PROGRAMS AND SERVICES COMMITTEE

Frank D. Lanterman Regional Center

Programs & Services Committee

July 14, 2021

MINUTES

PRESENT

Lupe Trevizo-Reinoso, Chair Debbie Cornejo Oscar Carvajal Darryl Goodus Yudy Mazariegos Howard McBroom Christopher Perri

STAFF

Juan Maldonado Carmine Manicone

NOT PRESENT

Karla Garcia

CALL TO ORDER

The meeting was held remotely using ZOOM and was called to order by Ms. Lupe Trevizo-Reinoso at 10:01AM.

APPROVAL OF MINUTES

The minutes of May 12, 2021 were reviewed and approved by consensus.

NCI/SATISFACTION SURVEY-PRESENTATION

Mr. Maldonado presented the 2019-2020 National Core Indicators (NCI) survey and the Lanterman satisfaction surveys. He highlighted that the NCI survey is used by DDS to asses performance in services and supports provided to people with intellectual/developmental disabilities. It has been used since 2010 and it gathers data on family outcomes that is often used to inform strategic planning, producing legislative reports, and to prioritize quality improvement initiatives. Additionally, there are four versions of the survey: Adult In-Person, Child Family, Adult Family, and Family Guardian.

The Adult Family surveys had a 25% response rate and the Family Guardian surveys had a 17% response rate. Mr. Manicone added that NCI considers these response numbers statistically

significant. The Lanterman surveys were mailed in four different languages (English, Spanish, Chinese, and Korean) and had a response rate of 20%. The committee looked at all of the questions that were asked and the percentage averages of the answers.

Mr. Carvajal suggested changing the bar graphs (for the question "overall, are you satisfied with the services and supports your family member currently receives") because the data begins at 77%/78% and the overall data looks worse than it actually is. Mr. Maldonado will make these changes.

Ms. Mazariegos believes that parents need to be taught the chain of communication: if their service coordinator doesn't answer or call back, who can they contact next.

Overall, the input from Lanterman's Satisfaction Survey was positive. It was reaffirming to hear back from our community. The takeaway from the NCI survey, however, is more inconsistent and proves that there is always room for improvement. Mr. Manicone and Mr. Maldonado will be presenting this data to the community on July 29th and would like the committee's feedback. Ms. Trevizo-Reinoso suggested sharing with the community how certain subjects will be addressed and what solutions exist. Mr. Perri suggested highlighting the above and below average areas while keeping all of the current slides. Ms. Mazariegos suggested asking service coordinators for their feedback on the survey results. Discussion followed.

PLAN FOR OFF-SITE VISIT AT A PROGRAM SITE DISCUSSION

Mr. Manicone asked the committee if they are interested in having an off-site visit/meeting this year since this is something that would occur annually in pre-pandemic times. This would happen in October or November. The committee is interested in doing this and discussed location choices and the current pandemic situation. Villa Esperanza is a possible option.

REVIEW CALENDAR/COMMUNITY MEETING

Mr. Manicone reported that the committee will review the Performance Plan in August before the community meeting. The meeting will take place September 29th and this committee will host it via Zoom. This committee will also have a regular meeting on the second Wednesday of the month.

OTHER-

The committee briefly discussed vaccinations. Ms. Trevizo-Reinoso shared that Easter Seals had a massive vaccination campaign and surpassed 70% vaccinations of staff.

NEXT MEETING

The next committee meeting is scheduled on August 11, 2021.

ADJOURNMENT

The meeting was adjourned at 11:40A.M.

 $/g_{S}$

Frank D. Lanterman Regional Center

Programs & Services Committee

August 11, 2021

MINUTES

PRESENT

Lupe Trevizo-Reinoso, Chair Debbie Cornejo Oscar Carvajal Darryl Goodus Yudy Mazariegos Christopher Perri

STAFF

Juan Maldonado Carmine Manicone

NOT PRESENT

Karla Garcia Howard McBroom

GUEST

Trudy Robinson

CALL TO ORDER

The meeting was held remotely using ZOOM and was called to order by Ms. Lupe Trevizo-Reinoso at 10:04 A.M.

INTRODUCTIONS

The committee introduced themselves to Ms. Trudy Robinson and welcomed her.

APPROVAL OF MINUTES

The minutes of July 14, 2021 were reviewed and approved by consensus.

2021 PERFORMANCE PLAN: Q2 REPORT and 2022 PERFORMANCE PLAN REVIEW

Mr. Manicone reviewed the 2021 Performance Plan, Q2 and asked the committee to give input for the 2022 Performance Plan at the same time. Ms. Cornejo asked about aging parents seeking placement and Mr. Manicone stated that the conversation begins with the service coordinator and

then with CLORC (Community Living Options Resource Committee). However, currently placements are a challenge.

Regarding mental health: Mr. Perri will connect Mr. Manicone with Young and Healthy and look for other options too.

Regarding the disparity data; Mr. Maldonado stated that the data regarding translations is not accurate due to the tracking process and this will be corrected. Mr. Perri suggested looking into the "other" category and identifying it better in order to understand why this group is less satisfied and Mr. Manicone agreed that this could be done in the 2022 Performance Plan. The committee agreed to use NCI data for the disparity section moving forward.

Mr. Carvajal asked about the low attendance to virtual trainings and the committee discussed this. Mr. Manicone will follow up with Ms. Wilson and Mr. Ibañez regarding this.

Mr. Goodus asked if we track how long clients stay in psychiatric facilities. He would also like to know about Lanterman's assistance to families such as food banks, laptops, and hot spots. Lastly, he suggested a tracker of clients receiving SLS and ILS services.

OTHER-

The committee agreed to discuss a future face to face meeting at the September meeting. Ms. Trevizo-Reinoso asked for guidance regarding vaccination of staff and what mandates have been announced. Discussion followed.

NEXT MEETING

The next committee meeting is scheduled on September 8, 2021. The community meeting hosted by P&S will take place on September 29, 2021.

ADJOURNMENT

The meeting was adjourned at 11:55 A.M.

/gs

Frank D. Lanterman Regional Center 2022 - Performance Plan - DRAFT

	Goal	Objectives
1.	Decrease the number of Lanterman clients residing in Institutional settings or Out-of-State	A. Develop 1 new individualized living option for clients moving into the community from the developmental centers, IMD's or Out-of-State. Point Person – Pablo Ibanez
	Number and percentage of RC caseload in DC. Baseline 1/01/22 =	Q1 –
	- Q1: Number of and percentage of RC caseload in IMD Baseline 1/01/22 =	B. Assist 1 previously identified client to move into the community through the Community Placement Plan. Point Person- Carmine Manicone
	- Q1:	Q1:
		A. Provide technical assistance and support to ensure continued operation of support groups. Point Person-Rose Chacana
2.	Maintain the percentage of children	Q1-
	residing with families at 99%. Baseline 1/01/22:	B. Provide Peer Support Partners at critical life transitions for all families requesting such assistance.
	Number and percent of minors residing with families.	Point Person: Rose Chacana
	- Q1:	Q1-
		C. Promote information and referral services of regional center and generic resources.Point Person: Rose Chacana

Goal	Objectives
	 Q1- YTD- D. Provide Service Coordination and Advocacy Training (SCAT) for all eligible parents who request it to improve their ability to advocate for their child. Point Person-Rose Chacana Q1- YTD -
 3. Increase the number and percent of adults residing in home settings. Independent Living Supported Living FHA Family Home Number and percent of adults residing in independent living. Baseline 1/01/22 = Q1: Number and percent of adults residing in supported living. Baseline 1/01/22 = Q1: Number and percent of adults residing in adult Family Home Agency homes. Baseline 1/01/22 = 	A. Partner with an existing FHA (Family Home Agency) to create more living opportunities for our adult clients. Point Person – Carmine Manicone Q1 – B. Promote trainings with clients and families concerning financial planning. Point Person: Carmine Manicone Q1 –

Goal	Objectives
 Q1: Number and percent of adults residing in family homes (home of parent or guardian). Baseline 1/01/22 = Q1: 	
Minimize the number and percent of minors living in facilities serving more than 6 clients. Baseline 1/01/22 =	A. Annually review service needs of each child residing in a facility serving more than 6 clients to determine the appropriateness of an alternative living option. Point Person- Carmine Manicone
- Q1:	Q1:
5. Minimize the number and percent of adults living in facilities serving more than 6 clients. Baseline 1/01/22 =	A. Identify clients living in large facilities, evaluate their needs for level of service/care and transition those for whom it is appropriate to a more appropriate environment. Point Person – Carmine Manicone
- Q1:	Q1:
	A. Collaborate with Clinica Romero (FQHC) to assist FDLRC clients and their families to locate a medical home. Point Person – Gwen Jordan Q1:
6. Ensure that all clients have access to appropriate medical (including dental and vision) care.	B. Conduct 1 Reproductive Health and Self Advocacy (RHSA) training programs. Point Person-Maureen Wilson Q1 –
	C. Promote good oral health by continuation of screenings, education of caregivers and clients, and referral to dental professionals. Point Person-Gwen Jordan Q1:

Goal	Objectives
	D. Designated clinical staff will consult with community partners such as DMH and local health care plans to identify psychiatrists and or psychiatric nurse practitioners to provide needed medication monitoring services for clients.
	Point Person-Gwen Jordan
	Q1:
	E. Work with LA Care and Health Net to ensure that clients enrolled in health plan are receiving the needed services. Point Person-Gwen Jordan
	Q1:
	A. Conduct annual training of service providers on responsibilities related to client rights and mandated abuse reporting. Point Person-Maureen Wilson Q1:
. Minimize the incidence of abuse of regional center clients.	B. Review all Special Incident Reports and ensure appropriate follow up on abuse issues. Point Person- Carmine Manicone
	 Q1: C. Conduct 1 training program focused on personal safety and on sexual abuse and exploitation risk reduction. Point Person-Maureen Wilson Q1 –

Goal	Objectives	
8. Percent of total annual purchase of service expenditures by individual's ethnicity and age. - Birth to age two - Age three to 21 years - Age twenty-two and older	A. Track respite service expenditures for clients' age three and above. Point Person- Carmine Manicone Q1: B. Provide training on respite service standard to clients and families. Q1:	
Provide a translated IPP to those who request it.	A. Track IPP translation requests and completed IPP translations by language. Point Person- Carmine Manicone Q1:	
10. Total annual per capita Purchase of	A. Establish baseline data for future planning purposes.	
Service expenditures by primary language (for primary languages	FY 2019-20 FY 2020-21	
chosen by 30 or more consumers only)	Primary Language Count Avg. Per Capita Change +/-	
sinesen by see or more consumers emy,	English	
	Spanish Korean	
	Armenian	
	Tagalog	
	Cantonese Chinese	
	Russian	
	Arabic	
11. Number and percent of individuals, by	A. Obtain information by use of the National Core Indicators (NCI) Survey: Overall	
race/ethnicity, who are satisfied with	are you satisfied with the services and supports your family currently	
the services and supports received by	received?	
the family and family member.	Obtain information by mailing surveys to all Lanterman families to track their level	
	of satisfaction with services and supports received by family member. Point Person- Carmine Manicone	
	1 Ont 1 613011- Carmine Manicone	
	Q1:	

Goal	Objectives
12. Number and percent of individuals, by race/ethnicity, whose IPP/IFSP includes all of the services and supports needed.	A. Obtain information by use of the National Core Indicators (NCI) Survey: IPP/IFSP includes all the services and supports family member needs Obtain information by mailing satisfaction surveys to all Lanterman families to track whether IPP/IFSP includes all the services and supports their family member needs. Q1:
13. Number and percent of families, by race/ethnicity who report that services have made a difference in helping their family member at home.	 B. Obtain information by use of National Core Indicators (NCI) Survey: Do you feel that services and supports have made a positive difference in the life of your family member? Obtain information by mailing satisfaction surveys to all Lanterman families to track if families feel that services and supports have made a positive difference in the life of their family member.

Goal	Objectives
14. Document number and percentage of clients, ages 16-64 with earned income.	 A To obtain this information the following tasks will be completed: Service Coordinators will be trained to complete employment information on the CDER and in the IPP. The Employment Specialist will work with Service Providers to ensure they report client earnings and job related information. The Employment Specialist will conduct regular meetings with Service Coordinators regarding the importance of reporting accurate employment information for their clients. The Employment Specialist will conduct at least two trainings for families to promote Employment for their family members. The Employment Specialist will review reports received from EDD, DDS and other sources to assist in the reporting of information. Work collaboratively with SELPAs, Department of Rehabilitation, and supported employment providers to ensure that clients transition from school to work. Participate in transition fairs. Point Person: Pablo Ibanez
15. Document annual wages for clients ages 16-64.	A. Information will be obtained from EDD reports distributed by DDS. Point Person: Pablo Ibanez Q1 –

Goal	Objectives
16. Document annual earnings of clients ages 16-64 compared to people with all disabilities in CA.	A. Information will be obtained from EDD reports distributed by DDS. Point Person: Pablo Ibanez Q1 –
17. Document number of adults who have obtained competitive, integrated employment following participation in a Paid Internship Program.	A. Employment Specialist to collect and maintain database to track information. Point Person: Pablo Ibanez Q1 –
18. Document percentage of adults who have obtained competitive, integrated employment following participation in a Paid Internship Program.	A. Employment Specialist to collect and maintain database to track information. Point Person: Pablo Ibanez Q1 –
19. Document average hourly or salaried wages and hours worked per week for adults who participated in a Paid Internship Program during the prior fiscal year.	A. Employment Specialist to collect and maintain database to track information. Point Person: Pablo Ibanez Q1
20. Average wages and hours worked for adults engaged in competitive, integrated employment, on behalf of whom incentive payments have been made.	A. Employment Specialist to collect and maintain database to track information. Point Person: Pablo Ibanez Q1 -

Goal	Objectives
21. Total number of \$1000, \$1250 and \$1500 incentive payments made for the fiscal year.	A. Employment Specialist to collect and maintain database to track information. Point Person: Pablo Ibanez Q1 –
22. Percentage of adults who reported having integrated employment as a goal in their IPP.	 A. Establish baseline by obtaining information for individuals ages 22 – 40 on who has employment as a goal in their IPP. B. Conduct audit of random sample client files to confirm this information. Point Person: Pablo Ibanez Q1 –

Goals Reflecting Compliance Outcomes

	Goal	Objectives
A.	Achieve an unqualified independent audit with no material findings	A. Continue to conduct regional center business in a manner consistent with generally accepted accounting principles. Point Person-Kaye Quintero Q1 –
B.	Demonstrate substantial compliance with DDS fiscal audit.	A. Achieve an audit outcome with no first-tier findings. Point Person-Kaye Quintero Q1 –
C.	Project POS expenditures as reflected on SOAR within 10% of actuals as defined in DDS measurement methodology.	A. Review and refine, as appropriate, current strategies for developing accurate SOAR projections. Point Person-Kaye Quintero Q1 –

	Goal	Objectives
	Operate within the center's	A. Operate within the center's allocation as specified in the contract with DDS.
D.	Operate within the center's OPS budget.	Point Person-Kaye Quintero Q1 –
E.	Maintain certification to participate in Medicaid Waiver.	A. Review Medicaid Waiver audit report and ensure that all areas of identified follow-up have been addressed. Point Person- Jocelyn Doucette. Q1 -
F.	Demonstrate compliance with Vendor Audit Requirements per contract, Article III, Section 10.	A. Implement a vendor audit plan that identifies the types and numbers of vendors to be audited and that meets the targets established in the contract. Point Person-Kaye Quintero Q1 –
G.	Maintain current CDERs and Early Start Reports for all regional center clients.	A. For calendar year 2021, this compliance measure is on hold pending full implementation of the new Early Start Report (ESR).
Н.	Demonstrate compliance with timelines for completing Intake/assessment and IFSP development for client's age 0-3.	A. Continue requirement for completion of intake/assessment within 35 days to allow sufficient time for SC to develop IFSP. Point Person – Carmine Manicone Q1:

	Goal	Objectives
I.	Demonstrate compliance with timelines for intake/assessment for clients age 3 and above.	A. Maintain current procedures for intake and assessment of clients age 3 and above, assuring compliance with the 120-day assessment period. Point Person- Carmine Manicone Q1:
J.	Demonstrate compliance with requirements for IPP development as specified in W& I Code section 4646.5 (c)(3).	 A. Conduct SC training addressing audit findings to ensure compliance with specific requirements of W&I Code 4646.5 (c)(3). Point Person-Maureen Wilson Q1 – B. Continue supervisor review and internal audits, as necessary, to assess SC compliance with requirements of W&I Code section 4646.5 (c)(3). Point Person- Carmine Manicone
		Q1:
		A. Continue requirement for completion of intake/assessment within 35 days to allow sufficient time for SC to develop IFSP. (See goal H)
K.	Demonstrate compliance with Title 17 criteria for IFSP development as specified in the "Audit Review, March, 2018"	B. Continue supervisor review and internal audits as needed to ensure the IFSP is held within required timelines, timeliness of provision of services, timeliness of referral to LEA (Lead Education Agency) location of services are identified, and services are being provided in the natural environment. Point Person – Carmine Manicone Q1-

Community Meetings to Address Changes to Regional Centers and Services, and Potential Effects

Each year, Lanterman Regional Center hosts community meetings to provide our key partners – individuals with developmental disabilities, their families and our service providers – the opportunity to give us feedback on the future direction and long-term goals of the Center.

This partnership is only successful when all parties involved have an opportunity to participate, and one avenue utilized by the Center to ensure that all persons interested in participating are able to, is at our annual community meetings.

This year's agenda will cover the following topics:

- Budget overview for fiscal year 2021-22
- Proposed performance plan for 2022

We look forward to your attendance at one of the meetings below. This year all meetings will be held virtually via Zoom. If you have any questions or need more information, contact the Koch-Young Resource Center at 213.252.5600 or kyrc@lanterman.org.

COMMUNITY MEETING DATES *

* Wednesday, September 1, 2021 at 10 a.m.
Targeted Audience: Service Providers

Below is the Zoom link for this meeting:

https://us02web.zoom.us/meeting/register/tZAufuigqj4jGNBqPJEh3gOlr3CQOyA07OSI

*Wednesday, September 1, 2021 at 3:00 p.m.
Targeted Audience: Spanish Speaking Clients and Families

Below is the Zoom link for this meeting:

https://us02web.zoom.us/meeting/register/tZMkde6uqDMsHNX3y0TxXkxdsxQ TyYlzf4H

*Monday, September 13, 2021 at 4:30 p.m.

Targeted Audience: Clients

Below is the Zoom link for this meeting:

https://us02web.zoom.us/meeting/register/tZ0qcOGhrT0rGNNClHNpq3NKWkSa7hYhzCrW

*Wednesday, September 29, 2021 at 4:00 p.m.

Targeted Audience: Clients and Families – English-Speaking

Below is the Zoom link for this meeting:

https://us02web.zoom.us/meeting/register/tZAuc-qtrzMjG9HXq80vpuhv4aNsTD5za9bs

You may access the 2022 performance plan and presentation effective August 25, 2021 on our website at www.lanterman.org

After reviewing the plan, you may submit written comments to Melinda Sullivan, Executive Director, at: Frank D. Lanterman Regional Center, 3303 Wilshire Boulevard, Suite 700, Los Angeles, CA 90010 or by e-mail at kyrc@lanterman.org. Deadline for written comments is Friday, October 1, 2021.

Community Meetings to Address Changes to Regional Centers and Services, and Potential Effects

Cada año, el Centro Regional de Lanterman organiza juntas comunitarias para brindar a nuestros socios comunitarios - personas con discapacidades del desarrollo, sus familias y nuestros proveedores de servicios- la oportunidad de darnos comentarios sobre la dirección futura y metas a largo plazo del Centro.

Esta asociación sólo tiene éxito cuando todas las partes involucradas tienen la oportunidad de participar, y una vía utilizada por el Centro para asegurar que todas las personas interesadas puedan participar, son nuestras juntas anuales de la comunidad.

La agenda de este año tratará los siguientes temas:

- Resumen del Presupuesto Para el Año Fiscal 2021-22
- Plan de Rendimiento Propuesto Para 2022

Esperamos su asistencia a una de las siguientes reuniones. Este año todas las reuniones se llevarán a cabo a través de Zoom. Si tiene alguna pregunta o necesita más información, comuníquese con el Centro de Recursos Koch-Young al 213.252.5600 o kyrc@lanterman.org.

FECHAS DE JUNTAS COMMUNITARIAS *

* miércoles, 1 de septiembre, 2021 a las 10 a.m. Audiencia Dirigida: Proveedores de Servicios Para participar únase a través de Zoom al enlace:

https://us02web.zoom.us/meeting/register/tZAufuigqj4jGNBqPJEh3gOlr3CQOyA07OSI

* miércoles, 1 de septiembre 1, 2021 a las 3:00 p.m.

Audiencia Dirigida: Clientes y Familias de habla hispana

Para participar únase a través de Zoom al enlace:

https://us02web.zoom.us/meeting/register/tZMkde6uqDMsHNX3y0TxXkxdsxQ_TyYlzf4H

*lunes, 13 de septiembre, 2021 a las 4:30 p.m.

Audiencia Dirigida: Clientes

Para participar únase a través de Zoom al enlace:

https://us02web.zoom.us/meeting/register/tZ0qcOGhrT0rGNNClHNpq3NKWkSa7hYhzCrW

* miércoles, 29 de septiembre, 2021 a las 4:00 p.m. Audiencia Dirigida: Clientes y Familias – Habla Ingles

Para participar únase a través de Zoom al enlace:

https://us02web.zoom.us/meeting/register/tZAuc-qtrzMjG9HXq80vpuhv4aNsTD5za9bs

A partir de 25 de Agosto, 2021, puede obtener acceso al plan de rendimiento de 2022 y la presentación en nuestro sitio de internet www.lanterman.org

Después de revisar el plan de rendimiento, puede enviar comentarios por escrito a Melinda Sullivan, Directora Ejecutiva, a: Frank D. Lanterman Regional Center, 3303 Wilshire Boulevard, Suite 700, Los Angeles, CA 90010 o por correo electrónico kyrc@lanterman.org. Los comentarios por escrito deben ser recibido antes de, 1 de octubre, 2021.

CLIENT ADVISORY COMMITTEE

Frank D. Lanterman Regional Center

Client Advisory Committee

July 12, 2021

MINUTES

PRESENT

Howard McBroom, Chair Rachelle Cabrera Thomas Espinosa Thomas Fambro James Li Nicholas Pietrantonio

STAFF

Carmine Manicone Lyndon Marshall Guadalupe Muñoz

NOT PRESENT

Gaby Funes Stefanie Scott

CALL TO ORDER

The meeting was called to order at 4:31 P.M.

REVIEW OF MINUTES

The minutes of May 10, 2021 were reviewed and approved by consensus.

VOTE IN GABY FUNES AS A CAC MEMBER

The committee voted unanimously to accept Ms. Gaby Funes as a voting member of the Client Advisory Committee.

CAC RECRUITMENT: REVIEW FLYER

Last year, the committee worked on an informational flyer regarding CAC meetings. The committee re-visited this flyer and made some important edits to it. Everyone was in agreement

with all of the information on it and agreed that they will distribute it in order to help with client recruitment for this committee.

CAC REPORT AT AUGUST BOARD MEETING

Mr. Howard McBroom, chair for CAC, will attend the August Board of Directors meeting and will present a summary of what the committee has done from January 2021 to the present. This is something that was done in the past, but was paused during the pandemic.

OTHER: CAC ARCA MEETING

Mr. McBroom was previously attending the ARCA CAC meetings in person and then via Zoom as the chair of CAC. His work schedule no longer permits him to attend these meetings and the committee needs a volunteer to be able to attend this meeting. Mr. Thomas Fambro expressed interest in this and Mr. Manicone will reach out to him with more specific information about when and what time these meetings occur.

OTHER: DISABILITY RIGHTS and SELF-DETERMINATION

Mr. Manicone announced that there will be a self-advocacy conference hosted by Disability Rights in late July. It is free but clients need to register for it and he will send more information about it via e-mail.

Ms. Cabrera reminded the committee that Self-determination is now available to all clients and she would like to be part of it.

NEXT MEETING

The next meeting is scheduled on August 9, 2021.

ADJOURNMENT

The meeting was adjourned at 5:25 PM

/gs

Frank D. Lanterman Regional Center

Client Advisory Committee

August 9, 2021

MINUTES

PRESENT

Howard McBroom, Chair Thomas Espinosa James Li Nicholas Pietrantonio

STAFF

Carmine Manicone Lyndon Marshall Guadalupe Muñoz

NOT PRESENT

Rachelle Cabrera Thomas Fambro Gaby Funes Stefanie Scott

GUEST

Beatriz Ramos

CALL TO ORDER

The meeting was called to order at 4:31 P.M.

REVIEW OF MINUTES

The minutes of July 12, 2021 were reviewed and approved by consensus.

IPP PROCESS PRESENTATION/DISCUSSION

Mr. Bill Crosson, Regional Manager at Lanterman, presented about the IPP process. He highlighted that the Lanterman Act requires IPPs, it is based on client and family needs, there are identified goals and objectives, and there are identified services and support. All of this promotes independence, community integration, productive activity, and normal lives in healthy stable

environments. Mr. Crosson reviewed timelines for IPPs and participants in the IPP. Discussion followed.

RECRUITMENT UPDATE

Mr. McBroom reported that he shared CAC meeting information with Peer to Peer and his Self-Advocacy group. Mr. Manicone and Ms. Muñoz shared the CAC flyer at their monthly manager's meetings and will also share it at the division meeting. Ms. Muñoz asked if the CAC information was online and on social media. (Ms. Sanchez will double check on that).

OTHER

Mr. Manicone confirmed with Mr. McBroom that he will attend the August Board meeting to give a CAC update.

In September, CAC will host the Performance Plan community meeting.

In October; the topic will be living independently and the committee is still interested in this topic.

NEXT MEETING

The next meeting is scheduled on September 13, 2021.

ADJOURNMENT

The meeting was adjourned at 5:35 PM

/gs

Client Advisory Committee Summary

January - December 2020

The Client Advisory Committee (CAC) met ten (10) times in 2020. Below is a summary of our activity:

- At the beginning of the year, the CAC established a plan for agenda topics to include aging, transportation, housing, political advocacy, employment, mental health, socialization, and independent living.
- The CAC has received several educational presentations including:
 - Ms. Shannon Rains, Housing Specialist, presented about AB1484, which made affordable housing a statewide concern instead of just a local city concern. She also showed the committee members how to fill out housing applications and how to navigate online housing websites. She also encouraged everyone to sign up for her newsletter to receive housing updates.
 - O Ms. Carmen Jimenez-Wynn, Employment Specialist, explained what CalABLE is and how it might help someone save for personal goals. She also emphasized the importance of volunteering and explained employment efforts such as Project Search, work activity programs, and supportive employment.
 - o Waterson&Huth presented on the Fair Hearing process and Clients' Rights.
- The CAC spent a few meetings discussing the possibility of having a separate ZOOM meeting for socialization purposes during the pandemic. Ultimately, the CAC did not implement this project due because no one was willing to be the leader for the project.
- The CAC discussed voter registration strategies, the importance of voting in the Fall elections.
- Membership recruitment for the committee has been a regular topic and the committee has successfully recruited 2 new members.
- The CAC hosted one annual Community Fall meeting to review the proposed 2021 Performance Plan. It also received a POS Expenditure presentation which showed the regional center's purchase of services expenditures based on ethnicity, race, language and disability.

The CAC looks forward to sharing its 2021 efforts at an upcoming board meeting. Thank you.

NOMINATING COMMITTEE

NOMINATING COMMITTEE

August 18, 2021

Minutes

PRESENT

Al Marsella, Chair Larry DeBoer Yudy Mazariegos Louis Mitchell

STAFF

Melinda Sullivan

CALL TO ORDER

The meeting was called to order at 12:00 pm. The meeting was held via Zoom.

APPROVAL OF MINUTES

Mr. DeBoer moved to approve the minutes of May 19, 2021, Mr. Mitchell seconded the motion, and it passed unanimously.

BOARD RECRUITMENT

Prospective Board Member – Anthony Brouwer

Ms. Sullivan brought forward a prospective board member application for Anthony Brouwer for discussion and a recommendation to the Board of Directors. Mr. Brouwer is an adult served by the regional center and is willing to have his name put forward for consideration. The Committee discussed the application and unanimously agreed to put Mr. Brouwer's name forward.

Mr. DeBoer moved to present Mr. Brouwer to the Board of Directors at the August 25th meeting for information only, and for election at the September 22nd meeting, Ms. Mazariegos seconded the motion, and it passed unanimously.

Board Composition Survey

Ms. Sullivan advised the Committee that the Center will be submitting the 2021 Board Composition Survey to DDS. A copy of the draft survey summary was in the packet for information only.

Board Recruitment Fair

Ms. Sullivan proposed the start of a board recruitment fair for individuals interested in board or committee membership at the Center. The meeting will be held virtually and promoted on the Center's website, Facebook page, and e-bulletin. The Center will be targeting November 4, 2021 for the meeting date should the Committee be in favor. Discussion followed.

The Committee unanimously agreed that the Center should move forward with planning a board recruitment fair.

ADJOURNMENT

The meeting was adjourned at 12:30 p.m.

FOR INFORMATION ONLY

PROPOSED SLATE OF DIRECTOR FOR ELECTION SEPTEMBER 2021

DIRECTOR

Anthony Brouwer

PROSPECTIVE BOARD MEMBER REFERRAL FORM

(Following is a form on which you can list prospective board members.)

CONFIDENTIAL

Please complete this form so that we can follow up with you about the individual you recommend for consideration as a prospective board member. Please provide us with as much relevant information as you have about each candidate. Please return this sheet and the accompanying form, at the end of this meeting or within a week, to the nominating committee c/o:

Lanterman Regional Center
Nominating Committee
3303 Wilshire Blvd., Suite 700
Los Angeles, California 90010
Attn.: Frank Lara

A member of the nominating committee may contact you to ask for suggestions about the best approach in cultivating and recruiting the individual(s) you have listed. Thank you.

Date: <u>August 11, 2021</u>	
Your name: Anthony Brouwer	6
Telephone: Day (818) 679-2282	Evening ()
Fax: () <u>N/A</u>	E-mail: anthonybrouwer@gmail.com
The best time to telephone me is a	nfter <u>6:00</u> p.m.
Please return this sheet with the fe	following three-page referral form, one copy for each candidate.
	Date <u>08/11/2021</u>

PROSPECTIVE BOARD MEMBER REFERRAL FORM

(Please photocopy this page if you wish to present additional names of board candidates.)

CONFIDENTIAL

Name of prospective board member:	Anthony Brouwe	<u> </u>							
Title: Client_									
Organization: Frank D. Lanterman Re	egional Center _								
Address: 2403 Seneca St. #8									
Pasadena, CA 91107			(Zip)						
(1)	Ca St. # 8 (City) (St. 18) 679-2282 Evening () Same as day to E-mail: anthonybrouwer@g. tion about this individual and his or her organizationang: I received the certification with IT/computer technicians or Fedex as a package handler. I am currently working years. I have good communication skills and am very A. In Regional Center: providing services at School, ILS and Regional Center: providing services at School, ILS. I Center affiliates familiar with the prospect: I received.								
Telephone: Day (<u>818</u>) <u>679-2282</u>	Evening ()_Same as day time phone	e #						
Fax: () N/A E-mail: anthonybrouwer@gmail.com									
Please give information about this incappropriate, including:	lividual and his o	or her organizational affiliation	on, if						
College. I worked for Fedex as a pack	age handler. I ar	n currently working as a post	t carrier at the						
**			zed person.						
Interest in Lanterman Regional Cente	r: providing serv	ices at School, ILS services,	availabl <u>e</u>						
TOTAL CONTROL OF THE PROPERTY		prospect: I received PAS w	hile I was						

Special interests: I am very active playing sports. I was a high school basketball player, like to do batting practice after work, and go hiking on the weekend. I am a big fan of Dodgers and LA
Chargers. I love to visit museum.
Education: Graduated from Hoover High School with a high school diploma in 2007
Graduated from GCC in 2017
Other affiliations with individuals, corporations, foundations and organizations:
Post Office in Pasadena 800-275-8777
GCC counselor Elizabeth Barrett, ebarrett@gcc.edu
Jessica Orellana 818-966-0308
Other board/volunteer experience: volunteer work at Church for setting up Halloween luncheon.
Personal characteristics and skills: <u>Friendly, kind, caring, patient, humble, and good communication skills</u>
Other: good heart for others
Please include the reasons why you think this person would be a good board member of Lanterman Regional Center. Please use other side of paper, if necessary.
Lanterman Regional Center. Please use other side of paper, if necessary. I am always working hard to achieve my goals; I graduated from college, I am currently working as a post carrier at the post office, and living independently with no support from the Regional Center. I never gave up for my dream. I would be a good role model for other clients. I am
Lanterman Regional Center. Please use other side of paper, if necessary. I am always working hard to achieve my goals; I graduated from college, I am currently working as a post carrier at the post office, and living independently with no support from the Regional
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NATIONAL CENTER FOR NONPROFIT BOARDS
Elizabeth Barrett, Glendale Community College Counselor
From what you know about this individual, can you recommend dates and places for a recruitment meeting?
Any dates after work hours via phone or zoom will be the best for a recruitment meeting.
Additional comments:
I am having a crazy work schedule these days, but I will be cooperative with a board meeting schedule. I will try my best to work for the Regional Center and other clients if I become a board member.
2**************************************
Your name: Anthony Brouwer
Date <u>8/11/2021</u>

Revised 5/98

Revised from 8/99

Nominating/PBM referral form

SERVICE PROVIDER ADVISORY COMMITTEE

Frank D. Lanterman Regional Center Service Provider Advisory Committee July 7, 2021 Minutes

This committee Zoom meeting was called to order at 10:04 AM and roll call was taken.

SPAC MEMBERS PRESENT

Kimberly West-Isaac Kyra Griffith Dee Prescott Kelly White Greg Sanchez Keri Castaneda

Excused:

Nicole Hajjar

Guests:

Andrea Devers/PCS Lanterman Suad Bisogno/Integrated Res Casandra Luques/SVS Beatriz Diaz/In2Vision Anna Polin/Build Rehab Janet Amandor/In2Vision Asheley Dominguez/In2V Armine Kim/Avanti Andrew Day/PCS Lanterman Bernadette Manalo/NBC Hm Michaelann Gabriele/Ctr for Developing Kids Israel Ibañez/InClusion Svs Traci Martinez/Adv Health Yvonne Nakamoto/Total Ed Chaghig Koulajian/ACT Nanette Cruz/ECF Kimberly Yrigoyen/SVS Kimberly Bermudez/24 Hr Cindi Raimondi/ABLE Lateisha Getter/Inclusion Svs John Saba/Calif Psychcare Celia Montes/ECF Christian De Paz/ACT Brian Nguyen/Easterseals Allan Baca/Inclusion Svs Bijan Beizai/In2Vision Veronica A/SVS Joanna Iniguez/People's Care Bryan Chacon/Maxim Josie Guiao/Serrano Home Care Rosalind Ford/SVS

Staff

Pablo Ibañez

Public Comments

- Mr. Sanchez shared that Home Instead donated \$100 per vaccine to a Pasadena vaccination event on June 24. All proceeds went to Pasadena Meals on Wheels. Eighty five (85) people were vaccinated at this event and \$7,500 was donated. He encouraged other providers to consider doing the same. Mr. Israel Ibañez share information on the chat for providers that would like to host a vaccination clinic.
- Ms. White emphasized the importance of recognizing all direct care staff that showed up to work during the pandemic and encouraged all service providers to acknowledge those that "stepped up to the plate".
- Mr. Nguyen shared that last month Easter Seals had their first in-person peer support group at Verdugo Park.

Approval of Minutes

The minutes from June 2, 2021 were accepted as submitted.

REPORTS

Board

In Ms. Isaac's absence, Mr. Ibañez reported the following:

- Ms. Maureen Wilson, Director of Training & Development, gave a presentation on the Learning Management System (Arcalearn).
- There was a presentation on the 2020 Housing summary that focused on COVID assistance that was available to residential providers and the challenges they faced to keep all clients safe during the pandemic.
- New initiatives have been identified. LRC Housing Specialist, Ms. Shannon Rains, has been very involved getting housing vouchers from local cities and has been networking with different housing developers but because of COVID that had to be put on hold. These activities are now resuming. Mr. Ibañez stated that there is a great need for housing and that the demand greatly outweighs the supply across the state.
- ARCA report Budget was discussed.
- Nominating Committee –Board membership status was reviewed.

HCBS Update

Mr. Ibañez reported on behalf of Ms. Garibay that the virtual site assessments have continued and it is expected that they will continue through August. 50% of the 1,200 virtual site assessments have been completed statewide. The reports that are generated as well as findings and recommendations will be made available to regional centers and service providers in the fall of 2021.

Mr. Ibañez shared that the providers selected will be interviewed at the same time as the virtual assessment is conducted. The PDF of the self-assessments is available to HCBS program evaluators. Providers that would like to have a copy of the self-assessment can contact Ms. Garibay at sgaribay@lanterman.org.

Contracts have been finalized for providers that were selected to receive HCBS funding for FY 2020/21. They will be sent out shortly.

Self Determination Update

Mr. Ibañez reported that July 1st was the official date of broad Self Determination implementation. There is interest from families and clients however many families are happy with the traditional services they are currently receiving.

OLD BUSINESS

Legislative Advocacy

Ms. White shared that many years of advocating has paid off as money has been allocated for the regional center system. She stated that there are various trailer bills out that will benefit the regional centers.

Mr. Sanchez shared that he has been working with legislators Holden and Portantino on creating a work force to promote the hiring of qualified direct care staff as all providers are facing the challenge of identifying qualified individuals that can support the needs of the developmentally disabled population. He encouraged other providers to reach out to their local officials as well and follow his steps. Ms. White shared that Legislator Holden has put out a trailer bill that recognizes direct care staff and honors them for what they do every day for individuals with disabilities.

Providers asked Mr. Ibañez to strategize with other RC CS Directors regarding efforts to help with current provider hiring challenges. Networking and incentive ideas were two ideas offered. Mr. Ibañez will present this concern at their next statewide meeting and is open to meeting with some committee members to discuss this issue further. Ms. White and Mr. Israel Ibañez volunteered to be part of a task force.

DDS Updates

Mr. Ibañez shared the following trailer bill highlights:

- There is money in the budget to hire more service coordination staff but not for this fiscal year. In order to receive those funds the regional center needs to work on performance measures first.
- EI services will continue to be remote through June 30th 2022.
- Remote services for all provider types will also continue until June 30th 2022.
- Specialized homes for children with special health care needs will be developed.
- There are available funds for Implicit Bias Training for regional center staff. RC will prioritize who will receive this training first.
- Suspension for social recreational and camp services for children 3-17 years old will be lifted.
- RC is required to host public meetings.
- Additional funding has been received to increase service coordination and improve caseload ratios.
- Rate Reform DDS has implemented rate increases for service providers that will be effective from April 1, 2022 through July 1, 2025.
- There will be funds available for training on person center planning and linguistic competency for direct care professionals and corresponding pay differentials.
- Provisional eligibility of Lanterman Act services specifically for clients 3-4 years of age.
- DDS will assign an Ombudsman to the Self Determination Program as a third party oversight entity.
- Rate suspensions that were in place for supported employment programs, community based services, ILS, infant development and early start specialized therapeutic services will be lifted.
- The mandatory holiday schedule will be eliminated.
- There is available funding for competitive integrated employment and for paid internship programs.
- 6 million dollars will be available for planning the replacement of the Uniform Fiscal System (UFS) and for a client management system.

LRC Updates

Mr. Ibañez provided an update on in-person services. For clients that live at home it will be the family's decision if they want to have the planning meetings in person or continue to do them remotely. The quarterly meetings for clients that live in out of home settings are now required to be in person.

Mr. Ibañez also reported that effective mid-August all Lanterman employees will be required to return to the office one day a week and effective mid-September all employees will be required to come to the office twice a week. The lobby of the building will be opened up for in person services as well as the Koch Young Resource Center.

Providers were asked to submit their check lists/mitigation plans to resume in person services to LRC and were reminded that LRC is not approving such plans. These are meant to be shared with clients, families and service coordinators to help with planning.

Providers were reminded that LRC still has PPE supplies available to any provider in need and were advised to contact Ms. Garibay to schedule a pick up.

SP Breakfast

Ms. Prescott suggested having a virtual zoom breakfast instead of an in-person event. Most agreed that for this year it will be the best option. Mr. Ibañez will follow up with LRC Leadership. More discussion to follow.

Vendor Fair

Mr. Sanchez reported that the subcommittee met on June 17 and it was finally decided that the virtual vendor fair will take place on September 9 from 9:30 – 11:00 am; the title is "Reimagining Consumer Centric Services in the COVID Era". A panel will be discussing how they pivoted during COVID and created new approaches that have demonstrated positive outcomes. This fair will target services across the life span so service coordinators serving all ages will be welcomed. Mr. Ibañez will email committee members sometime this week with information on how to participate on the panel discussion.

Provider Training

Ms. Prescott shared she is still promoting the Disability Thrive initiative trainings. The next training on "Removing Barriers to Disability Services through Assistive Technology" is scheduled for July 14 from 3:00-4:15 pm. Ms. Prescott asked for feedback from providers that have attended any Disability Thrive Initiative training.

NEW BUSINESS

None

<u>UPDATES/ANNOUNCEMENTS/CONCERNS</u>

None

ADJOURNEMENT

The meeting was adjourned at 11:16 AM.

/ip

Service Provider Advisory Committee Meeting ATTENDANCE

2020-2021	N	D	J	F	M	A	M	J	J	A	S	О	T
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K. WEST-ISAAC - Chair	X	X	X	X	X	E	X	X	E				
K. CASTANEDA	X	X	X	X	E	X	X	X	X				
N. HAJJAR	X	X	E	X	E	X	X	X	E				
D. PRESCOTT	X	X	X	X	X	X	X	X	X				
G. SANCHEZ	E	X	X	X	X	X	X	X	X				
K. GRIFFITH	X	X	X	X	X	X	X	X	X				
K. WHITE	X	X	X	X	X	X	X	X	X				
VACANT													
VACANT													
VACANT													

Frank D. Lanterman Regional Center Service Provider Advisory Committee August 4, 2021 Minutes

This SPAC Committee Zoom meeting was called to order at 10:05 AM and roll call was taken.

SPAC MEMBERS PRESENT

Kimberly West-Isaac Kyra Griffith Dee Prescott Kelly White Greg Sanchez

Excused:

Nicole Hajjar Keri Castaneda

Guests:

Traci Martinez/Adv Health
Brian Nguyen/Easterseals
Kimberly Bermudez/24Hr
Nita Davis/Almansor Ctr
Yvonne Nakamoto/Total
Allan Baca/Inclusion Svs
Kimberly Yrigoyen/SVS
Ms. V/Health Wellness
AnjaLi Carrasco/CFDK
Veronica Aleman/SVS
Cynthia M/Easterseals
Priscilla Garcia/SVS

Bijan Beizai/In2Vision Kendra Espinoza/Tender T Kelly Privitt/AbilityFirst Sam Sousa/In2Vision Bryan Chacon/Maxim Veronica Solano/Jeffrey F Jessica Baker/ECF Cynthia Gordon/In2Vision Azniv Tonoyan/In2Vision Maura Enriquez/Easterseals Yancy Chavez/Easterseals Armine Kim/Avanti Nanettee Cruz/ECF
Nancy Niebrugge/TCC
Cindi Raimondi/ABLE
Andrew Day/PCS Lanterman
Andrea Devers/PCS Lanterman
Beatriz Diaz/In2Vision
Janet Amandor/In2Vision
Lateisha Getter/Inclusion Svs
Ashly Dominguez/In2Vision
Rachel Saucedo/Easterseals
Darryl Goodus/Villa E

Staff

Sonia Garibay

Public Comments

• Ms. White asked for clarification on the recent authorizations providers have received from LRC that are ending on 10/31/21 and the reason why they were not automatically rolling over. Ms. Garibay reported that funding with a 6/30 end date will no longer be rolling over; some of the 8/31 expiration dates may have to do with the state of emergency funding.

Approval of Minutes

The Minutes from the July 7, 2021 meeting were accepted by the SPAC members as submitted.

REPORTS

Board

Ms. Isaac reported that the Board had their annual training, whistleblower policies were signed and member responsibilities were reviewed.

HCBS Update

Ms. Garibay shared that the virtual site assessments are mostly completed; she attended several of them. DDS will be sending providers and LRC a copy of the report to share the results of the assessment and to let providers know what needs to be done to be in full compliance by 2023. Providers may be asked to write a plan on how the recommendations will be implemented. She reported that overall, visits went well.

Self Determination Update

Ms. Garibay reported that in June the Self Determination Program was opened to all clients and families after the pilot program was completed. About 69 families were selected for the pilot program; since it was opened to all clients, approximately 32 additional families have expressed interest in participating.

The new budget has approved funding for the RC to have "Participant Choice Specialists". These individuals will be assisting families transition to Self Determination. As of now, it is not clear how many positions will be assigned to each regional center, perhaps depending on the size of the regional center and the level of interest from families. More information will follow.

Ms. Garibay also reported that Self Determination Network has launched a website to help families that are looking for independent facilitators or other Self Determination providers. She clarified that LRC cannot vouch for any service providers listed on this website.

Their website is https://www.thecasdpnetwork.org

There was a discussion regarding families not giving service providers a 30-notice to terminate services and not communicating with their service coordinator when they decide to switch to self-determination and end their services. This raised the question about the possibility of improving service coordinator communication to providers when the families they serve have decided to move to self-determination.

The main concern among providers is that many services may be in jeopardy because are being cancelled, as families are employing their own family members to provide the same services provided before by a more qualified service provider. Another question that was raised regarding who will be doing the vetting to ensure the providers selected by the client or their family is qualified to provide the services they hired them to provide. Some providers are concerned because it seems like some families are hiring their own family members because they want that extra income, Ms. Isaac stated that "this could potentially collapse the system that has been professionalized and built up for many years".

Ms. Garibay shared that there is not an extensive vetting system in place when it comes to self-determination, however there is some level of vetting involved, which is done by the FMS. She assured that service coordination will be made aware a 30 day notice to terminate services should

be provided to service providers by the regional center and that SCs will also be asked to encourage their clients/families to discuss their plans for services with their existing providers once they enter the Self Determination Program. This will help service providers plan better to prevent losing staff due to lack of work for their staff. There is an opportunity next week to present this information to service coordinators.

OLD BUSINESS

Legislative Advocacy

No updates

DDS Updates

Ms. Garibay reported that DDS have initiated their workgroups to start implementing the trailer bills. More information to follow.

LRC Updates

Ms. Garibay reported that the LRC authorizations rollover system has been recently modified. The services standards require that services be reviewed on at set schedule depending on the service. It may be quarterly, semiannually or annually depending on what the service standard indicates. Moving forward, service coordinators will be reviewing services, prior to the expiration of the authorization. Typically checking authorizations that will expire a month ahead of time to initiate the re-authorization process. Ms. Garibay advised service providers to follow up with their service coordinators before the authorizations expire.

Ms. Garibay also reported that starting mid-August LRC staff will be required to return to the office once a week and starting mid-September staff will be required to be in the office twice a week. All schedules are alternated to assure social distancing.

Ms. White expressed concern about some service coordinators not returning phone calls timely Ms. Garibay encouraged providers to reach out to the service coordinator's supervisor if they have made attempts to reach with coordinator without success; she will inform the Associate Director about this concern. The Center is considering implementing new protocols to ensure callers and people emailing, know whom they can reach out to if the service coordinator is not available.

Another concern brought up by providers is that service coordinators are requesting reports for regular services and another for alternative services. The providers are concerned about the workload the multiple reports present to their already heavy workloads.

SP Breakfast

No updates.

Vendor Fair

Mr. Sanchez reported that the vendor fair is scheduled for September 9, from 9:30 - 11:00. Mr. Ibanez and Mr. Manicone will review the panel candidates. By August 6, Mr. Sanchez will share with the panel candidates who was selected to participate and by August 16, a pre meeting will be scheduled. Providers were encouraged to submit their e-brochures.

Provider Training

Ms. Prescott asked providers for feedback on the Disability Thrive Initiative. She shared that this statewide initiative will end in December and that it is a resource center as well. Information was shared in the chat.

NEW BUSINESS

None

UPDATES/ANNOUNCEMENTS/CONCERNS

- Mr. Sanchez proposed that Electronic Visit Verification (EVV) updates be included on the SPAC monthly agenda moving forward as providers will be required to report on those visits starting at the beginning of 2022.
- Ms. White shared that there will be an honorary event for Direct Support Professionals, hosted by Assemblyman Chris Holden. This event is scheduled for Monday, August 23. An e-blast will be sent to Southern and Northern California providers. All providers are encouraged to have their direct care staff log in so they can enjoy the very well deserved recognition. Ms. White will share a draft with Ms. Garibay for distribution to providers.
- Ms. Garibay reminded that the meeting in September will be the combined SPAC and Community meeting.

ADJOURNEMENT

The meeting was adjourned at 11:07 AM.

/ip

Service Provider Advisory Committee Meeting ATTENDANCE

2020-2021	N	D	J	F	M	A	M	J	J	A	S	0	T
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													L
K. WEST-ISAAC - Chair	X	X	X	X	X	E	X	X	E	X			
K. CASTANEDA	X	X	X	X	E	X	X	X	X	E			
N. HAJJAR	X	X	E	X	E	X	X	X	E	E			
D. PRESCOTT	X	X	X	X	X	X	X	X	X	X			
G. SANCHEZ	E	X	X	X	X	X	X	X	X	X			
K. GRIFFITH	X	X	X	X	X	X	X	X	X	X			
K. WHITE	X	X	X	X	X	X	X	X	X	X			
VACANT													
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