazing exactly how many such books exist, and how many of them conflict with each other. Then I read a simple quote by Harold S. Geneen: "Leadership cannot really be taught, it can only be learned." How true. You can read what other people have to say about leadership, but until you have actually gotten in there and done it, you know very little.

(Continued on page 3)

Tidbits of ECRH History

In the 1970-1980 period, Georgia Regional Hospital (now ECRH Augusta Campus) had a wonderful telephone operator and information clerk located at the switchboard inside the entrance to the Administration Building. She kept a log of interesting questions and her answers. TIDBITS wishes the log could be found, but here are a couple of items from memory:

Question: "Is Doctor Adams 'round?"

Answer: "No, he is tall and skinny."

Question: "Where can I locate EKG and EEG?"

Answer: "They are located in the Infirmary building by the LAB. If you are also looking for EGG it is in the Kitchen."

Contributed by Brian Mulherin

New Employees



Front Row (L-R): LaDana Hall, HST; Farzana Hussaini, Program Assistant; Jassica Speer-Cater, Clerical Worker; Pamela Hartle, Occupational Therapy Assistant

Back Row (L-R): Alex Walker, HCW; Alexis Fyne, Jr., HST; Germaine Bolton, Facility Safety Officer; Caprecia Ingram, QIDP

Front Row (L-R): Alice Brown, HST; Rhiana Surry, Agency HST; Patricia Moment, Agency CNA; Brittany Kicklighter, Agency HST

Back Row (L-R): Marvin Campbell, HST; Lindsey Fields, CNA; Kiara Lambert, CNA



Front Row (L-R): Alexandria Nandalall, HST; Patrina Appling, HST; Dyreka Jones, HST

Back Row (L-R): Corray Bryant, HST; Linda Simanski, GRU RN; Jeannett Dekle, Agency CNA; Tabitha Snellings, HST



Welcome!

Supervisory Skills for Success Graduates

Dariece Bartlett, HST2; Hope Beard, QIDP; Sherri Bell, HST2; Mary Bennett, Shift Supervisor; Wanda Boone, HST2; Peggy Bostick, Housekeeping Manager; Jonathan Brannon, Shift Supervisor; Ella Brigham, Shift Supervisor; Shawanda Brinson, CNA2; Earnest Brown, Housekeeping Team Leader; Bill Carter, Work Therapist; Tiffany Churchwell, HST2; Kenneth Clay, Food Service Manager; Linda Doyle, HST2; Doris Geter-Edwards, HST2; Dorathy Habersham, HST2; Regenia Harrison-Moore, TIP Coordinator; Linda Jordan, HST2; Chandra Landy, Recovery Team Facilitator; Louise Lowe, HST2; Krystal McManus, HST2; Sandra Moss, Food Service Worker 2; Phyllis Okafor, HST2; Robin Powell, Patient Accounts Officer; Norma Quinonez, Accountant II; Turkessa Robinson, CNA2; Sandra Taylor, HST2; Thea Turner, CNA2; Zelma Turner, HST2; Daisy Wright, CNA2



From the Desk of the Interim RHA - Dr. Vicky Spratlin

(Continued from page 1)

The other thing I was worried about was my tendency to say "yes" too easily. To be a good leader, one has to be able to say "no." In fact, the art of leadership, according to Tony Blair, is saying no. If this is true, I have become quite the artist. I hope I only said, "No" when it was the right answer.

I can promise you one thing ... if being a good leader is in any way measured by the pride one has in watching staff pull together and do the "near impossible," I have been a good leader. I have been very overwhelmed by the heights to which people reached in order to bring the Gracewood Campus back into CMS compliance and keep us there.

I have been humbled by the responsibility given me seven months ago. I certainly have not been disappointed by any of you, and only hope I was an adequate leader.

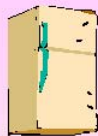
*Sincerely,
Dr. Vicky Spratlin*



We had some interesting cloud formations over ECRH recently.
Photos courtesy of Laura Shields.



Safety Care Training Information



There is a refrigerator available for you to use during training.

There is a snack and soda machine available.



We can't change the thermostat in the building so bring a jacket in case the climate is cool.



Please wear sneakers and loose fitting comfortable athletic clothing (sweat shirt, sweat pants), jeans or t-shirts due to the physical activities involved and to ensure safety. Failure to wear appropriate attire will result being rescheduled for the next available class.



Communication and Team Work begins with *YOU//ME* and ends with *WE//US//OUR!*



10 Tips for Top Quality Teamwork

By Randall S. Hansen, Ph.D.

1. Foster open communication!
2. Build trust!
3. Set clear goals!
4. Review progress!
5. Encourage cooperation...*NOT* competition!
6. Focus on professionalism!
7. Celebrate differences/diversity!
8. Be enthusiastic!
9. Share the work/Do the Work!
10. Clarify responsibilities to the team!

**“BE THE CHANGE YOU WANT
TO SEE IN THE WORLD”**
-MOHANDAS GANDHI

HR Partners

TOP 10 TIPS

About Free Tax Preparation

Each year millions of people have their tax returns prepared for free by volunteers. These volunteers are part of the Internal Revenue Service's (IRS) Volunteer Income Tax Assistance (VITA) and Tax Counseling for the Elderly (TCE) programs. Here are the top 10 tips the IRS wants you to know about VITA and TCE:

1. The IRS sponsors both the VITA and TCE programs. They work with local community groups to both train and certify volunteers.
2. The VITA program generally offers free tax return preparation and e-filing to people who earn \$52,000 or less per year.
3. The TCE program offers help mainly to people age 60 or older. Volunteers specialize in tax issues unique to seniors. AARP is part of the TCE program and helps taxpayers with low to moderate incomes.
4. VITA and TCE provide free electronic filing. An e-filed tax return is the safest and most accurate way to file. Using e-file combined with direct deposit is the fastest way to get your refund.
5. Some sites provide bilingual help for people who speak limited English.
6. Using VITA and TCE may help ensure you get all the tax credits and deductions you're able to claim. For example, credits for which you may qualify include the Earned Income Tax Credit, the Child Tax Credit, and the Credit for the Elderly.
7. VITA provides free tax assistance to military members and their families. Volunteers help with tax issues related to the military. These include special rules and tax benefits for those serving in combat zones.
8. At some VITA sites, you can also prepare your own federal and state tax returns using free Web-based software. This is an option if you don't need much help or don't have a home computer. Volunteers are on-site to guide you if you need help. The self-preparation options generally offer free tax return preparation software and e-filing to people who earn \$58,000 or less per year.
9. For more than 40 years, the IRS has partnered with nonprofit and community organizations to offer these vital services. Thousands of VITA and TCE sites around the nation open in late January and early February.
10. Visit <http://www.irs.gov> to find the nearest VITA site. Search the word VITA and then click on "Free Tax Return Preparation for You by Volunteers". Site information is also available by calling the IRS at 800-906-9887. To locate the nearest AARP Tax-Aide site, visit <http://www.aarp.org>, or call 888-227-7669.



U.S. Internal Revenue Service. (Updated 2014, January 29). Top 10 tips about free tax preparation. Retrieved March 25, 2014, from <http://www.irs.gov>



HR Partners

JOINING A GYM



If you're looking to get in shape, a membership at a gym, fitness center, health spa, or sports club could be a good option. But joining a gym often means signing a contract, and not all contracts are the same. To avoid a problem down the road, find out more about the business and what you're committing to before you sign up. People have told the Federal Trade Commission (FTC) about high-pressure sales tactics, misrepresentations about facilities and services, broken cancellation policies, and lost membership fees when gyms go out of business.

CHECK OUT THE FACILITIES.

Plan a visit at a time you would normally be using the gym to see how crowded it is, whether the facilities are clean and well-maintained, and whether the equipment is in good shape. Ask about the:

- **Number of members.** Many gyms do not have membership limits. It might not be crowded when you visit but be packed during peak hours or after a membership drive.
- **Hours of operation.** Do they suit your schedule? Some fitness centers restrict men's use to certain days and women's to others. Some may limit lower-cost memberships to certain hours.
- **Instructors and trainers.** Some places hire trainers and instructors who have special qualifications. If you're looking for professionals to help you, ask about their qualifications and how long they've been on the staff.
- **Classes.** Will you need to pay extra for certain activities, or are they

included in your membership fees?

KNOW WHAT YOU'RE AGREEING TO.

Some gyms will ask you to join—and pay—the first time you visit and will offer incentives like special rates to get you to sign on the spot. It's best to wait a few days before deciding. Take the contract home and read it carefully. Before you sign, find out:

- **Is everything the salesperson promised written in the contract?** If a problem comes up after you join, the contract is what counts. If something isn't written in the contract, it's going to be difficult to prove your case.
- **Is there a "cooling-off" or trial period?** Some gyms give customers several days to reconsider after they've signed a contract. Others might let you join for a trial period. Even if it costs a little more each month, if you're not enjoying the membership or using it as much as you planned, you will have saved yourself years of payments.
- **What happens if the gym goes out of business?** You can check with your state Attorney General to see what your rights are according to your state's laws.
- **Can you cancel your membership or get a refund?** What happens if you need to cancel your membership because of a move, of an injury, or you just aren't using it? Will they refund your money? Knowing the gym's cancellation policies is especially important if you choose a long-term membership.
- **Is the price right?** Break down the cost to weekly and even daily figures to get a better idea of what you will pay to use the facility. Include possible finance charges if you pay by credit. Can you afford it? If you signed up for a special introductory rate, make sure you know the terms of your contract once the discounted rate ends.

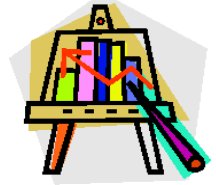
FIND OUT WHAT OTHER PEOPLE THINK.

- **Search for reviews online.** Do a search online to see what other people are saying about the location you're interested in. You might search the name of the gym with words like "reviews" or "complaints." Are people having the same kinds of issues with their contracts or the facilities?
- **Check for complaints and find out your rights.** Contact your state Attorney General or local consumer protection office to find out whether state laws regulate health club memberships and whether the office has gotten any complaints about the business.

The Quality Corner - News & Information From Quality Management



Joint Commission Triennial Survey Window Now Open



ECRH is now in the 18 to 36 month window during which the Joint Commission can return for our next full survey event. This means that the Joint Commission can come in to conduct the full survey on both campuses anytime between now and next March. All five hospitals in our system were surveyed three years ago just after the first of the year.

Here are a few items to please keep in mind that were cited during the last round of hospital surveys or issues that have been noticed recently during hospital rounds:

1. Vehicle logs must be maintained every time you check out a vehicle for use.
2. All direct care and medical care staff must follow the regulations regarding proper personal grooming. This includes keeping nails maintained at appropriate lengths, as well as no gel tips or gel polish.
3. ID Badges must be worn whenever staff are on duty. Badges must be worn between the chest and neck area, and your name and photo must be visible. Badge lanyards must be worn with break-away clips or fasteners to prevent staff from possibly being choked.
4. No cleaning products or other chemical products such as air fresheners may be brought from home without permission from our Safety Officer.
5. Housekeeping carts must remain at all times within control of a housekeeper whenever the cart is on the floor. Carts can never be left unattended.
6. Clothes dryer lint traps must be cleaned on a daily basis for fire safety.

Safety Care Tidbits - Safety Habits

Habits that staff should practice to avoid being bitten include: Identify those individuals with a history of biting, stay out of the bite zone, avoid hugs and other positions near the face, avoid crossing an individual's midline and use the elbow check when appropriate.



Pharmacy Update



"Pharmacy for Nurses" Class

All nurses are encouraged to attend the "Pharmacy for Nurses" class:



Gracewood Campus - Building 103B:
during Nursing Orientation

March 31, 2015

April 16, 2015

1:30pm – 2:30pm

Topics Discussed in Classes Include:

1. The Availability of "After Hours" Medications
2. Medications Available in Code Carts
3. Online Floor Stock Ordering Process
4. Controlled Drug Documentation/Delivery Process
5. High Risk Medications
6. Pharmacy Hours of Operation

Please contact Casandra Roberts
in the Pharmacy for more information (ext. 2496)



Attention Nursing Staff



Please make sure all refill requests and floor stock orders (controlled and non-controlled) are received in the Pharmacy Department before 11:00 am on Friday mornings. **No refill requests or floor stock orders should be expected to be filled by the Pharmacist during the weekend.**

Thank you for your cooperation!

Pharmacy Update



Expiring Physicians' Orders



Please be aware that all expiring orders need to be **"copied"** or **"renewed"** before the Pharmacy fill list is run for an area's "drug refill day". Otherwise, this will result in an insufficient quantity of medication being sent to the area from the Pharmacy.

1. A **"renewed"** order adds additional days to the end of the order in the computer system and the pharmacy does not automatically send the medication. If the medication is needed before the living area's "Drug Refill Day", the Nursing Staff will need to submit a refill request to the Pharmacy.
2. A **"copied"** order comes through as a new order in Avatar and will need to be processed by the Nursing staff. A refill request must be submitted if additional medication is needed.

Recipe from Maintaing a Healthy Weight Class

Some items that we discuss in our Maintaining a Healthy Weight class are: portion control and eating multiple, small, balanced meals per day to decrease appetite and boost metabolism. It is okay to occasionally "splurge" and celebrate, just continue with "Mindful Eating" where you consider what you have eaten in the overall plan of your calorie expenditure (exercise) and your intake to maximize your health!

Still hungry? Pass on the fried chips! When you still want more food, fulfill that appetite with vegetables, which are nutrient dense, and low in calories!

Don't forget the water! Drink a glass of water before each meal to make sure you stay hydrated and to help you fill up and enjoy another during your meal! Just can't drink all that water? Add low calorie sweet or salty flavorings like broth, lemon or fruit slices, or change the temperature and see if that may help!

This recipe was contributed as a Community Spring Celebration Meal by the Maintaining a Healthy Weight class of the Treatment Mall on the Augusta Campus. Share your meal preparation and consumption with friends and enjoy the companionship!

Look for more recipes in future issues of the *Bulletin*.

R's BAM! Bar-B-Que, Veggies & Garlic Bread

Start charcoal grill, adding moistened hickory chips for smoke flavoring after coals are hot.

Rack of beef ribs.

Wash thoroughly, then cut into 2 rib portions. Boil for 15 minutes in a large pot of water to start cooking process and reduce saturated fat content.

Prior to placing boiled ribs on grill, season with garlic, onion powder, Italian herbs, and organic olive oil on both sides. Place with bone side down, arching like a "Rainbow."

Combine 1 cup ketchup, ½ cup mustard, 1/2 tsp hot sauce, ¼ cup A-1 sauce in bottle and shake well.

Baste top side of ribs with sauce and cover on smoking grill for 15 minutes. Baste again, and turn, continuing to baste and turn approximately every 15-20 minutes x 4 or until ribs are tender and flexible when turned over.

DD Services

**ECRH Incident Management
Hotline Procedure**

The purpose of this Hotline is to establish an alternate means of reporting incidents in a timely manner. The Hotline is to be utilized by any employee, contractor, family member, visitor and volunteer that may feel uncomfortable reporting an incident or allegation of abuse, exploitation or neglect in person. This is an alternate reporting system and by no means will it replace the current protocol outlined in the Incident Management Policy.

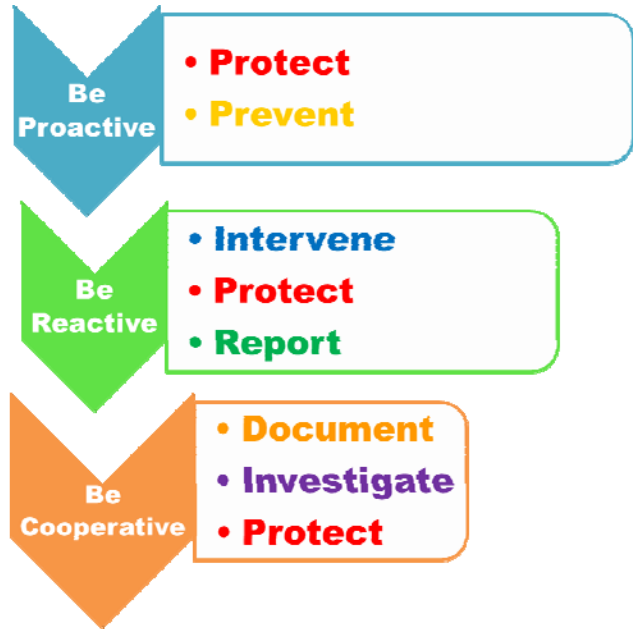
Hotline Number:
(706) 945-7150



PRIDE IN PLACE - It Starts with Me

"If you change the way you look at things,
the things you look at change." - Wayne Dyer

Our Role in Protecting Our Individuals from Harm



Remember!

On the Gracewood Campus only, when on the living areas, a mask will be worn by EVERYONE (Investigators, Security, Plant Ops, Environmental Services, PAs, Dietary, Visitors, Staff....) who did not receive the Flu shot.

Infection Control

World TB Day 2015

Each year, World TB Day is observed on March 24. This year CDC selected the theme "Find TB. Treat TB. *Working together to eliminate TB.*"

Tuberculosis is still a life-threatening problem in this country, with much work needed to eliminate this devastating disease. Anyone can get TB, but thanks to public health TB control programs in this country, essential services are being provided to prevent, detect, and treat TB. In fact, in the United States, the number of TB cases reported every year is continuing to decline, thanks in large part to the efforts of frontline staff at state and local TB control programs.

What CDC Is Doing

CDC supports national TB surveillance, prevention, and control efforts and provides technical assistance, training, laboratory support, and guidance to state and local TB control programs. Together with our partners in the United States and around the world, CDC is committed to working towards a world free of TB.

What ECRH Is Doing

East Central Regional Hospital is committed to the safety of our hospitalized individuals, visitors, employees, and others. To this end, this Tuberculosis Control Plan (TB Plan) is provided to minimize the risk of TB exposure. You can find the policy on TB screening on Policy Stat **DBHDD Policy 03-517: Attachment H**

As an employee of DBHDD/ECRH, you are required to have your TB screening done annually on your birthday. If you have not done so, please set up an appointment with Occupational Health to do so NOW. Every manager's goal should be 100% compliance for their unit.

From the office of Infection Control

Teresa Baldy IC LPN

<http://www.cdc.gov/features/worldtbdays/>



Occupation Health - Spring Allergies



Spring is the time of year for seasonal allergies. As the trees start to bloom and the pollen is released into the atmosphere, allergy sufferers begin their annual ritual of sniffing and sneezing. Pollen can travel for miles, spreading a path of misery for allergy sufferers along the way. The higher the pollen count, the greater the misery! Allergy symptoms tend to be particularly high on breezy days when the wind picks up pollen and carries it through the air. Rainy days, on the other hand, cause a drop in the pollen counts, because the rain washes away the allergens. There is no magical cure for spring allergies; there are a number of ways to combat them from medication to household habits.

What causes spring allergies?

The biggest spring allergy trigger is pollen which is released into the air by trees, grasses, and weeds for the purpose of fertilizing other plants. When pollen grains get into the nose of someone who's allergic, they send the immune system into overdrive releasing antibodies that attack bacteria, viruses, and other illness-causing organisms. The antibodies attack the allergens, which release chemicals called histamines into the blood. Histamines trigger the runny nose, itchy eyes, and other symptoms of allergies.

Here are some of the biggest spring allergy offenders: Trees, Alder, Ash, Aspen, Beech, Box elder, Cedar, Cottonwood, Cypress, Elm, Hickory, Juniper, Maple, Mulberry, Oak, Olive, Palm, Pine, Poplar, Sycamore, Willow, grasses and weeds, Bermuda, Fescue, Johnson, June, Orchard, Perennial rye, Redtop, etc...

What are the symptoms of spring allergies?

The symptoms of spring allergies include: Runny nose, Watery eyes, Sneezing, Coughing, Itchy eyes/nose, and Dark circles under the eyes.

Airborne allergens also can trigger asthma, a condition in which the airways narrow, making breathing difficult and leading to coughing, wheezing, and shortness of breath.

What's the treatment for spring allergies?

Doctors treat spring allergies with a number of over-the-counter and prescription drugs.

- Antihistamines reduce sneezing, sniffing, and itching by lowering the amount of histamine (the substance produced during an allergic reaction) in the body.
- Decongestants clear mucus out of the nasal passageways to relieve congestion and swelling.
- Nasal spray decongestants/ Steroid nasal sprays/and Cromolyn sodium nasal spray helps relieve congestion and may clear clogged nasal passages faster than oral decongestants.
- Eye drops relieve itchy, watery eyes.
- Some sufferers use natural therapies for relief. Research is mixed on their effectiveness. Just because a spring allergy treatment says "natural" doesn't mean that it is safe. Some herbal remedies can cause side effects or can react with medications you're taking. Talk to your doctor before you start taking any herb or supplement.

Even though you can buy these allergy drugs without a prescription, it's a good idea to talk to your doctor first to make sure you choose the right medication. Some antihistamines can make you feel sleepy, non-drowsy formulations are also available. Don't use over-the-counter antihistamines and decongestants for more than a few days without talking to your doctor.

Taken from CDC

Safety Shop - MSDS Locations

Did you know that you have the right to know about any chemical that you are asked to use here at ECRH?

Before you handle any type of chemicals OR are around any chemicals, I want you to know that you have a right to know about those chemicals in your workplace. Under the "Public Employee Hazard Chemical Protection & Right to Know Act of 1988", you cannot be fired or discriminated against for your right to know that information.

Do you know how to access the MSDS here at ECRH?

There are a few ways to can access ECRH's MSDS:

1. MSDS Online

Go to ECRH homepage (<http://dbhdd.georgia.gov/employee-information-ec>), then go to Employee Information, Research & Resources, MSDS search (<https://msdsmanagement.msdsonline.com/3659e4bb-ad63-4d84-8fa5-06bdec2f240d/ebinder/?nas=True>). This will take you to NSDS search and then you can type in the chemical that you are looking for and pull up the MSDS information.

2. Call MSDS Online 1-888-362-7416

Located on the white sticker on all phones is the MSDS online phone number and it is also located on the back of our ECRH employee ID badge. You can receive a faxed or emailed copy of our requested MSDS.

3. MSDS Hard Copy

Hard copies of all MSDS sheets are located in the Office of Safety & Emergency Management here on Gracewood Campus in Bldg. 8, room 49.

If you need assistance with anything Fire Safety, Life Safety, Radio Communications, MSDS, Hazard Material, Medical Equipment, or Emergency Management, please contact Jennifer Sosebee, Safety Manager, at 706-790-2400/2401 or by e-mail at Jennifer.Sosebee@dbhdd.ga.gov

HELP ME HELP YOU make ECRH a safe place for our individuals, visitors, and staff.



Training at a Glance - April

Class	Date	Time	Place
NEO Principles of Recovery	4/1/2015	9:30 a.m.-10:30 a.m.	BLDG 103-D E&R
Ostomy DD Services	4/1/2015	8:00 a.m.-10:00 a.m.	BLDG 103-C Lab
First Aid	4/1/2015	8:00 a.m.-12:00 p.m.	BLDG 99F
NEO PBS Training	4/1/2015	8:00 a.m.-4:30 p.m.	BLDG 20 Gracewood
AAA Drivers Improvement	4/1/2015	8:00 a.m.-2:00 p.m.	BLDG 103-C C-23
Updated PNS Professional	4/1/2015	1:00 p.m.-3:00 p.m.	BLDG 103-C Lab
Updated Seizure Management	4/1/2015	3:00 p.m.-4:30 p.m.	BLDG 103-C C-23
Updated Safety Care Level #2	4/1/2015 4/2/2015	12:30 p.m.-4:30 p.m. 8:00 a.m.-4:30 p.m.	BLDG 99L
NEO Infection Control and Prevention+ Handwashing	4/2/2015	9:00 a.m.-10:30 a.m.	BLDG 103-D E&R
Updated Seizure Management	4/2/2015	8:00 a.m.-9:30 a.m. 10:00 a.m.-11:30 a.m.	BLDG 103-C C-23
Updated PNS End User	4/2/2015	1:00 p.m.-2:00 p.m. 2:00 p.m.-3:00 p.m.	BLDG 103-C C-23
Updated PNS Prof	4/2/2015	9:30 a.m.-11:30 a.m. 1:00 p.m.-3:00 p.m.	BLDG 103-C Lab
MH-Updated Incident Management	4/2/2015	8:00 a.m.-9:30 a.m. 3:00 p.m.-4:30 p.m.	BLDG 103-C Lab
Updated Safety Care Level #1	4/2/2015	8:00 a.m.-2:30 p.m.	BLDG 99F
CPRA	4/3/2015	8:00 a.m.-11:30 a.m.	BLDG 103-C Lab
CPRC	4/3/2015	12:30 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated PNS End User	4/3/2015	8:00 a.m.-9:00 a.m. 9:00 a.m.-10:00 a.m.	BLDG 103-C Room C-23
MH-Updated Incident Management	4/3/2015	10:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
Updated PNS Professional	4/3/2015	1:00 p.m.-3:00 p.m.	BLDG 103-C Lab
Updated Seizure Management	4/3/2015	3:00 p.m.-4:30 p.m.	BLDG 103-D E&R
NEO Safety Care Level #1	4/3/2015 4/6/2015	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99F
NEO Safety Care Level #2	4/3/2015 4/6/2015 4/7/2015	8:00 a.m.-4:30 p.m. 8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
Updated PNS End User	4/6/2015	8:00 a.m.-9:00 a.m. 9:00 a.m.-10:00 a.m. 1:00 p.m.-2:00 p.m. 2:00 p.m.-3:00 p.m.	BLDG 103-D E&R
MH-Updated Incident Management	4/6/2015	10:00 a.m.-11:30 a.m. 3:00 p.m.-4:30 p.m.	BLDG 103-D E&R
CPRA	4/6/2015	1:00 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated Seizure Management	4/6/2015	8:00 a.m.-9:30 a.m. 10:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23

Training at a Glance - April

Class	Date	Time	Place
Updated PNS Professional	4/6/2015	9:00 a.m.-11:00 a.m. 1:00 p.m.-3:00 p.m.	BLDG 103-C Lab
AAA Drivers Improvement	4/7/2015	8:00 a.m.-2:00 p.m.	BLDG 103-D E&R
Infection Control and Prevention+ Handwashing	4/7/2015	2:00 p.m.-3:30 p.m.	BLDG 103-D E&R
Updated PNS Professional	4/7/2015	8:00 a.m.-10:00 a.m. 10:00 a.m.-12:00 p.m.	BLDG 103-C Lab
MH-Updated Incident Management	4/7/2015	8:00 a.m.-9:30 a.m. 10:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
Updated Safety Care Level #2	4/7/2015 4/8/2015	12:30 p.m.-4:30 p.m. 8:00 a.m.-4:30 p.m.	BLDG 99L
NEO CPRA	4/8/2015	8:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
NEO CPRC	4/8/2015	8:00 a.m.-12:00 p.m.	BLDG 103-C Lab
NEO First Aid	4/8/2015	12:30 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated Seizure Management	4/8/2015	1:00 p.m.-2:30 p.m. 3:00 p.m.-4:30 p.m.	BLDG 103-D E&R
NEO DD-Incident Management	4/9/2015	8:00 a.m.-12:00 p.m.	BLDG 103-D E&R
NEO Medical Emergency Response System	4/9/2015	12:30 p.m.-4:30 p.m.	BLDG 103-D E&R
NEO Observation of Individual to Ensure Safety	4/10/2015	8:00 a.m.-10:30 a.m.	BLDG 103-D E&R
NEO Seclusion and Restraint	4/10/2015	1:30 p.m.-4:30 p.m.	BLDG 103-D E&R
Updated Safety Care Level #2 (Weekend)	4/11/2015 4/12/2015	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99B
Updated PNS End User	4/13/2015	8:00 a.m.-9:00 a.m. 9:00 a.m.-10:00 a.m. 1:00 p.m.-2:00 p.m. 2:00 p.m.-3:00 p.m.	BLDG 103-C C-23
NEO Therapeutic Incentive Program	4/13/2015	8:30 a.m.-10:00 a.m.	BLDG 103-D E&R
NEO Seizure Management	4/13/2015	10:00 a.m.-12:00 p.m.	BLDG 103-D E&R
MH-Updated Incident Management	4/13/2015	10:00 a.m.-11:30 a.m. 3:00 p.m.-4:30 p.m.	BLDG 103-C Lab
Updated Seizure Management	4/13/2015	3:00 p.m.-4:30 p.m.	BLDG 103-C C-23
Updated Safety Care Level #2	4/13/2015 4/14/2015	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
Safety Care Level #2	4/13/2015 4/14/2015 4/15/2015	8:00 a.m.-4:30 p.m. 8:00 a.m.-4:30 pm. 8:00 a.m.-12:00 p.m.	BLDG 99B
NEO PNS Professional	4/14/2015	8:00 a.m.-12:00 p.m.	BLDG 103-C Room Lab
NEO PNS End User	4/14/2015	12:30 p.m.-4:30 p.m.	BLDG 103-D E&R
First Aid	4/14/2015	8:00 a.m.-12:00 p.m.	BLDG 20 Gracewood
CPRC	4/14/2015	12:30 p.m.-4:30 p.m.	BLDG 103-C C-23

Language Line Services

ECRH's Language Access Coordinator is Lisa Kuglar. The LAC ensures that both language and sensory impairment needs of the consumers and families of East Central Regional Hospital are addressed. Did you know that Spanish is the second most spoken language in the United States? East Central Regional Hospital has two certified staff that speak Spanish. The hospital contracts with Latin American Translators Network, Inc. (LATN) for interpreting services for both language and sensory impairment needs.

If you have a consumer or family that needs interpreting services please notify the Language Access Coordinator, Lisa Kuglar, at 706-792-7140 for assistance. After hours, contact the Admitting/Receiving staff at 706-792-7006 so that arrangements can be made for interpreting. You can also e-mail Lisa Kuglar at Lisa.Kuglar@dbhdd.ga.gov.

The Notice of Free Interpretation Services should be posted in all public and consumer areas. Language Line services may be used in emergency cases or when you have an immediate need for interpreting. To access the language line, follow the instructions below:

When receiving a call:

1. Tell the Limited English speaker to please hold.
2. Press the "Tap" button on the phone.
3. Dial 9-1- (866) 874-3972.
4. Enter on the telephone keypad or provide to the representative the 6 digit Client ID below:
 - * 6-digit Client ID: **5 1 3 3 0 8**
 - * Press 1 for Spanish
 - * Press 2 for all other Languages (Speak the name of the language at the prompt) an interpreter will be connected to the call.

You may press 0 or stay on the line for assistance.

5. Brief the Interpreter. Summarize what you wish to accomplish and give any special instructions.
6. Press "Tap" button to connect the Limited English speaker.

When placing a call to a Limited English speaker, begin at Step 2 above.

When a Limited English speaking person is present in the workplace:

1. Use the Gold Language Identification Card showing the geographical region where you believe the limited speaker may come from. The message underneath each language says: "Point to your language. An Interpreter will be called. The interpreter is provided at no cost to you."
2. Refer to the Quick Reference Guide to access an interpreter through Language Line Services.
3. If unable to identify the language, the representative will help you.

For more information you may visit the Language Line Services website at www.languageline.com.

Training at a Glance - April

Class	Date	Time	Place
Updated Safety Care Level #2	4/14/2015	12:30 p.m.-4:30 p.m.	BLDG 99L
	4/15/2015	8:00 a.m.-4:30 p.m.	
AAA Drivers Improvement	4/15/2015	8:00 a.m.-2:00 p.m.	BLDG 103-D E&R
CPRA	4/15/2015	8:00 a.m.-11:30 a.m.	BLDG 20 Gracewood
Updated PNS Professional	4/15/2015	2:30 p.m.-4:30 p.m.	BLDG 103-D E&R

Safety Care Level #2- 16 hours
Updated Safety Care Level #2- 12 hours
Safety Care Level # 1- 6 hours
Updated Safety Care Level #1- 6 hours

Out & About



We had about 16 staff members trained to use the upgraded teleconferencing equipment.



Camellia Unit was all set up to welcome some new individuals to ECRH.



Doctors Day luncheon.



Competency Fair for DD Services.



A few shots from Delores Boston's retirement celebration.

Out & About

St. Patrick's Day



Special Olympics - Local Games



April Birthdays

April 1	Ajai Kalla Gloria Jean Lambert Beverly D. Stewart Beverly C. Tate	April 10	Freddie L. Jones
April 2	Claudia Darice Lanham Delores T. Williams Renee B. Pyles	April 11	Hannah C. Batiga Sarah Mae C. Carter Linda Jordan
April 3	April Baldwin Avent Donald C. Dugas Whitney P. Fletcher Latasha Raniece Ford Fannie Deborah Griffin Alisha S. Harley Sheryl A. Land Sandra Gail Lewis Wanda J. Ware-Fabre Amanda D. White	April 12	Berkeley R. Shelton
April 4	Sherri Denise Bell Sequoia R. Durant Alexis L. Fyne, Jr. Ida C. Newman Elizabeth J. Schoultz	April 13	Claudette Austin Ballesteros Caroline E. Carter-Johnson Shenea N. Copeland Chalecha J. Voliton Sharon Danforth White Vada I. Wood
April 5	Bobby Darley Yolinda D. Hopkins	April 14	Enotra K. Beaty-Stiger Dondrae B. Bush Nancy A. Ellison Vickie M. Kelly Betty J. McCants John L. Rosenkoetter
April 6	Susie M. Mosley	April 15	Latosha Harley Jacqueline R. McCrary Kayla C. Myers
April 7	Milton Fields, Jr. Wyconnie Osborne Alexander J. Page Lonnie M. Pledger Jerry A. Rodgers	April 16	Amaris Danita Davis Shantel J. Jones
April 8	Jasmine L. Carr Lisa B. Clayton Carmen T. Cromer Kendra P. Powell Yulonda M. Rouse	April 17	Amber Danielle Franklin-Lacey Carla G. Holmes Andrea Fershun Robinson Sanora Y. Jones
April 9	Peggy A. Bostick Tamara Worthy Combs Denise Lasalle Griffin	April 18	Thomas McCoy Charlie H. Prescott Fabeula R. Trimmingham-Seneus
April 10	Sherri Lorie Dukes	April 19	Lynda M. Fryer
		April 20	Delois P. Hill
		April 21	Jacqueline Monique Warner
		April 22	Glenn L. Frantzich Catrina T. Fredrick Nathaniel Harvey Linda A. Meyers Louis M. Scharff
		April 23	Ameishell Rena Brown Pamela Vanise Johnson

More April Birthdays

April 23	Vivian S. McNeil Bettye Jean Stokes
April 24	Micheal S. Huff
April 25	Angela Denise Davis Mamie L.G. Ross Megan E. Roxby Rebecca K. Strong
April 26	Mary E. Ward
April 28	Jamaal R. Bates Angela D. Miller
April 29	Roxane D. Beard Pakeia T. Brihm
April 30	Kim Alvarez Virginia P. Bowman Semeonitra D. Brookins Ryan E. Moses Torrisha L. Roman Martina L. Simpkins Latasha Mendenhall Turner Janet D. Walker



Suggestions Wanted

As part of our on-going efforts to keep our facility in good repair, individualizing our living areas and beautifying our campus, we are seeking suggestions from the staff who work here. We are also seeking input from families and the individuals themselves.

If you have ideas or suggestions, please place them in the "Suggestions Boxes" located throughout the facility.



**BLOOD
DRIVE**



**April
17th**

Gracewood Post Office

New Window Hours

M-F 9:00 am-12:00 noon
1:30 pm-4:30 pm
Sat 9:00 am-10:45 am



Visit the Gracewood Post Office today and ask Frank Deas about renting a Post Office Box!



For more stamps and collectibles, visit usps.com/stamps



For more stamps and collectibles, visit usps.com/stamps



RCFCU Newsletter

MARCH 2015

2048 Tobacco Rd.

Augusta, Ga. 30906

www.richmondcommunityfcu.org



Got some extra Benjamins?



Don't Blow 'Em!

USE THAT TAX REFUND ON A DOWN PAYMENT FOR A NEW CAR. COME SEE US TODAY AND RECEIVE A 1% DISCOUNT OFF YOUR QUALIFYING ANNUAL PERCENTAGE RATE!*



**All Loans are Subject to Approval. Some Credit and Policy Restrictions May Apply.*



FRESH START

Bad Credit?
No Credit?
Trouble Getting Approved?



If you have had credit problems in the past, and you are ready for a Fresh Start, Richmond Community Federal Credit Union Can help you get into a NEW car!

RICHMOND COMMUNITY
Federal Credit Union

All loans are subject to approval. Some credit and policy restrictions may apply.

Don't Worry... Be Happy!

Apply for a Worry Free Loan Today!

- No Credit Check Required
- \$500.00 for 6 months
- \$1,000.00 for 6 months
- *Must be a 5 year member, with 5 years on current job.

See a loan officer for more details!



What's in a Month?

April is...

Irish American Month
 Music in Our Schools Month
 National Craft Month
 National Frozen Food Month
 National Nutrition Month
 National Peanut Month
 National Women's History Month
 Red Cross Month
 Social Workers Month
 Colorectal Cancer Awareness Month
 Umbrella Month
 Noodle Month

Mirth Month
 Spring Month
 Hoops Madness
 Poetry Month
 Youth Art Month
 Ethics Awareness Month
 Help Someone See Month
 National Kite Month
 Optimism Month
 Poison Prevention Awareness Month
 Play the Recorder Month
 Honor Society Awareness Month

And...

<u>March 1</u> National Pig Day St. David's Day Peanut Butter Lovers' Day	<u>March 10</u> Money Day Middle Name Pride Day	St. Patrick's Day Submarine Day	<u>March 26</u> Make Your Own Holiday Day National Spinach Day
<u>March 2</u> Old Stuff Day	<u>March 11</u> Johnny Appleseed Day Worship of Tools Day	<u>March 18</u> National Agriculture Day Goddess of Fertility Day Supreme Sacrifice Day	<u>March 27</u> National "Joe" Day
<u>March 3</u> If Pets Had Thumbs Day I Want You to be Happy Day National Anthem Day Peach Blossom Day	<u>March 12</u> Stop Smoking Day Girl Scouts Day Plant a Flower Day Popcorn Lover's Day	<u>March 19</u> Poultry Day	<u>March 29</u> Something on a Stick Day
<u>March 4</u> Holy Experiment Day Hug a GI Day	<u>March 13</u> Ear Muff Day Jewel Day	<u>March 20</u> St. Joseph's Day International Earth Day Extraterrestrial Abductions Day	<u>March 29</u> National Mom & Pop Business Owners Day Smoke and Mirrors Day
<u>March 5</u> Multiple Personality Day	<u>March 14</u> National Pi Day Lear About Butterflies Day National Potato Chip Day	<u>March 21</u> Flower Day Fragrance Day National Quilting Day	<u>March 30</u> National Doctor's Day I am in Control Day Take a Walk in the Park Day
<u>March 6</u> Dentist's Day National Frozen Food Day Employee Appreciation Day National Salesperson Day	<u>March 15</u> Incredible Kid Day Everything You Think is Wrong Day	<u>March 22</u> National Goof Off Day	<u>March 31</u> Bunsen Burner Day National Clam on the Half Shell Day
<u>March 7</u> National Crown Roast of Pork Day	<u>March 16</u> Dumbstruck Day Ides of March	<u>March 23</u> National Chip and Dip Day	
<u>March 8</u> Be Nasty Day International Women's Day	<u>March 17</u> Everything You Do is Right Day Freedom of Information Day	<u>March 24</u> Near Miss Day	
<u>March 9</u> Panic Day		<u>March 25</u> Pecan Day Waffle Day	



East Central Regional



<p>Dr. Vicky Spratlin Interim Regional Hospital Administrator</p>
<p>Matt McCue Interim Associate Regional Hospital Administrator</p>
<p>Dr. Vicky Spratlin Clinical Director</p>
<p>Mickie Collins Chief Operating Officer</p>
<p>Augusta Campus 3405 Mike Padgett Highway Augusta, Georgia 30906 Gracewood Campus 100 Myrtle Boulevard Gracewood, Georgia 30812</p>
<p>Teresa Crouch Publisher Harold "Skip" Earnest Editor/Photographer</p>

Our Mission

The mission of East Central Regional Hospital is to provide safe, competent and compassionate services to persons with mental illness and/or developmental disabilities.

Our Vision

The vision of our Facility is to be a center of excellence in the provision of comprehensive, responsive and compassionate care for consumers and their families.

Our Values

East Central Regional Hospital is caring and therefore, responsive to our consumers, their families, stakeholders and our employees through commitment to our core values:

- I**ntegrity
- C**ommunication & Collaboration
- A**ccountability
- R**ecognition through Relationships
- E**mpowerment through Excellence



Accredited
by
The Joint Commission

NOTICE

Items for publication must be submitted in written form. The upcoming issue's deadline is April 8, 2015. All articles and notices submitted for publication in the East Central Regional Hospital Bulletin are subject to editorial discretion. Please contact the Bulletin editor if you have questions regarding editorial decisions.

Campus Marquees

Deadline for submission of
MAY MESSAGES
April 23, 2015

Submit information to Skip Earnest
Gracewood Campus
Extension 2102

**(Information must be submitted on or before the indicated date
to be placed on Marquees for the following month.)**

[ECRH Jobs List](#)

This is a list of job openings currently available at East Central Regional Hospital. For further information regarding these positions, please go to the DBHDD webpage at www.dbhddjobs.com.

[Auditor - Nursing](#)

[Auditor - Psychology](#)

[Auditor - Social Work](#)

[Behavior Specialist - Forensics](#)

[Behavioral Health Counselor](#)

[Behavioral Health Social Worker \(MSW\) - Redbud](#)

[Certified Nursing Assistant - Lead](#)

[Clerical Worker - Hourly - Admissions](#)

[Client Support Worker \(AL\) / Instructor 3 / AMH Mall](#)

[Client Support Worker - Community Integration Home](#)

[Client Support Worker - Gracewood](#)

[Clinical Dietitian](#)

[CNA - Skilled Nursing Facility](#)

[DD Campus Supervisor - 2nd & 3rd Shift](#)

[DD Shift Supervisor - Gracewood Campus](#)

[Director of Clinical Information Systems](#)

[Director of Risk Management](#)

[Food Service Worker](#)

[General Trades Craftsman](#)

[Health Care Worker \(Part-time\) - Community Integration Home](#)

[Health Service Technician 1 - Augusta Mental Health Campus](#)

[Health Service Technician 1 - Gracewood Campus](#)

[Health Services Technician 2 - Augusta Mental Health Campus](#)

[Health Services Technician 2 - Gracewood Campus](#)

[Housekeeper](#)

[Housekeeping Director](#)

[Housekeeping Team Leader](#)

[HVAC Repair Technician](#)

[Institutional Locksmith](#)

[Instructor 3 - Forensic Treatment Mall - Augusta Campus](#)

[Laundry Supervisor](#)

[Laundry Worker](#)

[Laundry Worker \(Part time weekends\)](#)

[LPN - Gracewood Campus](#)

[LPN - Augusta Mental Health Campus](#)

[LPN - Hourly/PRN - Gracewood Campus](#)

[LPN - Skilled Nursing Facility](#)

[Mechanical Trades Supervisor](#)

[Mental Health Counselor](#)

[Nurse Administrator - \(E/N\) Gracewood and Augusta Campus](#)

[Nurse Investigator](#)

[Nurse Manager \(RN\) - Forensics](#)

[Nurse Manager - Gracewood Campus](#)

[Nurse Practitioner - Skilled Nursing Facility](#)

[Occupational & Physical Therapy Technician](#)

[Occupational Therapist](#)

[Pharmacy Technician](#)

[Procurement Officer](#)

[Program Assistant - Admissions](#)

[Program Assistant - Forensic](#)

[Program Associate - Adult Mental Health Treatment Mall](#)

[Psychiatric Nurse Practitioner - Augusta Mental Health Campus](#)

[Qualified Intellectual Disabilities Professional](#)

[Quality Management Technician](#)

[Regional Hospital Chief Financial Officer](#)

[RN - Augusta Mental Health Campus](#)

[RN - Charge Nurse - Augusta Campus](#)

[RN - Charge Nurse - Gracewood Campus](#)

[RN - Forensic Mall](#)

[RN - PRN](#)

[RN -Gracewood Campus](#)

[RN - Skilled Nursing Facility](#)

[Service Director \(Charge Nurse\) - Gracewood Campus](#)

[Shift Supervisor - Augusta Mental Health Campus](#)

[Skilled Utility Worker](#)

[Work Instructor 1 - Gracewood Campus](#)

[Work Therapist - Augusta Campus](#)

Taking Flight

A Briefing from Project GREAT

Georgia Recovery-Based Educational Approach to Treatment

A RECOVERY STORY

From engagement to Engagement: The power of "What if".

At 26-years old, Lauren was escorted onto the unit at the state psychiatric hospital for the 7th time in the past five years. She knew in her heart that others were not to be trusted, no matter how well-intentioned they seemed, because "in the end", she said, "they either hurt you or they leave you." You see, Lauren had been hurt a great deal in her early years by those to whom she was closest. With meager financial resources, relationships that were unstable at best, and little access to the support she needed, Lauren came to recoil at the very notion of having hope. And so, the pattern started once more – the shouting, fighting, self-harm, and the apparent disregard for the consequences that her actions would have on her future. Anything resembling success for Lauren seemed like a distant star in a far-off galaxy, and no one seemed to have the fuel to bridge this vast chasm.

But like all great voyages to once impossible-seeming destinations, this trip too, required imagination. Over the years, it was natural for compassionate others to be drawn to the cause of easing Lauren's suffering, but her pain seemed bottomless. Mental health professionals instinctively sought to reduce her destructive symptoms, but they persisted in the face of a diverse array of treatments. The reasonable thought was, "if we could just get her to behave, to calm down, then maybe we could get somewhere in helping her to create a meaningful life." The problem was, we were all living in the "what is" when we needed to live in the "what if".

What if we didn't think of success as the goal at the end of a long, arduous journey? What if we started with the assumption that Lauren was already successful in many ways? What if we didn't wait until Lauren's symptoms were gone to begin engaging her in the types of activities that she would perceive as meaningful? It is true that it had become near impossible for Lauren and those around her to see hope. But this was no longer the goal! Instead, we would envision success, and to do that, we had to give Lauren the opportunity to have personally meaningful success experiences now.

Lauren commenced work therapy at the hospital organizing donated clothes, all the while continuing her intermittent bouts of aggression and emotional dysregulation. But instead of being solely reactive to these instances, our collective focus was more on identifying kernels of success in Lauren's *now*, and helping her to reflect upon and build on that success. No longer were we treating *hope* as a wish for a better future, a perilous journey to a distant star. Instead, we started treating hope as a powerful force that co-existed in the present alongside her symptoms, pain, anger, and hurt. With our mind's eye toward this re-imagined idea of hope success was viewed as coming first not last. So with a trained staff accompanying her, Lauren "stepped back" into the community where she visited a Good Will store. The problematic behavior persisted, but she began to become more engaged as well. The community trips continued – a farmer's market, a mall, volunteering outings, the Goodwill. All the while, the primary focus was on providing Lauren with success opportunities and engaging her in constant and accurate feedback on the ways in which she was being successful *today*. Lauren's aggressive behaviors dwindled to nothing over the course of the next 4 months as she focused more on her increasingly meaningful and exciting present. For the first time, she had a reason to *want* to learn the skills necessary to better understand and change her behavior. Lauren now lives in a semi-independent apartment and continues to be engaged in her life. But what's more, she recently let us know that she is also engaged to be married.

LEARNING POINT

Personal Recovery is not a goal at the end of treatment, wherein life starts when mental health symptoms go away. Personal recovery is a process of meaningful engagement in one's life *today*. It is a process that requires support, imagination, and the courage to ask "what if". Each recovery path is unique, but starts with the assumption that the recovering individual is whole, resourceful, and in search of a meaningful life, as we all are.

Michael J. D. Rollock, Ph.D.

April Menu

SUNDAY 4-5-2015	MONDAY 4-6-2015	TUESDAY 4-7-2015	WEDNESDAY 4-8-2015	THURSDAY 4-9-2015	FRIDAY 4-10-2015	SATURDAY 4-11-2015
Banana Scrambled Eggs w/Sausage Bits Dry Cereal Toast/Marg/Jelly Coffee/2% Milk	Grape Juice Scrambled Eggs Bacon Grits Toast/Marg/Jelly Coffee/2% Milk	Orange Juice Scrambled Eggs w/Cheese Grits Toast/Marg/Jelly Coffee/2% Milk	Cranberry Juice Scrambled Eggs Sliced Ham Grits Biscuit/Marg/Jelly Coffee/2% Milk	Apple Juice Scrambled Eggs Sliced Bacon Grits Toast/Marg/Jelly Coffee/2% Milk	Grape Juice Pancakes Sausage Links Dry Cereal Margarine/Syrup Coffee/2% Milk	Apple Juice Scrambled Eggs Sliced Bacon Grits Toast/Marg/Jelly Coffee/2% Milk
Baked Ham Corn Collard Greens Carrot/Raisin Salad Bread/Margarine Peach Slices Iced Tea / 2% Milk	Fried Chicken Au Gratin Potatoes Mixed Vegetables Lettuce/Tomato Sld w/Drsg Wheat Roll/Marg Oatmeal/Raisin Cookies Iced Tea/2% Milk	Roast Pork w/Gravy Cnd Swt Potatoes Field Peas Pickled Beet/Onion Salad Cornbread/Marg Cake/Icing Iced Tea/2% Milk	Spaghetti w/Meat Sauce Parmesan Cheese Calif Mixed Vegt Tossed Sld w/Drsg Bu Garlic Toast Pineapple Upside Down Cake Iced Tea /2% Milk	Baked Chicken Macaroni/Cheese Seas Turnip Greens Sliced Peaches Cornbread/Marg Ice Cream Iced Tea/2% Milk	Roast Beef w/Gravy Mashed Potatoes Seasoned Squash Peach/Pear Mix Roll/Margarine Bread Pudding Iced Tea/2% Milk	Pepper Steak Rice Broccoli Pear/Cheese Salad Bread/Margarine Chocolate Pudding Iced Tea/2% Milk
Fried Fish 'N Bun w/Tartar Sauce Spanish Rice Green Beans Coleslaw Sherbet Iced Tea	Hamburger 'n Bun Sliced Cheese Catsup/Must/Mayo Shredded Lett/Drsg Fried Onion Rings Baked Beans Lett/Tomato Sld w/Drsg Pound Cake Iced Tea	Chuckwagon Steak w/Cream Gravy Mashed Potatoes Calif Mixed Vegt Shredded Lett/Drsg Bread/Margarine Pears Iced Tea	BBO Pork w/Bun Spinach Potato Salad Peach/Pear Mix Iced Tea	Turkey Pot Pie Steamed Carrots Shred Lett w/Drsg Bread/Margarine Brownie Iced Tea	Ham Ndl Casserole Garden Peas Copper Penny Sld Bread/Margarine Sugar Cookies Iced Tea	Hot Dog 'n Bun Must/Catsup/Onion Baked Beans Coleslaw PButter Cookies Iced Tea

SUNDAY 4-12-2015	MONDAY 4-13-2015	TUESDAY 4-14-2015	WEDNESDAY 4-15-2015	THURSDAY 4-16-2015	FRIDAY 4-17-2015	SATURDAY 4-18-2015
Cranberry Juice Scrambled Eggs Sausage Links Oatmeal Toast/Marg/Jelly Coffee/2% Milk	Orange Juice Scrambled Eggs w/Cheese Bacon Toast/Marg/Jelly Coffee/2% Milk	Apple Juice Scrambled Eggs Bacon Grits Toast/Marg/Jelly Coffee/2% Milk	Grape Juice Pancakes Sliced Ham Dry Cereal Syrup/Margarine Coffee/2% Milk	Cranberry Juice Scrambled Eggs w/Sausage Bits Grits Toast/Marg/Jelly Coffee/2% Milk	Orange Juice Scrambled Eggs Sliced Bacon Grits Toast/Marg/Jelly Coffee/2% Milk	Grape Juice Scrambled Eggs Sausage Patty Grits Toast/Marg/Jelly Coffee/2% Milk
Baked Ham Oven Browned Potatoes Seas Turnip Greens Cucumber/Vinegar Salad Bread/Marg Ice Cream Iced Tea/2% Milk	Roast Turkey w/Gravy Cranberry Sauce Baked Dressing Green Beans Potato Salad Roll/Margarine Coconut Cake Iced Tea/2% Milk	Baked Chicken Rice w/Gravy Broccoli Sliced Tomato Salad Roll/Margarine Sweet Potato Pie Iced Tea/2% Milk	Roast Beef w/Gravy Egg Noodles Carrots Tossed Sld w/Drsg Wheat Roll/Marg Banana Cake Iced Tea/2% Milk	*Fried Fish w/Tartar Sauce Scalloped Potatoes Steamed Cabbage Sliced Tomato w/Mayo Wheat Roll/Marg Cake w/Icing Iced Tea/2% Milk	BBO Pork 'N Bun French Fries Green Beans Coleslaw Pineapple Upside Down Cake Iced Tea/2% Milk	Hamburger Steak w/Gravy Snowflake Potato Green Peas Tomato Sld/Drsg Roll/Margarine Vanilla Pudding/Topping Iced Tea/2% Milk
Chili Con Carne Rice Corn Shred Lettuce/Drsg Saltine Crackers Sliced Peaches Iced Tea	Beef Noodle Cass. w/Cheese Topping Seasoned Squash Tossed Salad/Drsg Bread/Margarine Sherbet Iced Tea	Sloppy Joe 'n Bun French Fries Green Peas Green Salad w/Drsg PButter Cookies Iced Tea	Hot Dog/Bun Baked Beans Coleslaw Chocolate Pudding Iced Tea	Turkey Noodle Cass Sea Collard Greens Tossed Salad Bread/Margarine Ice Cream Iced Tea	Fried Chicken Macaroni / Cheese Broccoli Lett/Tom Sld/Drsg Roll/ Margarine Sugar Cookies Iced Tea	Chicken Salad Saltine Crackers Copper Penny Sld Bread/Margarine Fruit Cup Iced Tea

SUNDAY 4-19-2015	MONDAY 4-20-2015	TUESDAY 4-21-2015	WEDNESDAY 4-22-2015	THURSDAY 4-23-2015	FRIDAY 4-24-2015	SATURDAY 4-25-2015
Orange Juice Scrambled Eggs w/Ham Bits Oatmeal Toast/Marg/Jelly Coffee/2% Milk	Banana Scrambled Eggs Sliced Bacon Dry Cereal Toast/Marg/Jelly Coffee/2% Milk	Cranberry Juice Scrambled Eggs Sausage Patty Grits Biscuit/Marg/Jelly Coffee/2% Milk	Orange Juice Scrambled Eggs Bacon Hash Brwn Potatoes Toast/Marg/Jelly Coffee/2% Milk	Grape Juice Scrambled Eggs w/Cheese Grits Cinnamon Roll Margarine Coffee/2% Milk	Apple Juice Waffles Sausage Links Dry Cereal Margarine/Syrup Coffee/2% Milk	Grape Juice Scrambled Eggs w/ Cheese Grits Toast/Marg/Jelly Coffee/2% Milk
Spaghetti w/Meat Sauce Parmesan Cheese Green Beans Tossed Salad w/Drsg Garlic Bread Pears Iced Tea/2% Milk	Roast Turkey w/Gravy Cranberry Sauce Baked Dressing Peas & Carrots Peaches** Roll/Margarine Oatmeal/Raisin Cookies Iced Tea/2% Milk **Augusta Campus = Fruit Cocktail	Baked Ham Mashed Potatoes Seas. Collard Greens Garlic Bread Peach Cobbler Iced Tea/2% Milk	Lasagna Combination Salad w/ Drsg Garlic Bread Peach Cobbler Iced Tea/2% Milk	Meatloaf w/Mushroom Gravy Mashed Potatoes Carrots Pear/Cheese Salad Roll/Margarine Gingerbread Iced Tea/2% Milk	Roast Pork w/Brown Gravy Steamed Rice Broccoli Lettuce Sld w/Drsg Bread/Margarine Banana Pudding w/Topping Iced Tea/2% Milk	Baked Chicken Oven Brown Potatoes Calif Mixed Vegt Coleslaw Roll/Margarine Ice Cream Iced Tea/2% Milk
Polish Sausage/Bun Diced Onion/Relish/ Mustard Baked Beans Coleslaw Pineapple Tidbits Iced Tea	Vegetable Soup Cold Cuts: Turkey Roll, Bologna, Sliced Cheese Must/Mayonnaise, Sliced Tomato Potato Salad Bread/Crackers Sweet Potato Pie Iced Tea	Tuna Ndl Casserole Calif Mixed Vegt Shred Lettuce/Drsg Bread/Margarine Apricot Halves Iced Tea	Hot Dog 'N Bun Must/Catsup/Onion Baked Beans Coleslaw Brownies Iced Tea	Roast Beef w/Gravy Noodles Green Beans Tossed Salad w/Drsg Bread/Margarine Peaches Iced Tea	Chili Mac Corn Pears ** Saltine Crackers Choc Chip Cookies Iced Tea **Augusta Campus = Fruit Cocktail	Taco Pie White Rice Spinach Shred Lettuce/Drsg Bread/Margarine Applesauce Iced Tea

SUNDAY 4-26-2015	MONDAY 4-27-2015	TUESDAY 4-28-2015	WEDNESDAY 4-29-2015	THURSDAY 4-30-2015	FRIDAY 5-1-2015	SATURDAY 5-2-2015
Cranberry Juice Scrambled Eggs w/Ham Bits Dry Cereal Toast/Marg/Jelly Coffee/2% Milk	Banana Scrambled Eggs Sliced Bacon Grits Toast/Marg/Jelly Coffee/2% Milk	Orange Juice Pancakes Sliced Bacon Dry Cereal Margarine/Syrup Coffee/2% Milk	Grape Juice Scrambled Eggs Sausage Patty Grits Biscuit/Marg/Jelly Coffee/2% Milk	Apple Juice Scrambled Eggs Sliced Ham Grits Toast/Marg/Jelly Coffee/2% Milk	Orange Juice Scrambled Eggs Sliced Bacon Hash Brwn Potatoes Toast/Marg/Jelly Coffee/2% Milk	Apple Juice Scrambled Eggs Sausage Links Dry Cereal Toast/Marg/Jelly Coffee/2% Milk
Chuckwagon Steak w/Cream Gravy Mashed Potatoes Collard Greens Sli Tomato Salad Roll/Margarine Peaches Iced Tea/2% Milk	Pepper Steak Steamed Rice Squash Tossed Salad/Drsg Roll/Margarine Brownie/Icing Iced Tea/2% Milk	Roast Beef w/Gravy Egg Noodles Carrots Applesauce Wheat Roll/Marg Cake w/ Icing Iced Tea/2% Milk	Hamburger w/Bun Must/Catsup/Mayo Dill Chlp/Sl Onion French Fries Sli Tom/Lett Salad w/Mayonnaise Gingerbread Iced Tea/2% Milk	Red Beans & Rice Mixed Vegetables Lettuce Sld w/Drsg Bread/Margarine Vanilla Pudding Iced Tea/2% Milk	Baked Chicken Rissolo Potatoes Broccoli Carrot/Raisin Salad Roll/Margarine Heavenly Hash Ice Tea/2% Milk	Baked Chicken Oven Brown Potatoes Calif Mixed Vegt Coleslaw Roll/Margarine Ice Cream Iced Tea/2% Milk
Chicken Tetrazzini Carrots Tossed Salad w/Drsg Garlic Bread PButter Cookies Iced Tea	Bkd Rigatoni/Beef Broccoli Pickled Beet Salad Bread/Margarine Apple Crisp Iced Tea	Fried Chicken Au Gratin Potatoes Green Beans Shred Lettuce/Drsg Bread/Margarine Apricots Iced Tea	Roast Turkey w/Gravy Sweet Potatoes Seas Turnip Greens Copper Penny Sld Cornbread/Marg Fresh Fruit Iced Tea	Vegetable Soup Cold Cuts: Turkey Roll Bologna Sliced Cheese Must/Mayonnaise Sliced Tomato Potato Salad Bread/Crackers Banana Pudding Iced Tea	*Fried Fish w/Tartar Sauce Spanish Rice Okra Green Salad w/Drsg Bread/Margarine Apple Crisp Iced Tea *Broiled Pollock as 2nd choice in Employee Cafeteria ONLY	Turkey Salad Saltine Crackers Pickled Beet Salad Bread/Margarine Apricot Halves Iced Tea