

QUICKBITES

COVID-19 UPDATE FOR ODA ANNUAL SESSION

All in-person events hosted by the ODA Annual Session will follow any city, county, state, federal and/or CDC COVID-19 mandates in place at the time of the event. All in-person attendees must abide by ODA's policies. Practices currently scheduled to be in place include hand sanitation stations throughout the event venues, the availability of face masks and shields, ticketing/registration of all in-person courses and events, and classrooms set not to exceed 75 percent capacity.

Visit www.oda.org/events-ce/annual-session-2021/ for the latest information and updates.

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EXPERIENCE THE 2021 ODA ANNUAL SESSION IN-PERSON AND VIRTUALLY

Annual Session, Events & CE

By ODA Staff

The 2021 ODA Annual Session is Sept. 30-Oct. 2 at the Greater Columbus Convention Center. This year's event features 132 in-person and 33 virtual CE credit hours so there is something for everyone!

"I am very, very excited about ODA's 2021 Annual Session. The last 18-plus months have been very difficult, often depressing. But now, we finally have an opportunity to attend outstanding CE courses and visit with colleagues and friends in one very convenient location," said Dr. Steve Moore, a past ODA president. "As an added bonus, we can enjoy great entertainment. I look very much forward to seeing everyone in Columbus!"

SEE NATIONALLY-KNOWN CE LECTURERS

The 2021 ODA Annual Session provides attendees the opportunity to see 45 great speakers in their own backyard. This year's speaker lineup features noted nationally-known lecturers including Dr. Uche Odiatu, Dr. Stanley Malamed, Dr. Josh Austin, Judy Bendit, RDH and Judy Kay Mausoff to name a few.

Courses can be added online throughout Annual Session and at the on-site



Participate in hands-on workshops at the 2021 ODA Annual Session which takes place Sept. 30-Oct. 2 in Columbus.

registration desk. Visit www.oda.org for information about what CE courses are still available.

ATTEND HANDS-ON WORKSHOPS

For nearly two years, the ability to participate in hands-on learning has been non-existent. At this year's ODA Annual Session, 10 different workshops are available for dentists and dental team members. From shading to appliances for sleep disorders, Silver Diamine Fluoride (SDF) to CAMBRA integration, and radiography

See ANNUAL SESSION, page 5

REGISTER NOW AT ODA.ORG

NEW DENTISTS RECONNECT, ENJOY TIME WITH FAMILIES, ANIMALS AT NEW DENTIST ZOO DAY

Events & CE, Membership Benefits

By ODA Staff

The ODA Subcouncil on New Dentists hosted an event for new dentists and their families at the Columbus Zoo and Aquarium on July 17. This was the first in-person event the ODA was able to hold in over a year due to the COVID-19 pandemic and attendees enjoyed being able to reconnect and network in-person again. 148 people attended the event, including 50 new dentists.

"This was my first year attending the New Dentist Zoo Day. A few of my friends in the field have attended before and have always said great things about the event," said Dr. Amar Vagadia, a general dentist in Doylestown and a member of the Subcouncil on New Dentists. "In trying to navigate these last two years, I received a lot of advice from the ODA in general and especially so from other new dentist members, some of whom I hadn't even met in person. It really showed me the importance of networking and being active in the dental community. The zoo event is a great way to do this in a fun and casual way. In addition, meeting everyone's family is a huge plus! I am looking forward to the next New Dentist Zoo Day."

Dentists in practice for 10 years or less were invited to come with their families to the zoo for the day, have lunch with other new dentists and attend a private animal



More than 100 new dentists and their families attended the New Dentist Zoo Day with the ODA.

showing.

During the event, attendees saw a penguin, an armadillo and a skunk.

"I thought this would be a good opportunity to meet other dentists and bring my kids to the zoo! My favorite part was the animal presentation," said Dr. Ashley Briody, an oral pathologist in Westerville. "I think it's a great family friendly activity for new dentists to get to know their peers in the area. My family and I really enjoyed it."

The ODA hosts events specifically for new dentists throughout the year. The 2021 ODA Annual Session features several

events for dentists who have been in practice for 10 years or less. And ODA members who qualify as new dentists will receive a one-time \$50 discount on any paid CE course they add to their registration.

A few highlights for new dentists include:

- The New Dentist Social will be Thursday, Sept. 30 at Denmark from 9-11 p.m.
- MATCH @ ODA Annual Session is a job match event for those interested selling or buying a dental practice, or looking for an opportunity to become

See ZOO, page 5



Eric S. Richmond, Esq.
ODA Director of Legal & Legislative Services

LEGAL & LEGISLATIVE

Legal

Being a member of organized dentistry provides plenty of benefits. Those benefits range from savings on products and services used in dental offices to continuing education opportunities to legislative advocacy. Along with these benefits, your membership also offers you access to necessary information in the dental community. This information covers almost every aspect of the dental practice, from COVID updates and recommendations that we have seen throughout the last year to other legal and regulatory compliance resources.

In the last year the ODA legal and dental services department has fielded thousands of phone calls with questions from dental offices across the state on a variety of legal and regulatory issues. While a good number of the calls have been COVID specific, the other questions have common themes. In June, July and August this column will address the ten most common legal questions received from dental offices. Last month, the column addressed the issues of: (5) Interacting with Government Entities (4) Advertising and (3) Treatment of Patients with Separated, Unmarried or Divorced Parents. Thank you for following along for the last few months on these important issues. I hope they have been informative and if you have any questions please contact the ODA at 614-486-2700. And now for the last two issues....

2.) EMPLOYMENT ISSUES

Employee problems can disrupt any small business but they have potential to do significant damage in dental practices where employees work closely with the public and in close proximity to other staff members. As a small business owner, one of the most difficult tasks for a dentist is handling employee issues, especially when it is necessary to confront an employee about deficiencies in their work. No matter if it is job performance, tardiness or interaction with the public or fellow employees confronting the issue may be difficult. However, implementing strong policies in your office can make these tasks much easier and make your handling of these issues more effective.

An important thing to remember in the realm of employee law is that Ohio is an employment-at-will state. This means that an employer can hire or fire someone for any reason or no reason as long as they are not doing so in a discriminatory manner. This is the law in Ohio but it is important to have an employee acknowledge that in the signing of your employment manual.

Just because Ohio is an employment-at-will state, doesn't mean that dentists should not keep employment records. It is wise for employers to conduct periodic reviews of all employees' performance and any issue that may arise. Having consistent documentation and using structured, progressive discipline ensures a uniform process that employers can rely on when making

TOP 10 LEGAL ISSUES IN A DENTAL OFFICE - FINAL EDITION

employment decisions.

Implementing periodic performance reviews allows for a dentist to continuously evaluate employees and give important feedback to continue to set expectations. Doing performance reviews at least yearly is common practice and for new employees it may be important to conduct a few reviews in the first year of employment. As part of this process, the dentist must document strong and poor performance areas accurately. While accuracy is of the utmost importance in conducting reviews it is also important to be cautious to avoid anything in the review that could be seen as discriminatory.

Once a review is complete, employees should be asked to sign it and it should be maintained in the employee's personnel file. The periodic review process is important, however if a problem arises between reviews it is important to address the issue at that moment and document it in the employment file. Dealing with issues immediately can help cure the defi-

ciency and it will ensure that there are accurate accounts of the deficiency. This also provides accurate documentation if an employment decision needs to be made.

Most businesses employ some form of progressive discipline, including an oral warning, leading to a written warning explaining the potential consequences if the problem is not corrected. Finally, if the deficiency is not cured then formal action in the form of probation, suspension or termination follows. This process varies from business to business but the basic principles remain: the expectations and discipline should be clear to the employee and it should be documented in the employee's personnel file. The process is the important thing in these situations and should be clearly explained in an office employee manual.

Proper documentation of an employee's deficiencies will prove invaluable in the event that termination is warranted. An arsenal of documentation is a great deterrent to potential

AT A GLANCE

Creating a strong employment manual will allow for clarity in hiring and retaining employees and give you an avenue to follow the procedure if there is an employment issue.

Consult with your malpractice provider, participating provider agreements, and the Ohio Revised Code when developing your record retention policy.

claims of wrongful termination or employment discrimination.

In addition to containing an employee's periodic reviews and disciplinary history, the dentist may also consider including other items as part of the personnel file. The original employment application and applicant resume, job description, salary history,

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ANNUAL SESSION, from page 1

to endodontics, attendees have the opportunity to dive into learning like never before.

Visit www.oda.org to see what's available and snag a spot before these popular hands-on workshops sell out.

SHOP THE IN-PERSON EXHIBIT HALL

The Exhibit Hall is rated by ODA Annual Session attendees as one of the top reasons they attend the meeting each year. This year's Exhibit Hall features nearly 150 vendors, where attendees can comparison shop with the help of knowledgeable company representatives.

"I always look forward to the Exhibit Hall at the ODA Annual Session because it is the one time of the year that I can compare all of the latest and greatest supplies and technology in dentistry all under one roof," said Dr. Kyle Bogan, senior exhibit chairman. "I am especially looking forward to the LIVE Exhibit Hall this year because it will not only give me a chance to actually visit with our exhibitors in person,

but also because it provides such an amazing opportunity for me to network with my friends and colleagues. I hope you join me at the 2021 ODA Annual Session."

Exhibit Hall hours:

- Thursday, Sept. 30 from 12 to 6:30 p.m.
- Friday, Oct. 1. from 10 a.m. to 6:30 p.m.
- Saturday, Oct. 2 from 9 a.m. to 1 p.m.

For those who only wish to shop in the Exhibit Hall, ODA Annual Session will feature a free Exhibits Only Pass each day. Any dentist or staff can register in this category for no fee, but it does not include any advantage of other registration categories and can only be used one day.

ENJOY FUN SPECIAL EVENTS

There is a wide variety of special events at this year's Annual Session for attendees to enjoy. Thursday, Sept. 30 will feature an "Outrageous, Fun and Ridiculous" comedian, Greg Hahn, the



Shop with nearly 150 vendors live and in-person in the Exhibit Hall at the 2021 ODA Annual Session in Columbus.

always popular New Dentist Social and a Dinner with the Speakers event. On Friday, Oct. 1, attendees will hear from Bertice Berry, Ph.D. and can attend MATCH @ ODA Annual Session; Celebrating Women in Dentistry Honoring 2020 ODA President, Dr. Sharon Parsons and Other Female Dental Leaders; a Dental Student, Dental Resident and New Dentist Reception in the Exhibit

Hall; The Callahan Celebration of Excellence; and The Bash! Celebrating 2021 ODA President Dr. David Kimberly.

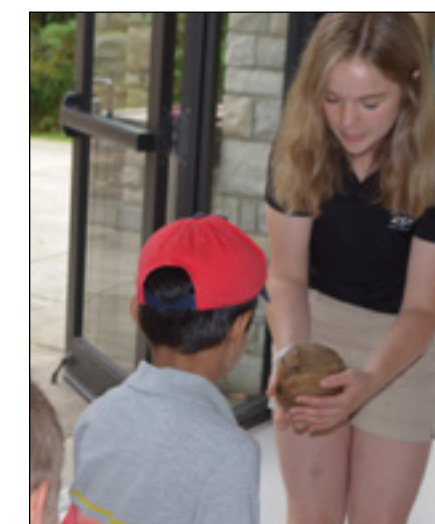
REGISTER NOW

- There are several ways to register for ODA Annual Session:
- Online at www.oda.org/events/annual-session-2021/
 - On-site at Annual Session

ZOO, from page 1

- an associate or to hire an associate. It will be Friday, Oct. 1 from 12-1 p.m.
- "Dental Compliance: What You Need to Know as an Owner, Associate or DSO-Dentist" will be presented by Mark Alexandrunas, DDS & David J. Owsiany, JD from 3:30-5:30 p.m. on Friday, Oct. 1.
 - Dental Student, Dental Resident and New Dentist Reception in the Exhibit Hall will be on Friday, Oct. 1 from 5-6:30 p.m.

For full details on events for new dentists at ODA Annual Session and to register, visit www.oda.org.



The ODA Subcouncil on New Dentists recently hosted an event for new dentists and their families at the Columbus Zoo and Aquarium.

Visit our OhioDDS Vendor Partners at ODA Annual Session

The OhioDDS group purchasing organization gives members exclusive access to discounted pricing on dental supplies, equipment, and services.



Booth #736



Booth #525



Booth #241

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Visit ODASC at the ODA Annual Session!
Booth #340



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Questions? Contact Us!




614-486-2700



www.oda.org



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<p>Dr. Kyle Keller has joined the practice of Dr. Stephen Fabry Cuyahoga Falls, OH</p>	<p>Dr. Katie Dahlen has joined the practice of Dr. Andrew Marck Newtown, OH</p>	<p>Meet us at the ODA Annual Session September 30 - October 2 Booth 513</p>
 <p>Dr. Thomas Rouse has joined the practice of Dr. Jason Culley Columbus, OH</p>	<p>Dr. Chase Smith has joined the practice of Dr. Stephen Huffman Belpre, OH</p>	

Practices for Sale

Wayne Co: Grossing \$750K/year. Mostly FFS. 4 ops with 5th plumbed. Real estate available. Highly profitable. Seller retiring.

NW OH Endo: Grossing \$1.6M/year. Thriving practice. Associates in place. Very profitable. RE available. CBCT, PBS endo.

Butler Co: 5 nicely equipped ops. All digital. Collecting \$1M/year. Mostly Medicaid. Very profitable.

Hamilton Co: Grossing \$650K/year. 4 ops. 3,000 sq/ft. Digital PAN, digital x-ray, Cerec. RE available. Great visibility.

Toledo: Consistently collects \$800K/year. 25 new pts per month. 4 ops with room to expand. Seller will stay for transition.

NE Cleveland Suburb: Collecting \$380K/year. Mix of FFS/PPO patients. Low overhead. 3 ops. Eaglesoft. Seller retiring.

Columbus: 100% FFS practice. Operating part-time, collecting \$180K per year. Desirable location on west side. 6 ops.

North Central Ohio Orthodontic: Started from scratch in 2015. Revenue over \$300K on 10 days a month. 100% FFS. 4 chairs.

NE Cleveland Suburb: Grossing \$400K. 4 ops. Mix of FFS, PPO & Medicaid. 2500+ active patients, 40 new patients monthly.

Clermont County: Grossing \$480k. 3 ops with room for expansion. Paperless with digital x-ray and digital PAN.

Columbus: Grossing \$325K/year on 3 days a week. Mix of FFS & PPO. 4 ops with room to expand.

SE Ohio: Mostly FFS. \$188K in revenue. 2200 active pts, 20 new patients a month. Located on busy street.

Dayton: Grossing \$360K on 2 days/week. Mix of FFS, PPO and Medicaid. 3 ops, room for expansion. 1400 active pts.

NE of Akron: All FFS. \$350K in revenue. 4 ops with room to expand. Real estate available. Located on busy road.

SE of Toledo: Revenue of \$700K. Free standing building, high visibility. 3100+ active pts, 50 new pts/month. 5 ops.

Stark County: Collecting \$480K/year. Mix of FFS and PPO. Eaglesoft. 4 ops. Digital xray & PAN. Great visibility. Seller retiring.

West Cleveland: Grossing \$750K per year. FFS/PPO. Paperless. 7 ops, room to expand. Real estate for sale.

East Cleveland Suburb: 100% FFS, revenue \$1.7M, paperless with CBCT. 5 ops with room to expand.

Lake County: Grossing \$400K on only 18 clinical hours a week. 3 ops with one more plumbed. FFS/PPO. Merger opportunity.

Tuscarawas Co: 100% FFS practice with 6 ops. Digital x-ray, digital PAN. Real estate available. Collecting \$450K per year.

Springfield: Shell practice with historic revenue of \$500K. 3 fully equipped ops, 2 more plumbed. Digital x-ray & PAN.

East Akron Suburb: 3 ops, room to expand. Grossing \$250K per year. PPO/FFS. Real estate available.

Dayton: Grossing \$500K on 3 days/week. Mix of FFS & PPO. 1700 active patients. Digital x-ray, digital PAN, and Cerec.

SW Ohio: Holistic practice in desirable city. Collecting over \$950K per year. Digital x-ray, digital PAN, Cerec. 5 ops with room.

East Cleveland Suburb: Grossing \$1.1M. All FFS. 6 ops. Digital x-ray and CBCT. Paperless. 30 new patients per month.

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JOSEPH P. CROWLEY DISTINGUISHED DENTIST AWARD: DR. MARK BRONSON

Awards of Excellence
By Jackie Best Crowe
ODA Managing Editor

Dr. Mark Bronson has been involved in organized dentistry throughout his career. In recognition of his efforts he will receive the 2021 Ohio Dental Association Joseph P. Crowley Distinguished Dentist Award on Friday, Oct. 1 at the Callahan Celebration of Excellence, held in conjunction with the 155th ODA Annual Session.

"The Cincinnati Dental Society is proud to nominate Dr. Bronson for the Joseph P. Crowley Distinguished Dentist Award," wrote the Cincinnati Dental Society in its nomination letter. "With his dedication and commitment to organized dentistry as well as his numerous accomplishments, we feel he is an excellent candidate for this prestigious award."

Bronson said he is honored and shocked to receive the award.

"I'm thankful that I was nominated and approved for the award, it's a great honor," he said.

Bronson decided to follow in his father's footsteps to become a dentist. He would visit his dad's office as a kid and always saw that his dad worked hard, so when he went to college he decided he wanted to become a dentist as well.

"As a kid he always kind of instilled in us that each generation needs to take things to another level," Bronson said.

Bronson attended Hampton University, which was his mother's alma mater. He credits his mom with helping him learn how to fix things and work with his hands. He then earned his DDS from The Ohio State University in 1991. After graduating, he went into private practice with his father.

Bronson said his favorite part about being a dentist is helping patients.

"Whether a patient is in pain, or it's a patient that needs some assistance with teaching them about oral hygiene, I do all aspects of treatment in my office from children all the way up to seniors that are 99," he said. "Best of all is working with my father."

Bronson has been involved in organized dentistry at the local, state and national levels since he was in dental school.

At The Ohio State University College of Dentistry, he served as the national student representative to the National Dental Association's Board of Trustees for two years.

With the Cincinnati Dental Society, he has served as chairman of the Strategic Planning Committee, Public Relations Committee, Children's Dental Health Committee and on many councils and committees including Finance Committee, Nomination Committee, Honors Committee and Investment Committee. He followed in his father's footsteps to serve as Cincinnati Dental Society president in 2007 and also has served on the society's Oral Health Foundation Board of Trustees and has volunteered at the society's Leave No Vet Behind program and Give Kids A Smile events.

With the Ohio Dental Association, Bronson has served as chairman of the Council on Dental Care Programs and Dental Practice and on the Finance Committee, the Annual Session Committee, ODA Services Corp. Investment Committee, the Ohio Dental Political Action Committee Board and as a delegate, among other positions. He served as president of the ODA in 2011.

With the American Dental Association,

he has served as a delegate, chair of the State Public Affairs Committee, the Council on Governmental Affairs and the 7th District Caucus, and has served on the ADA Task Force on Governance, among other positions.

He is a candidate for the second vice president position at the upcoming 2021 ADA House of Delegates.

Bronson said organized dentistry is extremely important because it allows dentists to collaborate with their peers.

"Dentistry, with it being such an independent profession with most of our practitioners being in practice by themselves, interaction with our colleagues is important," he said. "We need a support system that helps us develop what we do in our business and how we can be successful. Organized dentistry does a fantastic job assisting us with that."

Bronson said he's had a lot of support and mentorship from those at his local society, including Dr. Joe Crowley, an ADA past president.



Dr. Mark Bronson is the 2021 recipient of the Ohio Dental Association Joseph P. Crowley Distinguished Dentist Award.

"His encouragement and support over the years has just been amazing,

and then to receive an award that was named after him makes it even more special," Bronson said.

Bronson is a board member for the Heart of Gold Foundation and the Dental Care Plus Group and is a member of the International College of Dentists, the American College of Dentists and the Pierre Fauchard Academy.

Outside of dentistry, Bronson enjoys golf and traveling. Bronson said his wife, Donna, and his children, Whitney, Mark and Mara, have always been a source of encouragement and support.

The Joseph P. Crowley Distinguished Dentist Award is the ODA's most prestigious award. It is given to a leader in the profession committed to the advancement of dentistry who is dedicated and committed to organized dentistry at the local, state and national level. Bronson is one of two recipients of the 2021 Joseph P. Crowley Distinguished Dentist Award.

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Dr. Marie Albano recently sold her Lakewood, Ohio practice to Dr. Matt Jurcak. Practice Impact would like to congratulate both doctors on a successful transition.

JOSEPH P. CROWLEY DISTINGUISHED DENTIST AWARD: DR. THOMAS PAUMIER

Awards of Excellence
By Jackie Best Crowe
ODA Managing Editor

Dr. Thomas Paumier has been actively involved in all levels of organized dentistry throughout his career. In recognition of his efforts he will receive the 2021 Ohio Dental Association Joseph P. Crowley Distinguished Dentist Award on Friday, Oct. 1 at the Callahan Celebration of Excellence, held in conjunction with the 155th ODA Annual Session.

"Dr. Paumier has served with distinction at every level of the tripartite, always with the highest integrity and professionalism," wrote the Stark County Dental Society in its nomination letter. "His vision, leadership and accomplishments have positively changed the profession and lives of dentists in Stark County, Ohio and all over the United States."

Paumier said he is humbled to receive the award.

"I am humbled to be recognized by my peers with an award that has been given to many of my mentors and those who I admire in dentistry," he said.

Paumier said he decided to become a dentist because he always admired his family members who were physicians, and his mom who worked as a dental assistant. He saw that by being a dentist, he could have the opportunity to help people in health care and have a better lifestyle that didn't require him to get called away to the hospital.

He earned his DDS from The Ohio State University College of Dentistry and then went on to a General Practice

Residency at St. Elizabeth Hospital Medical Center in Youngstown. He then came to Canton where he worked in a practice with another dentist for two years before buying his own practice.

Paumier said his favorite part about being a dentist is his interaction with his staff and patients. He also enjoys restoring patients' normal function and oral health and improving their esthetics and self-esteem.

Because of his experience with a GPR, Paumier set a goal of establishing a GPR at a hospital in Stark County. Under his leadership, a GPR program was established at Mercy Medical Center in 2007. He also started an endowment to support the GPR program and ensure its sustainability.

"The GPR program educates future dentists, meets the needs of the underserved, and creates better interactions with our physician colleagues so they understand how oral health impacts overall health," Paumier said.

Paumier's uncle was the first surgical resident at Mercy Hospital in 1933, and a member of his family has been on the medical staff since then.

Throughout his career, Paumier has been very involved with organized dentistry at all levels of the tripartite.

With the Stark County Dental Society he has served on or chaired several councils and committees. He established the society's University Series of continuing education programs and has been involved in or chaired the Council on Dental Education and Programs since 1990. Paumier has also served as chair of the Council on Membership Services, Leadership Nomination Committee and the Fi-

nanial Review subcommittee, as well as serving on many other councils and committees. He served as president in 1999.

Paumier has also served on many councils and committees with the ODA. He has served as chair of the Annual Session Committee, ODA Services Corp., Task Force on the Future of Dentistry in Ohio and the DSO Task Force, and as president of the ODA Wellness Trust Board. He has served on nearly every council or committee with the ODA, and served as treasurer in 2007-11 and president in 2014-15.

He has served as a delegate to the ODA and ADA and is a volunteer with the Give Kids A Smile and OPTIONS programs.

He has also been very involved at the American Dental Association, where he has served as chair of the Council on Members Insurance and Retirement Programs, the Reference Committee on Budget and the BOT Workgroup on Busyness Issues. He has served on many other councils and committees including the Strategic Planning Steering Committee; the Council, Committee, Commission Budget Group; the Council on Scientific Affairs Expert Panel to establish Clinical Practice Guidelines for Prosthetic Joint Patients; the ADA/AAOS Voting Panel for Appropriate Use Criteria for Antibiotic Prophylaxis for patients with prosthetic joints and the Dental Practice Recovery Coronavirus Task Force, among others. He also has served as a consultant to the Council on Scientific Affairs.

Because of his involvement with organized dentistry, he had the op-

portunity to co-author three national guidelines for the profession of dentistry: antibiotic prophylaxis for joint replacement, appropriate antibiotic use for dental infections, and standards on returning to practice after COVID-19.

Paumier has also presented several CE courses for the ODA, including two courses about the COVID-19 pandemic.

Paumier said he thinks organized dentistry is important because it has dentists back and provides a support system for practicing dentists.

"When you get out of dental school, regardless of whether you go to work in large group or small practice, the



Dr. Thomas Paumier is the 2021 recipient of the Ohio Dental Association Joseph P. Crowley Distinguished Dentist Award.

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DENTAL INSURANCE CORNER

TERMINATING PARTICIPATING PROVIDER CONTRACTS

Dental Insurance, Membership Benefits

By Christopher A. Moore, MA
ODA Director of Dental Services

While there is a clear trend for dentists to join into participating provider agreements with managed care plans now more than ever, the Ohio Dental Association has received a marked increase in the number of member dentists inquiring about how to terminate their contracts with networks they participate in. Some of the callers were just starting to explore their options while others had already terminated their agreements but then encountered problems after they thought they had ended their contracts.

HOW TO TERMINATE A CONTRACT

Following a planned approach to terminating a contract can help ensure the dentist gets out of the agreement in a manner that is as favorable to the dentist as possible while also minimizing unexpected negative consequences.

In determining whether to drop a plan, or join one for that matter, a dentist may want to consider consulting with others to help them make a final decision. Other dentists, mentors, consultants and/or accountants who have been through the process can provide information and guidance that may not be otherwise available.

One factor to consider is the impact leaving a network can have on the desire of affected patients to remain in the practice. A key consideration is if patients may still receive a benefit if they go to an out-of-network dentist and, if they can, will their benefits be the same or decreased in some way.

Generally speaking, patients covered by dental health maintenance organizations (DHMOs) and exclusive provider organizations (EPOs) receive no benefits if they go out-of-network without first receiving permission from the plan. Patients covered by preferred provider organizations (PPOs) will typically still receive a benefit when going out-of-network but at a higher out of pocket expense than had they gone to a contracting dentist. In both cases, the insurance company will almost certainly send reimbursement checks to the patient when they see a non-network dentist regardless of any assignment of benefits agreement between the patient and the non-network dentist.

Contacting the plan directly to confirm and/or verify covered patients' in-network and out-of-network options can prove helpful in producing financial estimates and projections

ODA members who would like to submit a dental insurance related question, problem or concern may do so by sending the appropriate information to the ODA Dental Insurance Working Group online at www.oda.org, by mail to 1370 Dublin Road, Columbus, OH 43215, by fax to 614-486-0381 or by email to dentist@oda.org. To see past issues of the Dental Insurance Corner, visit oda.org/member-center/resources/dental-insurance-assistance/.

that can help lead to making a final stay or terminate decision and then appropriately following up with affected patients if the dentist decides to end their contract with the plan.

It is also very important to understand what will happen if after terminating their contract the dentist changes their mind and wants to rejoin the plan. It is not good to assume the dentist can simply rejoin and the arrangement with the plan will be exactly the same as it was prior to the dentist's initial termination. Plans change and evolve over time and many times are very different than when the dentist initially joined the network years ago. For instance, some have wait-out periods before the dentist can rejoin while others will only permit the dentist to join at significantly lower reimbursement rates than those they "enjoyed" prior to ending their initial contract.

TRANSITIONING OUT OF A PLAN

Diligently following the process that is detailed in the actual participating provider agreement is essential to ensuring a smooth transition out of the plan. While it does appear most managed care plans will collaborate with the dentist as they move through the actual contract termination, the ODA has received reports from dentists who did not follow the contractually dictated process exactly and were not permitted to discontinue their contract until they did.

The relevant language for the dentist to follow is typically found in the "term and termination" section of the participating provider agreement. It will state the amount of notice that must be granted before the termination is finalized as well as any relevant time frames

AT A GLANCE

- There's more to ending participating provider contracts than simply issuing a termination notice.
- Attention to detail can help minimize unpleasant surprises before, during and after terminating a contract.
- Do not count on a lot of assistance from the insurance company after the contract is terminated.

that must be adhered to. For example, some agreements only permit termination within a certain number of days of

See INSURANCE, page 10

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ODA WELLNESS TRUST PROVIDES COMPREHENSIVE HEALTH BENEFITS FOR DENTISTS, THEIR FAMILIES AND STAFF

Membership Benefits

Thomas Paumier, DDS
ODA Wellness Trust Chairman



The COVID-19 pandemic has affected each of our members in a variety of ways. The ODA and organized dentistry has responded with support for our members and their offices in unprecedented fashion. Not only has it affected the ability to practice and serve our patients, it has affected the personal well-being and health of many dentists, staff and their families. Fortunately, the ODA Wellness Trust has provided comprehensive health benefits for nearly 600 dentists, their families and staff, covering almost 3,400 lives. As we returned to treating patients there was widespread concern that dentists and staff would be at greater risk for infection due to our close contact and aerosol generation. Thankfully, practicing dentistry during COVID-19 has proven to be safe for dental health care personnel and patients alike. Data from the ODA Wellness Trust through May 2021 has shown a COVID-19 infection rate of between 5-6% for dentists and staff. During this same time period the community rate of infection was 9.8%.

Not only is the infection rate of the ODA Wellness Trust enrollees being nearly half the national average good for our members health during such an unpredictable pandemic, it also validates the reasons why the ODA has

placed such importance on members having access to a member owned, member run health benefits plan. While other professions have infection rates above the national average and major health insurance carriers are using COVID-19 as a reason to increase rates, the ODA Wellness Trust has been able to pass along the savings from good claims experience to our enrollees. The health plan we have built for our members has continued to incur some of the lowest rate increases in the market over the past several years, all while passing Ohio Department of Insurance and US Department of Labor audits.

Our goal as the Board of Trustees for the ODA Wellness Trust is to continue to grow and provide a valuable member benefit to the ODA membership. For those not currently enrolled in the plan, I urge you to contact the ODA Services Corp. staff and get a quote for the 2022 plan year. For those currently enrolled, I'm pleased you have taken advantage of this excellent member benefit and hope you share your experience with other member dentists. The feedback and support have been amazing and we look forward to this being a long-term health benefit solution for ODA members.

RESOLUTIONS TO BE CONSIDERED BY THE 2021 ODA HOUSE OF DELEGATES

By ODA Staff

The ODA's House of Delegates, which is the supreme authoritative body of the association, will be meeting on September 30, 2021 and October 1, 2021 in Columbus. Nearly 150 delegates from across the state representing all 25 component dental societies, including two student delegates representing the Case Western Reserve University School of Dental Medicine and the Ohio State University College of Dentistry, will gather at the 2021 House of Delegates meeting to deliberate resolutions proposing policies and/or operations of the association. The 2021 House of Delegates will consider the following resolutions at its meeting:

- Resolution 01-21 proposes that the Ohio Dental Association opposes the denial of claims for covered dental services based upon a patient's pre-existing condition.
- Resolution 02-21 proposes to amend the Ohio Dental Association's Bylaws to align with the ADA by eliminating the age requirement for eligibility for life membership in the association.
- Resolution 03-21 proposes to amend the Ohio Dental Association's Bylaws to reflect that the Callahan Memorial Award Commission Fund is no longer a donor advised fund of the

Columbus Foundation.

- Resolution 04-21 proposes to amend the Ohio Dental Association's Bylaws and Manual to clarify the term start date for appointed officers, the executive editor, the association's liaison to the Ohio State Dental Board, committee members, council members, subcommittee members, and sub-council members; and to clarify that subcommittee and sub-council members must be active, life or retired members in good standing of the ODA.
- Resolution 05-21 proposes to amend the Ohio Dental Association's Bylaws and Manual to charge the Executive Committee with appointing the executive editor and to reflect that the executive editor is a paid position; and removing the executive editor position from the annual ODA officer stipend resolution that the ODA House of Delegates considers, since the executive editor is not an ODA officer, and instead including the executive editor's compensation as a line item in the ODA publications annual budget.
- Resolution 06-21 proposes to provide the ODA officers with an allocation for their 2021-2022 service.

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