

NEWSLETTER



Fall 2018 Vol 8 No 3

Letter from the President



I cannot remember a period in my life when time has passed so quickly. This year has flown by and it has been

my pleasure to serve as president. This year we celebrated the 150th anniversary of our district and also that of the New York State Dental Association. I am proud to be part of such a legacy. I have developed so many friendships and have experienced great camaraderie while in office. I invite anyone interested in organized dentistry to get involved with the Fourth District. I am sure you would have an experience as wonderful and rewarding as mine. Change can only happen with your participation!

Upon leaving office I want to express some final thoughts. I have observed over my 10 years in private practice that our culture as a whole appears to be

becoming less and less focused on personal relationships. Technology, although useful and convenient, is replacing face to face interaction. Dental practices seem to be emphasizing more on production rather than the doctor patient relationship. And school debt has laid a heavy burden on new dental graduates, forcing many to make decisions focused on repayment rather than accomplishment. In the midst of this current age, I want our profession to take the time to place relationships first. The Fourth District is mostly comprised of smaller communities and what a shame it would be if we lost the intimacy that a smaller neighborhood can provide. So I urge everyone from the new graduate to the retiring dentist to please take the time to preserve the personal interaction, trust and care that a dentist can provide the patient and his or her community.

I would like to take this opportunity to publicly thank the board of directors for their support and service to the entire district. I extend a personal

thanks and distinguished recognition to Lynn Martin for her service as the Executive Director. Without her tireless efforts and attention to detail the Fourth District would not run so smoothly. I look forward to passing the office onto Dr. Maybelle Hwang and I have full confidence in her ability to lead our district in the coming year.

Thank you,
Jacob Merryman, D.D.S.
Fourth District President

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**Fourth District Dental
Society of New York
NEWSLETTER**

Fall 2018 Vol. 8, No. 3

**Fourth District Dental Society
of the State of New York**

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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, February 1, 2019

“What’s New in Pediatric Dentistry for the General Practitioner: The Cutting Edge” presented by Dr. Carla Cohn at the Century House, Latham.

Friday, March 1, 2019

“Clinical Protocols for Full-Arch Fixed Implant-Supported Prosthesis” presented by Dr. Avinash Bidra at the Century House, Latham.

Friday, April 12, 2019

“Modern Diagnostics for Today’s Dental Practice” presented by Dr. Lou Graham at the Century House, Latham.

Friday, October 18, 2019

“From Here to Eternity: How To Set Up Your Treatments and Practice for Long Term Success” presented by Dr. Mark Malterud at the Fort William Henry Resort, Lake George.

Saratoga Dental Congress 2019

The next Saratoga Dental Congress is scheduled for **Thursday May 23 and Friday May 24, 2019**



In Memoriam

Dr. William P. Schlansker

Retired Members

Robert W. Keba
John B. Turco

Michael R. Breault
William J. Brennan

Life Members

Michael J. Comis
Gary A. DiSanto-Rose
Anthony W. Ferraro
Caleb A. George

Wayne S. Harrison
Alfred J. Morini, Jr.
Kevin D. Poupore
John F. Van Schaick



ADA Hawaii

Dr. Chad Gehani was voted in as ADA President-Elect at the ADA meeting in Hawaii. Pictured: Dr. Frederick Wetzel, Dr. Rekha Gehani, Dr. Chad Gehani, Dr. James Galati, Dr. Kirk Gleason (who served as Dr. Gehani’s campaign manager) and his wife Dale Gleason.

2018 Annual Fourth District Golf Tournament

Following the Cyber Security course on September 21, 2018, the Annual Fourth District Golf Tournament was held at the Hiland Golf Course in Queensbury. There were 53 golfers who participated in the collegial event. The winners of the golf tournament were Jon Montag, John Guarracino, Andy Singh and Bob Berls. The continuing education course and golf tournament were supported by the following sponsors: Adirondack Oral & Maxillofacial Surgery, Alexander Orthodontics, Bank of America Practice Solutions, Cooney Orthodontics, Dentsply Implants, Dentsply Sirona Endodontics, James E. Galati, DDS, Hayes Handpiece, Henry Schein, Hoskinson Orthodontics, Kavov Kerr, MLMIC, Rochester Technical Group, Inc., Saratoga National Bank, SCOMSA, TD Bank, and VOCO.



Dr. Dave Delaney and Dan Canniff



John Klingbeil, Bill Hefner, Dr. Jim Galati and Joe Sheridan



Dr. Richard Hoskinson and Dr. Tom Merten



Dr. Robert Berls



Dr. Jon Montag



Dr. Tim Lynch, Mr. David Snyder and Dr. Jeremy Lassetter



Dr. Kirk Gleason, Dr. Gary DiSanto-Rose and Dr. Rich Dunham



Dr. Brendan Cooney and Dr. Vince Filanova



Dr. Bill Hogan and Dr. Tom Patregnani

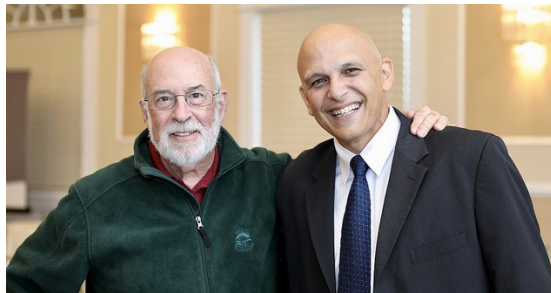
Cyber Security Course

We have all read the headlines about cyber attacks such as those on Equifax, which is estimated to have cost more than \$600 million. Medical device maker Medtronic had to disable internet updates for 34,000 pacemakers after a group of hackers sent a letter claiming the system was vulnerable and “could result in harm to a patient”.

Unfortunately, cyber attacks hit small businesses too. USA Today reports that cyber attacks cost small business between \$84,000 and \$148,000. And in today’s connected wireless world – dentists have a virtual treasure trove of data. From patient records including social security and credit card numbers, health history, date of birth, etc. There is a clear need to have a plan to protect your business and your patients from potential cyber attacks.

This was the background to the September 21, 2018 discussion with Dr. Bijan Anvar at the **Annual 4th District Golf CE event**. It was a lively and educational presentation, attended by 43 member dentists and staff, that helped cement the need to now have an “IT Person”. Some key takeaways to help prevent your business from becoming a victim include:

- * Passwords – a longer password, doesn’t necessarily mean a more difficult password to hack. Consider misspelling words or adding numbers in between words. The non standard words take more time and effort for computers to guess.
- * Back up your data – make sure to have all of your data backed up on a regular schedule. In addition, make sure to test your back up data.
- * Have a person that is designated as your computer expert with a clear responsibility of protecting from cyber attacks. Keep in mind the threats to cyber security come in more than one form, from Wi Fi access to locking your databases to absent minded clicking on email attachments.
- * Consider having a separate computer not connected your network for employees personal use.
- * Communicate with office staff the importance of cyber security and the role they play in keeping patient data safe.



Dr. Marc Bauman and presenter Dr. Bijan Anvar.

New Pass Through Deduction Impacts Retirement Planning Mary Mlock CPA

The Qualified Business Income Deduction (QBID) was enacted as part of The Tax Cuts and Jobs Act of 2017. This was intended to provide certain small businesses and partnerships, like dental practices, an additional deduction in light of the significant tax rate reductions given to many corporations.

The QBID (around 20% on average) is available to individual, estate, or trust owners of these businesses that report income on their individual tax return. However, the deductions phase out for income between \$157,500 - \$207,500 for an individual, or \$315,000 - \$415,000 for a married couple filing jointly. Businesses that can reduce taxable income below these limits can take advantage of the deduction. One way to do this, and save for retirement at the same time, is through contributions to a qualified retirement plan.

Many professional practices already have defined contribution (DC) plans, like a 401(k), which are providing them with the maximum deductible contribution. In 2018, the contribution limit to a DC plan is \$55,000, plus \$6,000 for those over age 50. However, by adding a defined benefit plan, commonly known as a “cash balance plan,” the tax deductible contribution can go up significantly. The amounts usually vary by age, but can range from \$100,000 for younger business owners to over \$300,000 for someone near retirement.

The analysis to determine if a cash balance plan is a practical solution is complicated and requires a team of tax, retirement plan and financial planning experts who understand the rules and can analyze the impact on the business and its owners in terms of tax savings, cash flow and retirement security. This solution is not for everyone, but for the right business it could be perfect.

Article provided by: Jim Hogan, Director of Business Development BST & Co. CPAs, LLP, 26 Computer Drive West, Albany, NY 12205, (518) 459-6700 Ext. 371, <http://www.bstco.com>

Women Dentists Meeting

On October 18, 2018 the Women Dentist Meeting was held at Panza's in Saratoga Springs. Co-Hosts May Hwang and Christina Cocozzo organized a delightful evening of fellowship and learning. There were 30 dentists in attendance, and one beautiful and very well-behaved baby as well.

Kevin M. Hedley, MS, CPA, PFS Partner, Hedley & Co., PLLC gave an informative presentation on the changes in the tax codes for 2018. He gave insight into changes in the law regarding exemptions and depreciation. He also discussed possibilities for shifting certain work-related expenses from employee to employer in such a way as to make it beneficial for all.

New member Dr. Brian Carkner, an OMFS who practices in Queensbury with Drs. Kelling and Condry, reviewed with the attendees a series of medical emergencies that may present themselves in the dental setting. It was an eye-opening review of how to manage potential emergency situations.

At the end of the evening Mr. William Moore, owner of Moore Cruise and Travel, introduced attendees to vacation opportunities from Disney and beyond.

The generous sponsors of the evening were Bank of America, Bonadent, MLMIC, Adirondack Oral and Maxillofacial Surgery, and the Fourth District Dental Society.



Dr. Laura Johnstone and Dr. Jennifer L'Heureux.



Dr. Jessica Mulder and Dr. MaiAn Vu.



Dr. Shelly Nevard and Dr. Betina Pels-Wetzel.



Kevin Hedley speaking to the group.



Theresa Hughes of MLMIC, Dave Bartran of Bonadent, Dr. Christina Cocozzo and Kevin M. Hedley of Hedley & Co.

NY State Sexual Harassment Prevention Law takes effect

On October 9, 2018 the New York's Sexual Harassment Prevention Laws took effect. All employers, **regardless of business size**, operating in New York State are required to either adopt and use the State's model policy and training as-is, or to use the models as a basis to establish their own policy and training. **Effective October 9, 2018**, all New York employers must adopt a sexual harassment prevention policy to be distributed **in writing** to employees. The policy must include a standard complaint form, examples of prohibited conduct, and the procedure for the timely and confidential investigation of complaints. All employees working in New York State must receive **interactive, annual** sexual harassment training **by or before October 9, 2019**. Final, official materials can now be adopted and used by all dental practices. The materials are downloadable for free at the link for employers on the New York State Web site for sexual harassment at <https://www.ny.gov/combating-sexual-harassment-workplace/employers>. Information can be reviewed at this website concerning rules for mandatory arbitration and limitations of the use of nondisclosure agreements, as well as other facets of the new law.

New Dentist Meeting

On October 24th, the New Dentist meeting was held at the Saratoga Winery for all dentists who graduated within the last ten years. Drs. Seth Farren, Jonathan Schutze and Christian Mathiesen spoke about various ethical concerns and disciplinary processes that any dentist, new or seasoned, may encounter. The process of OPD investigation (Office of Professional Discipline, Department of Education) and Peer Review (NYS Dental Society components) were explained. It was a casual and inviting environment, allowing for open discussion.



Drs. Seth Farren, Laura Johnstone, Jonathan Schutze and Christian Mathiesen.



Drs. Phong Chung, Megan McMahon, Holly Jafarzade, Devin Harrison and Alexandra Porcu.



Ellis Hospital residents Drs. Ellyce Clonan, Brianna McCalmon-Bailey, Ryan Yurchak, and Sambhavna Khanna.



Drs. Stephan Vigliotti, Kate Houtz and Sarah Fox



Drs. Joseph Denning, Seth Farren, Christian Ruckert and Stephanie Fisher



Theresa Hughes of MILMIC, Sara Pomakoy of Adirondack Oral Surgery and Chad Widensky of Bank of America

Peer Review

According to the ADA Principles of Ethics and Code of Professional Conduct, dentistry holds a special position of trust in society. The profession's commitment to high ethical standards includes the need to have each constituent society establish a peer review program as a means of serving both the public and professionals for fair resolution of disputes.

The NYSDA Council on Peer Review and Quality Assurance follows the ADA guidelines. The Fourth District Dental Society has made peer review available to member dentists and their patients. It is a binding arbitration process that resolves appropriateness of treatment and quality of care disputes between patients and dentists who are NYSDA members.

The Peer Review process addresses complaints from patients regarding services rendered and is an opportunity for both the dentist and the patient to have such complaints resolved in a fair and civil manner. The ultimate outcome is a determination of whether or not fees for services in question should be refunded. By signing the Peer Review agreement, both the patient and the dentist agree to abide by the process. Both parties agree that no further action such as legal action or complaints to other agencies can take place.

The process begins when a patient submits an Agreement to Submit to Peer Review. The member dentist is required to participate in the process by signing a corresponding agreement and releasing copies of the patient's records and radiographs. The complaint will proceed through the Peer Review as long as the matter pertains to appropriateness of treatment and/or quality of care, is for treatment within the 2 ½ year statute of limitations and is not in litigation or has not been referred to the NYS Office of Professional Discipline.

The fees for the dental services in question are then determined. The dentist and the patient may be required make a payment to the district escrow account. The patient must pay any balance due for the service rendered. The dentist must pay any amount received by the practice for the service rendered.

Once escrow requirements are satisfied, mediation can begin. During this stage

of the process, both the patient and the dentist are contacted to see if a mutually agreeable settlement can be agreed upon by both parties. Compromises are acceptable. If a full or partial refund is agreed to by both parties, the process is complete and appropriate refunds are issued from the escrow account.

If an agreement can not be established through mediation, the next step is a Peer Review hearing. The hearing takes place at a neutral location. The patient, the dentist, a chair, three members of the Peer Review Committee who serve as the panel of peers and often a neutral lay person attend the hearing. Since it is Peer Review, general dentists make up the three member hearing panel for services provided by general dentists. Specialists serve on the panel for complaints against members of the respective specialties.

The Peer Review hearing is conducted in a manner that is respectful of all parties. The hearing begins as the patient explains to the panel the basis for their complaint and the dentist has the opportunity to respond to the panel. Each of the three members of the hearing panel then individually examines the patient in a clinical setting. After any final comments, the dentist and the patient are dismissed and an executive session takes place. The three members of the panel determine whether a full refund should be issued for each service in question. The outcome is determined by majority rule. Refunds are issued accordingly from the district escrow account.

Once the hearing is complete, the case is closed and both parties are required to abide by the outcome. There can be no other actions initiated by either the patient or the dentist with the exception of the possibility of an appeal to the NYSDA Council of Peer Review only for specifically defined reasons.

In Peer Review, everyone is treated fairly and, ultimately, everyone wins. Everything is confidential. The patient has the opportunity to make the case for a refund through a direct, well defined and inexpensive program. The dentist has the opportunity to defend quality and appropriateness of the care provided and avoids legal complications and 'pain and suffering' claims. The reputation of organized dentistry is enhanced by offering an ethical, methodical approach to doctor-patient disputes.

New Members

Dr. Karandeep Singh

- Graduated from Columbia Dental 2011
- AEGD from Columbia Dental 2012
- Practice owner of Saratoga Family Dentistry

Dr. Tanvir Singh

- Graduated from NYU Dental 2009
- AEGD New York Presbyterian Hospital 2010
- Practice owner of Saratoga Family Dentistry

Dr. Kayhan Zandieh

- Graduated from Buffalo Dental 2002
- Practices in Johnstown

Dr. Maya Velhankar

- Graduated from Buffalo Dental 2016
- GPR at St. Peter's Hospital 2017
- Practices at First Advantage in Niskayuna

Dr. Brian Carkner

- Graduated from Stony Brook Dental 2012
- OMFS residency at Northshore Hospital, LIJ. 2018
- Practices with Drs. Kelling and Condry in Queensbury

Dr. Rohit Trehan

- Graduated from NYU Dental 2016
- Practices at Aspen Dental in Saratoga Springs

Dr. Konstantina Sarandeva Geisberg

- Graduated from Buffalo Dental 2014
- Dental Anesthesiology residency at Wyckoff Heights Medical Center 2018
- New member of the 9th District working for Mobile Dental Clinic based out of Westchester
- Also practices in Ausable Forks
- Associate member to the 4th.

Dr. Stephan Vigliotti

- Graduated from Buffalo Dental 2011
- Certificate in Endodontics from Buffalo Dental 2016
- Practices in Saratoga Springs, formerly Dr. John Turco's practice

Dr. Daniel Fleming

- Graduated from Buffalo Dental 1991
- Practices in Saratoga Springs
- Returning member

Dr. Nabitha Kanagaratnam

- DMD from McGill University 2017
- GPR from Faxton-St. Luke's, New Hartford, NY 2018
- Will practice in Plattsburgh, NY



**Fourth District
Dental Society**

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Fourth District Newsletter

Update Your Profile

The ADA® Find-A-Dentist tool includes all ADA members who see patients. A dentist who has an actual photograph is eleven times more likely to be selected than a dentist who has the generic image. To get started, you simply go to the following link and update your profile, including a headshot: <https://findadentist.ada.org/>

