Regional Community, Agency, and School Alliance (RCASA)
Minutes-November 15, 2017

1. Welcome and Introductions

2. Presentation: ADA and Disclosure

>**Marilyn Patterson, Disability Resource Coordinator, Niagara's WorkSourceOne, Marilyn.patterson@niagaracounty.com   278-1695**
>**Dennis Martinez, Regional workforce Development and Business Relations Coordinator, ACCES-VR, Dennis.Martiinez@nysed.gov   848-8015**

> ADA prohibits discrimination in employment practices to qualified individuals with disabilities. To be qualified, an individual must have a disability that substantially limits one or more major life activities, have a record of the impairment or be regarded as having an impairment. Note that an individual must also be able to perform essential functions of the job.

> Disclosure is voluntary but must be made to request an accommodations in the workplace. It is best to put this in writing to HR or a supervisor.   When disclosing, provide general info about the disability, limitations and how it affects the individual in a work setting, and offer reasonable accommodations. An individual does not need to disclose on a job application. There may be situations where is it necessary to disclose in an interview; it was suggested that the individual focus on skills and abilities at the time.

> Several scenarios were presented by Dennis and discussed as well. Keep in mind that when someone is already employed, it can be more expensive to replace a worker than to provide reasonable accommodations as the cost to train a new employee can range from 30-150% of the salary.

> Marilyn shared a helpful tip sheet of Do's and Don'ts of Disclosure from Job Accommodation Network, www.askjan.org.

> Another resource is 411 on Disability Disclosure (by the National Collaborative on Workforce Disability). Also, the Center for Technology at UB can do evaluations and has equipment available for trial use.

> Finally, it was mentioned that accommodations should be included on the Student Exit Summary.

3. Announcements/sharing of information

    a. **Tonia Weichmann, Transition Coordinator, Parent Network of WNY** showed the updated website www.parentnetworkwny.org.
1. The website can be translated into 12 languages.
2. It features supports and services available
3. An underutilized service is the Jim Kelly Scholarship fund which will pay conference fees for an individual under age 28, or family member, to attend a disability related conference.
4. A Youth Empowerment page was added and includes resources as well.

    b. **Julia Duerr, Community Employment Specialist, Erie 1 BOCES** spoke about the second annual Youth Career College and Occupational Trades Fair co-sponsored by Erie 1 BOCES, Orleans Niagara BOCES, ACCES-VR, WNY Employment Consortium, and Parent Network of WNY. This event was held in October at ON BOCES. Over 100 students from 4 districts had the opportunity to meet with 20+employers, listen to presentations about self-awareness and employer expectations, and have resumes reviewed by ACCES-VR staff.

    c. **Elizabeth Loughran-Amorese, Erie I RSE TASC** reported that we are waiting for NYSED to release the Protocol for Indicator 13. She is holding an IEP work day on Dec. 7 at ON BOCES.

4. Transition Conference-. The conference date is Monday May 14th.   There will be two strands again this year: OPWDD and Employment. We are also planning to include an agency fair which has not be offered in the past few years. Save the date flyers will be sent out in January.

5. Resource Directory- **Ann Ditto, Literacy Zone, ON BOCES** demonstrated the online version of the soon to be published Transition Resource Directory. A link will also be provided to download the directory in booklet form. Ann thanked those who worked diligently on this project.

Meeting dates for 2017-18 school year:

January 17
Topic-Children's SPOA

March 21
Topic-2 presentations:
Collegiate Consortium of WNY
Indigo Project

May 16
Topic-TBA