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***A Special Report for Employers:*
**Protecting Your Company's
Bottom Line from the Hidden
Impact of Public Education
Agency Non-Compliance with
Special Education Law****

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Contents

Introduction	2
Defining the Problem	2
The Previous Options	3
The Solution	3
Implementation	4
Summary	4

Introduction

It is a common misconception that special education is a special interest issue that only impacts a very few unfortunate souls. Nothing could be further from the truth.

It's no coincidence that we are facing the most challenging economic crisis our nation has ever faced just as the "Baby Boomers" reach retirement age and 1 out of every 94 children in the United States is diagnosed with Autism. A lot of demographic shifts have come together at once to put us where we are now.

While we can only speak to this one piece of the puzzle, it's one you cannot ignore and one with which we can help you.

Defining the Problem

Public education agency non-compliance with special education law has a *far-reaching impact* on business and industry that has not been fully realized or adequately addressed by most companies. If you employ at least 10 people who are parents, you're nearly guaranteed to employ *at least* one parent of a child (or children) with special needs.

In the here and now, one of the biggest problems caused for companies who employ parents of children with special needs by special education non-compliance is an *unnecessary increase* in employee *absenteeism* due to parents being called to school during work hours to deal with special education-related problems.

Additionally, parents of children with disabilities who are having a hard time achieving appropriate outcomes from the public school system for their children can have a negative impact on *morale* and *productivity* within their departments.



In the future, if these problems remain unresolved, your organization will have a *smaller number of viable customers* for its products and services, a *smaller pool of qualified candidates* for your mission-critical positions, and a *larger tax burden* to offset the loss of individual taxpayers that will result from the failure of our special education system.

Educating yourself about what you're dealing with is the first step in finding a solution for your organization.

Approximately 13% of our nation's children have been in special education throughout the last 20 years. However, with the current *epidemic* rates of Autism and Autistic-like disorders, Attention-Deficit Hyperactivity Disorder (ADHD), learning disabilities, bipolar disorders, Obsessive-Compulsive Disorder (OCD), and other disorders involving the brain, these numbers are *steadily increasing* with *no end* in sight.

Science has already proven that these increases cannot be significantly accounted for by improved diagnostics or even over-diagnosis. The incident rates of these disorders are actually increasing in number.

While science continues to struggle to figure out *why* the rate of these disabilities in children is increasing, your business continues to struggle to compete in its market and *remain profitable*.

The Previous Options

The only previous options were for companies to *avoid hiring* applicants known to be parents of children with special needs or *terminating* employees who were parents of children with special needs for their decreased job performances when non-compliance issues reared their ugly heads, thereby further impacting these companies' bottom lines through *unnecessary replacement costs* and placing them at *risk of litigation*.

If an applicant or former employee could prove that their children's disabilities were at the root of why they were denied employment or fired, *allegations of discrimination* based on *handicapping condition* could be made.

Not only was there the matter of *ethics* with the previous approach, there was an obvious *economic downside* to the employer. The previous options were not solutions at all. They didn't tackle the causes of the problems; they only dealt superficially with the symptoms.

The Solution

KPS4Parents helps you *educate* your employees who are parents of children with special needs of their rights and *utilize* your corporate giving mechanisms to *empower* the public education system to live up to the expectations and needs of its constituents (which includes your organization).

In the here and now, you can ensure that your employees who are parents of children with disabilities are not unnecessarily called away from work to deal with issues at their children's schools. You can *provide them with resources* that will help them solve problems rather than be overwhelmed and



emotionally overwrought by them. By helping them solve these seemingly insurmountable problems, you will give them a sense of *empowerment* and *gratitude* that can overflow into the workplace and *positively impact productivity and innovation*.

By helping them solve these problems now, their children have a much greater chance of growing up to be productive members of society rather than tax-dependent for the rest of their lives. We need to produce *more taxpayers* and *fewer tax-dependents* in order for businesses to receive the tax incentives that encourage growth and employment that permits our economy to thrive.

Otherwise, the government will have no choice but to tax corporations to make up for the shortfalls in personal income tax that will occur when our children with special needs grow up to be unemployable adults who require welfare, institutionalization, or incarceration at tax-payer expense. Where will that put your organization? Out of the country or out of business?

By using your corporate giving programs to target special education issues while holding the recipients of your contributions accountable for documenting their outcomes and proving the efficacy of their efforts, you can solve problems today that will prevent more problems – costly problems – from developing in the future.

Today's Benefits:

- Reduce employee absenteeism
- Improve employee morale
- Improve productivity and innovation

Tomorrow's Benefits:

- Skilled, qualified employees who will help your organization prosper for years to come.
- Plenty of customers with the financial resources to purchase your products and services.
- Corporate tax advantages that permit your organization to grow and employ more people.

Implementation

KPS4Parents provides a collection of services to employers to assist with these issues. They include:

- Consultation services to HR departments
- Employee “Lunch and Learn” seminars (online and in person)
- Public speaker services for industry events and company meetings
- Assistance with the development of appropriate corporate giving programs
- Lay advocacy representation of key employees and their children in the interest of preserving the employee’s contribution to your company

Summary

By working with KPS4Parents, you can preserve your HR investment and help protect your company against future additional taxation. As a non-profit organization, we can only bill for our services at cost, making them affordable for your organization and improving the value of our contributions to your bottom line.