



Spring 2006

# The OAPMRDD

# Newsline

Ohio Association of Professionals for the Mentally Retarded/Developmentally Disabled  
An Affiliated Department of the Ohio Education Association

## ODMRDD proposes changes for Abuser Registry

The Ohio Department of MRDD (ODMRDD) is proposing to rescind current rule 5123:2-17-03, which deals with the Abuser Registry, and to adopt a new rule detailing the Abuser Registry.

The Ohio Victims of Crime Taskforce recently reviewed the rule with the mission of strengthening protections for individuals with MRDD. The changes are described below.

### Registry Offenses

- Adds "failure to report" as a registry offense.
- Misappropriation offense changed to be a minimum of \$100 of property stolen or property that includes checks, credit card, charge card, or device for initiating an electronic transfer.
- Changes the neglect section by deleting "knowingly neglected" and adding "recklessly neglected an individual, creating a substantial risk of serious physical harm."

### Registry Procedure

- If an MRDD employee does not request a hearing in front of the Registry Review Committee in a "timely" manner, a hearing does not need to be held.
- Requires notification of registry placement to licensing, certification, and other appropriate entity. Any notified entity that continues to employ the MRDD employee will notify the ODMRDD of their employment status within ten days of the notification of registry placement.
- Allows the Director of MRDD to remove a person's name from the registry after one year.
- Allows for a registry hearing to occur prior to the completion of a criminal case if the Prosecutor approves and signs a waiver allowing this to occur.
- A not guilty finding in a criminal proceeding is no longer a bar to registry placement.

Bob Matkowski, LRC  
OEA Liaison

## OEA challenges proposed rule changes to Abuser Registry



On behalf of MR/DD members, OEA President Gary Allen has contacted ODMRDD Director Kenneth Ritchey to express serious concerns regarding the changes to the Abuser Registry rule proposed by ODMRDD. President Allen holds that the proposed rule:

- Negates employees due process rights;
- Denies an employee the opportunity to meet with the Director to have their name removed from the Abuser Registry;
- Fails to define the term "substantial risk".

OEA is aggressively pressing these issues. You can help by contacting your legislators about the harmful changes proposed by ODMRDD.

Bob Matkowski, LRC  
OEA Liaison

All are welcome to the next  
OAPMR/DD Executive  
Committee meeting:

**Saturday**  
**July 15<sup>th</sup>, 2006**  
**10:30 am - 12:30 pm**

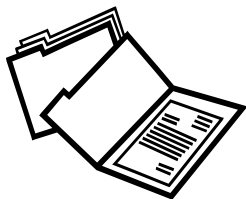
Hudson UniServ Office  
591 Boston Mills Road  
Hudson, Ohio  
800/654-4034  
330/929-2882





## Take a peek at your personnel file

Kathy McKinley, an OEA plan attorney, spoke on "Current Legal Issues" at the OAPMR/DD Conference on March 4, 2006. She addressed the importance of members reviewing their personnel files to assure that the information



contained in the individual's file is "relevant, timely and accurate." I decided to review my own file at Cuyahoga County Board of MR/DD to determine the ease of this process.

**What's the process of reviewing a personnel file?**

I simply called our Human Resources department to make an appointment. When I arrived I was shown to a cubicle where I could review my file and to the location of a Xerox machine available for copying any documents that were of interest.

The information contained in my personnel file was categorized under three headings:

- Contracts, attendance records, and other written communication
- Certification and professional development information
- Insurance forms

**What items cannot be placed in the personnel file (but may be maintained in a separate file)?**

- Information regarding garnishment of wages.
- Papers pertaining to custody issues, restraining orders, or health issues.

**What did I find in my file?**

- My original job application from 1972 —and yes, it was completed on a typewriter!
- Current and previous contracts
- Observation reports from two principals when I was in the classroom
- My Letter of Interest for a position in our satellite program
- Computerized attendance records, and older, handwritten records
- My Ohio Civil Service Application
- Current and past teaching certificates
- "Personnel Record" card (showing my starting salary of \$7500 in 1972!)
- Sick leave, professional leave, and educational benefits reimbursement forms
- College transcripts

- Forms for selection of medical coverage and initial life insurance application

**Why review your file?**

- To purge derogatory written information after two years
- Because it is a *public* record and can be *reviewed* by the public
- Because it's all about YOU!

- by Cindy Rawlings

### OAPMR/DD 2006 Calendar

*Executive Committee Meetings - open to all members!*

- July 15<sup>th</sup>, 2006
- September 9<sup>th</sup>, 2006
- November 18<sup>th</sup>, 2006

*Lunch Mixer at Fall OEA Rep Assembly -*

- December 2<sup>nd</sup>, 2006



## The OAPMRDD Newslines

Newsletter of the Ohio Association of Professionals for the Mentally Retarded/Developmentally Disabled

Editor: Gloria Stansberry  
Associate Editor: Jené Wilson  
OEA MR/DD Liaison: Bob Matkowski

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## ODMRDD presents at OAPMR/DD conference

At this year's OAPMR/DD Conference Linda Lewis Day from ODMR/DD talked about changes in the way the state is providing services.

The number of people being served by waiver programs has risen dramatically from about 5000 people 5 years ago to about 18,000 currently. The Level 1 waiver has been capped because the enrollment limits have been reached.

There was a spirited discussion about freedom of choice of providers as it related to waivers versus ICFMRs. Linda reported that there will be a new waiver, "Independence Plus," geared towards self-determination. The state also is looking at a waiver specifically for kids with autism. Initially, it will be a 3-year waiver; sixteen county boards have expressed an interest in participating.

Jurgen von Tresckow  
OEA/NEOEA Unit 10 Rep

## Survey taps into effects of MR/DD funding losses

Members attending this year's OAPMR/DD Conference represented 10 counties, mostly from northeastern Ohio.

We surveyed them to learn the latest news. Nearly all the counties still provide school-age and adult services. Due to the loss of CAFS, eight counties have staff positions that have gone unfilled and subcontracting for therapy services has increased.

Members worry over how to keep jobs across the state secure from privatization. They want to know if other counties have developed a plan of action to aid in "insurance bargaining" at the table, or if some programs have taken proactive measures to create community awareness of the value of MR/DD services.

Sue Bour  
OAPMR/DD Secretary

### 3/4/06 Business meeting report:

## Grants & awards announced, elections held



- Gloria Stansberry, OAPMR/DD *Newsline* editor, encouraged members to write Local Focus articles for the newsletter. Anyone who writes an article will receive \$50 for their local.
- Jurgen von Tresckow, OEA/NEOEA Executive Committee representative, gathered additional e-mail addresses, hoping to improve communication with members
- Three Public Relations grants were awarded this year, to Stark, Cuyahoga, and Allen counties. They will be reimbursed \$500 for use by their locals. Watch for summaries in upcoming issues of *The Newsline*. Grant applications for 2006-07 will be mailed in September.
- Membership awards were given. ACCESS, PATMR, Erie County Educators of MRDD, and WWSA received awards for 100% membership. PCEAMR, Metzenbaum Education Association, and Fairbanks Education Association received awards for membership increases.
- All current officers were re-elected for another term.

Russ O'Brien  
OAPMR/DD Chairperson

### Annual Conference: How does it add up?

#### The people

- 93 total attendees
- 10 counties
- 12 OAESP members

#### The feedback

- 32 evaluations returned
- 3 favorite speakers: Gary Allen, Melissa Clark and Kathy McKinley

Mohican preferred over Salt Fork, hands down

Top reasons for attendance: timely topics, networking with other counties

#### The cost

- Meeting Rooms & meals - \$7000.96
- OAESP contribution - \$925.25
- Conference mailings - \$1018.01
- Local awards & materials - \$546
- Committee lodging & local assn. reimbursements - \$2089.30





# FISH! Philosophy brings energy to Cuyahoga County

This year's OAPMR/DD Conference featured a session on the FISH! Philosophy. The presenter, Tami Mazzelia, showed a video highlighting the Pike Place Fish Market in Seattle, Washington, where the idea originated.

Four easy principles form the bedrock of the FISH! Philosophy: Play – find a way to have fun at work; Be There – pay attention to the person you're talking to; Make Their Day – do something to make them feel valued; Choose Your Attitude – decide to be happy at work. These principles give people a common language that inspires new conversations about what's

possible. New attitudes develop. Performance improves. People notice. Trust increases. FISH! gets into the hearts and minds of everyone at work, empowering them to be alive and engaged.

The FISH! video shows the workers at Seattle's Pike Place Fish Market talking about how adopting the principles changed how they felt about their jobs, while increasing customer satisfaction and profit. The workers have fun tossing fish, joking with customers, and making silly rhymes to keep the long days interesting.

Other workplaces have made the philosophy their own. One of

those is ACCESS (Cuyahoga County), whose Professional Practices Committee showed the video (and served fish crackers to enhance the theme) to all staff and facilitated some FISH! activities.

Since the introduction of the FISH! Philosophy, sites have been provided with fish cutouts and fishbowls to write compliments to each other. Fish-themed items have periodically been distributed and this year's *Read Across America* project was also fish-themed – featuring readings of Rainbow Fish and gifts of fish bath toys. It's been fun!

Jené Wilson  
ACCESS President

