

1 **GREATER LOS ANGELES AGENCY ON DEAFNESS, INC.**
2 **Executive Agency Board of Directors**
3 **Wednesday, September 30, 2015**
4 **MINUTES**

5
6 **President Sidansky called the meeting to order at 6:34p.m. A quorum was present.**
7

8 **I. ROLL CALL**
9

10 Board Members Present:

11 Robert Sidansky -President, Mark Jones-Vice President, Fred Lovitch-Secretary
12

13 Absent:

14 Karen Bowman, Elaine Aikins, Modela Kurzet
15

16 Visitors:

17 Marcus Woods
18

19 Staff Present:

20 Dr. Patricia Hughes
21

22 Interpreters:

23 Barbara Mathis
24

25 Recording Secretary:

26 Jainah Ranger
27

28 **II. APPROVAL OF MINUTES: Meeting of July 29, 2015**

29 Page 2, line 11, revise "630/15)" to "(6/30/15)"

30 Page 2, line 37, revise "LS" to "L.S."

31 Page 2, line 50, revise "Camillo" to "Camarillo"

32 Page 3, line 11, revise "OCDEAF" to "OC-DEAF"

33 Lovitch moves to approve minutes with corrections. Jones seconded. MSC.
34

35 **III. OFFICER'S REPORTS**

36 President's Report:

37 Sidansky reported that the board needs to pass a motion to accept Woods to the board as the L.S.

38 representative. Jones moves to suspend the rules of this meeting. Lovitch seconded. **MSC.** Jones moves

39 to accept Woods on the board as the L.S. representative. Lovitch seconded. **MSC.**

40 Sidansky stated that the board will have a closed meeting after board meeting.
41

42 Vice President's Report:

43 No Report
44

45 Treasurer's Report:

46 Hughes gave the handout of Controller's report as of today's date was given to the board with the following
47 information -

48 Today

	GLAD	DAHC	LifeSigns	Total
49 Over Cash Position	1,013,173	141,313	1,164,004	2,318,489

1					
2					
3					
4	Accounts Receivable				
5	Current	-	-	236,507	236,507
6	1-30 days	-	-	60,645	60,645
7	31-60 days	234,290	-	48,961	283,251
8	61-90 days	175,050	-	67,572	242,622
9	>90 days	170,280	-	74,069	244,350
10	Totals	579,620	-	487,754	1,067,374

11

12 Secretary's Report:

13 Lovitch reported that the next board meeting will be on November 18th.

14

15 **IV. CEO'S REPORT**

16 Hughes reported that the agency has been very busy throughout the summer as usual.

17 *HUMAN RESOURCES*

18 Human Resources/Accounting has been looking into different options trying to minimize paperwork as
 19 Human Resources often require tons of paperwork. The CEO wants to outsource the majority of Human
 20 Resources work such as time management, benefits information for staff, checking references on
 21 applicants, notification to employees that they are due for some annual tests (i.e., drug screening for staff
 22 who work as interpreters and/or with students in classrooms, live scan, TB, etc.), and deal with open
 23 enrollment related forms. There were two companies presenting their software to GLAD. One company is
 24 supposed to get back to us with more information. The agency has chosen one Human Resources
 25 outsourcing company that will create new handbooks in compliance with ACA and current laws for
 26 employers. This company will do an audit on our personnel files and guide the agency how to organize
 27 personnel files. This project will start in October. The main objective of the CEO is to empower staff in
 28 making changes if allowed in some areas and checking what their benefits are. The role of the Human
 29 Resources Specialist here will be to make sure that staff complete their information and refer them to right
 30 sources. Lastly, the objective of the agency is to be more ecofriendly reducing the need to print forms as
 31 they will be available online.

32 The agency just hired three new Placement Coordinators for the Employment Development Division
 33 (EDD) and there is one opening for this position for Anaheim.
 34 There will be quarterly staff meeting next week where all staff members will come here for quarterly
 35 meeting. The CEO will present a snapshot of the agency financial shape and discuss expenses, etc. The
 36 CEO believes in sharing the agency wide financial picture with all staff to show how much benefits cost us
 37 and which grants we receive funds from. Due to changes under Affordable Care Act (ACA), GLAD will
 38 be moved to Small Group category instead of under Large Group category. To qualify employers must
 39 have 50 employees under the Kaiser plan. After the CEO discussed with the broker and the CEO decided
 40 to keep the large group till December 2016 to minimize the huge financial impact on the agency. The new
 41 definition of health care is to follow each member by age instead of putting under a group of employees.
 42 For instance, currently, the agency pays 100% coverage for staff members under the low option and if the
 43 staff wants to get the high option, the employee pays the difference between the low and high option and if
 44 there are dependents, the employee will pay 50% for dependents (low option) but if the employee chooses
 45 the high option, the agency pays 50% for dependents and the employee pays the difference for the high
 46 option. The high option lets the employee pay less out of pocket for copayments whereas the low option
 47 has higher costs out of pocket. Under the new regulations starting December 2015, the insurance carriers
 48 will charge the agency will depend on ages of individuals and dependents. The increase in rate will
 49 probably go up and Kaiser is not ready to release the increase in rates; therefore, CEO chose to buy time by
 50 having the open enrollment in October and it will be in effect in December 2015 till December 2016

1 instead of June 2016. The insurance broker and the CEO will continue the dialogue in early 2016 to
2 explore costs, etc. and to shop around for other insurance carriers if needed.

3 *HEALTH EDUCATION*

4 There are four funding sources for the department. They are Teen Pregnancy Prevention Program which
5 teaches teenagers how to prevent pregnancies by using different options.

6 HealthCare Access Case Management funded by a foundation for one year allows GLAD to hire a part
7 time case manager to meet with consumers with issues about their health related. The case manager also
8 gives workshops. The first workshop for this contract was on smoking prevention for the out patients at a
9 residential rehabilitation facility.

10 HIV Prevention Program staff met with students through 3 different periods like 30, 60, and 90-day
11 follow-up sessions. Under the grant, GLAD will participate in the LA AIDS Walk. Fliers will be mailed
12 to ASL classes.

13 Through Ryan White HIV interpreter program, six hours of interpreter services were provided for social
14 work, medical and dental appointments for consumers. This contract is up for renewal negotiations. The
15 CEO plans to ask for changes in the objectives hopefully the current administration is open to new ideas.

16 *PUBLIC RELATIONS*

17 The department has been busy with multiple requests for tours, in house sensitivity trainings for
18 companies, “101 Deafness Presentations”, and invitations to have booths at fairs.

19 The position for the Public Relations Coordinator is still open. Several candidates were interviewed and
20 the agency will continue to keep it open till a right one has been identified. Therefore, meanwhile, we
21 have a person as PR coordinator on a temporary basis helping the director like with re-designing webpages
22 for GLAD, BGLAD, and LifeSigns. New business cards have been developed.

23 The department may be able to collaborate with a publisher that specializes in stories about deaf people to
24 create some kind of PSA educating hearing people about issues that deaf people experience on a daily
25 basis. When it is finalized, it will be announced.

26 Plans have been put in place to announce that GLAD board needs more people to apply through our social
27 media like Facebook and Twitter by end of today.

28 *LIFESIGNS*

29 Filled Requests (all regions)	2356
30 Cancellations	607
31 NIA	209
32 Filled	232
33 Cancellations	49
34 NIA	93
35 CDCR (CA Dept. of Corrections and Rehab, non LS regions)	467

36 *HUMAN SERVICES*

37 *TRENDS*

38 There has been a rise in consumers seeking assistance from our advocates about being scammed into
39 making loans with con artists ending up with high debts and poor credit scores.

40 Increase in consumers needing document translation in registering for jury duty as required by law that
41 consumers know of their right to vote and serve on a jury.

42 Overpayment with SSI and comparison on different payment options so consumers can make educated
43 decisions on which option to choose.

44 Increase in referrals to mental health professionals. (Challenge is there are not many choices with ASL
45 mental health therapists that accept government funding assistance like MediCal)

46 An exciting workshop in progress that has not been offered at GLAD which is Pet-Educational Expo on
47 June 4th. There will be series of informative, entertaining, and educational seminars, workshops, and
48 competitions; inter-agency collaboration in an effort to educate the community about the responsibilities of
49 pet ownership and resource dissemination.

50 World Aids Day will be on December 1st. GLAD is very fortunate to have a distinguished deaf actor

1 named Robert DeMayo to present at the event and give performances. Robert as one of four actors that
2 became well known for their contributions in the powerful movie “See What I’m Saying” which won many
3 awards.

4 Children’s Holiday Party will be on December 12th at the Occidental College.

5 *EDD*

6 With the recent hire of three new staff members, employment related services for deaf and hard of hearing
7 consumers will pick up as soon as the new staff completes their training.

8 EDD staff continues providing in service staff trainings and deaf awareness to different employers in three
9 counties in Los Angeles (four offices), Orange (two offices), and Riverside (2 offices). Employers are like
10 but not limited to Bristol Farms, Amazon, Ross Dress for Less, Macy’s, Best Buy’s, Home Depot, and
11 Cheesecake Factory and others.

12

13 **V. SUBSIDIARY REPORTS**

14 LIFESIGNS (L.S.) Chair Report:

15 Woods reported that the board met on September 17th and met the new L.S. Director. Woods has been
16 elected the new Vice President of the board and L.S. representative to attend the GLAD Board Meetings.
17 The board discussed doing more workshops. The next board meeting will be January 14, 2016.

18

19 DAHC Chair Report:

20 Hughes reported that the residents went to the Ventura Fair and had a good time.

21

22 CODIE Report:

23 No Report

24

25 TRI COUNTY Report:

26 Sidansky reported that Tri-County GLAD hosted a Beach Party at the beach in Ventura, will be doing gift
27 wrapping for the holidays, and are still doing the ASL Story Time at local businesses.

28

29 OC-DEAF Report:

30 Jones reported that the board met the new Director at the last board meeting.

31 September 26, 2015 was Deaf Awareness Day at Knott’s Berry Farm. Tickets were sold online for the first
32 time.

33 Every Wednesday at OC-DEAF there is a deaf coffee social. Every third Thursday of the month OC-
34 DEAF hosts a deaf social at Shakey’s in Garden Grove and every 4th Friday of the month OC-DEAF hosts
35 a deaf social at Starbucks as well.

36

37 **VI. COMMITTEE REPORTS**

38 Finance Committee Report:

39 No Report

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41 Governance Committee:

42 No Report

43

44 Nominations Committee:

45 No Report

46

47 Personnel Committee:

48 No Report

49

50 Fundraising Committee:

1 No Report

2

3 50th Anniversary Committee:

4 No Report

5

6 **VII. UNFINISHED BUSINESS**

7 None

8

9 **VIII. NEW BUSINESS**

10 None

11

12 **IX. PUBLIC INPUT**

13 None

14

15 **X. ANNOUNCEMENTS**

16 None

17

18 **XI. ADJOURNMENT**

19 Meeting adjourned 7:34pm. The next Board Meeting will be held at 6:30pm on November 18, 2015.

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22 _____
Fred Lovitch

23 Board Secretary