

DBHDD

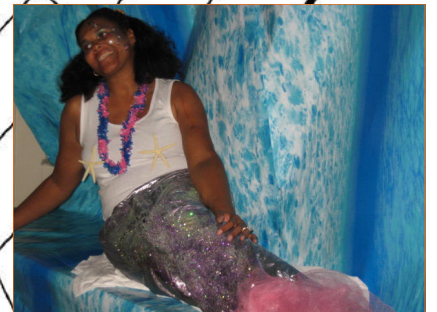
Georgia Department of
Behavioral Health & Developmental Disabilities

ECRH Boo-llletin Spooktacular

VOLUME 10, ISSUE 8

OCTOBER 31, 2013

East Central Regional Hospital





DBHDD

Georgia Department of Behavioral Health & Developmental Disabilities

ECRH Bulletin

VOLUME 10, ISSUE 8

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East Central Regional Hospital

Special points of interest:

- HarvestFest Pics
Faithful Service Pics
Fair Pics
Language Line Info
What's in a Month
Personal Notes
November Menus
Jewelry Sale
Blood Drive
Charitable Contributions

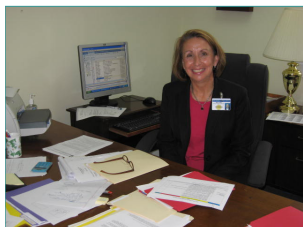
"It's as much fun to scare as to be scared"

Vincent Price

Inside this issue:

Table listing page numbers for sections: New Employees (4), HR Partners (4,5,6), Quality Corner (7), Pharmacy Update (8), Training at a Glance (9-11), Safety Shop (11), Occupational Health (12), Out & About (13-15), November Birthdays (16,17)

From the Desk of the RHA - Nan M. Lewis



Happy Fall!

There is so much going on at ECRH! Harvest-Fest, an annual event at Gracewood, is in its final days and what a wonderful job staff does at making this a special time. We've held another RESPECT class, an

award winning initiative brought to us by GRU. As usual, staff who participated had excellent feedback on how this changed their perspective. Likewise, Mental Health First Aid classes were held this month, teaching basic concepts of Mental Illness. Another RHA Roundtable was held with new employees, and once again they provided excellent feedback on what it feels like to be a new employee at ECRH. Results of these Roundtables have

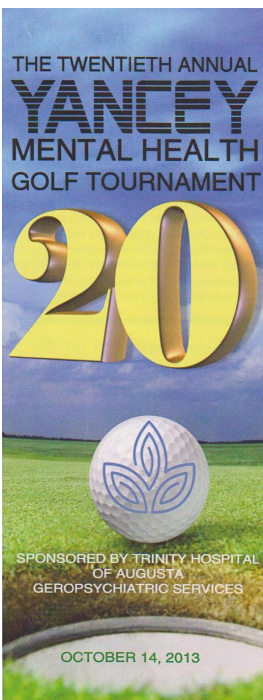
already helped to bring about changes with our Orientation processes that are coming soon. Our work continues on CRIPA compliance initiatives, with ECRH showing outstanding results on audits and Gracewood is well prepared (as they always are!) for their annual survey. Applause, please!

And there's more.....it is Benefit Enrollment Time....PLEASE read additional information in the Bulletin, it is very impor-

(Continued on page 3)

Tidbits of ECRH History

Another successful Yancey Mental Health Golf Tournament!



The 20th annual tournament was held on Columbus Day at the River Golf Club in North Augusta. One hundred players made up twenty-seven teams including the ECRH Team of Mickie Collins, Frank Creech, Dr. Calvin Hobbs, and Jimmy Taylor. They came in fourth place. DARN GOOD!

Bert Yancey (1938-1994) was a long-time professional golfer on both the PGA and Senior PGA Tours. He suffered from bipolar disorder, yet he still managed a very successful career in professional golf. He posted seven tour victories and competed in eight Masters Tournaments, finishing third on two occasions and in the top 15 five times. Through golf, Bert worked to increase the public's awareness of, and to reduce the stigma associated with mental illness.

Funds raised by the tournament are distributed to three local non-profit mental health organizations: Depression and Bipolar Support Alliance, Mental Health America, and NAMI Augusta Chapter.

Contributed by Brian Mulherin

From the Desk of the RHA - Nan M. Lewis

(Continued from page 2)

tant as there are many changes this year which require your attention and action. Finally, November is the annual **Charitable Contributions Program**. Our own Commissioner Berry is the Honorary Chairperson for the State of Georgia for this worthy event! Giving can be accomplished in many ways, through payroll deduction, a one-time gift, or participation in one of our fund-raising events. Teresa Crouch and Melanie Harris are co-chairs for ECRH and are planning fun events to involve everyone. Each unit is being asked to contribute a unique "Theme Basket" for a Silent Auction (see the Bulletin article for more details). Please participate in the state-wide Charitable Contributions Program to help those less fortunate than us and/or those who find themselves in need of some assistance.

Coming in November... you will have the opportunity to participate in a very important and worthwhile event. DBHDD will be conducting an organization-wide **Employee Engagement Survey** that is slated to run between November 11 and November 22. All employees across all job functions, divisions, hospitals, and offices within DBHDD are encouraged to participate. The survey will be administered by an independent, outside consulting firm. You will be able to access the survey online, on your mobile device, or request a paper version. Your anonymous survey response will go to them and results are aggregated before they are reported to assure confidentiality. Primary objectives of the survey are to:

- Discover employees perceptions of culture, their work environment, and job satisfaction.
- Identify areas for improvement.
- Determine what's working well and how to apply these successes to other areas.

While the survey is strictly voluntary, I'd like to encourage you to participate. It only takes about 5 minutes, and it provides an opportunity to express yourself in ways that can lead to change and improvement! Thanks in advance for your participation! Watch for more information about this survey.

Another initiative whose goal is improving ECRH was launched and will start to take shape this month. Facilitated by a consultant from CourageWorks, Leadership met to talk about the concept of **Culture Change**. From here, select staff will be examining our culture and environment with the intent of change. This begins a long-term transformation effort, as culture change is a process and does not happen overnight. The concept is exciting and the timing couldn't be better! Following on the heels of the Employee Engagement Survey, it can be responsive to employees' perceptions and thoughts. Building upon our CRIPA successes and change that we have implemented over the last several years, this will propel us forward to become even better. This initiative is so young, it doesn't even yet have a name, but it will soon and you will hear more!

Finally, last year during Employee Appreciation Week, ECRH posted a **Wall of Fame**. Just as the saying goes "Rome was not built in a day", well, neither is the Wall of Fame. Six months ahead of Employee Appreciation Week, construction BEGINS on the 2014 Wall of Fame. Watch AND participate in its growth in the Administration Building on each Campus. While dozens were recognized last year, extraordinary accomplishments, acts, and performance deserving of recognition occur every day that deserve to be a building block of this wall. Our cornerstones will be our Employees of the Quarter. We intend to build a "high rise" ... again, more to come!

As always, thanks for all you do. Remember, just by working at ECRH makes you extraordinary because we serve extraordinary people. No matter what your job, in every act you perform every day you have the opportunity to make a difference. Make it a BIG one!

Sincerely,
Nan M. Lewis

New Employees



Front Row (L-R): Shirley Ware, Custodial Services Worker; **Sonya Holloway**, LPN; **Robert Sarfo**, PHCW; **Jackqueline Harris**, Laundry Worker

Back Row (L-R): Patricia Capers, Group Counselor; **Brannon Eubanks**, Specialized Care Worker; **Mona Thomas**, HST 2; **Charles Simpkins**, Custodial Services Worker

(L-R): Heather Grubbs, CNA 1; **Itanga Hughes**, HST 1; **Winston Wang**, PHCW; **Kimberly Redd**, Case Expediter



HR Partners

Daylight Savings Time

On Sunday, November 3, 2013, at 2:00 AM, Daylight Savings Time ends. As a result, employees working the third shift on Saturday, November 2nd, will work one (1) additional hour. Department Heads and Supervisors will ensure that schedules are adjusted to allow employees to work one (1) hour less (within the same work-week), in order to have the forty (40) hours required for the work-week.



Changes to State of Georgia's Maximum Allowances Could Affect Your Paycheck

The State of Georgia is reducing the number of withholding allowances permitted, based on your reported marital status. According to our records you currently have allowances greater than permitted by the Georgia Department of Revenue.

SAO has updated the tax tables in Peoplesoft and these changes will go into effect and impact the 10/15/2013 paychecks and all subsequent paychecks. The amount of your paycheck could be affected if your number of allowances in the first field on the G-4 entitled "Withholding Allowances" exceeds the new maximum (note: this amount could be substantial if you currently have a high number of allowances in this field). The following chart illustrates the new maximum allowances in the field entitled "Withholding Allowances":

Marital Status	Allowable number of allowances	New maximum number of withholding allowances
Single	0 or 1	1
Married Filing Joint, both spouses working OR Married Filing Separate	0 or 1	1
Married Filing Joint, one spouse working	0, 1 or 2	2
Head of Household	0 or 1	1

(Continued on page 5)

HR Partners...continued

(Continued from page 4)

What do you need to do?

Although, your status on Employee Self Service may show allowances higher than shown above (ie Single, 3). The new maximum withholdings have been automatically applied, and the system is now deducting based on the maximum allowances shown above (ie. Single, 1). **However, if you want to ensure that your number of allowances remains the same** (i.e. no impact to your paycheck), **you can log onto our Self-Service website.** Here are the steps:

- Log in to Self-Service at <https://route88.state.ga.us>.
- Click on **Self Service** then select **Payroll and Compensation.**
- Click on **G-4 Tax Information.**
- Look at your current **Withholding Allowances** and your **Marital Status.** Compare what is in Self-Service with the above chart.
- If your allowances exceed the new maximum amounts, you will need to change the amount in the **Withholding Allowances** box to the new maximum, then, put any overage in the **Additional Allowances** box.

Here is an example of an employee whose Marital Status is **Married Filing Joint.** She currently has "2" allowances, but the new maximum is now "1." If she wants her paycheck to remain the same, she will need to change her withholding allowance to "1" and also add a "1" to the "Additional Allowances" box.

EXAMPLE - Married filing joint, 2 allowances

G-4 Tax Data

Withholding Allowances	<input style="width: 100%;" type="text" value="2"/>	<div style="color: red; font-weight: bold;">←</div> <div style="color: red; font-size: 0.9em;">The maximum allowance for married filing joint is being changed from 2 to 1. She will need to change this to a 1.</div>
SWT Additional Amount:	<input style="width: 100%;" type="text"/>	
Additional Allowances	<input style="width: 100%;" type="text" value="1"/> (GA-G-4 lines 4+5)	<div style="color: red; font-weight: bold;">←</div> <div style="color: red; font-size: 0.9em;">To keep tax withholdings the same, she would also need to put a 1 in the "Additional Allowances" box.</div>

Marital Status

Single

Married Filing Joint, both spouses working Or Married Filing Separate

Married Filing Joint, one spouse working

Head of Household

Thanks in advance for your cooperation!!



HR Partners...continued

Calling ALL ECRH Leaders,



We will be holding a SILENT AUCTION for the State Charitable Contributions Program (all proceeds will go directly to the SCCP). We would like for each Department to prepare a "Theme Basket" for this auction. Please complete the bottom portion of this notice and return it to the Human Resource Management office (attn: Melanie Harris) by close of business Tuesday, November 12th. Themes cannot be duplicated; therefore, the sooner you submit your request the better the chance you have of getting the Theme that you want.

Baskets must be received in HRM by close of business November 14th, along with a list of items in the basket and the total amount spent on the basket (this information is to determine the starting bid).

Bidding will begin November 18, 2013, and will run through November 21, 2013 (information regarding the bidding process TBA). Winners will be contacted and announced on November 22nd, with the highest bid basket and bidder receiving mention in the Nov. 29th Bulletin.

LEADERS, this is a chance to show off the creativity of your Unit/Department Team(s) and help make our SCCP a success, too!

Will YOU help?

(Please complete, detach and return the bottom portion to Melanie Harris, HRM)

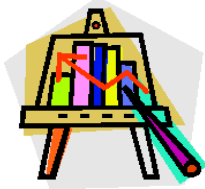
Department Name: _____

Basket Theme 1st Choice: _____

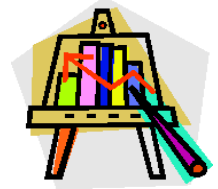
Basket Theme 2nd Choice: _____

Contact Name and Number: _____

The Quality Corner - News & Information From Quality Management



Quality Management Department Update



Policy Note on the location of the ECRH Nursing Manual:

The electronic Nursing Manual has been relocated. You can now find it at [J Drive/EVERYONE/^ECRH Policies and Procedures/YYY Policies and Procedures Lists/ECRH Nursing Manual](#). If you have difficulty finding it or have questions, please contact Greg Crowe at 2030 or Michael Scharff at 2094.

Holiday Precautions:

The holidays are fast approaching, and with the holidays come certain precautions we need to be sure to enforce so that our individuals can have an enjoyable and safe celebration. The Mental Health and Forensics Units have specific procedures prohibiting visitors from bringing in food from outside of the facility due to safety concerns. Also, we must be even more careful than usual with Pica concerns, particularly for our DD individuals. We typically assist our individuals with making homemade decorations for our Christmas trees and we cannot leave arts and crafts supplies unattended. Also, please be aware that we must as always be sensitive to the emotional needs of our individuals. The holidays can present significant challenges when our individuals are unable to be with their families.

Please remember to practice seasonal safety in our work areas. Space heaters are not allowed to be used. If your area is cold, please contact Plant Operations to have the temperature adjusted. Also, no extension cords can be used without permission. Again, please contact Plant Operations for assistance in setting up holiday decorations which require a power source.

We appreciate everyone's efforts in helping our individuals in their recovery efforts. From Quality Management, we wish you all a Happy and Healthy Thanksgiving!



Pharmacy Update

Attention Nursing:

Controlled Drugs and Par Levels:

Please submit all floor-stock orders (controlled and non-controlled) **before 11:00 am on Monday through Friday**. No floor-stock orders should be expected to be filled on the weekends. Each controlled drug has been given a "par level" for each living area based on current orders for the medications. The "par level" has been set for approximately a 14-day supply. If significant changes in orders for controlled drugs occur, the nurses may request that the pharmacy review the medication usage for possible adjustment of the "par level".

Pharmacy Courier's Contact Numbers:

Pager: 706-241-0454
Cell phone: 706-834-7590

Outdating Report:

The pharmacy is distributing an "Outdating Report" twice weekly on Mondays and Thursdays. The purpose of the report is to prevent orders from outdating. Please address the outdating orders with the physicians.

Renewed Orders:

Please be aware that "renewed" orders do not appear on the pharmacy "que" to be processed by the pharmacy staff. Therefore, a refill slip will need to be filled out by the nursing staff if additional medications are needed before "Drug Refill Day".

CII Controlled Drugs:

CII controlled drugs cannot be renewed. They must be entered as a new order by the physician. Examples of CII controlled drugs are Ritalin and Adderall.

"Pharmacy for Nurses" Classes:

All nurses are encouraged to attend the "Pharmacy for Nurses" classes that are being offered during the Nursing Orientation in Building 103B. Please contact Jonathan Jones or Cindy Kucela in the Pharmacy for more information.

October 30, 2013 1:30pm – 2:30pm
November 18, 2013 1:30pm – 2:30pm



Training at a Glance - November

CLASS	DATE	TIME	PLACE
NEO PBS	10/31/2013 11/1/2013	8:00 a.m.-4:30 p.m. 8:00 a.m.-4:30 p.m.	BLDG 20 Gracewood
Updated Safety Care #1	11/1/2013	8:00 a.m.-4:30 p.m.	BLDG 99L
NEO Principles of Recovery	11/1/2013	9:30 a.m.-10:30 a.m.	BLDG 103-D E&R
First Aid	11/1/2013	8:00 a.m.-12:00 p.m.	BLDG 103-C Room C-23
CPRA	11/1/2013	1:00 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated PNS Professional	11/1/2013	1:00 p.m.-3:00 p.m.	BLDG 103-C Lab
NEO Infection Control	11/4/2013	9:00 a.m.-10:30 a.m.	BLDG 103-D E&R
NEO Incident Management	11/4/2013	2:30 p.m.-4:30 p.m.	BLDG 103-D E&R
CPRA	11/4/2013	8:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
First Aid	11/4/2013	12:30 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated Incident Management	11/4/2013	8:00 a.m.-9:30 a.m. 10:00 a.m.-11:30 a.m.	BLDG 103-C Room C-18
Principles of Recovery	11/4/2013	1:00 p.m.-2:00 p.m. 2:00 p.m.-3:00 p.m. 3:00 p.m.-4:00 p.m.	BLDG 103-C Room C-18
NEO Safety Care #1	11/5/2013 11/6/2013	8:30 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99F
NEO Safety Care #2	11/5/2013 11/6/2013 11/7/2013	8:30 a.m.-4:30 p.m. 8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99B
NEO Safety Care #2	11/5/2013 11/6/2013 11/7/2013	8:30 a.m.-4:30 p.m. 8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
CPRC	11/5/2013	8:00 a.m.-12:00 p.m.	BLDG 103-C Lab
Updated Seizure Management	11/5/2013	8:00 a.m.-9:30 a.m. 10:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
Updated PNS End User	11/5/2013	1:00 p.m.-2:00 p.m. 2:00 p.m.-3:00 p.m. 3:00 p.m.-4:00 p.m.	BLDG 103-C Room C-23
Updated Incident Management	11/5/2013	8:00 a.m.-9:30 a.m. 10:00 a.m.-11:30 a.m.	BLDG 103-D E&R
First Aid	11/6/2013	8:00 a.m.-12:00 p.m.	BLDG 103-C Room C-23
CPRA	11/6/2013	1:00 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Updated PNS Professional	11/6/2013	9:00 a.m.-11:00 a.m.	BLDG 103-C Lab
Updated Seizure Management	11/6/2013	1:00 p.m.-2:30 p.m. 3:00 p.m.-4:30 p.m.	BLDG 103-D E&R

Training at a Glance - November

CLASS	DATE	TIME	PLACE
Principles of Recovery	11/6/2013	8:00 a.m.-9:00 a.m. 9:00 a.m.-10:00 a.m. 10:00 a.m.-11:00 a.m. 11:00 a.m.-12:00 p.m.	BLDG 103-D E&R
NEO CPRA	11/7/2013	12:30 p.m.-4:00 p.m.	BLDG 103-C Room C-23
NEO CPRC	11/7/2013	12:30 p.m.-4:30 p.m.	BLDG 103-C Lab
Updated Incident Management		8:00 a.m.-9:30 .am. 10:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
Infection Control	11/7/2013	2:30 p.m.-4:00 p.m.	BLDG 103-D E&R
Safety Care #1	11/7/2013 11/8/2013	12:30 p.m.-4:30 p.m. 8:00 a.m.-4:30 p.m.	BLDB 99B
Updated Safety Care #2	11/7/2013 11/8/2013	12:30 p.m.-4:30 p.m. 8:00 a.m.-4:30 p.m.	BLDB 99L
NEO First Aid	11/8/2013	8:00 a.m.-12:00 p.m.	BLDG 103-D E&R
NEO Medical Emergency Re- sponse System	11/8/2013	12:30 p.m.-4:30 p.m.	BLDG 103-D E&R
CPRA	11/8/2013	1:00 pm.-4:30 p.m.	BLDG 103-C Room C-23
Updated Safety Care #2 (weekend)	11/9/2013 11/10/2013	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
NEO Observation of Individual to Ensure Safety	11/12/2013	10:30 a.m.-1:30 p.m.	BLDG 103-C Room C-23
Seclusion and Restraint	11/12/2013	1:30 p.m.-4:30 p.m.	BLDG 103-C Room C-23
Defensive Driving	11/12/2013	8:00 a.m.-2:00 p.m.	BLDG 103-C Room C-18
CPRC	11/12/2013	8:00 a.m.-12:00 p.m.	BLDG 103-C Lab
Infection Control	11/12/2013	2:30 p.m.-4:00 p.m.	BLDG 103-D E&R
Updated Incident Management	11/12/2013	3:00 p.m.-4:30 p.m.	BLDG 103-C Room C-18
Safety Care #2	11/12/2013 11/13/2013 11/14/2013	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 99B
TIP	11/13/2013	8:30 a.m.-10:00 a.m.	BLDG 103-D E&R
NEO Seizure Management	11/13/2013	10:00 a.m.-12:00 p.m.	BLDG 103-D E&R
Updated Safety Care #2	11/13/2013 11/14/2013	8:00 a.m.-4:30 p.m. 8:00 a.m.-12:00 p.m.	BLDG 99L
CPRA	11/13/2013	8:00 a.m.-11:30 a.m.	BLDG 103-C Room C-23
First Aid	11/13/2013	12:30 p.m.-4:30 p.m.	BLDG 103-C Room C-23
NEO PNS Professional	11/14/2013	8:00 a.m.-12:00 p.m.	BLDG 103-C Lab

Training at a Glance - November

CLASS	DATE	TIME	PLACE
NEO PNS End User	11/14/2013	12:30 p.m.-4:30 p.m.	BLDG 103-D E&R
Updated Safety Care #2	11/14/2013 11/15/2013	12:30 p.m.-4:30 p.m. 8:00 a.m.-4:30 p.m.	BLDG 99L
Updated Seizure Management	11/15/2013	1:00 p.m.-2:30 p.m. 3:00 p.m.-4:30 p.m.	BLDG 103-D E&R
Updated Safety Care #1	11/15/2013	8:00 a.m.-4:30 p.m.	BLDG 99B

Safety Shop

Make sure you complete the rosters for the active shooter video and receive the FEMA active shooter booklet. The deadline for the rosters to be turned into HR is November 10th. Also, the Leadership Team needs to complete the FEMA IS - 907 Active Shooter module and turn in a copy of your certificate to HR by November 10th.

If you need assistance with anything Fire Safety, Life Safety, Radio Communications, MSDS, HazMat, Medical Equipment, or Emergency Management please contact Jennifer Sosebee, Safety Officer, at 706-790-2400/2401. Or e-mail at jgsosebee@dhr.state.ga.us.



Be proactive--*not reactive*--towards safety.

BLOOD DRIVE



November 13th
at the Richmond Community
Federal Credit Union
11:00 AM - 5:00 PM



Sheppard Community
Blood Center

Occupational Health - Breast Cancer Awareness

Breast Cancer

Breast cancer is cancer that forms in the cells of the breasts. Breast cancer can occur in both men and women, but it's far more common in women. Breast cancer rates have fallen in recent years. Still, for many women, breast cancer is the disease they fear most.



Public support for breast cancer awareness and research funding has helped improve the diagnosis and treatment of breast cancer. Breast cancer survival rates have increased and the number of deaths has been declining, thanks to earlier detection, new treatments and a better understanding of the disease.

Signs And Symptoms Of Breast Cancer May Include

A breast lump or thickening that feels different from the surrounding tissue, bloody discharge from the nipple, change in the size or shape of a breast, changes to the skin over the breast, such as dimpling, inverted nipple, peeling or flaking of the nipple skin, and redness or pitting of the skin over your breast, like the skin of an orange.

When To See A Doctor

If you find a lump or other change in your breast — even if a recent mammogram was normal — make an appointment with your doctor.

Causes

It's not clear what causes breast cancer. Doctors know that breast cancer occurs when some breast cells begin growing abnormally. These cells divide more rapidly than healthy cells do. The accumulating cells form a tumor that may spread (metastasize) through your breast, to your lymph nodes or to other parts of your body.

Researchers have identified things that can increase your risk of breast cancer. But it's not clear why some people who have no risk factors develop cancer, yet other people with risk factors never do. It's likely that breast cancer is caused by a complex combination of your genetic makeup and your environment.

Risk Factors (Things that can increase your risk of breast cancer)

Being female, increasing age, personal history of breast cancer, family history of breast cancer, inherited genes that increase cancer risk, radiation exposure, obesity, beginning period at a young age, beginning menopause at an older age, having first child at an older age, postmenopausal hormone therapy, and drinking alcohol.

How To Prepare For An Appointment

Write down any symptoms you're experiencing, write down key personal information, write down family history of cancer, make list of all medications, keep all of your records, take a family member or friend along, and write down questions to ask the doctor.

Prevention (Making changes in your daily life may help reduce your risk of breast cancer)

Ask your doctor about breast cancer screening, become familiar with your breasts through breast self-exams, drink alcohol in moderation, if at all, exercise most days of the week, limit postmenopausal hormone therapy as suggested by MD, maintain healthy weight and maintain recommended schedule for mammograms as determined by MD.

Information taken from MayClinic.com



Out & About



Staff assist individuals hanging pink ribbons for cancer awareness.



After hanging their ribbons, they went on a cancer walk.



The annual Family Council Picnic at the North Campus pavilion.



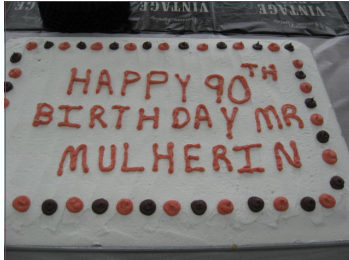
Getting the chicken ready for the Family Council Picnic.



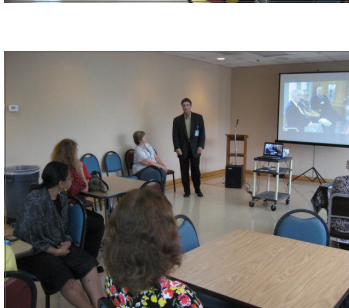
Food Service Appreciation in the Augusta Campus gym.



Choosing a prize at the Food Service Appreciation event.



Brian Mulherin's Birthday



Out & About



Out & About



Faithful Service Social



POCKETBOOKS, JEWELRY & MORE!!!

Just in time for **Christmas!!**

VERY AFFORDABLE PRICES!! **20% OFF** EVERYTHING!!



*****AUGUSTA CAMPUS*** - Thursday, November 14, 2013**

TIME: 10:00 am – 3:00 pm
WHERE: Central Kitchen Employee Dining Room

*****GRACEWOOD CAMPUS *** - Friday, November 15, 2013**

TIME: 10:00 am – 3:00 pm
WHERE: Central Kitchen VIP Dining Room

All forms of payment accepted

~~~PROCEEDS will benefit ECRH Charitable Contributions Campaign 2013~~~

## November Birthdays

|             |                                                                                                                                                                                     |             |                                                                                                                                                        |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| November 1  | Bernadette Eunice Johnson<br>Cynthia G. Moorman<br>Takima S. Pounds                                                                                                                 | November 11 | Teresa S. Crouch<br>Angela J. Phillips                                                                                                                 |
| November 2  | James William Cawley, Jr.<br>Kimberly K. Dempsey<br>Terry L. Granger, Jr.<br>Shannika N. Ivey<br>Linda Sheppard Jordan<br>Karon A. Roberson<br>Stanley K. Stiles<br>Carolyn F. Ward | November 12 | Felicia J. Flournoy<br>Bobbie J. Garrett<br>Annie Denise Gross<br>Cynthia R. Jones                                                                     |
| November 3  | Gary B. Alexander<br>Swanzetta R. Allen<br>Deloris R. Grant<br>Ree J. Thomas                                                                                                        | November 13 | Donna Carol Beasley<br>Dianna Marie Butler<br>Alberta Ports<br>Mary L. Redmond<br>Toameka T. Snow                                                      |
| November 4  | Adrienne Cole Davis<br>Bobby K. Ingram<br>Zaneta Lakes                                                                                                                              | November 14 | Patricia Gail Land Anderson<br>Janet M. Barnes<br>Glenn Jones<br>Pamela Jane Jones<br>Kenyetta K. Morris<br>Alicia T. Wimberly                         |
| November 5  | Tanisha F. Gross<br>Bianca McIntosh                                                                                                                                                 | November 15 | Robert T. Brown<br>Kim L. Myles                                                                                                                        |
| November 7  | Sharon W. Osborne<br>Linda A. Palmer<br>David Lee Washington, Sr.<br>Elizabeth Grace Yrizarry                                                                                       | November 16 | Tonya S. Flowers<br>Erik O. Hardison<br>Jacqueline T. Leverett                                                                                         |
| November 8  | Shaolin V. A. Keith<br>Nannette M. Lewis<br>Vanessa Peacock<br>Mae F. Perry                                                                                                         | November 17 | Toccarra L. Collins<br>Latoya M. Dawson<br>Tamica L. Lewis                                                                                             |
| November 9  | William B. Givens, Jr.<br>Annie B. Roberts<br>John M. Toliver                                                                                                                       | November 18 | Kimberly Lee Becka<br>Marquez D. Belton<br>Patricia L. Christian<br>Mary L. Cornelius<br>Linda E. Morgan<br>Latorja Jones O'Bryant<br>Toya R. Tichenor |
| November 10 | Jennifer P. Broadwater<br>Shontrice N. Brown<br>Regina Lanette Carter-Gilliam<br>Shani N. Scott<br>Beverly Ann Thompson<br>Jared L. Wetzel<br>Linda J. Winfrey                      | November 19 | Phyllis H. Bennett<br>Heather G. Grubbs<br>Everette L. Moton, Sr.<br>June Stewart                                                                      |
| November 11 | Natalie L. Cheek                                                                                                                                                                    | November 20 | Queen E. Beard<br>Darryl S. Rowe                                                                                                                       |
|             |                                                                                                                                                                                     | November 21 | Mark Anthony Edwards                                                                                                                                   |



## More November Birthdays

|             |                                                                                                                                                      |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| November 21 | Brian M. Haggard<br>Patricia A. Haynes<br>Lasandra N. Jackson<br>Michael Webb                                                                        |
| November 22 | Tashenia L. Bonner<br>Delbert Boyd Mims<br>Robert Sarfo                                                                                              |
| November 23 | Ashley D. Comer<br>William L. Edwards<br>Ricca N. Green<br>Sheila A. Hadden<br>Abiona S. Rozier<br>Angela Laverne Stephens<br>Richard C. Wilson, Jr. |
| November 24 | Barbara Ann Brown<br>Naomie D. Brown<br>Juvette R. Campbell<br>Melinda Tyra Carson<br>Luchanda Renay Richelieu                                       |
| November 25 | Carolyn Alston<br>Tiffany C. Foreman<br>Elizabeth K. Molock<br>Thavion Lathale Rogers<br>Kenneth A. Wood                                             |
| November 26 | Mark K. Daughtry<br>Deborah Jane Donald<br>Qiana McIntosh<br>Joshua M. Small<br>Sharon Wellman                                                       |
| November 27 | Glenn Willis Aaron<br>David L. Carlin<br>Barry D. Jones<br>Odi O. Clement<br>Talethia N. Smith                                                       |
| November 28 | Connie Jo Conner<br>Clarence E. Gavitt<br>Marilyn Marie Murdaugh<br>Maggie Lee Terrell<br>Candace Shetiece Walker                                    |

|             |                                                                                                                    |
|-------------|--------------------------------------------------------------------------------------------------------------------|
| November 29 | Kyeeshai J. Barnes<br>Cassandra H. Green<br>Paula Y. Lewis<br>Adrian M. Washington<br>Arleen Roshee Williams       |
| November 30 | Donna Maria Dicks<br>Stacy J. McCalpine<br>Tangy A. Oliver<br>Montriel D. Pixley<br>Angel V. Sims<br>Tia L. Walker |



## Veterans Day is a State Holiday



**November 11, 2013**

### Classifieds

**FOR SALE:** Bunk beds twin on top with mattress full on the bottom without mattress \$80 , Futon bed with mattress \$50.; 72-inch TV with surround sound.; new lamp stand with glass in front \$250. Call 706-341-0592

## 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 706-792-7171 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 [lkuglar@dhr.state.ga.us](mailto:lkuglar@dhr.state.ga.us).

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.language.com](http://www.language.com).**

## Personal Notes

*"I would like to take this time to thank Mark Daughtry, Joy Johnson, Renita Keener, Joan Krispyn, Judd McKendry, Brian Mulherin, Aaron Newberry, Michael Scharff, and Kandra Sheehan, members of the Spiritual Care Committee, for allowing me to be a part of such an AWESOME group. I pray that God will continue to grow us in the knowledge of his wisdom that we may be an inspiration and blessing to others. It has been a blessing witnessing the encouragement and compassion displayed towards those we serve on and off campus. I look forward to seeing how God is going to use each of us for his glory. Matthew 18:20 states, "For where two or three are gathered together in My name, I am there in the midst of them.""*

**Vanessa Peacock,  
Social Services Provider, Camellia**

**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!**



# RICHMOND COMMUNITY

Federal Credit Union



Looking for a new vehicle?  
**For the rest of 2013**, Richmond Community Federal Credit Union is offering new car rates as low as **2.10% for 60 months\***!

Whether you are in the market for a new car, a new home, a personal loan or a Visa card, come see us for all of your lending needs!

### **Richmond Community Federal Credit Union Holiday Hours:**

November 11, 2013 - Closed - Veteran's Day  
November 28-29, 2013 - Closed - Thanksgiving  
December 24, 2013 - Closing at 12:00pm -  
Christmas Eve  
December 25-26, 2013 - Closed - Christmas  
January 1, 2014 - Closed - New Years Day



**12.12.12**



## **Holiday Loan Special\*!**

Yes, it is that time of year again! Fill those stockings and spread the cheer! Never fear, Richmond Community Federal Credit Union is here! Let us help you avoid those high interest rate credit cards at department stores with our Holiday Loan Special.

**\$1,200.00**

**12 Months**

**12% Fixed APR\***

Let us help you make your Holiday stress free. Richmond Community will offer the Holiday Loan from November 1, 2013 until January 31, 2014. See a loan officer today to apply.

*\*Certain credit and policy restrictions will apply. All loans are subject to credit approval.*

[www.richmondcommunityfcu.org](http://www.richmondcommunityfcu.org)

2048 Tobacco Rd. Gracewood, Ga. 30812

(706)-790-1776

## What's in a Month?

### November is...

Aviation History Month  
 Child Safety Protection Month  
 International Drum Month  
 National Adoption Awareness Month  
 National Epilepsy Month  
 National Model Railroad Month  
 National Novel Writing Month

Native American Heritage Month  
 Peanut Butter Lovers Month  
 Real Jewelry Month  
 National Sleep Comfort Month  
 Diabetes Awareness Month  
 Georgia Pecan Month  
 Vegan Awareness Month

### And...

|                                                                                                          |                                                                                                                         |                                                                                                                  |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| <b><u>November 1</u></b><br>All Sainth's Day                                                             | Armistice Day                                                                                                           | <b><u>November 21</u></b><br>False Confession Day                                                                |
| <b><u>November 2</u></b><br>All Soul's Day<br>Book Lovers Day<br>Deviled Egg Day<br>Look For Circles Day | Remembrance Day<br><b><u>November 12</u></b><br>Chicken Soup for the Soul Day<br>Young Readers Day                      | Great American Smokeout<br>World Hello Day                                                                       |
| <b><u>November 3</u></b><br>Housewife's Day<br>Sandwich Day                                              | <b><u>November 13</u></b><br>National Indian Pudding Day<br>Sadie Hawkins Day<br>World Kindness Day<br>Accountant's Day | <b><u>November 22</u></b><br>Go For a Ride Day<br>Stop the Violence Day                                          |
| <b><u>November 4</u></b><br>King Tut Day                                                                 | <b><u>November 14</u></b><br>Operating Room Nurse Day                                                                   | <b><u>November 23</u></b><br>National Cashew Day<br>Eat a Cranberry Day<br>Black Friday<br>National Adoption Day |
| <b><u>November 5</u></b><br>Gunpowder Day<br>Guy Fawkes Day                                              | <b><u>November 15</u></b><br>Clean Your Refrigerator Day<br>America Recycles Day<br>National Philanthropy Day           | <b><u>November 25</u></b><br>National Parfait Day                                                                |
| <b><u>November 6</u></b><br>Marooned without a Compass Day<br>Saxophone Day<br>Election Day              | <b><u>November 16</u></b><br>Button Day<br>Have a Party with Your Bear Day                                              | <b><u>November 26</u></b><br>Shopping Reminder Day                                                               |
| <b><u>November 7</u></b><br>Bittersweet Chocolate with Almonds Day                                       | <b><u>November 17</u></b><br>Electronic Greeting Card Day<br>Homemade Bread Day<br>Take a Hike Day<br>World Peace Day   | <b><u>November 27</u></b><br>Pins and Needles Day                                                                |
| <b><u>November 8</u></b><br>Cook Something Bold Day<br>Dunce Day<br>Abet and Aid Punster's Day           | <b><u>November 18</u></b><br>Occult Day                                                                                 | <b><u>November 28</u></b><br>Thanksgiving<br>Red Planet Day<br>Make Your Own Head Day                            |
| <b><u>November 9</u></b><br>Chaos Never Dies Day                                                         | <b><u>November 19</u></b><br>Have a Bad Day Day                                                                         | <b><u>November 29</u></b><br>Buy Nothing Day<br>Square Dance Day<br>You're Welcome Day                           |
| <b><u>November 10</u></b><br>Forget-Me-Not Day<br>USMC Day                                               | <b><u>November 20</u></b><br>Absurdity Day<br>Beautiful Day<br>International Children's Day                             | <b><u>November 30</u></b><br>Call In Well Day                                                                    |
| <b><u>November 11</u></b><br>Veteran's Day                                                               |                                                                                                                         |                             |

**East Central Regional**



**DBHDD**



|                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Nan M. Lewis<br>Regional Hospital<br>Administrator                                                                                                                                                                                                                                                                                                                     |
| Dr. Vicky Spratlin<br>Clinical Director                                                                                                                                                                                                                                                                                                                                |
| Mickie Collins<br>Chief Operating Officer                                                                                                                                                                                                                                                                                                                              |
| Augusta Campus<br>3405 Mike Padgett Highway<br>Augusta, Georgia 30906                                                                                                                                                                                                                                                                                                  |
| Gracewood Campus<br>100 Myrtle Boulevard<br>Gracewood, Georgia 30812                                                                                                                                                                                                                                                                                                   |
| Teresa Crouch<br>Publisher                                                                                                                                                                                                                                                                                                                                             |
| Harold "Skip" Earnest<br>Editor/Photographer                                                                                                                                                                                                                                                                                                                           |
| <p><b>NOTICE</b></p> <p>Items for publication must be submitted in written form. The upcoming issue's deadline is November 8, 2013. 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.</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:

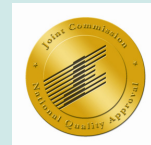
**I**ntegrity

**C**ommunication & Collaboration

**A**ccountability

**R**ecognition through Relationships

**E**mpowerment through Excellence



Accredited  
by  
The Joint Commission

**Campus Marques**

Deadline for submission of

**DECEMBER MESSAGES**

**November 22, 2013**

Submit information to Teresa Crouch

Gracewood Campus

Extension 2030

**(Information must be submitted on or before the indicated date  
to be placed on Marques 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](http://www.dbhddjobs.com).

**Activity Therapist - Forensic Unit II**

**Associate Nurse Executive - Augusta Campus**

**Behavioral Health Counselor - Redbud DD**

**Behavioral Health Social Worker (MSW) - AMH**

**Certified Nursing Assistant 1 (multiple shifts available)**

**Clinical Dietitian**

**DD Shift Supervisor - Gracewood Campus**

**Economic Support Specialist**

**Fire Safety Officer**

**Food Service Worker (AL)**

**Health Care Worker**

**Health Service Technician 1 - Augusta Campus**

**Health Service Technician 1 - Gracewood Campus**

**Health Service Technician 1 - Occupational Health**

**Health Service Technician 2 - Occupational Health**

**Health Services Technician 2 - Augusta Campus**

**Health Services Technician 2 - Gracewood Campus**

**Housekeeper**

**Housekeeper - Hourly**

**Landscape Gardener**

**LPN - 1st Shift- Augusta Campus**

**LPN - 1st Shift- Gracewood Campus**

**LPN - 2nd Shift- Augusta Campus**

**LPN - 2nd Shift- Gracewood Campus**

**LPN - 3rd Shift- Augusta Campus**

**LPN - 3rd Shift- Gracewood Campus**

**MH Shift Supervisor**

**Nurse Manager - Camellia ICF**

**Occupational Therapist**

**Operations Analyst / Performance Improvement Coordinator**

**Pharmacist (AL)**

**Physicians Assistant**

**RN - Augusta Campus**

**RN - Charge Nurse - Augusta Campus**

**RN - Charge Nurse - Gracewood Campus**

**RN - Forensic Mall**

**RN -Gracewood Campus**

# November Menus

| <b>SUNDAY</b><br><b>11-03-13</b>                                                                                          | <b>MONDAY</b><br><b>11-04-13</b>                                                                                                                                              | <b>TUESDAY</b><br><b>11-05-13</b>                                                                                 | <b>WEDNESDAY</b><br><b>11-06-13</b>                                                                 | <b>THURSDAY</b><br><b>11-07-13</b>                                                                                                | <b>FRIDAY</b><br><b>11-08-13</b>                                                                                                             | <b>SATURDAY</b><br><b>11-09-13</b>                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| Orange Juice<br>Scrambled Eggs w/<br>Ham Bits<br>Oatmeal<br>Toast/Marg/Jelly<br>Coffee/2% Milk                            | Banana<br>Scrambled Eggs<br>Sliced Bacon<br>Dry Cereal<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                                                  | Cranberry Juice<br>Scrambled Eggs<br>Sausage Patty<br>Grits<br>Biscuit/Marg/Jelly<br>Coffee/2% Milk               | Orange Juice<br>Scrambled Eggs<br>Bacon<br>Hash Brwn Potatoes<br>Toast/Marg/Jelly<br>Coffee/2% Milk | Grape Juice<br>Scrambled Eggs w/ Cheese<br>Grits<br>Cinnamon Roll<br>Margarine<br>Coffee/2% Milk                                  | Apple Juice<br>Waffles<br>Sausage Links<br>Dry Cereal<br>Margarine/Syrup<br>Coffee/2% Milk                                                   | Grape Juice<br>Scrambled Eggsw/Cheese<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                    |
| Spaghetti<br>Meat Sauce<br>Parmesan Cheese<br>Green Beans<br>Toss Sld w/Drsg<br>Garlic Bread<br>Pears<br>Iced Tea/2% Milk | Roast Turkey w/Gravy<br>Cranberry Sauce<br>Baked Dressing<br>Peas & Carrots<br>Peaches**<br>Roll/Margarine<br>Oatmeal/Raisin Cookies<br>Iced Tea/2% Milk                      | Baked Ham<br>Mashed Potatoes<br>Seas. Collard Greens<br>Pears<br>Cornbread/Marg<br>Cake/Icing<br>Iced Tea/2% Milk | Lasagna<br>Combination Salad w/Drsg<br>Garlic Bread<br>Peach Cobbler<br>Iced Tea/2% Milk            | Meatloaf w/Mushroom Gravy<br>Mashed Potatoes<br>Carrots<br>Pear/Cheese Salad<br>Roll/Margarine<br>Gingerbread<br>Iced Tea/2% Milk | Roast Pork w/Brown Gravy<br>Steamed Rice<br>Broccoli<br>Lettuce Sld w/Drsg<br>Bread/Margarine<br>Banana Puddingw/Topping<br>Iced Tea/2% Milk | Baked Chicken<br>Oven Brown Potatoes<br>Calif Mixed Vegt<br>Coleslaw<br>Roll/Margarine<br>Ice Cream<br>Iced Tea/2% Milk |
| Polish Sausage/Bun<br>Diced Onion/Relish/Mustard<br>Baked Beans<br>Coleslaw<br>Pineapple Tidbits<br>Iced Tea              | Vegetable Soup<br>Cold Cuts:<br>Turkey Roll<br>Bologna<br>Sliced Cheese<br>Must/Mayonnaise<br>Sliced Tomato<br>Potato Salad<br>Bread/Crackers<br>Sweet Potato Pie<br>Iced Tea | Tuna Ndl Casserole<br>Calif Mixed Vegt<br>Shredded Lettuce/Drsg<br>Bread/Margarine<br>Apricot Halves<br>Iced Tea  | Hot Dog 'N Bun<br>Must/Catsup/Onion<br>Baked Beans<br>Coleslaw<br>Brownies<br>Iced Tea              | Roast Beef w/Gravy<br>Noodles<br>Green Beans<br>Tossed Sld w/Drsg<br>Bread/Margarine<br>Peaches<br>Iced Tea                       | Chili Mac<br>Corn<br>Pears **<br>Saltine Crackers<br>Choc Chip Cookies<br>Iced Tea                                                           | Taco Pie<br>White Rice<br>Spinach<br>Shred Lettuce/Drsg<br>Bread/Margarine<br>Applesauce<br>Iced Tea                    |

| <b>SUNDAY</b><br><b>11-10-13</b>                                                                                                                          | <b>MONDAY</b><br><b>11-11-13</b>                                                                                    | <b>TUESDAY</b><br><b>11-12-13</b>                                                                                                       | <b>WEDNESDAY</b><br><b>11-13-13</b>                                                                                           | <b>THURSDAY</b><br><b>11-14-13</b>                                                                                                                                          | <b>FRIDAY</b><br><b>11-15-13</b>                                                                                                                                                                               | <b>SATURDAY</b><br><b>11-16-13</b>                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Cranberry Juice<br>Scrambled Eggs w/Ham Bits<br>Dry Cereal<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                          | Banana<br>Scrambled Eggs<br>Sliced Bacon<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                             | Orange Juice<br>Pancakes<br>Sliced Bacon<br>Dry Cereal<br>Margarine/Syrup<br>Coffee/2% Milk                                             | Grape Juice<br>Scrambled Eggs<br>Sausage Patty<br>Grits<br>Biscuit/Marg/Jelly<br>Coffee/2% Milk                               | Apple Juice<br>Scrambled Eggs<br>Sliced Ham<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                                                  | Orange Juice<br>Scrambled Eggs<br>Sliced Bacon<br>Hash Brwn Potatoes<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                                                                     | Apple Juice<br>Scrambled Eggs<br>Sausage Links<br>Dry Cereal<br>Toast/Marg/Jelly<br>Coffee/2% Milk                               |
| Chuckwagon Steak<br>w/Cream Gravy<br>Mashed Potatoes<br>Collard Greens<br>Sli Tomato Salad<br>Roll/Margarine<br>Peanut Butter Cookies<br>Iced Tea/2% Milk | Pepper Steak<br>Steamed Rice<br>Carrots<br>Tossed Salad/Drsg<br>Roll/Margarine<br>Brownie/Icing<br>Iced Tea/2% Milk | Roast Beef w/Gravy<br>Egg Noodles<br>Squash<br>Dill Chip/Si Onion<br>Applesauce<br>Wheat Roll/Marg<br>Cake w/ Icing<br>Iced Tea/2% Milk | Hamburger w/Bun<br>Must/Catsup/Mayo<br>French Fries<br>Sli Tom/Lett Salad w/Mayo<br>Gingerbread<br>Iced Tea/2% Milk           | Red Beans & Rice<br>Mixed Vegetables<br>Lettuce Sld w/Drsg<br>Bread/Margarine<br>Vanilla Pudding<br>Iced Tea                                                                | Baked Chicken<br>Rissolo Potatoes<br>Broccoli<br>Carrot/Raisin Salad<br>Roll/Margarine<br>Heavenly Hash<br>Ice Tea/2% Milk                                                                                     | Meatloaf w/Brown Gravy<br>Snowflake Potato<br>Green Peas<br>Pineapple Tidbits<br>Roll/Margarine<br>Ice Cream<br>Iced Tea/2% Milk |
| Chicken Tetrazzini<br>Carrots<br>Tossed Sld w/Drsg<br>Garlic Bread<br>Peanut Butter Cookies<br>Iced Tea                                                   | Bkd Rigatoni/Beef<br>Broccoli<br>Pickled Beet Salad<br>Bread/Margarine<br>Apple Crisp<br>Iced Tea                   | Fried Chicken<br>Au Gratin Potatoes<br>Green Beans<br>Shred Lettuce/Drsg<br>Bread/Margarine<br>Apricots<br>Iced Tea                     | Roast Turkey w/Gravy<br>Sweet Potatoes<br>Seas Turnip Greens<br>Copper Penny Sld<br>Cornbread/Marg<br>Fresh Fruit<br>Iced Tea | Vegetable Soup<br>Cold Cuts:<br>Turkey Roll<br>Bologna<br>Sliced Cheese<br>Must/Mayonnaise<br>Sliced Tomato<br>Potato Salad<br>Bread/Crackers<br>Banana Pudding<br>Iced Tea | *Fried Fish w/Tartar Sauce<br>Spanish Rice<br>Okra<br>Green Sld w/Drsg<br>Bread/Margarine<br>Apple Crisp<br>Iced Tea<br><br>*Broiled Pollock as 2 <sup>nd</sup><br>choice in<br><b>Employee Cafeteria ONLY</b> | Turkey Salad<br>Saltine Crackers<br>Pickled Beet Salad<br>Bread/Margarine<br>Apricot Halves<br>Iced Tea                          |

| <b>SUNDAY</b><br><b>11-17-13</b>                                                                                   | <b>MONDAY</b><br><b>11-18-13</b>                                                                                                                                 | <b>TUESDAY</b><br><b>11-19-13</b>                                                                                                      | <b>WEDNESDAY</b><br><b>11-20-13</b>                                                                                                                         | <b>THURSDAY</b><br><b>11-21-13</b>                                                                                         | <b>FRIDAY</b><br><b>11-22-13</b>                                                                                                  | <b>SATURDAY</b><br><b>11-23-13</b>                                                                             |
|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Banana<br>Scrambled Eggs<br>w/Sausage Bits<br>Dry Cereal<br>Toast/Marg/Jelly<br>Coffee/2% Milk                     | Grape Juice<br>Scrambled Eggs<br>Bacon<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                                            | Orange Juice<br>Scrambled Eggs w/Cheese<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                 | Cranberry Juice<br>Scrambled Eggs<br>Sliced Ham<br>Grits<br>Biscuit/Marg/Jelly<br>Coffee/2% Milk                                                            | Apple Juice<br>Scrambled Eggs<br>Sliced Bacon<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                               | Grape Juice<br>Scrambled Eggs<br>Sausage Links<br>Dry Cereal<br>Margarine/Syrup<br>Coffee/2% Milk                                 | Apple Juice<br>Scrambled Eggs<br>Sliced Bacon<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                   |
| Baked Ham<br>Corn<br>Collard Greens<br>Carrot/Raisin Salad<br>Bread/Margarine<br>Peach Slices<br>Iced Tea /2% Milk | Fried Chicken<br>Au Gratin Potatoes<br>Mixed Vegetables<br>Lettuce/Tomato Sld w/Drsg<br>Wheat Roll/Marg<br>Oatmeal/Raisin Cookies<br>Iced Tea/2% Milk            | Roast Pork w/Gravy<br>Cnd Swt Potatoes<br>Field Peas<br>Pickled Beet/Onion Salad<br>Cornbread/Marg<br>Cake/Icing<br>Iced Tea/2% Milk   | Spaghetti w/Meat Sauce<br>Parmesan Cheese<br>Calif Mixed Vegt<br>Tossed Sld w/Drsg<br>Bu Garlic Toast<br>Pineapple Upside Down<br>Cake<br>Iced Tea /2% Milk | Baked Chicken<br>Macaroni / Cheese<br>Seas Turnip Greens<br>Sli Peaches<br>Cornbread/Marg<br>Ice Cream<br>Iced Tea/2% Milk | Roast Beef w/Gravy<br>Mashed Potatoes<br>Seasoned Squash<br>Peach/Pear Mix<br>Roll/Margarine<br>Bread Pudding<br>Iced Tea/2% Milk | Pepper Steak<br>Rice<br>Broccoli<br>Pear/Cheese Sld<br>Roll/Margarine<br>Chocolate Pudding<br>Iced Tea/2% Milk |
| Fried Fish 'N Bun<br>Tartar Sauce<br>Spanish Rice<br>Green Beans<br>Coleslaw<br>Sherbet<br>Iced Tea                | Hamburger 'n Bun<br>Sliced Cheese<br>Catsup/Must/Mayo<br>Sliced Pickles<br>Fried Onion Rings<br>Baked Beans<br>Lett/Tomato Sld w/ Drsg<br>Pound Cake<br>Iced Tea | Chuckwagon Steak<br>w/Cream Gravy<br>Mashed Potatoes<br>Calif Mixed Vegt<br>Shredded Lett/Drsg<br>Bread/Margarine<br>Pears<br>Iced Tea | BBQ Pork w/Bun<br>Spinach<br>Potato Salad<br>Peach/Pear Mix<br>Iced Tea                                                                                     | Turkey Pot Pie<br>Steamed Carrots<br>Shred Lett w/Drsg<br>Bread/Margarine<br>Brownie<br>Iced Tea                           | Ham Ndl Casserole<br>Garden Peas<br>Copper Penny Sld<br>Bread/Margarine<br>Sugar Cookies<br>Iced Tea                              | Hot Dog 'n Bun<br>Must/Catsup/Onion<br>Baked Beans<br>Coleslaw<br>Peanut Butter Cookies<br>Iced Tea            |

| <b>SUNDAY</b><br><b>11-24-13</b>                                                                                                  | <b>MONDAY</b><br><b>11-25-13</b>                                                                                                               | <b>TUESDAY</b><br><b>11-26-13</b>                                                                                 | <b>WEDNESDAY</b><br><b>11-27-13</b>                                                                                     | <b>THURSDAY</b><br><b>11-28-13</b>                                                                                                                                                                          | <b>FRIDAY</b><br><b>11-29-13</b>                                                                                 | <b>SATURDAY</b><br><b>11-30-13</b>                                                                                                                |
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| Cranberry Juice<br>Scrambled Eggs<br>Sausage Links<br>Oatmeal<br>Toast/Marg/Jelly<br>Coffee/2% Milk                               | Orange Juice<br>Scrambled Eggs w/Cheese<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                         | Apple Juice<br>Scrambled Eggs<br>Bacon<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                             | Grape Juice<br>Pancakes<br>Sliced Ham<br>Dry Cereal<br>Syrup/Margarine<br>Coffee/2% Milk                                | Cranberry Juice<br>Scrambled Eggs w/Sausage Bits<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                                                                             | Orange Juice<br>Scrambled Eggs<br>Sliced Bacon<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                    | Grape Juice<br>Scrambled Eggs<br>Sausage Patty<br>Grits<br>Toast/Marg/Jelly<br>Coffee/2% Milk                                                     |
| Baked Ham<br>Oven Browned Potatoes<br>Seas Turnip Greens<br>Cucumber/Vinegar Salad<br>Bread/Marg<br>Ice Cream<br>Iced Tea/2% Milk | Roast Turkey w/Gravy<br>Cranberry Sauce<br>Baked Dressing<br>Green Beans<br>Potato Salad<br>Roll/Margarine<br>Coconut Cake<br>Iced Tea/2% Milk | Meatloaf<br>Rice w/Gravy<br>Broccoli<br>Sli. Tossed Sld<br>Roll/Margarine<br>Sweet Potato Pie<br>Iced Tea/2% Milk | Roast Beef w/Gravy<br>Egg Noodles<br>Carrots<br>Tossed Sld w/Drsg<br>Wheat Roll/Marg<br>Banana Cake<br>Iced Tea/2% Milk | <b>ROAST TURKEY<br/>CRANBERRY SAUCE<br/>CORNBREAD DRSG<br/>GIBLET GRAVY<br/>CANDIED SW. POT.<br/>W/MARSHMALLOWS<br/>GREEN PEAS<br/>NO SLD<br/>ROLL/MARGARINE<br/>YELLOW CAKE/ICING<br/>ICED TEA/2% MILK</b> | BBQ Pork 'N Bun<br>French Fries<br>Green Beans<br>Coleslaw<br>Pineapple Upside Down<br>Cake<br>Iced Tea/2% Milk  | Hamburger Steak w/Gravy<br>Snowflake Potato<br>Green Peas<br>Tomato Sld/Drsg<br>Roll/Margarine<br>Vanilla Pudding/<br>Topping<br>Iced Tea/2% Milk |
| Chili Con Carne<br>Rice<br>Corn<br>Shred Lettuce/Drsg<br>Saltine Crackers<br>Sliced Peaches<br>Iced Tea                           | Beef Noodle Cass. w/Cheese<br>Topping<br>Seasoned Squash<br>Tossed Salad/Drsg<br>Bread/Margarine<br>Sherbet<br>Iced Tea                        | Turkey Noodle Cass.<br>Seas. Collard Greens<br>Tossed Salad<br>Bread/Margarine<br>Ice Cream<br>Iced Tea           | Hot Dog / Bun<br>Baked Beans<br>Coleslaw<br>Chocolate Pudding<br>Iced Tea                                               | Sloppy Joe 'n Bun<br>French Fries<br>Green Peas<br>Green Sld w/Drsg<br>Peanut Butter Cookies<br>Iced Tea                                                                                                    | Fried Chicken<br>Macaroni/Cheese<br>Broccoli<br>Lett/Tom Sld/Drsg<br>Roll/Margarine<br>Sugar Cookies<br>Iced Tea | Chicken Salad<br>Saltine Crackers<br>Copper Penny Sld<br>Bread/Margarine<br>Fruit Cup<br>Iced Tea                                                 |