ARIZONA HOUSE OF REPRESENTATIVES
Fifty-second Legislature – First Regular Session

COMMITTEE ON CHILDREN AND FAMILY AFFAIRS

Report of Regular Meeting
Monday, February 2, 2015
House Hearing Room OFFSITE -- 2:00 p.m.

Convened 2:30 p.m.
Recessed
Reconvened
Adjourned 4:00 p.m.

Members Present
Mrs. Cobb
Mrs. Gonzales
Mr. Mendez
Mrs. Brophy McGee, Vice-Chairman
Mr. Allen J., Chairman

Members Absent
Mr. Ackerley
Mr. Lovas
Ms. Rios
Ms. Townsend

Request to Speak
None

Presentations

Name	Organization	Attachments (Handouts)
Mark Jacoby	Gompers Habilitation Center	1

Committee Action
None

Sierra Orozco, Chairman Assistant
February 5, 2015

(Original attachments on file in the Office of the Chief Clerk; video archives available at http://www.azleg.gov)

Gompers
HABILITATION CENTER

DEVELOPING INNOVATIVE OPPORTUNITIES

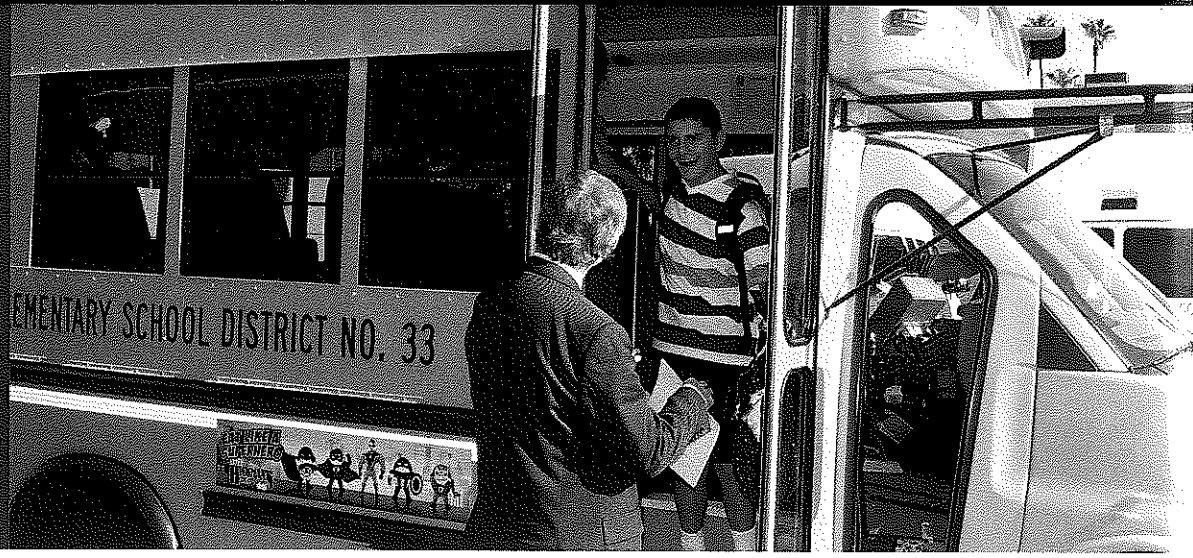
For People With Disabilities Since 1947

Attachment 1

Fall 2014 | Issue 5

OUR MISSION

Developing innovative opportunities for people with disabilities



Gompers Impact

Our Seven Core Values

- Person-Centered
- Dignify Others
- Enhancing Abilities; Seeing Possibilities
- Professional Excellence
- Responsible Stewardship
- Collective Impact
- Celebrate Daily

BACK TO SCHOOL

WHY GOMPERS PRIVATE SCHOOL IS AT THE HEAD OF THE CLASS

Individualized education, technology make this campus a standout

A few years ago on his first day of class, one of the students attending Gompers Private School had absolutely nothing to say. To anyone.

"He came to us completely nonverbal," teacher Roger Cardillo recounted. "Now he calls home from his classroom during the day to tell his mother that he loves her."

Yet another student came to Gompers after a series of unsuccessful experiences in several other placements. "Now he is so happy here that he talks about building a house right next to the school," Cardillo added.

Perhaps those are among the reasons why several West Valley school districts, after seeing what our classrooms have to offer, have referred students to Gompers.

"Several students who have been attending Gompers have become more engaged in their learning due to technology like the SMART Boards and the thematic units of study utilized by the Unique Learning System curriculum," noted Patti Schell of the Peoria Unified School District, which has referred a handful of students to Gompers over the years. "This increased engagement has reduced behavioral issues, thus increasing the amount of time the students participate in community based instruction."

As an Arizona Department of Education-approved learning institution, Gompers Private School currently staffs three certified special education teachers and 15 paraprofessionals who provide superb education services to 23 students ranging in age from five to 22.

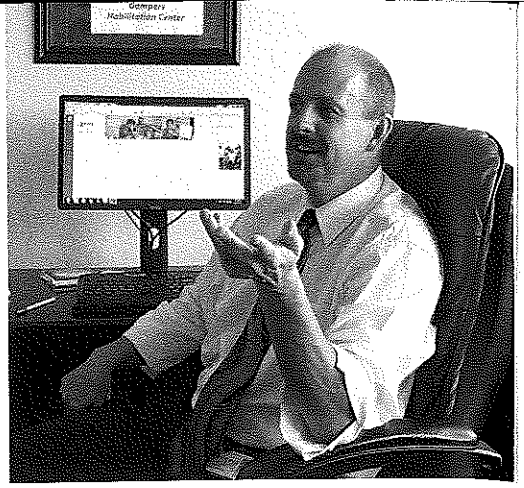
"Gompers always has been committed to adhering to the importance of the 'individual' in an Individual Education Plan," Executive Director Mark Jacoby stated. "Our teachers do an exceptional job of individualizing each student's education and strive to provide the optimal learning opportunity. They rely on sound research-based teaching methods and are able to adapt those to meet the very particular needs of each student."

The school makes extensive use of technology as part of each student's IEP, noted Gompers Assistive Technology Specialist Niraj Parikh. "Every student at Gompers can benefit from an assistive technology evaluation and

this is integral to providing special education services," he explained. "Our staff has experience in working with augmentative communication devices and we provide needed information to the Division of Developmental Disabilities to help our students receive the most appropriate aug com devices.

"Each classroom has brand-new laptops attached to a SMART Board and the teachers make use of Unique Learning System's online curriculum to provide

> article continues on page 6



MARK'S MESSAGE

Gompers Habilitation Center's Executive Director

The Department of Justice. Rhode Island. Oregon. The Center for Medicaid Studies. Maryland.

What do all of these seemingly random groups and states have in common? They all have the word "integration" at the front of **every policy decision** they're making.

"Integration" has been the very loud and appropriate battle cry for the disability rights movement. The last great shift was the move from institutions to the right of individuals with disabilities to live in the community. But this is ancient history, right? Wrong. Did you know that, in a Department of Justice ruling against the State of Georgia, Georgia must have everyone of their people with developmental disabilities moved out of state institutions by 2015!

Arizona is typically ranked in the top three of all states for integration with regards to living in the community. But there is **much work to be done.**

Recently, I wrote about Employment First – a national movement toward integrated community employment as a first choice. But community integration, people argue, is about much more than employment. It is about offering people with disabilities the same opportunities to access the community as everyone else.

In theory, this is a tremendous idea. In practice, it is much more difficult. How does a group home with four individuals who want to go in four different directions with only a couple of staff accomplish this? Does that mean when Gompers takes its individuals to the science museum and we stay together, we are not truly integrated? But if that's true, does it mean this group is only integrated if they are allowed to scatter to the wind? Then what about supervision? What about safety? Who becomes liable if something goes wrong?

And what of center-based employment? Do we have to lose choice to gain integration?

In this newsletter, you will see **numerous integrated opportunities** that Gompers offers our members and ways in which we are helping them prepare for integration. Our members have a tremendous say in where they go, what they do and who they are with.

I believe the key to this debate is to have a dialogue that balances rights and integration with safety and, most of all, choice.

Won't you join us in that discussion?

MARK JACOBY

GOMPERS LEADERSHIP

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EXECUTIVE DIRECTOR

Mark Jacoby

NEW ASSISTIVE TECHNOLOGY LIFTS MORE THAN SPIRITS AT GOMPERS

Donor support **lifts us up** in many ways – sometimes quite literally.

That was the case recently, when proceeds from our 2014 Golf fore Gompers tournament purchased two Etac Molift Quick Raiser battery-powered lifts to help move non-ambulatory members from their wheelchairs to other destinations – whether it be armchair, bed or toilet seat.

"Gompers is using more and more assistive technology to help individuals become independent."

"Having these lifts **makes a huge difference** in giving our members more independence," Gompers Day Program Director Cheril Edson said. "For the first time, an individual can do his or her personal business without staff next to them in the restroom. Many of our members already have said how much they appreciate that privacy.

"An added benefit is that it will only take one person to operate the lift, as opposed to two or more staff bodily lifting individuals," she added. "That saves a lot of physical wear and tear on everyone."

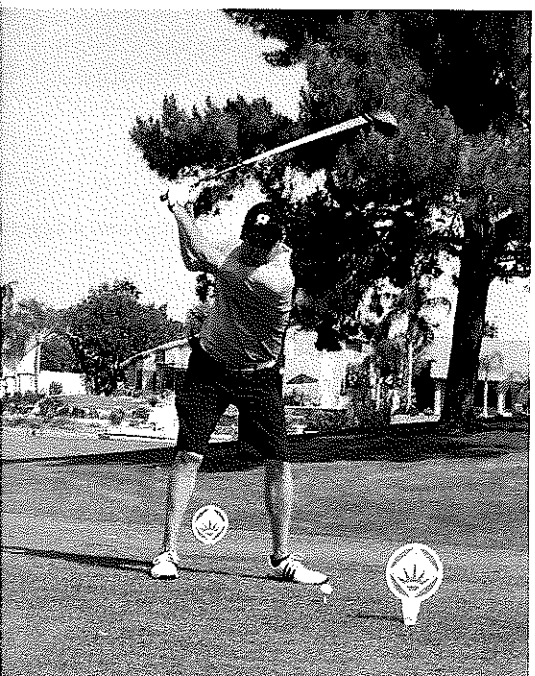
"Pioneer is thrilled to learn that Gompers is using more and more assistive technology to help **individuals become independent**," said Tiffany Stultz, executive vice president of Pioneer Distributing and volunteer chair of the Pioneer's Golf fore Gompers tournament for the past four years. "We are so honored to be a part of all the success that Golf fore Gompers brings to the clients of Gompers."

"We cannot thank Pioneer Distributing enough for making it possible to purchase these lifts," Edson concluded. "We really appreciate everything they do."

Gompers member John smiles his approval as the lift moves him from his wheelchair to a chair in the accessible garden. "It's pretty cool," he says.

43rd ANNUAL PIONEER GOLF FORE GOMPERS RETURNING TO OCOTILLO ON APRIL 24, 2015

Support Gompers Habilitation Center and enjoy a fabulous day of golf



Save the date on Friday, April 24, for a memorable time out on the greens with your friends while raising money for a **great cause** – helping individuals with disabilities realize greater independence through technology! Our 43rd Annual Pioneer Golf fore Gompers is set for the second consecutive year at the beautiful Ocotillo Golf Resort in Chandler.

Beginning with a 7:30 a.m. shotgun start, the tournament is a best-ball format with skills contests included. Tournament fees include a goodie bag, awards luncheon and the opportunity to win great door prizes from Valley businesses and individuals, including golf foursomes, restaurant visits, trips to Arizona's major attractions and more.

"I'm excited for another successful year that will bring a lot of familiar faces – along with some new ones – out to support Gompers on the greens," said Tiffany Stultz, executive vice president of Pioneer Distributing Co. and volunteer chair of the event. "It's an amazing day, because people from all walks of life come together to help build greater independence for individuals with disabilities."

Those wishing to receive sign-up information this winter may email Gompers Development and Communication Manager Kim Antoniou at kantoniou@gomperscenter.org or call her at 602.283.3928.

HICKMAN'S family farms

JOB OPPORTUNITIES SUNNY SIDE UP

When it comes to expanding job opportunities for individuals with disabilities, Hickman's Family Farms are all they're cracked up to be.

Recently, the Buckeye-based family owned egg business started talking about **diversifying its workforce** and approached Gompers Employment Services this spring to see if its members would be interested.

"We first met in late spring, and it all moved very quickly from there," Employment Services Director Mark Botterbusch recalled. "By the second week in June, we had crews going out to the plant to work." "Everybody has something to offer," noted Hickman's spokeswoman Kitty Carlson. "The folks who come out from Gompers are our bio cleaning crew."

In addition to cleaning some of the offices and hallways, Gompers members change out the foot bath every morning – "those are granules we put down so that bacteria is not tracked in from outside," Carlson said. While machines actually clean and determine the grade of each egg, sometimes spills and breakage occur, the bio crew keeps the plant clean of debris – ensuring the eggs you buy at the store meet every standard.

Hickman's takes cleaning very seriously, because everything's food grade. The **environment is bio secure**. The eggs have to meet USDA standards and the plant has to be clean.

Gompers Executive Director Mark Jacoby is excited about the partnership. "Hickman's has supplied eggs to Arizona families since 1944, and Gompers began serving the needs of individuals with disabilities three years later. It seems fitting that this local family business has identified a **business solution** that continues to enrich and sustain its fellow Arizonans."

As Production Supervisor Xavier Conde watches, Katie solos on the shrink wrapping machine.

THAT'S A WRAP!

Shrink-wrapping skills expand one member's horizons

Today is a big day for Katie, because it ends with a **new skill learned** and a bigger paycheck in her future.

This Gompers Employment Services member is training on the shrink-wrap machine at Employment Services with some helpful instruction from David, one of her peers. Production Supervisor Xavier Conde watches as the two go through the process.

"A lot of times, it's really helpful to have one of our members demonstrate how to operate the equipment," Conde says as he watches David show Katie the ropes. "David actually has worked on this machine for some time and is **quite skilled.**"

> *"Gompers Employment Services has a philosophy that all members should be able to explore and attempt all jobs, regardless of others' perceptions of their abilities."*

It's a multi-step process for this job, Watts Water, which uses Gompers Employment Services to package its reverse-osmosis filtration products. First, the layers of plastic on the shrink-wrap machine must be separated to receive a product flier. Next, five bottles of product go between the plastic sheets, their labels all facing upward. "One blue first, then two yellow, then two red," David tells Katie, who stands at his shoulder. She nods her understanding.

After the bottles are aligned, David pulls down the pressure-sensitive bar on the wrapping machine, which releases heat to seal the plastic. He turns the packed bottles 90 degrees so that another loose edge of plastic now sits under the pull bar. "Now you do it," he tells Katie, who complies, sealing the other edge of the package.

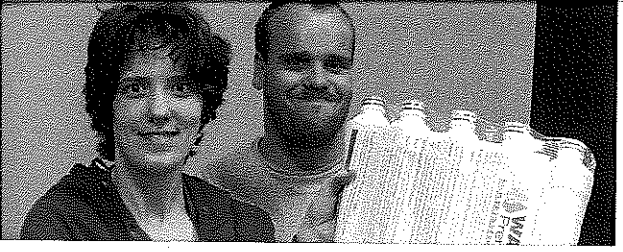
She watches David push the sealed package onto a closed conveyer, which exposes it to a quick blast of heat that shrink-wraps the package. Each package goes across the conveyer twice, just to be sure the wrap is tight and professional.

IN GRATITUDE AND MEMORY

Our all volunteer Board of Directors and staff leadership carefully steward each and every gift to ensure Gompers is able to provide services to individuals with disabilities for years into the future.

When we learn about a donor who has remembered Gompers in his or her estate, it is a **deeply meaningful** moment. There is such purposeful intent in deciding to leave a legacy to benefit others. It is heartwarming to hear their personal life stories about why they gave and what mattered most to them. In the last

*to benefit Gompers Senior Program **to be recogn



A GREAT STORY OF COMMUNITY SERVICE

Gompers Day Program volunteers rewind books at Braille library

rs has at least **3,000 reasons** to be proud of its Day Program ers in Room 30-1.

ly, this group received a certificate for 3,000 hours of volunteer to the Arizona Braille and Talking Book Library in Phoenix. Every visit, rs members open between **200 and 300 cases**, rewind the tapes – often as many as 10 es for longer books – and them to their cases in the sequence so the books are or the next patron y.

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'Dee Dee, who has some vision issues herself, has asked me, e're helping the blind, right?' So she knows," Peralta observed. "Brian also gets the importance of what we do. Everyone does a great job."

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from above article: Arizona Braille and Talking Book Library Volunteer er Jeannie Noble holds the 3,000-hour certificate recently earned by ers' Day Program Room 30-1 members. Pictured with her, left to right, ka, Sarah, Dee Dee, staff member Adeana Peralta, Gabby and Ron.

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Gompers Habilitation Center
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ized as given in the name of Ray and Florence Umphrey

Pride is evident in student and teacher as peers Katie and David display her finished work.

"Quality really is job one around here," Conde notes. "Our members are **thoroughly trained** on the equipment, and they take a great deal of pride in turning out a good product."

"Gompers Employment Services has a philosophy that all members should be able to explore and attempt all jobs, regardless of others' perception of their abilities," Director Mark Botterbusch says. "**Katie is a great example** of a person learning new skills and expanding her job experiences that she may not have otherwise."

Katie is a quick learner. After watching David once, she remembers the steps with little prompting and soon has produced her first package.

Her motivation to learn shrink wrapping? "I want to make more money," she says.

Conde nods. "We are looking at adjusting Katie's schedule so that she is here on the days when we run these jobs. It means more hours of work for her."

A GREAT STORY OF COMMUNITY SERVICE

Gompers Day Program volunteers rewind books at Braille library

Gompers has at least **3,000 reasons** to be proud of its Day Program members in Room 30-1.

Recently, this group received a certificate for 3,000 hours of volunteer service to the Arizona Braille and Talking Book Library in Phoenix. Every visit, Gompers members open between **200 and 300 cases**, rewind the tapes within – often as many as 10 cassettes for longer books – and return them to their cases in the proper sequence so the books are ready for the next patron to enjoy.

Rewinding tapes for visually impaired library patrons is something her room has been doing every Monday since 1999, room supervisor Kari Mueske noted. "As soon as they get out of the van and get in the library, they are **so excited to help,**" she said. "They scramble to get to their assigned spots, start pulling checkout cards out of their cases and stacking the tapes to rewind."

Many of the Day Program volunteers realize they're serving a higher purpose, staff member Adeana Peralta said.

"Dee Dee, who has some vision issues herself, has asked me, 'We're helping the blind, right?' So she knows," Peralta observed. "Brian also gets the importance of what we do. Everyone does a great job."

"We are grateful for the services provided by Gompers volunteers, who have faithfully contributed to the library," said Jeannie Noble, who manages the library's volunteers. "We are pleased to recognize and celebrate the 3,000 hours of service they have donated so far, and hope to continue working together for a long time to come."

"It has been **an amazing partnership**, and I'm proud to be overseeing it for our organization," Day Program Director Cheril Edson noted. "Also, it's great to see different individuals from Room 30-1 switching out so that a lot of people get the opportunity to serve their community."

After 3,000 hours, what's next? "We'll just keep going every Monday," Mueske said. **"It feels good to help others."**

Photo from above article: Arizona Braille and Talking Book Library Volunteer Manager Jeannie Noble holds the 3,000-hour certificate recently earned by Gompers' Day Program Room 30-1 members. Pictured with her, left to right, are Daka, Sarah, Dee Dee, staff member Adeana Peralta, Gabby and Ron.

year, we have had three **wonderful estate gifts** and would like to celebrate these generous and caring individuals:

Stella M. Fellows
Anita D. Hill*
Florence C. Umphrey**

*nized as given in the name of Ray and Florence Umphrey

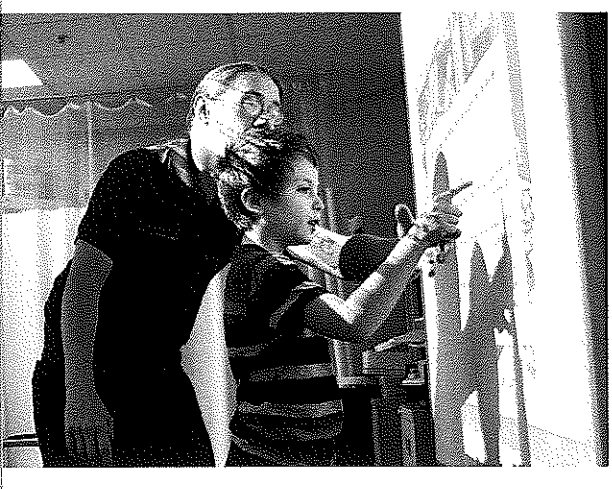
DONATE TO EDUCATE GRANT SUPPORTS ASSISTIVE TECHNOLOGY (AT) NEEDS

Christmas came in August for Gompers Private School with the announcement of a $2,500 educational grant from the Cardinals Charities **Donate to Educate**, presented by University of Phoenix.

The funds are earmarked to purchase **assistive technology equipment** and products critical for the specialized needs of the students served by the school. This technology will allow students to practice math, reading and life skills in order to meet their educational goals.

"Gompers Private School is honored and excited to receive a grant from the Donate to Educate program," AT Specialist Niraj Parikh said. "Many of our students have exceptional challenges with communication, so we will be able to purchase some valuable assistive technology to allow our students to share what they have to say and to have more access to the important information that many of us take for granted."

"We all know how tight budgets are in Arizona schools today and how critical it is for our K-12 students to be equipped with the tools they need for success," noted Hillery Jennings, the director of community and sports partnerships for Apollo Education Group. "On behalf of University of Phoenix, it is an honor to be involved in a program that will have a positive impact on our students, and we are happy to be supporting Cardinals Charities in this effort."



Luka completes an exercise at the SMART Board with school paraprofessional Steve.

THE COVER STORY: CONTINUED

our students access to College and Career Ready Standards," Parikh continued. "Our teachers also have been instrumental in many of our students receiving iPads to assist with communication, social and academic skills. Finally, our school has access to a state-of-the-art multisensory room." Technology aside, the primary focus behind Gompers Private School is to provide the optimum educational experience for each student, noted Scott Muller, Gompers' Director of Programs and Services. "It's not always about expensive technology, although our SMART Board programs and iPad applications have provided new pathways for students to learn," Muller said. "Sometimes, it's the creative discovery in one of our rooms where a staff member has built an apparatus that helps someone with limited manual dexterity grip a pencil better or discover that he or she can make art projects just like everyone else. The purpose is to make the learning experience both as natural and as rewarding as possible, so that our students are inspired to learn – because they have discovered they can – just like the boy who first found his voice in one of our classrooms."

Proudly showing off the check to purchase their new uniforms (standing, from left) are Gompers Gators Coach Rose Gonzales with softballers Dominic, Tawnya, Rodolfo, (front row, seated) Weldon, Viet and Ark.

DIAMONDBACKS FUND GATORS' UNIFORMS

The Arizona Diamondbacks recently hit a home run with Gompers' Special Olympics **softball team** by stepping up to fund team uniforms through a $1,000 "Play Ball" Grant.

Funds will go to purchase 20 shirts, shorts and caps sporting both the team name – **Gompers Gators** – and the Diamondbacks logo.

Gompers Special Olympics Coach Rose Gonzales was elated to hear the news. "When I learned what the Diamondbacks were doing for us, I couldn't help but cry," Gonzales said. "Our athletes give their all at every game, and I know this will just make them work harder.

"We will wear these uniforms with our heads held high and will have so much more confidence!" she added. "I can't wait to show them off," said Patrick, who plays on the Gators' softball team.

"The Arizona Diamondbacks Foundation is devoted to sports across Arizona," said Debbie Castaldo, the Diamondbacks' vice president of Corporate and Community Outreach. "We support the efforts of the Gompers Gators and their **dedication to Special Olympics** and pleased to grant $1,000 to help Special Olympics athletes 'Play Ball!'"

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TANDEM™ DOCUMENT PROFESSIONALS 'THE SKY'S THE LIMIT'

With boxes of documents stacked at the ready and a group of eager Employment Services members trained in scanning them, TANDEM Document Professionals continues to build its brand as a leader in secure document processing.

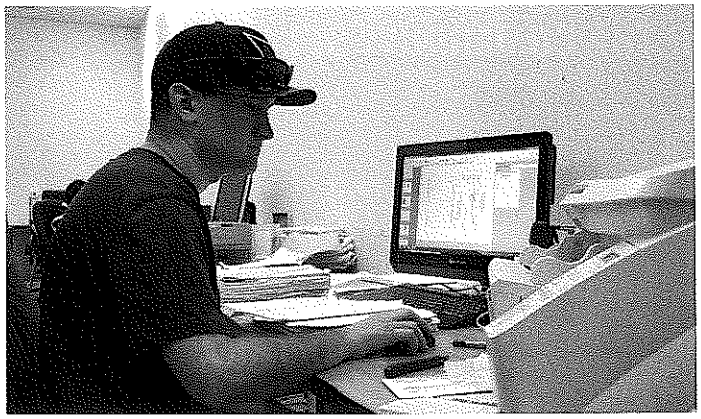
Having signed a leading Valley healthcare group as a major client, the business – a joint venture between Gompers and its sister organization, STARS – also is courting additional businesses for scanning assignments.

Tandem Document Professionals continues to build its brand as a leader in secure document processing.

Even though TANDEM's document storage is "in the cloud," the business is very much rooted in reality and **positioned for expansion**, Gompers Employment Services Director Mark Botterbusch said.

To that end, Botterbusch has started a 12-week intensive training program, "NxLevel for Entrepreneurs," offered through the Peoria Chamber of Commerce. "TANDEM already has received **a lot of attention** from the business community, but we want to continue to enhance its effectiveness so we are able to maximize employment opportunities for our members at Gompers Employment Services and at STARS alike," Botterbusch said. "More and more members are wanting to learn scanning. We want to ensure a steady stream of work for them for a long time to come."

"Gompers and STARS united in this business venture because we saw an excellent opportunity that could provide our members with **real-world job training** as well as a business solution that met the technologically advancing needs of the community," Gompers Executive Director Mark Jacoby added. "Forget the 'cloud' – we say the sky's the limit for TANDEM, truly."



Shane is one of several individuals who perform scanning tasks for TANDEM Document Professionals.

Gompers
EMPLOYMENT SERVICES

With supportive supervisors and a skilled job-coaching team, Gompers Employment Services provides members opportunities to explore their interests and gain experience with the ultimate goal of independent and competitive employment.

- WORKPLACE ETIQUETTE
- VOCATIONAL SKILLS
- INTERVIEWING
- RESUME WRITING
- JOB EXPLORATION AND SKILL-BUILDING
- COMPUTER TRAINING
- SAFE, RELIABLE TRANSPORTATION

Gom
EMPLOYMENT

Gompers
EMPLOYMENT SERVICES

About Ass

At Gomper
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Members like Katie are able to learn new skills, such as shrink-wrapping.

We offer one of the **finest employment readiness programs** for **individuals with disabilities** in the Phoenix metro area in three separate programs:

Community Employment serves individuals with sufficient job skills and the ability to work independently. We help find a position in the community for the individual, providing coaching to prepare for successful independent employment.

Employment Services provides exceptional training for individuals with disabilities.

Group Supported Employment is a community-based assisted work program allowing individuals the opportunity to develop job skills while working on-site at a local company in an integrated setting.

Center-Based Employment offers a safe, encouraging environment with support staff and case managers allowing individuals time to learn necessary employable skills.

5340 West I

Gompers Employment Services 5340 West Bethany Home Road, Glendale

Eric's ability to run the scanning equipment at TANDEM Document Professionals gives him increased confidence to go with his paycheck.

Business Solutions

Employment Services offers specialized business solutions while utilizing a trained and supported workforce provided by Gompers.

Community Education

To support employment outcomes, Gompers assists its members in better understanding community job opportunities and in building the confidence to pursue them. To do this, Gompers coordinates tours with Valley businesses from retail to manufacturing. Our members attend job fairs to recognize the importance of job-seeking skills such as proper attire, resume writing and interviewing. Additionally, Gompers teaches members to utilize public transportation.

Ticket to Work

Gompers is a participating employer in the Ticket to Work program. Created by the Social Security Administration, Ticket to Work provides employment support services for people who want to work.

Production Facility

Our 21,000-square-foot production facility and warehouse exists to prepare members for employment as well as offer business solutions for the community. At Gompers, members are able to fine-tune employable skills in a large variety of areas with guidance from trained staff.

WORKPLACE ETIQUETTE

VOCATIONAL SKILLS

INTERVIEWING

RESUME WRITING

JOB EXPLORATION AND SKILL-BUILDING

COMPUTER TRAINING

SAFE, RELIABLE TRANSPORTATION

AZ 85301-7772 Tel: 623.215.0845 gomperscenter.org/employment services

Gompers
EMPLOYMENT SERVICES

About Assistive Technology

At Gompers Employment Services, assistive technology (AT) has become an integral part of our processes to help individuals become gainfully employed.

Assistive technology includes software, hardware and other products that help individuals with disabilities achieve greater independence. Because AT products can help overcome a wide range of limitations, its use can be considered for speech, hearing and vision loss as well as physical and cognitive disabilities. In fact, it has become such a valuable resource that Gompers' staff have started developing AT devices tailored to specific needs so our members may considerably increase their earnings.

As we integrate necessary AT into a member's daily work routine, we also strive to educate families and guardians about its value and how to advocate for their loved ones to procure technology and services at home.

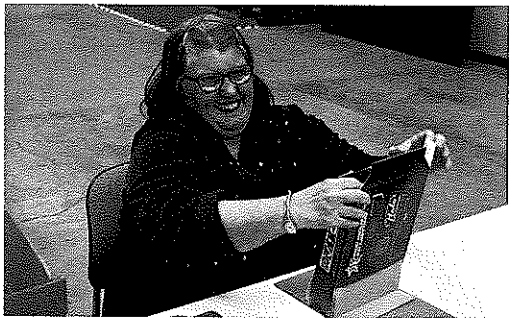
Gompers offers AT solutions including:

> Alternative Computer Access (alternative mice, keyboards, switches, etc.)

> Devices with apps for assistive technology and communication

> Various types of low- and high-tech products developed by Gompers staff

> Accommodating work environments



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Gompers
PRIVATE SCHOOL

Gompers Private School serves special education students ages five to 22 in a **dynamic, caring environment** that individualizes student education.

SPACIOUS CLASSROOMS WITH STATE OF THE ART TECHNOLOGY

MULTISENSORY ROOM

FULL-TIME CAMPUS NURSE

JEANETTE ESTELLA DALEY ACCESSIBLE GARDEN

GOMPERS BOUNDLESS™ PARK AND PLAYGROUND

HOT LUNCH PROGRAM

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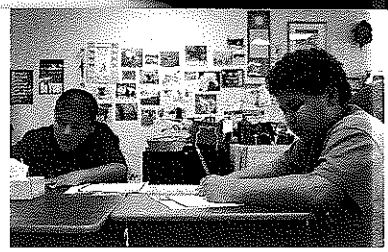
Gompers
PRIVATE SCHOOL



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Through transitional programs like "The Very Gompers Coffee Shop," students like Danica learn more about the personal interaction required in operating a business.

Established in 1973, Gompers Private School is centered on providing **individualized instruction** that maximizes each student's potential.

Our school provides learning opportunities that transcend the classroom and prepare our students for successful futures.

Our Special Education-certified teachers work creatively and tirelessly to teach students skills that build self-confidence and increase independence. While enhanced student/staff ratios are based on Individual Education Program designations, there are never more than four students for every school staff member in our classrooms. In addition, Gompers offers a **comprehensive team approach** to its occupational, physical and speech therapies, all provided by appropriately certified and licensed therapists.

Gompers P

Gompers Private School 6601 North 27th Avenue, Phoenix, AZ 85017-12

Gompers
PRIVATE SCHOOL

About Assistive Technology

Assistive technology includes software, hardware and independent-living aids that help individuals with disabilities achieve greater independence. Its use is considered for speech, hearing and vision loss as well as physical, cognitive and other disabilities. Under direction of our AT specialist, Gompers' staff performs AT evaluations and offer recommendations that point to greater independence for each student.

Gompers partners with various AT lending libraries and other resources to secure equipment for evaluation in realistic settings for our students. As we integrate AT into the daily routine, we also work to educate families and guardians about its value and how to advocate for their loved ones to procure technology and services at home.

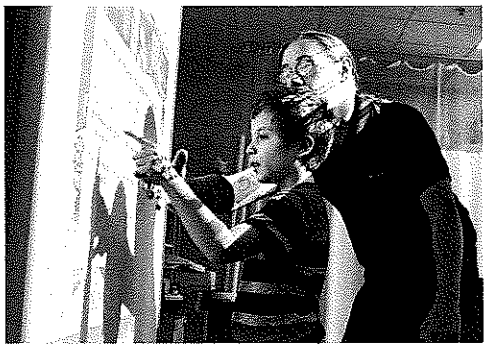
Our AT Lab Includes:

> Alternative Computer Access (alternative mice, keyboards, switches, etc.)

> Devices with apps for assistive technology and communication

> Various types of low- and high-tech products

> Adjustable tables and chairs



Gompers Private School 6601 North 27th Avenue, Phoenix, AZ 85017-1219 Tel: 602.283.3929 gomperscenter.org/school

Gompers
DAY PROGRAM (DTA)

Built around **community integration and self determination,** Gompers' Day Program empowers individuals with disabilities to fulfill their dreams and maximize their abilities.

SPACIOUS PROGRAM ROOMS EQUIPPED WITH STATE-OF-THE-ART TECHNOLOGY

ASSISTIVE TECHNOLOGY LAB AND COMPREHENSIVE ASSESSMENT PROGRAM

GOMPERS BOUNDLESS™ PARK AND PLAYGROUND

JEANETTE ESTELLA DALEY ACCESSIBLE GARDEN

SAMMY G'S CAFÉ

LARGE, AIR-CONDITIONED GYMNASIUM WITH LOCKER ROOMS

SAFE, RELIABLE TRANSPORTATION

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DA DAY PROGRAM (DTA)

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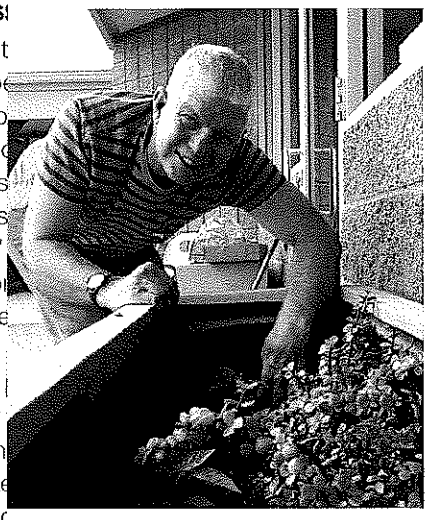

Our Jeanette Estella Daley Accessible Garden is one of the many amenities members like Mark enjoy.

Our state-of-the-art campus offers people the chance to engage in activities that allow them to improve their skills while developing meaningful relationships. A fleet of well-maintained accessible vehicles provides opportunities for community integration and volunteering efforts.

Our assistive technology program provides tools for members with a wide array of abilities to increase their independence.

Special Olympics enables individuals to build their athletic skills and become ambassadors in the community. Life-skills training in reading, writing, computers and other areas unleashes new potential. Regular physical activity rounds out a complete and productive day.

Melissa and her friends in DTA work on skills like shredding, gardening and art both for manual dexterity and mental acuity.

Self Determination. Empowerment. Choice.

By focusing on abilities, Gompers DTA provides members with individualized opportunities to expand their skills and gain greater independence. Whatever the dream – whether learning how to use the web to speak with family in a different country, unlocking a new talent like painting, singing or writing poetry, or learning to eat independently – Gompers can tailor the program to make it come true.

Community Integration

Gompers' fleet of vans makes it easy for our members to visit libraries, museums, restaurants and other sites to develop and practice their community skills. In addition, Gompers members donate 600-plus hours a month volunteering. You'll find them generously giving back at locations such as the Arizona Braille and Talking Book Library, various City of Glendale Parks and St. Vincent de Paul.

Senior Center

Individuals with disabilities ages 50+ have the opportunity to remain active while engaging socially with peers in our Senior Center. Whether catching up on current events, enjoying cooking classes or going on an outing, members have the opportunity to participate in stimulating daily activities.

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SAFE, RELIABLE TRANSPORTATION

Tel: 602.336.0061 gomperscenter.org/dta

ABOUT TANDEM

Tandem Document Professionals is a partnership between Gompers Habilitation Center and Scottsdale Training and Rehabilitation Services (STARS) — two of the Valley's oldest and most reputable nonprofit organizations. A combined history of more than 100 years of impeccable service to the Greater Phoenix community makes Tandem a trustworthy, reliable solution. Together, our agencies have already scanned millions of documents for medical organizations, city contracts, and private businesses around the Valley. Tandem also provides employment opportunities for individuals with disabilities.

CONTACT TANDEM

Our team at Tandem Document Professionals is ready to help you go digital! Contact us today to set up a free consultation.

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Rick Puls
480.298.7058
11130 E. Cholla St.
Scottsdale, AZ 85259

WEST VALLEY
Mark Botterbusch
602.475.6472
5340 W. Bethany Home Rd.
Glendale, AZ 85301

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TANDEM™
DOCUMENT PROFESSIONALS
A DOMA Affiliated Company

Secure
Organized
Accessible

Document Imaging
Made Easy.

SERVICES

Tandem Document Professionals offers a wide range of services to meet all of your document imaging needs.

Consulting and Recommendations: Tandem Document Professionals provides personalized consulting to help evaluate your company's exact needs. We work closely with you to help you achieve your goals.

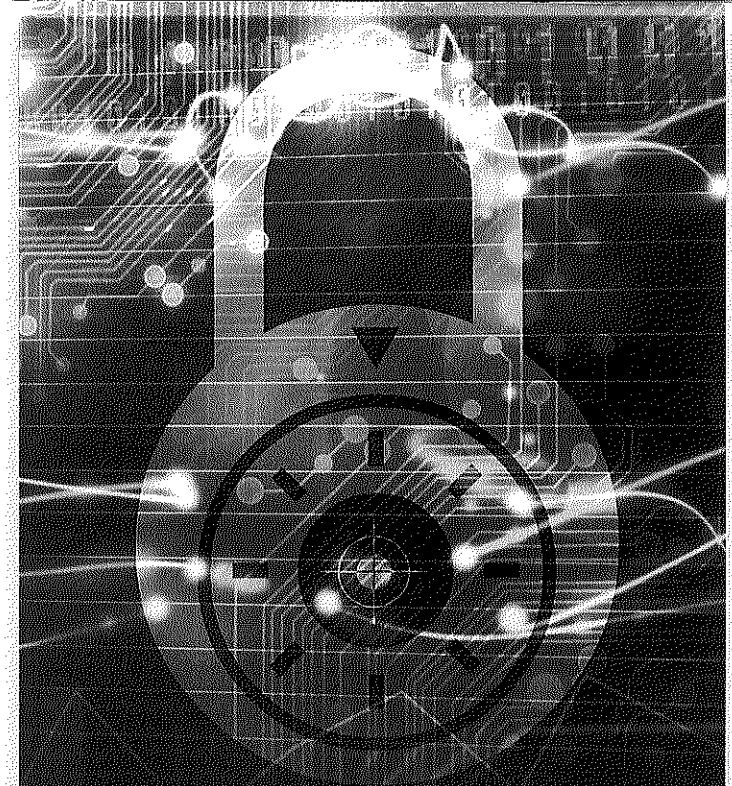
Document Imaging: Tandem Document Professionals uses state-of-the-art scanning equipment and software to ensure the highest quality. Utilizing our optical character recognition (OCR) method, you will be able to search your documents with ease.

Long Term, Electronic File Storage: You will have access to your documents 24/7 without the need to invest in software or purchase licenses.

File Management Solution: Our services go beyond storing files. You will have advanced search, print, and email capabilities at the click of a button.

Pickup and Delivery: Tandem is able to pick up all of your documents. With locations in the East Valley and West Valley, we are able to cover the entire State of Arizona.

Secure Document Shredding: Tandem offers secure, HIPAA-compliant document shredding.



SECURITY

Ensuring the security of your files is our top priority. The fear of not being in compliance with government regulations should never interfere with your desire to run a more efficient workplace. At Tandem, we pride ourselves on meeting or exceeding all federal standards for file security, including:

- FIPS 140-2 approved
- 168-Bit encryption
- SSAE16, ISAE 3402, AT-101 compliance
- Redundant firewall and IPS systems
- Health Insurance Portability and Accountability Act (HIPAA)

TANDEM
DOCUMENT PROFESSIONALS

WHY GO DIGITAL?

Companies across multiple industries are seeing great benefits from converting their paper files into easy-to-access digital files.

Save Time: With digital files, you do not have to worry about searching for misplaced files. With Tandem, you will be able to quickly access exactly what you need, from any location.

Save Space: Going digital can help eliminate boxes of paper and filing cabinets, and free up valuable storage space.

Save Money: Converting your files to digital can provide significant savings to your company in reduced administrative and labor costs. Tandem's personalized consulting will provide you with cost effective solutions based on your individual needs. You will never pay for services you don't use.

Scanning with Tandem provides benefits beyond a more efficient workplace:

- State set-aside approved
- Millions of documents scanned
- DOMA affiliated organization — one of the most trusted names in document imaging services
- 24/7 customer support
- On-site and off-site services
- Two locations covering the entire State

Gompers
HABILITATION CENTER

THE HISTORY OF GOMPERS HABILITATION CENTER

For 68 years, Gompers Habilitation Center has served individuals with disabilities in the Phoenix-metro area with a holistic focus on the needs of the individual. As a core value, Gompers recognizes and celebrates that each person brings a unique set of abilities, skill sets and potential to our organization. The result is that Gompers' daily environment is rich with insight, humor, humility, compassion and genuine caring about the needs of others.

Gompers first opened its doors in 1947 as the Maricopa County Crippled Children's Society serving 79 children. In 1951 our name was changed to the Arizona Easter Seals Society for Crippled Children, which led to the desire to stop renting space and finally put down roots in a home of our own. In 1953, 10,000 members of the American Federation of Labor (AFL) each donated one hour pay to construct a facility on 7th Street in Phoenix. The facility and operations were turned over to a nonprofit Board of Directors. In return, the AFL asked the legacy of Samuel Gompers be honored, and thus we became Gompers Habilitation Center.

Today, Gompers remains a 501(c)(3) nonprofit organization led by an all-volunteer Board of Directors and Executive Director Mark Jacoby. Of the $7M+ annual budget, 71% is reimbursed through government funding with the remainder raised primarily through contracts and charitable donations. Gompers serves students and adults ranging in age from 5 to 85 through a Private Day School, a Day Training for Adults program, a Senior Center and our Employment Services job-training and employment-placement program.

OUR MISSION: Developing innovative opportunities for people with disabilities.

OUR VALUES: Seven core values define the way Gompers Habilitation Center achieves excellence every day. These values guide our decision-making and ensure that our organization consistently meets and even exceeds industry performance standards. Our staff, students and participants live the mission and values of Gompers and, as a result, we are able to better our community, enhance lives and empower others.

Person-Centered – Acknowledging each person's right to determine and achieve his or her personal goals.

Dignify Others – Advocating that all people be treated with dignity and respect.

Enhancing Abilities; Seeing Possibilities – Focusing on abilities and encouraging growth through innovative opportunities.

Professional Excellence – Upholding the highest professional standard in every aspect of our organization.

Responsible Stewardship – Promoting fiscal and social responsibility toward those we serve, our staff and the community.

Collective Impact – Creating a culture of beneficial exchange through community collaboration and enduring partnerships.

Celebrate Daily – Celebrating the individual and group accomplishments of each day.

Revised January 2015

ARIZONA EMPLOYMENT FIRST

JOBS

Job Opportunities Build Success

What is Employment First?

Employment First encompasses the belief that community-based, integrated employment should be the primary day activity for working age youth and adults with disabilities.

It supports an overarching goal that eligible persons with disabilities will have access to integrated work settings most appropriate for them, including the supports necessary to help them succeed in the workplace.

What is Integrated Employment?

It's work in a community setting where individuals with disabilities interact with others without disabilities to the same extent as anyone working in that setting.

Examples include:

- Competitive employment
- Supported employment
- Customized employment
- Self-Employment

Competitive Employment is employment in the community, full or part-time, with wages and benefits equal to that of anyone doing the same job.

Supported Employment is employment in the community that includes the provision of ongoing supports to maintain job success.

Why Employment First in Arizona?

- In 2012, only 20% of people in the DDD system receiving day services were in integrated employment
- In 2012, only 14% of DDD funding spent on day and employment services went to integrated employment
- People who work have a higher quality of life, greater community participation, and are more likely to make their own choices in life
- New regulations from the Centers for Medicare and Medicaid, the Department of Justice and the Department of Labor are requiring states to prioritize integrated services for everyone with a disability

Employment First Does Not:

- Mean employment only
- Deny individual choice
- Eliminate service options currently available

Who is Involved in Arizona Employment First?

- Advocates
- Educators
- Employment Service Provider Agencies
- Employers
- Family Members
- State Agencies:
  - Arizona Health Care Cost Containment System
  - Department of Education/Exceptional Student Services
  - Developmental Disabilities Planning Council
  - Division of Behavioral Health Services
  - Division of Developmental Disabilities
  - Rehabilitation Services Administration
- University Centers for Excellence in Developmental Disabilities
- Youth and Young Adults

Want More Information?

Contact: Michael Leyva
mleyva@azdes.gov

Spring 2015

National Disability Institute's
Washington Insider
December 2014 | Vol. 6, Issue 9 - SPECIAL ABLE ACT EDITION

Congress Passes ABLE Act: Major Victory for Persons with Disabilities and Their Families

On December 16th, the U.S. Senate overwhelmingly passed the Achieving a Better Life Experience (ABLE) Act of 2014 by a vote of 76 to 16. First introduced in 2006, and subsequent sessions of Congress, the ABLE Act will allow people with disabilities (with an age of onset up to 26 years old) and their families the opportunity to create a tax-exempt savings account that can be used for maintaining health, independence and quality of life.

"Today marks a new day in our country's understanding and support of people with disabilities and their families," Michael Morris, National Disability Institute (NDI) Executive Director, said. "A major victory for the disability community, ABLE, for the very first time in our country's policy on disability, recognizes that there are added costs to living with a disability." He continued. "For far too long, federally imposed asset limits to remain eligible for critical public benefits have served as a roadblock toward greater financial independence for the millions of individuals living with a disability."

NDI has long championed the ABLE Act as a critical strategy to providing a pathway to a better economic future for all people with disabilities. As the nation's first nonprofit dedicated to improving the financial health and future of all people with disabilities, the organization has extensively documented and called attention to the daily reality and extra expenses associated with living with a disability, and the challenges of navigating the complex web of government rules to maintain public benefits eligibility.

Prior to Senate consideration, and preceding passage by the U.S. House of Representatives (404 to 17), the ABLE Act was subject to protracted, bicameral negotiations that resulted in limiting access to ABLE accounts to individuals with a disability up to 26 years old. This amended version of the ABLE Act was necessary to quell budgetary concerns with the original version of the bill.

"While the bill is far from perfect, as is the vast majority of legislation, the ABLE Act lays the groundwork for greater financial independence and quality of life experience among people and families living with disabilities," said Morris. "Although we are disappointed individuals over the age of 26 will be unable to access ABLE accounts at this time, please rest assured we will continue to work closely with Congress and the Obama Administration to identify, develop and open more economic pathways to all people with disabilities – including expanded access to ABLE accounts." Concluded Morris, "In the meantime, however, we commend Congress for taking an important first step and call on President Obama to sign the ABLE Act into law without delay."

ABLE Accounts: 10 Things You Must Know

In recognition of the historic piece of legislation, the ABLE Act of 2014, NDI has created a list of 10 items about ABLE accounts that individuals with disabilities and their families should know. They are:

1. **What is an ABLE account?**

   ABLE Accounts, which are tax-advantaged savings accounts for individuals with disabilities and their families, will be created as a result of the passage of the ABLE Act of 2014. Income earned by the accounts would not be taxed. Contributions to the account made by any person (the account beneficiary, family and friends) would not be tax deductible.

2. **Why the need for ABLE accounts?**

   Millions of individuals with disabilities and their families depend on a wide variety of public benefits for income, health care and food and housing assistance. Eligibility for these public benefits (SSI, SNAP, Medicaid) require meeting a means or resource test that limits eligibility to individuals to report more than $2,000 in cash savings, retirement funds and other items of significant value. To remain eligible for these public benefits, an individual must remain poor. For the first time in public policy, the ABLE Act recognizes the extra and significant costs of living with a disability. These include costs, related to raising a child with significant disabilities or a working age adult with disabilities, for accessible housing and transportation, personal assistance services, assistive technology and health care not covered by insurance, Medicaid or Medicare.

   For the first time, eligible individuals and families will be allowed to establish ABLE savings accounts that will not affect their eligibility for SSI, Medicaid and other public benefits. The legislation explains further that an ABLE account will, with private savings, "secure funding for disability-related expenses on behalf of designated beneficiaries with disabilities that will supplement, but not supplant, benefits provided through private insurance, Medicaid, SSI, the beneficiary's employment and other sources."

3. **Am I eligible for an ABLE account?**

   Passage of legislation is a result of a series of compromises. The final version of the ABLE Act limits eligibility to individuals with significant disabilities with an age of onset of disability before turning 26 years of age. If you meet this criteria and are also receiving benefits already under SSI and/or SSDI, you are automatically eligible to establish an

ABLE account. If you are not a recipient of SSI and/or SSDI, but still meet the age of onset disability requirement, you would still be eligible to open an ABLE account if you meet SSI criteria regarding significant functional limitations. The regulations to be written in 2015 by the Treasury Department will have to explain further the standard of proof and required medical documentation. You need not be under the age of 26 to be eligible for an ABLE account. You could be over the age of 26, but must have the documentation of disability that indicates age of onset before the age of 26.

4. **Are there limits to how much money can be put in an ABLE account?**

The total annual contributions by all participating individuals, including family and friends, is $14,000. The amount will be adjusted annually for inflation. Under current tax law, $14,000 is the maximum amount that individuals can make as a gift to someone else and not pay taxes (gift tax exclusion). The total limit over time that could be made to an ABLE account will be subject to the individual state and their limit for education-related 529 savings accounts. Many states have set this limit at more than $300,000 per plan. However, for individuals with disabilities who are recipients of SSI and Medicaid, the ABLE Act sets some further limitations. The first $100,000 in ABLE accounts would be exempted from the SSI $2,000 individual resource limit. If and when an ABLE account exceeds $100,000, the beneficiary would be suspended from eligibility for SSI benefits and no longer receive that monthly income. However, the beneficiary would continue to be eligible for Medicaid. States would be able to recoup some expenses through Medicaid upon the death of the beneficiary.

5. **Which expenses are allowed by ABLE accounts?**

A "qualified disability expense" means any expense related to the designated beneficiary as a result of living a life with disabilities. These include education, housing, transportation, employment training and support, assistive technology, personal support services, health care expenses, financial management and administrative services and other expenses which will be further described in regulations to be developed in 2015 by the Treasury Department.

6. **Where do I go to open an ABLE account?**

Each state is responsible for establishing and operating an ABLE program. If a state should choose not to establish its own program, the state may choose to contract with another state to still offer its eligible individuals with significant disabilities the opportunity to open an ABLE account.

After President Obama signs the ABLE Act, the Secretary of the Department of Treasury will begin to develop regulations that will guide the states in terms of a) the information required to be presented to open an ABLE account; b) the documentation needed to meet the requirements of ABLE account eligibility for a person with a disability; and c) the definition details of "qualified disability expenses" and the documentation that will be needed for tax reporting.

No accounts can be established until the regulations are finalized following a public comment period on proposed rules for program implementation. States will begin to accept applications to establish ABLE accounts before the end of 2015.

7. **Can I have more than one ABLE account?**

No. The ABLE Act limits the opportunity to one ABLE account per eligible individual.

8. **Will states offer options to invest the savings contributed to an ABLE account?**

Like state 529 college savings plans, states are likely to offer qualified individuals and families multiple options to establish ABLE accounts with varied investment strategies. Each individual and family will need to project possible future needs and costs over time, and to assess their risk tolerance for possible future investment strategies to grow their savings. Account contributors or designated beneficiaries are limited, by the ABLE Act, to change the way their money is invested in the account up to two times per year.

9. **How many eligible individuals and families might benefit from establishing an ABLE account?**

There are 58 million individuals with disabilities in the United States. To meet the definition of significant disability required by the legislation to be eligible to establish an ABLE account, the conservative number would be approximately 10 percent of the larger group, or 5.8 million individuals and families. Further analysis is needed to understand more fully the size of this market and more about their needs for new savings and investment products.

10. **How is an ABLE account different than a special needs or pooled trust?**

An ABLE Account will provide more choice and control for the beneficiary and family. Cost of establishing an account will be considerably less than either a Special Needs Trust (SNT) or Pooled Income Trust. With an ABLE account, account owners will have the ability to control their funds and, if circumstances change, still have other options available to them. Determining which option is the most appropriate will depend upon individual circumstances. For many families, the ABLE account will be a significant and viable option in addition to, rather than instead of, a Trust program.