

# NEWSLETTER



2021 Vol. 11, No. 1

## Letter from the President



When I wrote my first letter as President of the Fourth District way back in February, I implored our members to practice kindness and to get more involved in organized dentistry.

And you did! Just not in the way any of us anticipated. This is 2020, after all.

After the initial shock of the shutdown, dentists rallied to protect our patients, staff, and our profession. We took it upon ourselves as an organization that values evidence-based research to decipher the rapidly changing information from the CDC, WHO, and Department of Health and

disseminate the most current recommendations to members and nonmembers. Offices and clinics modified their equipment and protocols as the local, state, and national dental associations sent out updates. Individuals donated their own PPE to hospitals; the ADA then provided access to PPE for its members as new shipments became available. Practice owners were able to view webinars that explained the Payroll Protection Plan and Small Business Administration Loans. Many of us jumped on Zoom to keep up to date with remote meetings or for continuing education. Social media sites brimmed with previously uninvolved members now fully engaged with others in their field in an effort to stay informed. Letters and op-eds were written and interviews were given to reassure the public how our profession would adapt to the necessary changes.

As I write this in mid-October, most folks in our area now comply with a

shrug as they try to go about their lives while wearing a mask. But observing the behavior of patients and others during this pandemic provided some insight to my own evolving feelings. Some people I have encountered since March have been belligerent and hostile, some incredibly on edge, some genuinely afraid, and some just “over it.” As a dentist, I have never seen so many fractured teeth or cases of TMD as I have in the past several months, no doubt the result of these stressful times. Nor have I seen so many people, particularly teenagers, with little to no motivation for oral hygiene; they don’t leave their homes, so why should they brush their teeth? Denial, anger, bargaining, depression, acceptance. Society is going through the stages of grief. Not only for the loved ones some of us have lost, but for the life and world we thought we had. Typically type-A and autonomous, (continued pg. 2)

## **Letter from the President**

(continued from pg. 1) I fear this lack of agency may have hit dentists particularly hard. I fully admit I am one of these people. In addition to coping with these changes in our personal lives and worries about the health and safety of ourselves and loved ones, we witnessed how quickly our professional lives were essentially seized with no clear answer as to when we could resume our calling. I can't help but wonder if we will be closed again by a second wave when this letter reaches you in the winter.

This year has been exhausting. Remember not knowing what phase we were in, or if we were in a phase at all? Or that time the governor gave us less than 24 hours' notice that we could resume normal dental care? Most dental offices in New York essentially lost a quarter of a year of normal production. Patient care has been backed up, and the offices that reopened are struggling to meet the built-up demand and the effects of lack of routine care while adhering to new protocols and limitations. Doctors had to figure out ways to accommodate staff that may have been frightened, furloughed, or had their lives upended by childcare issues. For all the praise we give to how quickly we adapted to virtual communication, most of us that have children at home would agree that limited or no in-person learning has been a game-changer for getting back to anything resembling normalcy. Some of us went into early, unplanned retirement, sometimes with nerve racking results. Dental school students and residents had their education upended. And we must never forget the real, human toll the actual virus has taken; the health affected and lives lost. For those reading this that have suffered personally, please know my heart is with you.

Despite everything we have endured as a society, a profession, and as individuals, I am optimistic that we will do better moving forward. At the time of my writing, fewer than 1% of dentists in the U.S. have tested positive for COVID-19. No outbreaks have been linked to a dental practice. Most of the time, our job simply cannot be done remotely. It often generates aerosols. Patients must take their masks off for us to do our job. PPE is part of our normal routine and we quickly adapted to enhanced protections and recommendations. The public needs to know how ready we are, as a group, to evolve. We have always been concerned about aerosols and "germs," we are a highly regulated profession, and we generally are comprised of people who like predictability. Our messaging needs to be unified through this pandemic. The lack of routine care that patients received – not just in dentistry, but in all fields of health care (an oncologist I spoke to was shocked to learn that chemo was considered "elective") put so many patients at a disadvantage and jeopardized their well-being. It was an ethical nightmare to refuse treatment to patients for conditions that were not considered an emergency by a bureaucratic body but were still distressing to the individual, things we would have easily rectified in a different time. If a doctor or staff member does not feel that it is safe to return to life as normal, it is fine for them, or any other person, to do what they feel is prudent for the safety of themselves or their loved ones. But as a profession with a unique skill set, we owe it to the people that we have taken an oath to treat to be available to them and to remind the public that oral health care is an essential part of systemic health. My hope for what remains of this unusual year, and the duration of the pandemic, is that we are able to tend to those who call upon us in a time of need while continuing to demonstrate to all our dedication to the safety of ourselves, our staff, and our patients. I know that we can rise to the occasion.

Be safe, be well, and be kind.

Laura Johnstone, DDS

**Fourth District Dental  
Society of New York**  
**NEWSLETTER**  
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This newsletter is the official publication of the Fourth District Dental Society. It is published three times a year: Fall, Winter, Spring/Summer. Unless officially adopted by the Fourth District Dental Society and so indicated, opinions expressed in this publication are not necessarily the views of the association.

Please contact the Fourth District office with changes to your home or office address, phone number, or email.

## News Updates:

### Friday, March 19, 2021

Virtual course given by Dr. Jeannette MacLean for 6 CEU. AM Session: "Be SMART: Improve Your Practice with Silver Diamine Fluoride, Glass Ionomer Cement, and the Hall Technique". PM Session: "Minimally Invasive Cosmetic Treatment Options for Enamel Defects" Attendees will register on the Third District Dental Society Website at:

<https://www.third-district.org/continuing-education-1>

### Friday, April 20, 2021 Tentative Date

AM Session: "Geriatric Dentistry: | PM Session: "Diagnostic Driven Dentistry"

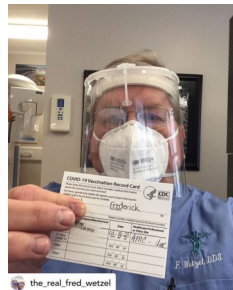
*Presented by Lou Graham, DDS*

### Facebook Group

The Fourth District now has a private Facebook group for Fourth District dentists. The page was created for members to post questions, updates and advice to one another. Please join today!

[www.facebook.com/groups/fourthdistrictdentalsociety](http://www.facebook.com/groups/fourthdistrictdentalsociety)

Local dentists posting on Instagram after getting the Covid-19 vaccine.



## In Memoriam

Dr. Jed Ida  
Dr. Raymond Dilzer  
Dr. Harold Gilbert  
Dr. Reinald Chutter  
Dr. Roy Oyangen  
Dr. Peter Collins

## Retired Members

Dr. Michael McGovern  
Dr. Mohammad Afzal  
Dr. William Sandak  
Dr. Kent Molino  
Dr. John Manne  
Dr. Jerome DeSnyder  
Dr. Anthony Ferraro  
Dr. Vincent F. Fuschino

## Changes to NYS Paid Sick and Safe Leave – What You Need To Know

Over the past year, there have been many changes and updates to laws that impact us all. The new NYS Paid Sick and Safe Leave law took effect on September 30<sup>th</sup>, 2020 and is important to be aware of. Please note this is separate from and additional to quarantine leave related to COVID-19. This is not the same as New York's COVID-19 Sick Leave Law, which is a completely different sick leave benefit limited to COVID-19 situations.

In its simplest form, this new law covers all private sector workers and guarantees them up to 40 hours of sick time. This includes full time, part time, seasonal and temporary employees. The chart below from DOL, shows the legal requirements based on the number of employees and net income.

| Number of Employees | Employer Sick Leave Requirements   |
|---------------------|--|
| 0 - 4               | If net income is <b>\$1 million or less</b> in the previous tax year, the employer is required to provide up to 40 hours of <b>unpaid</b> sick leave per calendar year.    |
| 0 - 4               | If net income is <b>greater than \$1 million</b> in the previous tax year, the employer is required to provide up to 40 hours of <b>paid</b> sick leave per calendar year. |
| 5 - 99              | Up to <b>40</b> hours of <b>paid</b> sick leave per calendar year.   |
| 100+                | Up to <b>56</b> hours of <b>paid</b> sick leave per calendar year.   |

*For counting employees, small employers who reported a net income of less than \$1 million do not need to pay their employees sick leave, but must provide the additional allotted leave time. Note: "calendar year" means the 12-month period from January 1 to December 31. For other purposes, including use and accrual of leave, employers may set a calendar year to mean any 12-month period.*

The employer is now required to accrue employee sick time starting September 30<sup>th</sup> 2020. Employees cannot, however, begin to use sick leave time until Jan. 1, 2021. Specifically, the law states that employees begin accruing sick time at a rate of 'not less than 1 hour for every 30 hours worked'. Employers are permitted to require that leave be used in increments (e.g., 15 minutes, 1 hour, etc.) but may not set the minimum increment at more than 4 hours.

Please refer to <https://www.ny.gov/programs/new-york-paid-sick-leave> for more details and questions.

What Qualifies as Sick or Safe Leave? See below handy guide:

### Sick Leave:

- For mental or physical illness, injury, or health condition, regardless of whether it has been diagnosed or requires medical care at the time of the request for leave; or
- For the diagnosis, care, or treatment of a mental or physical illness, injury or health condition; or need for medical diagnosis or preventive care.

### Safe Leave:

- For an absence from work when the employee or employee's family member has been the victim of domestic violence as defined by the State Human Rights Law, a family offense, sexual offense, stalking, or human trafficking due to any of the following as it relates to the domestic violence, family offense, sexual offense, stalking, or human trafficking:

◇ to obtain services from a domestic violence shelter, rape crisis center, or other services program;

(Continued on next page)

## Changes to NYS Paid Sick and Safe Leave – (Continued)

- ◇ to participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members;
- ◇ to meet with an attorney or other social services provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding;
- ◇ to file a complaint or domestic incident report with law enforcement;
- ◇ to meet with a district attorney's office;
- ◇ to enroll children in a new school; or to take any other actions necessary to ensure the health or safety of the employee or the employee's family member or to protect those who associate or work with the employee.

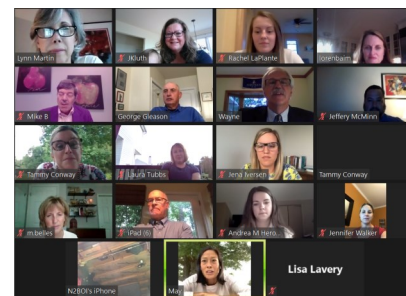
## Women Dentist Meeting

The annual Fourth District Women Dentist Meeting took the form of an outdoor garden party, held at the home of Dr. Loren Baim on September 12, 2020. The date was chosen to celebrate the life and legacy of Dr. Mark Bauman, who was born on September 12, 1947. Dr. Bauman was a co-founder of the district's Women Dentist Meeting in 2009, and a beloved friend and colleague to many. We were lucky to have ADA VP-elect Dr. Maria Maranga speak to the attendees. The event was co-hosted by Dr. Loren Baim, the Women Dentist Chairs, Drs. May Hwang and Christina Cocozzo, and the Fourth District Dental Society. The event sponsors were Bank of America, MLMIC, Stored Tech, Whiteman Osterman & Hanna and Wealth Advisory Group. (Top photo: Dr. Maria Maranga; Bottom photo: Attendees in the outdoor tent)



## Mark A. Bauman Scholarship Award

On August 31, 2020 the Fourth District Dental Society presented the first annual Dr. Mark A. Bauman Scholarship Award to Ms. Rachel LaPlante via zoom meeting. The award was established to honor Dr. Bauman's contributions to the Fourth District. Each year a first-year hygiene student at HVCC will be chosen who demonstrates attributes consistent with Dr. Bauman's professional characteristics: potential for leadership, activity in their community, and support of their fellow students. Dr. Wayne Harrison and Dr. May Hwang led the award ceremony.



## CE/Golf Outing: September 25, 2020

The annual CE and Golf outing was held at the Hiland Golf Club on September 25, 2020. Mike McEvoy, PhD, NRP, RN, CCRN presented "Infection Control" with an Update on COVID-19. There were 72 course attendees and 51 golfers. The putting contest was won by Dr. John Milza. Team Winners were Drs. Robert Berls, Andy Singh, John Guarracino and Jason Decker.

## Medical Emergencies in the Dental Office: Why CPR is Not Enough:

On October 23, 2020 the Fourth District hosted a continuing education course entitled “Medical Emergencies in the Dental Office: Why CPR is Not Enough”. The course was held at the beautiful Fort William Henry Resort in Lake George. All participants observed the latest COVID-19 protocols as speaker Dr. Larry Sangrik lectured via zoom to a group of fifty dentists and staff. The engaging lecture covered strategies to prevent, identify and respond to potential medical problems that can occur in the dental office. It is critical that both practitioners and their staff are trained and aware of the proper protocols to follow. In his lecture, Dr. Sangrik referred to this quote attributed to an anonymous Navy seal: “*Under pressure, you don't rise to the occasion, you sink to the level of your training.*” This quote really highlights the importance of the entire dental team having a plan to handle such emergencies and routine training on these processes. Dr. Sangrik recommended every dental office have the following items in an emergency kit:

- Medical response manual
- 3 sizes of analog blood pressure cuffs (child, adult, xlarge)
- Stethoscope
- AED
- Paper, pen and clipboard to record vitals and medications given
- Brown paper bag (for hyperventilating patient)
- Chewable Aspirin
- Albuterol inhaler
- Nitroglycerin Tablets
- Diphenhydramine
- Ammonia inhalants
- Glucose meter and strips
- Glucose tablets and glucose gel
- Child and Adult Epi Pens
- Portable oxygen tank with nasal cannulae
- Pocket mask and Bag-Valve-Mask (e.g Ambu-bag)
- \* Be sure to have a staff member assigned to checking the expiration date on these items twice a year and placing the emergency kit in a very visible and easy to access location.



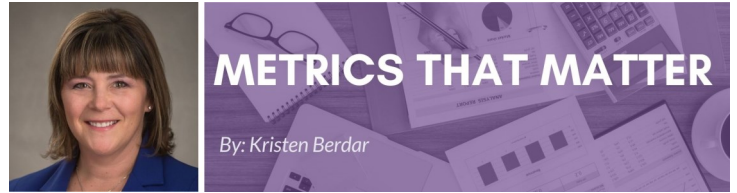
## Continuing Education for Licensure - New York State Dental Foundation

Some regulations restrict licensees to a certain percentage of self-study for continuing education requirements. In response to the evolving situation with the Novel Coronavirus (COVID-19), and for those licensees whose registrations are due to renew March 1, 2020 – January 1, 2022, the Department will grant an adjustment to all licensees to complete up to 100% of the continuing education as self-study, provided that it is taken from a Department-approved provider and is in an acceptable subject area for the specific profession.

Additionally, the Department will grant an adjustment to all licensees, regardless of registration renewal date, to utilize self-study for any coursework taken during the period from March 1, 2020 – January 1, 2022, provided that it is taken from a Department-approved provider and is in an acceptable subject area for the specific profession. Coursework taken outside that timeframe must meet the continuing education requirements in each individual profession's laws and regulations.

## **Financial Metrics that Matter** -By: Kristen Berdar, CPA, CMA. Partner BST & Co. CPAs, LLP

Achieving and maintaining profitability for your practice is essential and having the capability to track key metrics that measure productivity is core to being successful. In this article, we will discuss how metrics, when used effectively, can help to facilitate the profitability of your practice.



### Insight to drive key decisions

Metrics that helps businesses get to or through a decision-making point are important and can influence long-term matters such as infrastructure requirements or nearer-term matters such as staff productivity.

### Metrics presented through dashboards

Metrics can be effectively presented via a “dashboard” which presents all important data in a single place. Dashboards – fueled by key metrics - empower management to make fast and data-driven decisions based on the latest information.

### Time Savings

Clients invariably point to time savings as a benefit to having data and metrics presented in an easy to use manner. Dashboards can be structured to pull data from disparate and non-connected sources. Clients also appreciate the *role-based* nature of metrics and dashboards.

### Metrics and dashboard facilitate decision making

One of the tremendous features of dashboards is the ability to visually present a businesses’ story. The days of poring through multi-tabbed spreadsheets or, even worse, reams of paper are now replaced with information presented in a very visually engaging and easy to read manner. Plus, financial reports can easily be converted into graphs, pie charts, bar graphs, etc.

### Using metrics expertly and properly

Structuring and using metric driven dashboards should be led by an experienced financial professional as these professionals can assist in interpreting what information means and how to strategically assess it.

We welcome you to explore this topic in more depth in our on our website at <https://www.bstco.com/metrics-that-matter>. Should you want to discuss how we may be of service to your practice you can reach me via email at [kberdar@bstco.com](mailto:kberdar@bstco.com) or at 518.459.6700 ext. 396.

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## **Assisting Veterans in Need of Dental Care**

A special recognition to our colleague Dr. Jim Galati who was able to provide dental care for a veteran in need of treatment through the nonprofit organization Everyone For Veterans. Founded in 2008, by Dr. Theresa Cheng, Everyone For Veterans mission statement is to ‘improve the quality of life of veterans by connecting them to their communities for services and goods.’ Thank you, Dr. Galati, for helping out our local veterans. <https://www.everyoneforveterans.org/dental-program.html>



## New Members

**Dr. Kadeem Bartley**  
University of Connecticut (2015)  
Pedodontics  
Smile Lodge, Clifton Park

**Dr. Golaleh Barzani**  
UMDNJ (2011)  
Oral Surgery  
SCOMSA, Saratoga

**Dr. Yusef Bhatti**  
Tufts University, 2014  
Pedodontics  
Amsterdam Pediatric Dentistry

**Dr. Matt Boswell**  
Nova Southeastern University  
Pedodontics  
Smile Lodge, Clifton Park

**Dr. Christopher Burns**  
University of New England (2018)  
General Practice  
Sitwell Dental, Clifton Park

**Dr. Hannah Callen**  
Stony Brook (2017)  
Pedodontics  
Smile Lodge, Clifton Park

**Dr. Jamie Cohn**  
SUNY Buffalo (2011)  
General Practice  
Glens Falls

**Dr. Deanna Davidyuk**  
University of Pittsburgh School of Dental  
Medicine (2017)  
General Practice  
Geyser Road Family Dentistry, Ballston  
Spa

**Dr. Holly Fadie**  
Tufts University (2018)  
Pedodontics  
Smile Lodge, Clifton Park

**Dr. Carl Fusco-Gessick**  
SUNY Buffalo (2018)  
Pedodontics  
Smile Lodge, Clifton Park

**Dr. Ashley Lerman**  
Columbia University (2018)  
Pedodontics  
Smile Lodge, Clifton Park

**Dr. Daniel Osorio**  
NYU (2017)  
General Practice  
Scotia Glenville Dental Center

**Dr. Angie Ramirez-Cruz**  
NYU (2019)  
General Practice  
Aspen Dental, Saratoga Springs

**Dr. Hillary Roberts**  
Midwestern University (2017)  
General Practice  
Gentle Touch Family Dentistry, Platts-  
burgh

**Dr. Katie Tonkin**  
West Virginia University (2016)  
General Practice  
Clifton Park

**Dr. Michael Valla**  
Georgetown (1986)  
General Practice  
Johnsonville

**Dr. Edmund Wun**  
University of Maryland Dental School  
(2006)  
Oral Surgery  
SCOMSA, Saratoga