

Report No.	20	New <input checked="" type="checkbox"/>	Substitute <input type="checkbox"/>	Amendment <input type="checkbox"/>
Submitted By:	Board of Trustees			
Date Submitted:	May 5, 2025	Reference Committee <input checked="" type="checkbox"/>	Direct to House <input type="checkbox"/>	
Total Financial Implication:	None			
Amount One-time	\$ none	Amount On-going	None	

Activities of the Board of Trustees

1 The Board held regular meetings on September 25-26, 2025, January 30, 2026,
2 and April 27, 2026. Minutes of these meetings are on file in the NYSDA office and
3 have been distributed to the Board of Trustees and to other leaders.

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5 The September 2025 meeting produced numerous changes to the Board Rules
6 pursuant to suggestions from the legal review the Board conducted from 2024-
7 2025. A complete copy of the amended Board Rules and document-retention
8 schedule is appended here for the House’s information. These changes all
9 enjoyed broad support from the Board.

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11 A few recommendations from that Board legal review affect the Bylaws and
12 are, therefore, posted as resolutions for the House’s consideration. The first
13 proposed change specifies how a Board member may resign and when that
14 resignation becomes effective (immediately). The second centers primarily
15 on how Board meetings can be called and restricts the conduct of Board
16 business outside of stated meetings. The third seeks to ensure
17 confidentiality on personnel matters and of executive sessions of the Board.

18
19 The Board also decided at that September meeting to replace the audit firm it
20 has used for decades. The new firm, Bonadio & Co., provides a fresh look at our
21 books and our financial practices, and at a lower price.

22
23 At its January meeting, the Board approved a request from the New York State
24 Dental Foundation for a \$25,000 contribution for 2026. It is included in the 2027
25 Budget in the Board’s own department. Virtually all membership associations
26 provide their affiliated foundations with some level of financial support, and the
27 Board urges NYSDA to continue such funding into the future.

28
29 Our January Board meeting also included a presentation for a professional
30 employer organization (PEO). A PEO is a firm that provides comprehensive HR
31 services—such as payroll, benefits administration, and compliance support—to
32 small and mid-sized businesses. It operates through a co-employment model,

33 where the PEO acts as the "employer of record" for administrative and tax
34 purposes, while the business owner retains full control over day-to-day
35 operations and management of employees.

36
37 While the Board felt this was an innovative way to approach health insurance, the
38 plans are not true group plans but simply different community-rated plans. And it
39 didn't think enough members would be ready to turn over so many services to a
40 PEO, nor extend health insurance to their entire staff without a serious discount.

41
42 As most leaders know, our current executive director will be retiring at the end of
43 2026. In January, the Board began interviewing five executive search firms to
44 assist in hiring the next executive director. It ultimately selected Tuft &
45 Associates, Inc., from Chicago. The estimated cost is \$80,000, plus out-of-pocket
46 expenses, and the agreement calls for two candidates to be presented to the
47 Board for its consideration. This firm has placed other state dental association
48 Eds, as well as the ED in one of our component societies.

49
50 Dr. Edwards announced formation of a Board Search Committee to lead this
51 effort and work with Tuft. The committee is comprised of himself as chair, and
52 Drs. Amarilis Jacobo, Lynn Stacy, Paul Leary, Brendan Dowd, John Demas,
53 Michael Shreck, Fabiola Milord, Ada Cooper, and Lauren Heisinger.

54
55 Dr. Edwards had previously formed another committee to develop suggestions for
56 the State Board for Dentistry as it reviewed regulations for dental anesthesia.
57 That committee submitted its recommendations to the State Board, and we are
58 awaiting their proposed changes.

59
60 Our executive director recently met with representatives from the NYS
61 Department of Health to further protest the accreditation requirement in the
62 department's proposed dental CBCT regulations. We impressed upon the
63 department how onerous these requirements will be, and how they could
64 incentivize dentists to use CBCT machines when a lower-level scan would be
65 appropriate.

66
67 The NYSDA office lease will expire at the end of 2027. There is general
68 consensus that we have more space than we really need. The Board received a
69 proposal from a tenant broker to help us define our space needs and bid out
70 requirements to various Albany-area landlords. The Board decided to first reach
71 out to our current landlord to see if they could offer us a better option without the
72 commission associated with a real estate broker.

73
74 The ADA Council on Membership recently approved a proposed dues **pilot**
75 **program** to extend the reduced dues for early career dentists over seven years.
76 It would be as follows:

- 77 • Years 0-1: Free
- 78 • Years 2-5: discount of 75%

- 79 • Year 6: 50% discount step
- 80 • Year 7: 25% discount step

81
82 This will now go to the ADA Board for consideration at its June 5 meeting. They
83 have the ability to adopt it as a pilot program under their bylaws. If adopted, it
84 would apply to all ADA members for 2027. And, if approved, the ADA would
85 encourage states to match these discounts. The Board plans to discuss this at its
86 next meeting at the conclusion of the House meeting. The NYSDA Board also
87 has the ability to adopt this on a pilot program basis.