



Riverview employees receive boat shrink-wrap

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GREEN OHIO PUTS RIVERVIEW INDUSTRIES, INC. TO WORK

By Brenda Smith, Executive Director.

Not only is the effort of the Ohio Clean Marinas Program beneficial for the environment, it works for the employees of Riverview Industries, Inc., an Ottawa County non-profit organization. Starting this year, Riverview employees are helping to keep Ohio clean and green by preparing and baling used boat shrink-wrap, and also greenhouse plastics, for the Boat Shrink-Wrap Recycling Program, a part of the Ohio Clean Marinas Program.

Each spring, marina operators on Lake Erie are faced with disposal of the plastic shrink-wrap used for winter boat storage. For the last two years, thanks to the Ohio Clean Marinas Program, Mondo Polymer Technologies, Inc., located in Reno, Ohio, collected and recycled over 500,000 pounds of shrink-wrap. The salvaged material was used to manufacture over 74,000 highway guardrail blocks, enough to stretch 100 miles. This material otherwise would have been deposited in Ohio landfills. The recycling program involves a partnership of government and private entities - Ohio Sea Grant Extension, Mondo Polymer Technologies, Inc., the Lake Erie Marine Trades Association, and the Ohio Department of Natural Resources. Beginning this spring, Possitivity (formerly OIH) and work centers such as Riverview Industries, Inc. were added to the team.

To help with the issues of costly transportation and the labor associated with preparing the shrink-wrap for production, Mondo Polymer Technologies solicited help from Possitivity. Looking to minimize transportation costs, Possitivity established contracts with strategically located and qualified drop off stations. Included are Riverview Industries and Goodwill Industries of Ashtabula, both located on a designated route in the Lake Erie region.

Approximately 10,000 lbs of shrink-wrap at a time, collected from marinas and nurseries, is delivered to the drop-off stations. Drop-off stations must have the capability to receive the large quantity of shrink-wrap, adequate space to spread each piece out to cut the nylon ties off, and an area where the bales can be stored until pick up. Employees with disabilities earn an hourly rate to handle the material, cut the ties off of each piece, and bale the shrink-

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(Riverview Industries continued from page 1)

wrap in 1,000 pound blocks. Each location expects to bale 250,000 lbs of plastic between the months of March and June.

Mondo Polymer Technologies has stepped up not only as an innovator for new ways to improve the environment, but in giving back to the community as well. “We are very excited to be working with the groups that Possitivity has set up for us. It is great work for the individuals that do it and provides some funds for the organizations,” said Mondo’s Ron Wesel. “Because of the positive experience working with organizations such as Riverview Industries,” Wesel said, “We are looking at operations to partner with in the Baltimore, Maryland area and in Rochester, New York, as well as south central Michigan.”

Riverview Industries, Inc. Board President Cathy Zafirou is similarly positive, stating “Our first order of business is to provide meaningful work opportunities for the individuals we serve, which is very rewarding. The only thing that

makes it better is when the job benefits the environment and the community. We are very proud to be a part of the Clean Marina Program.” Riverview Industries employs approximately 145 individuals with disabilities, and contracts with a variety of businesses in the Ottawa County area for assembly work, packaging, job placement, and janitorial services. For more information, contact Executive Director Brenda Smith, by phone at 419-898-5250, ext. 316; or visit www.riverviewindustries.org.

For more information about the Ohio Clean Marina Program, visit ohiocleanmarina.osu.edu; and Possitivity, visit www.possitivity.org

Contributors to this article include Jill Jentes Banicki, Assistant Director, Ohio Sea Grant and Stone Lab; Ron Wesel, Materials Acquisition Manager, Mondo Polymer Technologies, Inc.; Chris Robbins, Account Executive, Possitivity; and Brenda Smith, Executive Director, Riverview Industries, Inc.

SAVE THE DATES

THE EMPLOYMENT OUTCOMES PROFESSIONAL – MARKETING AND SALES SKILLS

April 24 and 25, 2008

Dutch Heritage Restaurant, Bellville

OACBMRDD SPRING CONFERENCE

May 21 and 22, 2008

Embassy Suites - Dublin

OAAS Track - Thursday, May 22, 2008

Topics: Managing Outcomes, Quality Assurance

TOOLS OF THE TRADE ...PROMOTING POSITIVE BEHAVIOR INTERVENTIONS

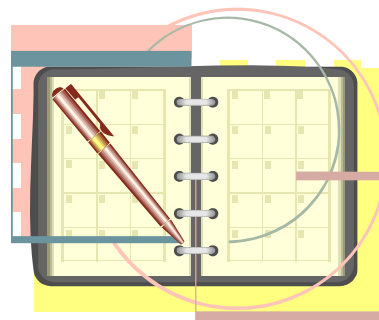
September 29 and 30, 2008

Deer Creek Resort and Conference Center

OACBMRDD ANNUAL CONVENTION

December 3 - 5, 2008

Hilton - Easton Town Center



MEDICAID BUY-IN APPROVED FOR APRIL 1 START

Supported employment will be a viable option for an increased number of people with disabilities with the April 1st implementation of Medicaid Buy-In for Workers with Disabilities (MBIWD). In the past many people with disabilities were discouraged from working because their earnings made them ineligible for Medicaid coverage. MBIWD was created to enable Ohioans with disabilities to work and still keep their health care coverage.

The following summary was written by the Cerebral Palsy Association of Ohio and is reprinted with permission.

Eligibility Criteria

Individuals must meet the following eligibility criteria to participate in the MBI program:

- be 16-64 years of age
- meet the criteria under Social Security for disability
- must be working and earning income
- meet the income eligibility criteria – excludes \$20,000 of earned income for the individual, then allows total individual income up to 250% of the federal poverty level
- have a maximum of \$10,000 in resources; the resource limit will be adjusted annually based on the Consumer Price Index

Premiums

Individuals must pay a premium in order to participate in the Medicaid Buy-In program when their total family income exceeds 150% of the federal poverty level. The premium charged is 10% of the difference between 150% FPL and total income.

Grace Period

Program participants will be allowed a six-month grace period if they lose a job or if their disability improves. This allows individuals time to either find another job, plan for a transition back to regular Medicaid, or in the case of medical improvement plan for a transition off of Medicaid.

Development and production of this fact sheet was funded by CMS grant 1QACMS300055, the Ohio Medicaid Infrastructure grant CFDA #93.768.

According to the Ohio Department of Jobs and Family Services website, each MBIWD enrollee will receive a monthly statement with their monthly premium amount. To obtain and maintain health coverage, the full amount of the premium must be received by the due date or it will be considered non-payment. Late payments will be applied to the most delinquent premium.

Enrollees who do not pay their premiums for two months in a row will be subject to termination. If they are terminated, they may reapply for MBIWD but they must pay all MBIWD delinquent premiums for the months of coverage before they can be re-enrolled.

Applications for MBIWD are available April 1 at your local office of Jobs and Family Services.

Unemployment Insurance Tax – What are the Rules?

By Teresa O'Connell, Editor



Unemployment Insurance is a federal-state program jointly financed through federal and state employer payroll taxes. Generally, employers must pay both federal and state unemployment taxes if: (1) they pay wages to employees totaling \$1500, or more, in any quarter of a calendar year; or, (2) they had at least one employee during any day of a week during 20 weeks in a calendar year, regardless of whether or not the weeks were consecutive.

In the case of a non-profit organization, the above rules are different. **An organization that is exempt from federal income tax under 501(c) (3) of the Internal Revenue Code is also exempt from Federal Unemployment Tax (FUTA). This exemption cannot be waived** (IRS Publication 15-A Special Rules). In addition, a non-profit incurs liability for Ohio unemployment tax only when four or more individuals are employed for some part of a day, in each of 20 different calendar weeks, in either the current or preceding calendar year, whether or not the same individual was in employment in each such day.

The State Unemployment Tax Act (SUTA) for Ohio is administered by the Department of Jobs and Family Services. Unemployment Compensation rules are set forth in chapter 4141 of the Ohio Revised Code. Per OAC 4141, certain paid activity is not considered to be 'employment' for the purpose of state unemployment tax.

OAC 4141.01 (l) (3) states, "Employment" does not include the following services if they are found not subject to the "Federal Unemployment Tax Act," 84 Stat. 713 (1970), 26 U.S.C.A. 3301 to 3311, and if the services are not required to be included under division (B)(2)(j) of this section. Not included as employment, under OAC 4141.01 (l) (3) (h) (iii), is "a facility conducted for the purpose of carrying out a program of rehabilitation for individuals whose earning capacity is impaired by age or physical or mental deficiency or injury, or providing remunerative work for individuals who because of their impaired physical or mental capacity cannot be readily absorbed in the competitive labor market, by an individual receiving such rehabilitation or remunerative work."

Some employment and services are excluded from Ohio's unemployment tax requirement. OAC 4141-5-05 describes criteria for exclusion of work relief or work training programs.

OAC 4141-5-05 Work relief or work training program exclusion.

(A) "Employment" does not include service performed for a nonprofit organization, this state or its instrumentalities, a political subdivision or its instrumentalities, or an Indian tribe as part of an unemployment work-relief or work-training program assisted or financed in whole or in part by any federal agency or an agency of a state or political subdivision thereof, by an individual receiving such work relief or work training.

(B) In order for services to be excluded from employment under an unemployment work-relief program that is financed or assisted in whole or in part by any federal agency or an agency of a state or a political subdivision of a state, such program must have as a minimum the following characteristics:

- (1) The employer-employee relationship is based more on the participants' and communities' needs than normal economic considerations such as increased demand or the filling of a bona fide job vacancy;
- (2) Qualifications for the jobs take into account as indispensable factors the economic status, i.e., the standing conferred by income and assets, of applicants; and
- (3) The products or services are secondary to providing financial assistance, training, or work-experience to individuals to relieve them of their unemployment or poverty or to reduce their dependence upon various measures of relief, even though the work may be meaningful or serve a useful public purpose.

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(C) In order for services to be excluded from employment under an unemployment work-training program that is financed or assisted in whole or in part by any federal agency or an agency of a state or a political subdivision of a state, such program must have as a minimum the following characteristics:

(1) The employer-employee relationship is based more on the participants' and communities' needs than normal economic considerations such as increased demand or the filling of a bona fide job vacancy; and

(2) The products or services are secondary to providing financial assistance, training, or work-experience to individuals to relieve them of their unemployment or poverty or to reduce their dependence upon various measures of relief, even though the work may be meaningful or serve a useful public purpose.

(D) Such an unemployment work-relief or work-training program must also have one or more of the following characteristics:

(1) The wages, hours, and conditions of work are not commensurate with those prevailing in the locality for similar work;

(2) The jobs did not, or rarely did, exist before the program began (other than under similar programs) and there is little likelihood they will be continued when the program is discontinued;

(3) The services furnished, if any, are in the public interest and are not otherwise provided by the employer or its contractors;

(4) The jobs do not displace regularly employed workers or impair existing contracts for services.

It is important to note that an entity seeking to be not liable for payment of Ohio unemployment tax as an employer must submit a Report to Determine Liability Application to ODJFS. The director will rule in writing whether there is liability. The entity will also be assigned an account number, and the related liability status noted. Any change in the character, purpose, or method of operation of such an organization must be reported immediately to the director so that the effect of any change upon liability can be determined. Relief from liability applies only to participants in the program of rehabilitation, work relief or work training program. Staff and casual workers are subject to the regular rules for unemployment tax.

Under Ohio law, as an employer, you are responsible to contact ODJFS as soon as you employ one or more individuals in covered employment, or in the case of a non-profit, four or more. If you think you may be liable, or if you have questions about whether you are required to pay unemployment taxes, please contact the Contribution Section by telephone at 614-466-2319, or in writing to ODJFS, Contribution Section, and PO Box 182404, Columbus, Ohio 43218-2404. You may also contact the nearest local compliance office.

OAAS thanks Mitchell Tussey, Supervisor of Unemployment Tax Operations/Contribution, for his help with this article.

Recommended Reading - The Five Dysfunctions of a Team, Patrick Lencioni

Teamwork is a word in the lexicon of every leader. Yet, if asked to identify the characteristics of a productive team, or how to facilitate team development, could you answer? Do you really have a good team?

In his book, *The Five Dysfunctions of a Team*, Patrick Lencioni teaches us about team development with an easy to read leadership fable. Kathryn Petersen, a new CEO, is hired to save a struggling company. Her first order of business is to unite the company's dysfunctional executive team. Through Kathryn's story Lencioni outlines a simple yet powerful model for team development, and highlights the leadership skills that support it. The book includes a tool for team assessment, as well as suggestions for overcoming the five dysfunctions of a team. Even an experienced leader will learn something from this book. Great information and a quick read! *Editor*

STATE USE TIMELINES FOR CONTRACT DEVELOPMENT

By Ronald R. Rowland, Manager

Any government contract which is approved pursuant to Sections 125.60 through 125.6012 of the Ohio Revised Code (State Use legislation) must be affirmed by the signature of the Director of the Ohio Department of Administrative Services (ODAS), or his designee, prior to the implementation of that contract. All State Use contracts are also ODAS contracts. ODAS targets thirty days prior to a contract's implementation as the date to have the necessary documents prepared for the Director's signature. To meet that goal, the office of Procurement for Community Rehabilitation Programs (OPCRP) recommends the following process:

- 150 days prior to contract implementation – Perform due diligence on any new product or service
- 90 to 120 days prior to contract implementation – Begin work on contract development, new or renewal
- 50 days prior to implementation – Submit all required paperwork for the contract to OPCR. This will assure that OPCR receives the paperwork at least 45 days prior to implementation

These guidelines will support a smooth contracting process and timely payment to CRPs. Please direct any questions to Ron Rowland or Kay DeVault at (614) 644-6750.

RESOURCES



Accessible Recreation

The National Center on Accessibility promotes access and inclusion for people with disabilities in parks, recreation and tourism. Based at Indiana University and established in 1992 through a cooperative agreement with the National Park Service, NCA has emerged as a leading authority on access issues unique to park and recreation programs and facilities. NCA's website includes information and services important to the development of accessible community recreation programs. Interested persons can also subscribe to the NCA News list serve by

visiting www.ncaonline.org

OAAS thanks Mark Leahy, Seneca County, for sharing this resource.

BUILDING BRIDGES

In 2005 OAAS established a mini-grant program titled Building Bridges. Eighteen counties were awarded \$425 to \$500 each for the purpose of establishing a positive and productive working relationship between adult services programs and services and support administration. Each grant recipient was required to submit an outcomes report. The following report was submitted by Bill Caplinger, Adult Services Director.



OAAS Member Organization: Warren County Board of MR/DD
 Amount of Request: \$500.00
 Narrative of what we did:

At Warren County Board of MR/DD we are striving to create a good working environment and most of all, deliver a strong commitment to our participants. We emphasized the education of all staff involved to better understand their roles along with the roles of other positions. We also explained the new waiver changes. Also, we also worked toward building relationships to create a better team effort for all involved. We held a meeting to accomplish these goals. The money went to team building exercises, prizes and refreshments. The total money spend was \$500.

Number/Titles of Staff to Be Involved:

15	Service Coordinators/SSAs	10	Program Instructors
1	Program Coordinator	1	SSA Director
1	SSA Supervisor	1	AS Director
1	Assistant AS Directors	1	Employment Manager
1	QA Director	2	QA Specialist
2	Investigative Agents	1	Community Resource Director
1	Behavior Specialist	1	Medicaid Manager

Adult Day Waiver Services Training November 2, 2007

Welcome! Refreshments

Purpose – Tony Hidy SSA Director, Bill Caplinger AS Director

Team Building Activity

Day Waiver Service Changes Overview – Carol Heil CRS Director

Free Choice of Provider – Tony Hidy, Janel Hemrick

Non Medical Transportation/Budgets – Carol Heil, Chris Bunting

UTS/NHO Changes and Differences between Transportation Options – Pete Mason, Lee Grow

Team Building Activity

Drop Off/Pick Times PSU – Bill Caplinger, Pete Mason

Request for ISP Revision/PAWS Process – Chris Bunting

Protocol – Chris Bunting, Carol Heil

Affect on Adult Services - Bill Caplinger, Heather Moore

Documentation – Bill Caplinger, Chris Bunting

Request for Administrative Review – Carol Heil, Megan Manuel

Timelines/ISP Flowchart – Tony Hidy, Janel Hemrick

Lunch (Provided)

Quality Assurance – Dawn McKenna

Team Building Activity

Assessing Options – Tony Hidy, Carol Heil

Questions?

Team Building Activity

We Generate Employer Resistance – Not the Employer

By Allen Anderson, President,

Employment Management Professionals, Inc.

Reprinted with permission

We generate much of the resistance employers have to hiring people with employment barriers, especially the candidates with more significant employment barriers. That is, resistance is not solely a product of the employer's innate reluctance to hire. We create conditions, which pull out employer resistance rather than opening up their interest or cooperation.

Most employers have a neutral position on employing someone with an employment barrier. They have not decided whether it is a good idea or not. A few are strongly supportive, a few are strongly opposed but the vast majority is neutral.

Situations that create robust resistance in employers include: confusing selling strategies leading to relevance issues and unfulfilled expectations, overselling techniques promising more than can be delivered leading to failed expectations and poor follow-up services leaving employers in the lurch and leading to resisting to future efforts.

In smaller communities, us generating employer resistance will haunt us for a long time. Employers will not forget their disappointments and a negative mythology will be reinforced. In all communities, it will burn out staff and produce an internal belief system that the clients are unemployable.

We generate our own resistance but we are not aware we are doing it. We subscribe the resistance to the employer rather than examining our methods. An employer resists hiring not because they had it in their mind to resist, but because this resistance was pulled out of them instead of interest.

Let me give you some examples of generating our own resistance:

1. **Selling too soon** is the classic example. On first meeting the employer your question is "Can I tell you about my program?" No matter how configured,

this is a cold sales pitch based on your needs to find a job. The employer, when polite, agrees to hear you out and when busy or not polite, says "no". Why would the employer want to hear about your program? What makes your program so interesting that an employer would like to listen to you and then feel compelled to hire?

You must be a compelling speaker for this to work at all. The assumption is you have something, which every employer should want. When they resist, as they inevitably will, we pin that resistance on the employer. Describing your program in a general way does not make it compelling or in many cases even interesting. This strategy lacks relevance to the employer. It is about what is relevant to you not what is relevant to the employer.

Lack of relevance generates resistance. We should be saying something like "Could we talk about your business and see how what we have to offer might be of benefit to you?" We have reversed the equation from talking us and our needs to talking about the employer and his/her needs. Talking about employer needs does not generate employer resistance, because you focus your programming on what's relevant to the employer.

2. **Talking too much, too early** and when it is not your turn. When you open with, "Can I tell you about my program?" you must now talk to the employer. What are you going to talk about?

Generally, it is an outline of what your program does plus a description of and an apology for your client's shortcomings. Again you are speaking about yourself, which is bad enough, but somehow you must also think of something to talk about without knowing much about the employer, which leads the employer to have a higher proclivity to say no than yes. You are creating the resistance by your behavior.

As you talk, you do not know to what the employer is comparing you to. They will be thinking, "Is this as good as what I would traditionally hire or want?" The resistance is building as you dominate the talking and you do not even know the resistance is there.

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As the employer does not see or understand the match, they will figure out a way to say “no thanks”. You will not even know you created the resistance and it was not because the employer wanted to resist, it is because you set him/her up to resist.

What should you have done to minimize resistance? You should have concentrated on getting the employer to talk in the early stages with you asking insightful questions. This strategy minimizes resistance by knowing and demonstrating you know what the employer really wants.

These are just two areas where we, by our own design, generate our own employer resistance.

Allen Anderson is President at EMP Inc. and Dover Training Group in Toronto. He will present April 24 & 25, 2008 in Bellville, Ohio at OAAS co-sponsored training, *The Employment Outcomes Professional, Achieving Employment Outcomes – The Marketing and Sales Skills*. Go to www.oaas.org and click on conferences/registration for more information.

Mr. Anderson is an international speaker and employment program designer specializing in creating solutions for generating employment outcomes for

people with employment barriers. His strategic approach to employment outcomes focuses on the employer relationship and the how to’s of building and maximizing this connection. He is known for being able to build innovative practical models and techniques to manage virtually any level of employment barrier’s entry into the workforce.

Allen has worked as a job developer, Director Job Placement, (for Metro Toronto Association for Community Living) Director of Training & Development and Vice President and President of training companies. He has developed numerous training programs for job development professionals in marketing skills for job development, written numerous articles and spoken extensively on job development internationally. Allen has a M.A. in Sociology and won the ASDT Disabilities Awareness Network Quality Service Award.

16 states in the USA and many programs in Canada use his materials to guide their employment programs for people with employment barriers. Current states and provinces implementing these programs include South Carolina Vocational Rehabilitation Department, Oregon Vocational Rehabilitation Services, and the ODSP in Ontario.

The first day of spring is one thing, and the first spring day is another. The difference between them is sometimes as great as a month.

Henry Van Dyke (1852–1933
Fisherman's Luck (1899))



Cash Rebate Available to Low-income Workers, and People Who Get Certain Disability and Retirement Benefits

Low-income workers, and people who get Social Security, certain veterans' benefits and certain Railroad Retirement benefits may qualify for an economic stimulus payment (a cash rebate) from the federal government. Payments range from:

- * \$600 - \$1,200 (joint filing)
- * \$300 - \$600 (single filing)
- * plus \$300 for each of your children who qualify

File a tax return to receive your rebate

You must file a 2007 tax return to receive a rebate. Even if you usually don't file a tax return, you will need to this year in order to receive a rebate. Your tax return must show at least \$3,000 in qualifying income. Qualifying income includes benefits received from Social Security (*however, Supplemental Security Income (SSI) does not count as qualifying income for the stimulus payment*), certain veterans'

benefits and certain Railroad Retirement benefits. Including these benefits does not create any additional tax or trigger a tax bill, and will not have any effect on eligibility for federal benefits.

If you have already filed your tax return reporting at least \$3,000 in qualifying income, you do not need to do anything else. If you filed, but did not have at least \$3,000 qualifying income, you will need to file an amended return that includes your benefits. You can use IRS Form 1040X to amend a tax return.

Free tax help is available

The following provide free tax return preparation for low and moderate income taxpayers.

- * Ohio Benefit Bank (1-800-648-1176)
- * Volunteer Income Tax Assistance (VITA) program (1-800-906-9887)
- * Tax Counseling for the Elderly (TCE) program (1-888-227-7669)

Information for this document was provided by Ohio legal Rights Services (OLRS), the Ohio State Legal Services Association (OSLSA) and the Internal Revenue Services (IRS).

OAAS thanks Janet Miller of The Cerebral Palsy Association of Ohio for sharing this fact sheet with our members.



FROM AROUND THE STATE

Central

U-CO Industries, Inc. (Union) dedicated a new 72,000 square foot facility March 2nd during a community open house. The new state-of-the art production facility quadruples U-CO's former space, allows for business expansion, and meets a growing community demand for vocational and other services. The 4.1 million dollar project was funded by the non-profit corporation, saving the community additional tax dollars. The building also includes office space leased to the Union County Board of DD for support services administration and WorkNet, the board's community employment division. Congratulations to Adult Services Director Jesse Roberts and team for an outstanding accomplishment!

South East

Guernsey County recently welcomed CARF and the ODMRDD Accreditation team for back to back surveys, and the results are in. The program received its 5th consecutive 3-year CARF Accreditation and a "no citations" ODMRDD review. Was that a sigh a relief we heard? Kudos to Ken Harper and to everyone at Guernsey CBMRDD. We're impressed!

North Central Region

A community collaborative made up of Seneca County Opportunity Center (MRDD), the city of Tiffin, the Seneca County Parks Association, Tiffin Parks and Recreation, and Tiffin University, is the recipient of a \$419,000 Access to Recreation grant. Funded by the Kellogg foundation, the grant will help pay for five projects to make outdoor recreation more accessible to people with disabilities. One project will establish a new public park on the grounds of the Seneca County Board of MRDD. Plans call for improvement of the board's playground to meet national standards, a paved exercise track accessible to people who use walkers, wheelchairs, and special bicycles, accessible walking paths and a natural area with raised gardens. Opportunity Center participants will need only to step out the door to enjoy recreation with fellow community members. Now there's some creative funding! Hats off to Mark Leahy for his hard work on this project.

2008 OAAS Board of Directors

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