



Adair County SB40 Developmental Disability Board
314 East McPherson Street
Kirksville, MO 63501

Postage
Information

X

Come Join In the Fun!

The Community Learning Center is open each Tuesday, Wednesday, and Friday from 8AM-5PM. You can also make an appointment to visit on a different day or time.

In October the CLC is excited to announce that we will have two new classes! On Wednesday afternoons at 3:30pm, we will have Money Time. Join us for this class to practice your money recognition and usage skills with fun games and activities. On Fridays at 11:30am, come join Angela to learn how to make a quick and easy healthy snack. Each week you will learn to make a new healthy snack and get a recipe to take home.

On October 13th, come learn about Benefits Planning from Sandra Keyser, Employment First Specialist. Sandra will discuss eligibility requirements for SSI and SSDI, how income affects both, how they interact with Medicare and Medicaid, what work incentive are available to you and what benefits planning is all about.

Don't forget that you are welcome to stop in anytime between the hours of 8a-5p on Tuesday, Wednesday, or Friday even if there are no scheduled activities at that time.



Please consider supporting all of the wonderful opportunities the SB40 Community Learning Center has to offer!

SB40 Community Learning Center Activities for October
Check out the Activity Calendar for more information and times

Tuesdays -	Coffee & Cards Game Time (Oct. 4th & 18th) Sewing Group (Oct. 11th & 25th) Music Moves (Oct. 4th & 18th) Exercise Your Mind (Oct. 11th & 25th)
Wednesdays -	Crafts Get Fit Money Time Halloween Costume & Movie Party (Oct. 26th)
Thursdays -	*Benefits 101 Presentation (Oct. 13th) *Parent-to-Parent Group (Oct. 20th)
Fridays -	BINGO at CLC & Zoom Link Healthy Snacks

Please call or email the Community Learning Center to register for Benefits 101 or the Parent-to-Parent Group.
660-665-9400x4 or clc@sb40life.org



Developmental Disability Board

Adair County SB40 Developmental Disability Board

DD Resource Center
314 E. McPherson Street
Kirksville, MO 63501
(660) 665-9400
sb40@sb40life.org

Community Learning Center
1107 Country Club Drive
Kirksville, MO 63501
(660) 660-9400
clc@sb40life.org

Website: <https://sb40life.org>

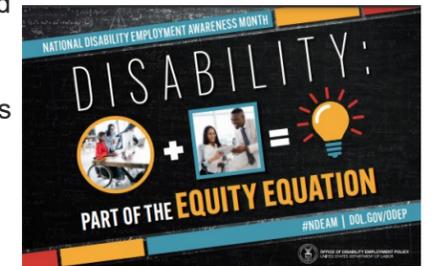
October 2022

National Disability Employment Awareness Month

October is National Disability Employment Awareness Month, and Adair County SB40 Developmental Disability Board encourages you to participate. The 2022 National Disability Awareness Month theme is "Disability: Part of the Equity Equation". The purpose of National Disability Employment Awareness Month (NDEAM) is to provide education about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities.

Held annually, National Disability Employment Awareness Month is led by the U.S. Department of Labor's Office of Disability Employment Policy, but its true spirit lies in the many observances held at the grassroots level across the nation every year. Employers of all sizes and in all industries are encouraged to participate in NDEAM.

For specific ideas about how you can support National Disability Employment Awareness Month, visit www.dol.gov/NDEAM. Suggestions range from simple, such as putting up a poster, to more comprehensive approaches, such as implementing a disability education program. Regardless, all play an important part in fostering a more equitable and inclusive workforce, one where all people are recognized for their abilities — every day of every month.



Direct Support Professionals Annual Awards

On Friday, September 16, 2022, the Adair County SB40 Developmental Disability Board held its annual event to celebrate several Direct Support Professionals (DSP) with certificates of recognition for their phenomenal supports and services to area community members with intellectual and developmental disabilities. Nominations for these awards were made by the people receiving the supports, family members of the person supported, and their peers.

The awards were presented at a dinner and dance held by SB40 at the Ray Klinginsmith Amphitheater at Rotary Park. The DSP's who were recognized for their excellent service included: Tina Aldridge, Rachael Carter, Emily Gillaspay, Linda Askew, Mary Clark, Carly Gracso, Tammy Bandy, Tiffany Cornelieson, Carol Hazard, Catherine Boxerman, Deana Covey, Erin Jacob, Pamela Brace, Sarah Curtis, Korri Jones, Jennifer Breshears, Ranees Davis, Linda Ketchum, Brenda Busch, Amy Ebarb, Missy Killen, Devyn Lamb, Cristal Peterson, Pam Smith, Susan Landau, Beth Platz, Rick Steele, Payton Ness, Lisa Potter, Patty Stewart, Glenda Newel, Nikayla Ramsey, Shannon Walters, Parker Osborne, Pete (Charles) Schultz, Stella Patinio, David Sharp, Sarah Pearson and Tanya Sizemore.

Additionally, SB40 presented several Community Partnership Awards at the event. Community members and groups who were recognized included: Ameren — grant provided for electrical LED upgrades at both SB40 business sites, Northeast Christian High School Students — Volunteering at the Annual Community Engagement Conference, Chris Pinkerton of Bellacinos — Employer of the Year, Dr. Carol Cox of Truman State University's Health Exercise Science Department — Students volunteering at the Community Learning Center, and Mary Immaculate Church — 2022 Community Partnership Award.



2023

COMMUNITY ENGAGEMENT CONFERENCE
Building Community

Tuesday, March 22, 2023

Mental Health Awareness Week

October 2nd — 8th

Help is only a call away!



Crystal's Corner

Hello October!! Welcome to National Disability Employment Awareness Month! Have you ever wondered... "What is Competitive Integrated Employment? (CIE)" Does this apply to your school aged child? How does it apply to an adult who is out of school and living in their community?

According to the US Department of Labor Office of Disability Employment Policy, the Workforce Innovation and Opportunity Act (WIOA) defines competitive integrated employment (CIE) as work that is performed on a full-time or part-time basis for which an individual is:

- Compensated at or above minimum wage and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience
- Receiving the same level of benefits provided to other employees without disabilities in similar positions
- At a location where the employee interacts with other individuals without disabilities
- Presented opportunities for advancement similar to other employees without disabilities in similar positions

Disability rights advocates have a long history of working to protect the rights of all people with disabilities to work. The Rehabilitation Act of 1973, Sections 501 and 504, the Americans with Disabilities Act of 1990 (ADA), the Olmstead Act of 1999 are just some of the successful efforts protecting those rights. Title II of the ADA is an integration mandate which requires States to provide employment services in the most integrated settings. These rights have been tested in courts. The US Supreme Court confirmed the US Attorney General's authority to promote integration in the Olmstead case, ruling *"Unjustified isolation [...] is properly regarded as discrimination based on disability [...] and that such isolation "severely diminishes the everyday life activities of individuals including family relations, social contacts, work options, economic independence, educational advancement, and cultural enrichment."*

Competitive and integrated employment means that people with disabilities will be free to enjoy economic independence leading to a self-determined life, maintain a healthier life and live as a valued, productive member of their community. When is the best time to plan for assuring that an individual will leave their public school workforce ready and able to live the least restrictive life possible? The time is... *now!* Think about it. Children without disabilities start thinking about employment options as early as elementary school. How many times have we said to a child "What do you want to be when you grow up?" We must support all children to begin developing the skills that they will need to live as independently as possible *as early as possible*. Planning for a child's future as an adult is called "Transition Planning". Transition Planning is an important outcome of Individual Educational and Support Plans.

There are many practical tools available to help a parent and their child to begin the 'Transition Planning' process for children of all levels of abilities. *DREAM BIG! Plan now!* Make sure that the steps that need to be taken at an early age are discussed, planned and arranged for in all planning meetings so that there is a natural progression towards graduation and successful transition into adulthood. Transition Planning includes career exploration, consideration of Federal Benefits and impact of wages on those Benefits, linking to important community supports early, connecting with local contacts that can assist in the planning process. Benjamin Franklin said "If you fail to plan, you are planning to fail." So, let's start the process *now* to plan to succeed. Make sure to have transition goals and services identified and written into you IEP. Meet with Benefit Specialists. Consult Family Law attorneys for least restrictive options to support the child.

Adair SB40, Kirksville RIII Public Schools and many other organizations are hosting a Transition Fair on October 26th and 27th, 4p-7p at the Kirksville High School. Be sure to drop by and take those first steps towards taking control of the future! Link up with Transition Planning today.

7 Reasons Why Hiring People with Disabilities Is Good for Business

According to Karen Herson, Founder and CEO of Concepts, Inc., people with disabilities bring their skills and talents to America's workplaces every day. They perform various types of jobs at all levels and in establishments of all sizes. However, people with disabilities are hired less often and have lower rates of employment than people without disabilities. This is true despite people with disabilities often exemplifying the qualities employers seek, including adaptability and resourcefulness.

"When thinking about hiring employees with disabilities, some employers might have reservations related to the costs of needed job accommodations. These concerns are largely unfounded. Research conducted by the [Job Accommodation Network \(JAN\)](#) reveals that the majority of workplace accommodations cost nothing to make. Of those that do incur a cost, the typical one-time expenditure is \$500. According to JAN surveyed, accommodations generally resulted in benefits to the company, such as reduced insurance and training costs and increased productivity and morale.

Here are seven reasons why people with disabilities can offer your company a competitive edge.

1. **Improve your company's bottom line.**— People with disabilities have been solving problems their whole life and tend to bring a strong sense of loyalty to the workplace.
2. **Discover untapped potential.**— Finding the right talent can be difficult, and if your organization isn't hiring people with disabilities, you're missing out on a vast untapped talent pool. Workers with disabilities possess skills and experiences that can offer employers a competitive edge.
3. **Reduce Turnover.**— Employers know turnover can be costly. People with disabilities tend to seek stable and reliable work when searching for jobs, and therefore are more likely to have higher retention rates.
4. **Improve company morale and overall culture.**— Hiring people with disabilities conveys and promotes an inclusive work environment. This encourages empathy in the workplace and can improve the perception of the company from a consumer point of view.
5. **Expand your consumer market.**— People with disabilities make up one of the largest consumer market segments in the U.S. One of the best ways to tap into this market segment is through representation in the workplace.
6. **Qualify for financial incentives.**— Companies that employ people with disabilities may be eligible for certain federal and state tax deductions and financial incentives.
7. **Meet federal contractor requirements.**— Regulations under Section 503 of the Rehabilitation Act of 1973 require that covered federal contractors and subcontractors take proactive steps to recruit and retain workers with disabilities."

To read Karen's full article, [click here](#) or visit [Forbes.com](#). For more information about workplace accommodations, how to support and employee with needed accommodations, or how to request needed workplace accommodations, visit the Job Accommodation Network [askjan.org](#).