Successful Supports = Successful Living
By Leah Gherardi

April 14, 2016 - Ben Shealey is 21, and a soon to be graduate from BOCES and Kingston High School. Ben utilizes the combined services of MSC coordination (RCAL) and Community Habilitation (ARC of Ulster Greene) to fulfill his goals to become a chef one day.

Ben was recognized the other day for his volunteer work at the Ten Broeck Commons in Lake Katrine, where he fills mealtime requests with a smile. The residents love when Ben comes on Saturdays. He has been described as delightful, pleasant and polite. According to Ben, he enjoys volunteering on Saturday and would like to work there part-time over the summer if he could.

Ben has clear plans to begin working on developing his skill set with the help of Ramapo’s Staff Assisted program over the summer. Ben was recently awarded a partial scholarship and is waiting to hear if he will be awarded the other half through Ramapo.
The Perception of Violence and Brutality Through the Lens of Disability
By Keith Gurgui

In January 2013 a 26-year-old man by the name of Ethan Saylor was restrained by three Sheriff’s deputies in a Maryland movie theater after exiting and reentering to view the film "Zero Dark Thirty" a second time. An employee at the theater alerted police after seeing Ethan reenter the movie without paying. Unknown to all at the time, other than the caregiver accompanying him, was that Ethan had Downs syndrome. Through what was deemed uncooperative behavior and belligerence, the deputies reportedly restrained Ethan to the floor, handcuffing his hands behind his back, and through the struggle, caused Ethan to asphyxiate and die. The incident was later ruled a homicide but none of the officers involved faced a grand jury indictment and all three remain in the field today.

Unfortunately, these types of tragedies are commonplace, but often times disabilities are an afterthought for both onlookers and those intervening. Disability ethics and understanding are sorely lacking in today’s police forces. There is story after story of someone’s often invisible disability being interpreted as noncompliance. These can range from individuals who are deaf and hard of hearing being seen as ignoring requests and perceived as uncooperative, to cerebral palsy and muscular impairments that affect speech being seen as a state of inebriation and drunkenness.

Of the many police involved killings in America, people with disabilities are estimated to account for between a third and one half of victims. Unfortunately a lack of appropriate statistics has yet to be reliably collected by states, as a new study on media reporting on disability related deaths by the Ruderman Family Foundation explains, "Police departments may report voluntarily on killings, but before the passage of the 2014 Death in Custody Reporting Act there was no requirement to do so. Even now, it’s not clear the extent to which the act might help, as just knowing a death took place is less useful than being able to analyze cases."

Law enforcement related violence is only one angle of the complex matter of misunderstanding proper interaction and conflict resolution when intervening during a crisis involving individuals with different types of disabilities. There is also the matter of widespread abuse and neglect suffered by those in institutions: a subject that has propelled the Independent Living movements’ emphasis on services being provided in less segregated and more community-based settings.

There is the infamous case of 13-year-old Jonathan Carey, a young boy with autism who was killed during aggressive restraint in the back of a van by his assigned caregiver while the driver turned a blind eye. The disaster became the subject of national media attention, following a surge of advocacy efforts spearheaded by Jonathan’s father, Michael. He successfully led passage of legislation that gave parents of individuals under state care access to previously restricted medical records. Before the passage of what is now known as Jonathan’s Law, families forfeited their access to their loved ones medical records in exchange for state-funded, facility-based care operated under the Office of People with Developmental Disabilities (OPWDD).

(continued on page 3)
It was later uncovered that Edwin Tirado, the state employee who ended Jonathan’s life, had worked over 200 hours over 15 days without one day off. The van’s driver, Nadeen Mall, was previously fired by four different providers of services for individuals with developmental disabilities. As a result of a consolidated state and federal lawsuit, Edwin Tirado was convicted of manslaughter and Nadeen Mall of criminally negligent homicide when it was revealed that the two drove around for an hour before seeking emergency medical assistance for Jonathan.

These and so many other instances are just a shaving off of the tip of the iceberg that is a catastrophic mishandling of how the most vulnerable in our society receive the healthcare services that they require from other human beings who are often uneducated, overworked, mistreated themselves, and ignored by those in positions of decision-making authority.

An article published by The Atlantic, entitled “How Misunderstanding Disability Leads to Police Violence,” explains how “harmful attitudes and assumptions, once established, can be difficult to replace even in the face of evidence to the contrary.” The article also reveals that according to statistics by the US Department of Justice, “Americans with disabilities are victims of violent crimes at nearly three times the rate of their peers without disabilities.”

Reading this you might ask yourself, what leads someone to such violent behavior, or in cases of neglect, why someone picks a job where they willfully ignore issues they are employed to address? There is certainly not one singular answer, and the solution must be overwhelmingly complex for us to still be where we are. In order to hopefully curb society’s tendencies towards the dehumanization of others that they perceive as different or threatening, we need to be willing to take the time and examine behavioral barriers that have led us here.

That means coming together and having meetings between mental health departments and the community, alliances of caregivers and law enforcement officers, advocates for individuals with disabilities and lawmakers, all willing to accept realities as they are and work towards a solution no matter how multifaceted. We have the economy and its overwhelming burden on the family unit. We have difficult and debilitating illnesses with little to no known remedies. We have a rigid and difficult to customize education system. We have corruption and conflicts of interest that go unaddressed. We have a healthcare system geared towards profit and the rationing of actual on-the-ground, person to person care.

All the while, technology seems to be expanding at a rate equivalent to the rate of our declining personal and social connection to one another. How can we be expected to lend a warm and understanding hand to another human if we increasingly hide behind our cell phone and computer screens expecting lines of text to replace face-to-face interactions? The current status of unrest would seem to call for a reevaluation of current priorities at the local, state, and federal levels. Every action has an equal and opposite reaction, and acts of violence are no exception. If we wish to live in a world of true peace and equality, it is vital we find a way to do everything we can to avoid the use of force as a means towards reconciling conflict.

“Sometimes disability is visibly apparent, making it easier for law enforcement, to see—if not misinterpret. For others, disability is invisible. Whether it is written in the genetic code and is a companion since birth, or becomes a part of one’s experience later because of age, accident, or public service during the course of our natural lifespan many of us will move in and out of states of disability” - The Atlantic (2014)
1. Medicaid
   - Medicaid is health insurance for people with low incomes. Even if you have Medicare, you can also get Medicaid to lower your health care costs. Medicaid pays your Medicare deductibles and coinsurances if you see doctors who participate in Medicare and Medicaid or who are in your Medicare private health plan’s network. These doctors can’t charge you anything for Medicare-covered services.
   - To apply for Medicaid, mail in an application or go to your local Department of Social Services office.
   - If you have Medicaid, you probably also qualify for the Qualified Medicare Beneficiary Program (QMB). The government will pay your premiums if you are enrolled in the QMB program. (See below.)
   - Medicaid covers additional benefits, such as dental, vision, and long-term care.
   - If your income seems a little too high, contact your local Medicaid Office. You may qualify for Medicaid spend-down.

2. QMB — Qualified Medicare Beneficiary Program
   - Pays your Medicare premiums. Also, if you enrolled in the QMB program, providers can’t charge you Medicare deductibles or cost-sharing for Medicare-covered services if you see providers who participate in Medicare or are in your Medicare private health plan’s network.
   - You can have both QMB and Medicaid.

3. SLMB — Specified Low-Income Medicare Beneficiary Program
   - Pays your Medicare Part B premium.
   - You can have both SLMB and Medicaid.

4. QI — Qualifying Individual Program
   - Pays your Medicare Part B premium.
   - You can’t have both QI and Medicaid.

Important Tips
- QMB, SLMB and QI are often called Medicare Savings Programs. They are sometimes also called the Medicare Buy-In or Medicare Premium Payment.
- If you are applying for Medicaid and need help paying your Medicare premiums, be sure to apply for a Medicare Savings Program.
- If you think you were wrongly turned down for one of these programs, ask for a State Fair Hearing by the appeal deadline in your denial letter.
Medicare Savings Programs (MSPs), also known as Medicare Buy-In programs, are programs that help pay your Medicare premiums and sometimes also coinsurance and deductibles. There are three main Medicare Savings Programs: Qualified Medicare Beneficiary (QMB), Specified Low-Income Medicare Beneficiary (SLMB) and Qualifying Individual (QI) program. Each program has different eligibility limits.

<table>
<thead>
<tr>
<th>Program</th>
<th>Individuals</th>
<th>Couples</th>
<th>Individuals</th>
<th>Couples</th>
</tr>
</thead>
<tbody>
<tr>
<td>QI</td>
<td>$1,357</td>
<td>$1,823</td>
<td>No limit</td>
<td>No limit</td>
</tr>
<tr>
<td>SLMB</td>
<td>$1,208</td>
<td>$1,622</td>
<td>No limit</td>
<td>No limit</td>
</tr>
<tr>
<td>QMB</td>
<td>$1010</td>
<td>$1,355</td>
<td>No limit</td>
<td>No limit</td>
</tr>
<tr>
<td>Medicaid</td>
<td>$845</td>
<td>$1,229</td>
<td>$14,850</td>
<td>$21,750</td>
</tr>
</tbody>
</table>

These income limits are based on 2016 federal poverty limits, and include a standard $20 disregard. You may qualify even if your income is slightly higher. Ask a Medicaid counselor about whether you can subtract certain expenses from your income.

Note: In New York State, the money you spend each month on health insurance premiums other than the Part B premium will not be counted. Specifically, the Part B premium (typically the $104.90 or $121.80 that you pay monthly or is deducted from your Social Security check) will count toward your total income. This is because once you have the MSP, the Part B premium will be paid by the state, not you. However, if you also pay for a Medigap or some other secondary insurance premium, you can deduct that amount from your monthly income to qualify for the MSP in NY. Sometimes a portion of your part D premium can also be deducted from your income.

If you meet the income limit in New York State, the Medicare Rights Center can help you apply for a Medicare Savings Program. Call 800-333-4114 for more information or to apply.

You can also contact your local Medicaid office (Department of Social Services) and ask for a copy of the application to mail in, or go to apply in person. You can call 800-541-2831 for the phone number. If you enroll in a Medicare Savings Program, you will also automatically get Extra Help, the federal program that helps pay most of your Medicare Part D drug plan costs.

If you decide to apply for a Medicare Savings Program, you will be asked to send an original, signed application and copies of these documents:

- Social Security card
- Medicare card
- Proof of date of birth
- Proof of address where you live
- Proof of income
Changes Announced for Grades 3-8 English Language Arts and Mathematics
Dorothy M. Richards

The New York State Education Department (NYSED) in an ongoing effort to improve the testing experience for students and the validity of the assessments is making significant changes to the 2016 Grades 3-8 English Language Arts (ELA) and Mathematics Tests. Feedback from students, parents and New York State educators has prompted NYSED to make these changes.

Questar Assessment, Inc. has (replacing Pearson) now partnered with NYSED to implement the following changes: greater involvement of educators in the test development process; fewer number of test questions; and untimed testing. For the past 5 years, Questar Assessment, Inc. has been responsible for test administrations for millions of students in 34 states and the District of Columbia. NYSED is pleased to partner with Questar Assessment, Inc. who brings extensive experience with assessment to the Grades 3-8 testing program.

The types of opportunities for NYS educators to be involved in the development of the State’s assessments has been expanded, and the number of educators involved in creating and reviewing the assessments has been significantly increased which began in the fall of 2015. This change will benefit the quality of the assessments and will serve as networking opportunities and professional development for the educators participating. Assessments will be reviewed by teachers from various parts of the State with differing expertise. NYSED is delighted to have the greater numbers of educators of students with disabilities and English language learners involved in the development of these assessments.

Educators from across the State met in Albany last October 2015 to evaluate and select assessment questions for use on the spring 2016 tests. The reliance on NYS educators will ensure that the tests are fair for all students and rigorous. For the first time, NYS educators are writing the test questions for the Grades 3-8 ELA and Mathematics tests. NYSED is responding to the need for assessments that more closely match what is taught in our classrooms.

Questar will bring together groups of educators to engage in item writing workshops. Educators will receive extensive assessment development training and then participate in the writing of test questions. These questions will be field tested in the spring of 2017. NYS educators have authored the rigorous and highly regarded Regents Exams, so having educators write test questions for the Grades 3-8 ELA and Mathematics Tests is in keeping with this long standing tradition in our state.

NYSED consistently heard of the need to reduce the length of the tests. Based on this feedback, the 2016 Grades 3-8 ELA and Mathematics Tests had a decreased number of test questions. This hopefully decreased testing fatigue for some students and allowed all students more time to read the passages more closely in order to apply their knowledge and skill.

Untimed testing was another consistent recommendation from educators. NYSED was pleased to implement untimed testing for the spring 2016 Grades 3-8 ELA and Mathematics Tests. As long as a student was productively working, they were allowed as much time as they need to complete these assessments. NYSED released guidance to schools on how to implement this new testing policy.

NYSED is committed to improvement and quality of the State’s assessments and the experience the students have taking these tests. Questions about testing programs, policies and procedures may be sent to: emscassessinfor@nysed.gov
Every Student Succeeds Act (ESSA) -- current version of No Child Left Behind. Federal law enacted in December 2015 with new state accountability systems taking effect beginning with the 2017-2018 school year.

Students with High Cognition – NYSED sent a reminder of the 2013 decision of the USDOE, Office of Special Education Programs regarding eligibility of students with high cognition. Eligibility for special education = disability + need for special education and/or related services.

Effective Communication for Students with Hearing, Vision or Speech Disabilities – Federal guidance was highlighted by NYSED in February 2015 Field Advisory. Schools must ensure communication meets the requirements of IDEA, ADA and Section 504.

T. K. vs. New York City Department of Education (2nd Circuit 2016) – Bullying as Denial of FAPE. In this case district professionals did not intervene to stop the bullying and the CSE refused to discuss topic of bullying at the meeting. The Second Circuit upheld that the District’s failure to address bullying concerns denied meaningful participation in the process and denied a FAPE to the student.

Guidelines for Medication Management in Schools – October 2015. Updated guidelines were developed with the support of the NY Statewide School Health Services and is available online at:  http://www.schoolhealthservicesny.com/laws_guidelines.cfm?shbpage=124

Independent Student Self-Administration of Emergency and Rescue Medications – As of July 2015, districts MUST allow students with parent permission to self-carry and self-administer the following: inhaled rescue medicines; Epinephrine Auto-Injectors; and Insulin, glucagon and other diabetes supplies to manage diabetes. Students MUST have a provider order attesting to the fact that the student is independent with the medication.

Appeal of Score on Exams for Local Diploma (January 2016) – Any student with a disability may appeal a score of 55 of less on a Regent’s exam with the local school district. The maximum point change allowed is 3 points; can appeal up to two exams; must have a 65 course average in the subject of the exam; can provide evidence that academic intervention services were accessed; and the student must be recommended for an exemption to the passing score by a teacher or the department chairperson.

HELP IS AT YOUR FINGERTIPS!

* Are you a senior in need of a service, or information, or support concerning long term care? Are you young and disabled and don’t know where to turn? Are you a mother who needs help for her children? Do you have a neighbor you wish to help with their situation?

* NY Connects is a telephone information service that can provide you with the information you need to get in-home, community-based, as well as institutional medical and/or non-medical services and programs. Their mission is to assist people who wish to remain in their homes to do so by referring services that will make that possible. It is a trusted community resource that links individuals to the most appropriate services of their choice. They are located at the Office for the Aging, 1031 Development Court on Ulster Avenue in Kingston.

* NY Connects also partners with the Office for the Aging (OFA), the Resource Center for Accessible Living (RCAL), and the Rural Ulster Preservation Company (RUPCO), among any other agencies and service providers. The information and services they can provide or refer addresses a wide range of problems and situations, such as those concerning Medicaid, Medicare, Prescription Drug coverage, home delivered meals, food pantries, home care, caregiver supports, respite care, transportation, and many other agencies.
RCAL RECEIVES FUNDS FOR
DISABILITY AWARENESS
By Carol Ray

Agency receives Stewart’s Shops Holiday Match funds to provide disability awareness instruction.

The Resource Center for Accessible Living, Inc. (RCAL) is pleased to announce that it received $500 from Stewart’s Shops Holiday Match Program to provide disability awareness to children in local schools.

As part of RCAL’s disability awareness program, staff member, Jaime Bunt, presents information about disabilities, specifically blindness. Students are able to participate in hands on activities that introduce them to the braille alphabet, including using a braille label maker to label objects in their classrooms. Additionally, Bunt shares with them from her own personal experience, bringing along her Seeing Eye dog and providing examples of adaptive technology that allow her to live independently. This hands on approach to learning about blindness increases the likelihood that the children will develop a greater understanding of what it is like to live with a visual impairment, and that a person with a visual impairment often wants to do the very same things that they want to do.

The funds provided by Stewart’s Shops will allow RCAL to extend its program for an additional 20 hours of classroom instruction and will also enable RCAL to purchase program materials including a braille alphabet card for each child.

Bunt remarked, “As the Disability Awareness Instructor at RCAL, I am pleased that through the continued support from Stewart’s I will have the opportunity to go on with my presentations, reaching more students and educating them about abilities from someone with a disability. I greatly appreciate this funding allowing me to further my love of speaking with students about my life, living with blindness and bringing awareness of disabilities in such a way that the students learn about adapting to change, resilience, determination, and achieving goals. I believe the impression I have on the students is considerable and that it is an invaluable experience to hear a personal story of living with a disability. It helps dissolve some of the negative attitudes towards people with disabilities. Children are by nature very curious, and getting the opportunity to ask questions is significant in changing the way they think about differences and abilities.”

Students Send Their Appreciation
On March 1, 2016, disability awareness instructor, Jaime Bunt, presented a program on blindness to Ms. Leonard’s 1st grade class at JFK Elementary School in Kingston, New York. Pictured on pages 8 and 9 are thank you letters she received from the students.
(Continued from page 8 are the thank you letters from Ms. Leonard’s class.)

**RCAL Welcomes.....**

**Christina Rea, Medicaid Service Coordinator:**
Christina was born and raised in the Hudson Valley. Before entering the human services field 4 years ago, she worked in a few retail positions and also earned a Bachelor’s Degree in psychology from SUNY Oneonta. Additionally, Christina enjoyed playing softball throughout high school and college. Once entering the human services field she worked for one year in direct care, and the last three years as an MSC/QIDP. Christina is thrilled to have been granted the opportunity to join the RCAL team, and look forward to continuing to help people live fulfilling, independent lives.

**Charla Malamed, Nursing Home Transition & Diversion Service Coordinator:**
Charla is very happy to be a part of the amazing and healthy RCAL community stating, “It has been a while since I have worked in a non-profit situation, and I am happy to be back in it. My life has meandered quite widely over the past 5 years, but prior to working here, I was lucky to work in a bicycle shop, also a situation that is dedicated to healthy lifestyles. It is a pleasure to be working with people again, helping them to live independently and with dignity.”

**Kathy Hochman, Director of Community Based Health Services:**
Kathy is back from Miami and has rejoined the RCAL team! Previously, she worked at RCAL as a Special Education Advocate and then Supervisor of the Nursing Home Transition and Diversion Program and Health Homes Program. Kathy has a Bachelor of Science from the New School for Social Research in Human Resources Management. She is excited to be back at RCAL.
UCAT (Ulster County Area Transit) Has a New Pricing Structure

UCAT has taken the guessing out of the pricing for bus riders. The previous system of zonal fares starting at $1.00 for the first zone and $0.25 for each additional zone was causing confusion. It was never clear to the rider and sometimes not even the driver what zone you were in and how much it should be. The new pricing is clear and easy to understand.

- Fares are a flat rate
- Travel within Ulster County in $1.50
- Travel outside of Ulster County is $2.00
- Half fare is available for Seniors, Disabled, Veterans, and Medicare card holders between the hours of 9 am & 3 pm
- Current SUNY Ulster students pay $0.75 per bus to and from SUNY
- All para-transit within ¼ mile of fixed route service to a straight fare of $3.00
- All para-transit from ¼ mile to 1 ½ of fixed route service to a straight fare of $4.00

Departure Locations:
- Kingston Plaza - Hannaford Kingston Plaza
- Ellenville - Liberty Square
- Highland/Marlboro - Along Route 9W
- Modena - Along Route 32
- New Paltz - Main & Prospect by Trailways
- Phoenicia - Main Street
- Pine Hill - Main Street
- Plattekill - Route 32 by Plattekill Post Office
- Saugerties - Market Street by Post Office
- SUNY Ulster - Gymnasium parking lot on campus
- Woodstock - At the Village Green
- Wallkill - Route 208 by Popp Park

UCAT Phone: (845) 340-3333

ESOPUS CREEK CAR TOP BOAT LAUNCH

A brand new, fully accessible small boat launch has opened in the heart of Kingston, on the Lower Esopus Creek, to launch kayaks and canoes. The site also provides a separate accessible fishing pier. The site features accessible parking, a drive-down road to the boat slip to the boat drop-off point, picnic areas, and an accessible portable toilet. It is located on Sandy Road, next to the Olympic Diner on Washington Avenue, just off the Kingston traffic circle.

~More From UCAT~

Commuting to class by riding a UCAT Bus has become cheaper and easier for SUNY Ulster students. County Executive Mike Hein has implemented a commuting student discount on Ulster County Area Transit (UCAT) buses. By simply showing their SUNY Ulster student ID, students will receive a 50% discount for their ride to or from any SUNY Ulster campus, including the main campus in Stone Ridge and the new Kingston Center. This fare discount continues the County Executive’s commitment to increasing access to higher education, as it was only three months ago that the conveniently located Kingston Center of SUNY Ulster opened in mid-town Kingston.
In 2013 New York State’s Olmstead report identified many civil rights violations with the current Surrogate’s Court Procedure Act (SCPA) for 17-A Guardianship for people with developmental disabilities and traumatic brain injuries. Responding to this report, the Office for People with Developmental Disabilities (OPWDD) submitted a program bill (S.4983) to address these violations. The idea for a bill can come from several sources including the governor and his staff or departments (program bills). This program bill was introduced in the Senate but not in the Assembly.

The Olmstead Cabinet expressed concerns that SCPA 17-A is driven by a diagnosis and does not look at functional ability. There is no mandate to look at personal choice of the person with a disability but rather to make decisions based on the “best interest”. Even the presence of the person with a disability is not required. S4983 hopes to modernize SCPA 17-A in terms of language, appointment, hearing, functional capacity and consider the choice and preference of the person with the disability. Here are the highlights of S4983:

- Mental Retardation will be eliminated and changed to Developmental Disability (DD). Intellectual Disability cannot be used because there is currently no definition in existing New York Statutes.
- Attempts to remove diagnosis model and will look more at significant impairment or adapted behavior. S4983 makes no mention of a Traumatic Brain Injury (TBI).
- Venue -- is the county where the person with a disability lives.
- Specific areas in which the person with a DD appears to need a guardian must be identified.
- A statement as to what alternatives to guardianship were considered and the reasons why those options were rejected.
- Appointment of legal representation is guaranteed through Mental Hygiene Legal Services (MHLS) or another “qualified” attorney.
- Prior to the first appearance, the MHLS or other attorney should meet with the petitioner and hopefully work out the scope of the guardianship.
- First appearance – the court must schedule a court appearance. If there is not agreement, then a hearing/trial must be held. At the hearing/trial the petitioner needs to provide clear and convincing evidence that the person with the DD needs a guardian.
- The powers of the guardian must be tailored to the specific needs and limitations of the person with the DD.
- Limited purpose guardianship can be set up for a single decision and will end after the specified period or decision.
- Annual reporting on the statue of the person with a DD every year or at intervals mandated by the court. A form will be created by the Office of Court Administration.

It is important to note that if S4983 passes it does not impact Article 81 or 17-A guardianships previously granted. New York Association on Independent Living (NYAIL) is supporting passage of this bill. If you would like to take action on the issue, visit NYAIL’s action alert center: www.ilny.org/advocacy/vv-action-alerts

Left: **RCAL** staff, Gloria Toporowski and Carol Ray, attended the 15th Annual Autism Walk & Expo on Sunday, April 24, 2016 at the Dutchess County Fairgrounds in Rhinebeck, New York.
Resource Center for Accessible Living, Inc.
727 Ulster Avenue
Kingston, NY 12401

Phone: 845-331-0541
Fax: 845-331-2076
TTY: 845-331-4527
E-mail: office@rcal.org
Website: www.rcal.org

**RCAL'S MISSION:** THROUGH ADVOCACY AND EDUCATION, WE CREATE ACCESSIBILITY AND PROMOTE INDEPENDENT LIVING FOR INDIVIDUALS WITH DISABILITIES AND THE COMMUNITY AS A WHOLE.

**RCAL—Board of Directors**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paula Kindos</td>
<td>President</td>
</tr>
<tr>
<td>Bernadette Mueller</td>
<td>Co-Vice President</td>
</tr>
<tr>
<td>Darlene Donofrio</td>
<td>Co-Vice President</td>
</tr>
<tr>
<td>Paul Scarpati</td>
<td>Treasurer</td>
</tr>
<tr>
<td>Danielle Koeppen</td>
<td>Secretary</td>
</tr>
<tr>
<td>Susan J. Hoger</td>
<td>Chief Executive Officer</td>
</tr>
</tbody>
</table>

**RCAL—STAFF**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Susan J. Hoger, LMSW</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>Anthony Mignone</td>
<td>Chief Operating Officer</td>
</tr>
<tr>
<td>Sherry Crescini</td>
<td>Chief Financial Officer</td>
</tr>
<tr>
<td>Michelle de Beaumont</td>
<td>Fiscal Assistant &amp; Representative Payee</td>
</tr>
<tr>
<td>Karl Asia</td>
<td>Support Staff</td>
</tr>
<tr>
<td>Susan Brown</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Jaime Bunt</td>
<td>Peer Advocate/Disability Awareness</td>
</tr>
<tr>
<td>Margaret Curschmann</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Debbie Denise</td>
<td>Benefits Advisor</td>
</tr>
<tr>
<td>Enrica Fiorenza</td>
<td>Transition Specialist</td>
</tr>
<tr>
<td>Courtney Frantz</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Leah Gherardi</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Juliet Greenwood</td>
<td>NHTD Service Coordinator</td>
</tr>
<tr>
<td>Zoe Gold</td>
<td>Receptionist</td>
</tr>
<tr>
<td>Keith Gurgui</td>
<td>Systems Advocate</td>
</tr>
<tr>
<td>Toni Hedges</td>
<td>Social Worker</td>
</tr>
<tr>
<td>Kathy Hochman</td>
<td>Director of Community Based Health Services</td>
</tr>
<tr>
<td>Lesley Kelder</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Diann Keyser</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Chris Lewoc</td>
<td>OPWDD Program Director</td>
</tr>
<tr>
<td>Charla Malamed</td>
<td>NHTD Service Coordinator</td>
</tr>
<tr>
<td>Gilles Malkine</td>
<td>Architectural Barrier Consultant</td>
</tr>
<tr>
<td>Valerie Mathis</td>
<td>NHTD Service Coordinator</td>
</tr>
<tr>
<td>Hillary Nichols</td>
<td>Employment Coordinator</td>
</tr>
<tr>
<td>Miriam Oreglio</td>
<td>Transition Service Coordinator</td>
</tr>
<tr>
<td>Wayne Outer-Douglas</td>
<td>Support Staff</td>
</tr>
<tr>
<td>Kim Parrett</td>
<td>Job Coach</td>
</tr>
<tr>
<td>Michele Pedersen</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Janis Perri</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Christine Ranges</td>
<td>Receptionist</td>
</tr>
<tr>
<td>Carol Ray</td>
<td>Office Administrator</td>
</tr>
<tr>
<td>Melissa Rappleyea</td>
<td>Supervisor</td>
</tr>
<tr>
<td>Christina Rea</td>
<td>Medicaid Service Coordinator</td>
</tr>
<tr>
<td>Dorothy Richards</td>
<td>Special Education Advocate</td>
</tr>
<tr>
<td>Richard Roman</td>
<td>NHTD Peer Mentor</td>
</tr>
<tr>
<td>Paul Stokes</td>
<td>Chief Financial Officer</td>
</tr>
<tr>
<td>Paula Kindos, MHTF Director</td>
<td>Education Advocate</td>
</tr>
</tbody>
</table>

**RCAL—Member of** United Way of Ulster County