



London Breed, Mayor

Department of Human Services
 Department of Aging and Adult Services
 Office of Early Care and Education

Trent Rhorer, Executive Director

MEMORANDUM

TO: AGING & ADULT SERVICES COMMISSION

THROUGH: SHIREEN McSPADDEN, EXECUTIVE DIRECTOR

FROM: CINDY KAUFFMAN, DEPUTY DIRECTOR
 JOHN TSUTAKAWA, DIRECTOR OF CONTRACTS *JTS*

DATE: NOVEMBER 6, 2019

SUBJECT: GRANT MODIFICATION: **CURRY SENIOR CENTER (NON-PROFIT)**
 FOR COMMUNITY SERVICES FOR OLDER ADULTS AND ADULTS
 WITH DISABILITIES

GRANT TERM: 7/1/2018-6/30/2020

GRANT AMOUNT:	Current	Modification	Revised	Contingency	Total
	\$500,586	\$33,406	\$533,992	\$53,399	\$587,391

ANNUAL AMOUNT	FY 18-19	FY 19-20
	\$259,279	\$274,713

Funding Source	<u>County</u>	<u>State</u>	<u>Federal</u>	<u>Contingency</u>	<u>Total</u>
MODIFICATION:		\$16,703	\$16,703	\$3,341	\$36,747
PERCENTAGE:		50%	50%	100%	100%

The Department of Aging and Adult Services (DAAS) requests authorization to modify the existing grant agreement with Curry Senior Center for the provision of Community Services to older adults and adults with disabilities during the period of July 1, 2019 to June 30, 2020, for an additional amount of \$33,406 plus a 10% contingency for a total amount not to exceed \$587,391.

Background

DAAS funded Community Services programs can be most easily identified as the network of Community Centers located throughout the City of San Francisco. These Community Centers are home to the rich history of San Francisco and have been built and nurtured over the years, with direct input, insight and support from the people and neighborhoods they serve.

Community Centers are more than just a meeting place for older adults and adults with disabilities. To meet the overall goal of Community Services programming, the centers offer a

wide array of activities and programming to enhance the cultural, educational, mental and physical well-being of participants. Community Centers may also be the entry point for many older adults and adults with disabilities in need of additional services, thus translation and social services are made available on site. Additional DAAS funded services, including nutrition and health promotion programs, are often co-located at DAAS funded Community Centers.

Modification

The modification to this grant adds funding that will enable Curry Senior Center to provide enhanced outreach to support CalFresh Expansion activities for older adults in District 6, the Tenderloin. The Tenderloin, has one of the highest concentration of residents potentially eligible for CalFresh Expansion benefits. The services provided with this grant include application assistance and outreach. Application assistance is direct help to consumers with completion of applications and provision of supportive documents. This assistance leads to more complete applications and more efficient processing for the consumer and staff. Outreach includes educational efforts that provide information about the nutritional and other benefits of CalFresh participation and the basic application process for non-participating but potentially eligible persons. The goal is to inform as many SSI recipients of their possible eligibility for CalFresh and to assist them in completing the application process.

Services to be Provided

Activities and services at DAAS funded Community Center programs can be described as fitting within four main categories of services:

- 1) Activity Scheduling: Activities may include educational presentations, workshops, trainings, cultural events, food bag programs, social events, exercise classes, arts and crafts classes, discussion groups, sports activities, support groups, field trips, and any other activities that bring people together, for education or wellness purposes that help consumers maintain/enhance their level of functioning.
- 2) Translation: Translation assistance is provided to consumers that cannot speak/read English. Translation may also include the use of American Sign Language, braille, or teleprompting. Services can include translation of forms and letters. It can also include written translation from English of monthly activity calendars, flyers, and verbal translation for group announcements, and presentations.
- 3) Social Services: Social services consist of one-to-one assistance for individuals to help resolve problems. Assistance may include information and referral, forms/application completion, home visits, and emotional support by phone or in person.
- 4) Enhanced Outreach: While there is an expectation that Community Center will do outreach to reach their target populations, some agencies may decide to propose more formal outreach plans or a specific campaign to address access barriers in the community. Examples of this may include working with a community collaborative group, designing and implementing an

outreach plan for an underserved area, or problem-solving certain barriers to service, e.g., safety issues or transportation needs.

Performance

Curry Senior Center was monitored March 21, 2019, and is in compliance with programmatic requirements for fiscal year 2018-2019 for this grant. The fiscal and compliance monitoring for fiscal year 2018-2019 was waived because Curry Senior Center met all the requirements for a Good Performance Waiver.

Selection

Grantees were selected through RFP #785 issued in February 2018.

Funding

Curry Senior Center's Community Service grant is currently funded through County General Funds. The added CDA CalFresh Expansion initiative will be funded 50% through Federal fund and 50% through State fund.

ATTACHMENTS

Appendix A-1 – Services to be Provided

Appendix B-1 – Program Budget

Appendix F – Site Chart

APPENDIX A-1 – SERVICES TO BE PROVIDED

CURRY SENIOR CENTER

COMMUNITY SERVICES

Effective July 1, 2018 to June 30, 2020

I. Purpose

The purpose of this grant is to maintain or improve the well-being of older adults and adults with disabilities through the provision of a variety of services and activities in site based Community Centers.

II. Definitions

Adult with a Disability	Person 18 years of age or older living with a disability
CA GetCare	A web-based application that provides specific functionalities for contracted agencies to use to perform consumer intake/assessment/enrollment, record service objectives, run reports, etc.
CARBON	Contracts Administration, Reporting and Billing On Line System
City	City and County of San Francisco, a municipal corporation.
DAAS	Department of Aging and Adult Services
Disability	Mental, cognitive and/or physical impairments, including hearing and visual impairments, that result in substantial functional limitations in one (1) or more of the following areas of major life activity: self-care, receptive and expressive language, learning, mobility, and self-direction, capacity for independent living, economic self-sufficiency, cognitive functioning, and emotional adjustment.
Frail	An individual determined to be functionally impaired in one or both of the following areas: (a) unable to perform two or more activities of daily living (such as bathing, toileting, dressing, eating, and transferring) without substantial human assistance, including verbal reminding, physical cueing or supervision; (b) due to a cognitive or other mental impairment, requires substantial supervision because the individual behaves in a manner that poses a serious health or safety hazard to the individual or others.
Grantee	Curry Senior Center Community Services Program
HSA	Human Services Agency of the City and County of San Francisco
Low Income	Having income at or below 300% of the federal poverty line defined by the federal Bureau of the Census and published annually by the U.S. Department of Health and Human Services. This is only to be used by consumers to self-identify their income status, not to be used as a means test to qualify for the program.

Minority	An ethnic person of color who is any of the following: a) Black – a person having origins in any of the Black racial groups of Africa, b) Hispanic – a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish or Portuguese culture or origin regardless of race, c) Asian/Pacific Islander – a person whose origins are from India, Pakistan or Bangladesh, Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, or the United States Territories of the Pacific including the Northern Marianas, d) American Indian/Alaskan Native – an American Indian, Eskimo, Aleut, or Native Hawaiian. Source: California Code of Regulation Sec. 7130.
Older Adult	Person who is 60 years or older, used interchangeably with “senior”
OCP	Office of Community Partnerships (Previously Office on the Aging/OOA)
Senior	Person who is 60 years or older, used interchangeably with “older adult”
SOGI	Sexual Orientation and Gender Identity; <i>Ordinance No. 159-16</i> amended the San Francisco Administrative Code to require City departments and contractors that provide health care and social services to seek to collect and analyze data concerning the sexual orientation and gender identity of the clients they serve (<i>Chapter 104, Sections 104.1 through 104.9.</i>)
Unit of Service	Defined as one hour of service
Unduplicated Consumer (UDC)	A unique consumer receiving services in Grantee’s Community Service program and reflected via enrollment in CA GetCare.

III. Target Population

Services must target those older adults and adults with disabilities (aged 18-59) who are members of one or more of the following target groups that have been identified as demonstrating the greatest economic and social need. In particular:

- Low-income
- Non or limited English speaking
- Minority
- Frail
- Lesbian, Gay, Bisexual, Transgender

IV. Eligibility for Community Services

- Resident of San Francisco and
- Person aged 60 and above or
- Person 18 years of age or older with a disability

V. Location and Time of Services

The details of the sites and operation hours are as attached in the Site Chart (Appendix F).

VI. Service Description

Community Services consist of activities/services that maintain or improve the quality of life of consumers. Activities and services focus on the physical, social, psychological, economic, educational, recreational, and/or creative needs of older persons and adults with disabilities. These activities and services are provided in the agency's Community Center and in the community.

There are four categories of services:

- 1) Activity Scheduling – Units of service are measured by the number of scheduled activity hours sponsored by the Community Centers. Activities may include educational presentations, workshops, trainings, cultural events, food bag programs, social events, exercise classes, arts and crafts classes, discussion groups, sports activities, support groups, field trips, and any other group activity that brings people together for education or wellness purposes that help consumers maintain/enhance their level of functioning.
- 2) Translation – Units of service are measured by the number of hours of translation assistance provided to consumers that cannot speak/read English. In addition, translation may also include the use of American Sign Language, braille, or teleprompting. Translation services may include translation of forms, letters, applications, phone calls, etc. for an individual. It can also include written translation from English of monthly activity calendars, flyers, and verbal translation for group announcements, presentations, etc.
- 3) Social Services – Units of service are measured by the number of hours providing one-to-one assistance for individuals to enable them to resolve problems. Assistance may include information and referral, forms/application completion, home visits, medical escort services, and emotional support by phone or in person.
- 4) Enhanced Outreach – While there is an expectation that Community Centers will do outreach within their existing Community Service budgets to reach their target populations, some agencies may decide to propose more formal outreach plans or a specific campaign to address access barriers in the community. Examples of this may include working with a community collaborative group, designing and implementing an outreach plan for an underserved area, problem-solving certain barriers to service, i.e., safety issues, transportation needs, etc. Enhanced outreach efforts must receive prior review and approval from the Office of Community Partnerships staff before commencing. Units of service are measured by the number of hours spent working on enhanced outreach.

In order to better raise community awareness of Curry Senior Center's programs, Curry Senior Center staff will participate in various larger community events including Project Homeless Connect, Community Housing Partnership's Senior Brownbag event, Tenderloin Sunday Streets, and other relevant events.

For 2019-2020:

Curry Senior Center will also provide enhanced outreach to support CalFresh Expansion activities for older adults in District 6. District 6, the Tenderloin, has one of the highest concentration of residents potentially eligible for CalFresh Expansion benefits. The services provided with this grant include application assistance and outreach. Application assistance is direct help to consumers with completion of applications and provision of supportive documents. This assistance leads to more complete applications and more efficient processing for the consumer and staff. Outreach includes educational efforts that provide information about the nutritional and other benefits of CalFresh participation and the basic application process for non-participating but potentially eligible persons. The goal is to inform as many Supplemental Security Income recipients of their possible eligibility for CalFresh and to assist them in completing the application process. Grantee will comply with all California Department of Aging

reporting requirements including number of applications processed, volume of outreach materials distributed and time study.

VII. Contractor Responsibilities

Services should be provided according to Office on the Aging Community Services Standards, Program Memorandum #41.

Service offerings in the four categories of Community Services should be designed to:

- Provide quality services that attain a high satisfaction level from participants.
- Provide services that meet the needs of individual consumers.
- Provide physical activities that may improve the health of participants.
- Increase access to information and educational materials that help enable individual consumers to maximize independence while living in the community.
- Provide activities to increase socialization opportunities for individual consumers.

Grantee will administer an annual consumer satisfaction survey, pre-approved by the Office of Community Partnerships staff, to consumers with a response rate of at least 35% of the annual unduplicated consumer service objective as specified in the Service Objectives section below.

VIII. Service Objectives

On an annual basis:

- Grantee will serve 400 unduplicated consumers, older adults and adults with disabilities.
- Grantee will provide 1,475 units of service of activity scheduling at a center or venues approved by the Office of Community Partnerships.
- Grantee will provide 225 units of service of translation.
- Grantee will provide 175 units of service of social services.
- Grantee will provide 50 units of service of enhanced outreach.

IX. Outcome Objectives

- At least 80% of participants surveyed will indicate that they receive the services and/or activities they need from the agency.
- At least 80% of participants surveyed who participate in physical activity programming will report positive impact on their health.
- At least 80% of participants surveyed who received social services or translation assistance, or participated in an educational program, will report that this helped to improve their lives.
- At least 80% of participants surveyed will report that center activities increased their socialization opportunities and interaction with others.

X. Reporting and Other Requirements

Grantee will provide various reports during the term of the grant agreement:

- A. The Grantee will enter consumers' data into the CA GetCare - Community Services

module.

- B. The Grantee will enter into the CA GetCare Service Unit section all the units of service by the 5th working day of the month for the preceding month.
- C. Monthly, quarterly, and annual reports must be entered into the Contracts Administration, Reporting, and Billing Online (CARBON) system as required by DAAS and Contracts Department staff.
- D. Grantee will submit response rates and aggregated data from Annual Consumer Satisfaction survey to OCP staff by March 15th of each grant year.
- E. Grantee shall submit Community Services Block Grant (CSBG) time study to HSA/DAAS for the months of February, May, August and November. The time study is due on the 10th day following the time study month.
- F. Grantee shall issue a Fiscal Closeout Report at the end of the fiscal year. The report is due to HSA no later than July 31st of each grant year. This report must be submitted to the CARBON system.
- G. Grantee shall develop and deliver ad hoc reports as requested by HSA/DAAS/OCP.
- H. Grantee shall develop and deliver an annual summary report of SOGI data collected in the year as required by state and local law. The due date for submitting the annual summary report is July 10th.
- I. Grantee will develop and maintain with OCP's approval, an updated Site Chart (using OCP's format) with details about the program.
- J. Grantee shall be compliant with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) privacy and security rules to the extent applicable and to take all reasonable efforts to implement HIPAA requirements.
- K. Apart from reports requested to be sent via e-mail to the Program Analyst and/or Contract Manager, all other reports and communications should be sent to the following addresses:

Rick Appleby
Program Analyst
P.O. Box 7988
San Francisco, CA 94120
Rick.Appleby@sfgov.org

or

Ella Lee
Contract Manager
Human Services Agency
PO Box 7988
San Francisco, CA 94120
ella.lee@sfgov.org

XI. Monitoring Activities

- A. Program Monitoring: Program monitoring will include review of compliance to specific program standards or requirements; client eligibility and targeted mandates, back up documentation for the units of service and all reporting, and progress of service and outcome objectives; how participant records are collected and maintained; reporting performance including monthly service unit reports on CA-GetCare, maintenance of

service unit logs; agency and organization standards, which include current organizational chart, evidence of provision of training to staff regarding the Elder Abuse Reporting; evidence that program staff have completed the California Department of Aging (CDA) Security Awareness Training; review of program operation, which includes a review of a written policies and procedures manual of all OCP funded programs, written project income policies if applicable, grievance procedure posted in the center/office, and also given to the consumers who are homebound, hours of operation are current according to the site chart; a board of director list and whether services are provided appropriately according to Sections VI and VII, the log of service units which are based on the hours of scheduled activities; sign-in sheets of consumers who participated in each activity; documentation that shows reported units of service are based on scheduled activities at the site, not activities that are always available at the facility such as cards or pool, translation and social services are based on staff hours.

- B. Fiscal Compliance and Contract Monitoring: Fiscal monitoring will include review of the Grantee's organizational budget, the general ledger, quarterly balance sheet, cost allocation procedures and plan, State and Federal tax forms, audited financial statement, fiscal policy manual, supporting documentation for selected invoices, cash receipts and disbursement journals. The compliance monitoring will include review of Personnel Manual, Emergency Operations Plan, Compliance with the Americans with Disabilities Act, subcontracts, and MOUs, and the current board roster and selected board minutes for compliance with the Sunshine Ordinance.

HUMAN SERVICES AGENCY GRANT BUDGET SUMMARY BY PROGRAM

Name CURRY SENIOR CENTER			Term 7/1/2018 - 6/30/2020		
(Check One) New <input type="checkbox"/> Renewal <input type="checkbox"/> Modification <u>3</u>					
If modification, Effective Date of Mod. 7/1/2019 No. of Mod.					
Program: Community Services					
Budget Reference Page No.(s)					
Program Term	7/1/18 - 6/30/19 Revised	7/1/19 - 6/30/20	Modification	Revised	Total
Expenditures					
Salaries & Benefits	\$168,843	\$161,905	\$24,289	\$186,194	\$355,037
Operating Expense	\$21,834	\$21,840	\$4,760	\$26,600	\$48,434
Subtotal	\$190,677	\$183,745	\$29,049	\$212,794	\$403,471
Indirect Percentage (%)	15%	15%		15%	15%
Indirect Cost (Line 16 X Line 15)	\$28,602	\$27,562	\$4,357	\$31,919	\$60,521
CDA Indirect Cost				\$21,279	
General Fund Indirect Cost				\$10,640	
Subcontractor/Capital Expenditures	\$40,000	\$30,000		\$30,000	\$70,000
Total Expenditures	\$259,279	\$241,307	\$33,406	\$274,713	\$533,992
HSA-DAAS Revenues					
General Fund	\$233,508	\$208,508		\$208,508	\$442,016
CFDA 93.778	\$25,771	\$25,771		\$25,771	\$51,542
General Fund - CODB		\$7,028		\$7,028	\$7,028
CDA - CalFresh Expansion			\$33,406	\$33,406	
TOTAL HSA-DAAS REVENUES	\$259,279	\$241,307	\$33,406	\$274,713	\$533,992
Other Revenues					
In-Kind Program Assistants - Horizon	\$10,000	\$10,000		\$10,000	\$20,000
In-Kind Program Assistants - Dolby	\$20,000	\$20,000		\$20,000	\$40,000
In-Kind Program Assistants - FR	\$54,571	\$54,571		\$54,571	\$109,142
Total Revenues	\$343,850	\$325,878	\$33,406	\$359,284	\$703,134
Full Time Equivalent (FTE)	2.71			2.77	
Prepared by: David Knego/Rosa Wong					Date
HSA-CO Review Signature: _____					10/23/2019
HSA #1					

CURRY SENIOR CENTER
Program: Community Services

Salaries & Benefits Detail

POSITION TITLE	Agency Totals		For HSA Program		7/1/18 - 6/30/19 Revised	7/1/19 - 6/30/20	Modification	Revised	Total
	Annual Full Time Salary for FTE	Total % FTE	% FTE	Adjusted FTE					
Senior Center Director	\$90,675	1.00	52.00%	52.00%	\$45,829	\$43,962	\$3,189	\$47,151	\$92,980
Manager - Chinese	\$56,550	1.00	26.53%	26.53%	\$10,000	\$12,000	\$3,000	\$15,000	\$25,000
Program Assistant-Lao	\$40,112	0.53	37.40%	19.94%	\$8,000	\$7,500	\$500	\$8,000	\$16,000
Program Assistant-Russian	\$40,112	0.67	29.92%	19.94%	\$8,001	\$7,500	\$500	\$8,000	\$16,001
Program Assistant-Vietnamese	\$39,000	0.80	25.64%	20.51%	\$8,000	\$7,500	\$500	\$8,000	\$16,000
Program Assistant-Vietnamese	\$39,000	0.69	100.00%	69.33%	\$25,012	\$27,039		\$27,039	\$52,051
Program Advocate	\$39,780	0.96	50.00%	48.00%	\$25,040	\$19,094		\$19,094	\$44,134
Drop-In Center Program Manage	\$58,500	1.00	13.68%	13.68%			\$8,000	\$8,000	\$8,000
Peer Outreach Specialist	\$39,780	0.48	15.71%	7.54%			\$3,000	\$3,000	\$3,000
TOTALS	\$443,509	7.13	3.51	2.77	\$129,882	\$124,595	\$18,689	\$143,284	\$273,166
FRINGE BENEFIT RATE	30%								
EMPLOYEE FRINGE BENEFITS	\$132,820				\$38,961	\$37,310	\$5,600	\$42,910	\$81,871
TOTAL SALARIES & BENEFITS	\$576,329				\$168,843	\$161,905	\$24,289	\$186,194	\$355,037
HSA #2									10/23/2019

CURRY SENIOR CENTER
Program: Community Services

Operating Expense Detail

Expenditure Category	TERM	7/1/18 - 6/30/19	7/1/19 - 6/30/20	Modification	Revised	Total
		Revised				
Rental of Property						
Utilities(Elec, Water, Gas, Phone, Scavenger)		\$5,000	\$5,000	\$1,000	\$6,000	\$11,000
Office Supplies, Postage		\$1,800	\$1,800	\$1,720	\$3,520	\$5,320
Building Maintenance Supplies and Repair		\$7,000	\$7,000		\$7,000	\$14,000
Printing and Reproduction						
Insurance		\$4,700	\$4,700	\$300	\$5,000	\$9,700
Staff Training		\$300	\$300	\$200	\$500	\$800
Staff Travel-(Local & Out of Town)		\$500	\$500		\$500	\$1,000
Rental of Equipment						
CONSULTANT						
OTHER						
Program supplies		\$800	\$800	\$700	\$1,500	\$2,300
Payroll fees		\$594	\$600		\$600	\$1,194
Recruitment		\$300	\$300		\$300	\$600
Computer Support		\$840	\$840	\$840	\$1,680	\$2,520
TOTAL OPERATING EXPENSE		\$21,834	\$21,840	\$4,760	\$26,600	\$48,434

HSA #3

10/23/2019

CURRY SENIOR CENTER
Program: Community Services
 (Same as Line 9 on HSA #1)

Subcontractor/Capital Expenditures

SUBCONTRACTORS/PASSTHRU		7/1/18 - 6/30/19 Revised	7/1/19 - 6/30/20	Modification	Revised	Total
St. Anthony's - Outreach & Safety		\$30,000	\$30,000		\$30,000	\$60,000
Livable City		\$10,000				\$10,000
TOTAL SUBCONTRACTOR COST		\$40,000	\$30,000		\$30,000	\$70,000
EQUIPMENT						
Units	ITEM/DESCRIPTION					
TOTAL EQUIPMENT COST						
REMODELING						
Description:						
TOTAL REMODELING COST						
SUBCONTRACTOR/CAPITAL EXPENDITURE		\$40,000	\$30,000		\$30,000	\$70,000

HSA #4

10/23/2019

Appendix F-SITE CHART
HSA/DAAS/OFFICE ON THE AGING

FY 2018-2020

AGENCY: Curry Senior Center

CONTRACT MAILING ADDRESS: 333 Turk Street, San Francisco CA 94102

DIRECTOR: David Knego

PHONE NO.: 415-885-2274

Name of Site	Main Office	Other Site applicable to this program:		
<p>SITES: (includes congregate nutrition, community/social services, home-delivered meal, food distribution, etc.)</p> <p>Address and Zip Phone Number Fax Number Neighborhood: Person in Charge: Site Manager:</p>	<p>333 Turk Street 415-885-2274 415-673-0349</p> <p>Tenderloin/Civic Center David Knego Toby Shorts</p>	<p>315 Turk Street 415-885-2274 415-673-0349</p> <p>Same Same Same</p>		
<p>Programs Offered</p>	<p>Primary Health Care, Dining Room (congregate meals), Drop-In Center</p>	<p>Mental Health, Substance Abuse, Homeless Outreach; Case Mgmt; Social (Comm. Prgm)</p>		
<p>Days Open</p>	<p>X Mon X Tues X Wed X Thurs X Fri X Sat X Sun</p>	<p>X Mon X Tues X Wed D Thurs X Fri Sat Sun</p>	<p>Mon Tues Wed Thurs Fri Sat Sun</p>	<p>Mon Tues Wed Thurs Fri Sat Sun</p>
<p>Hours Open</p>	<p>Health Center - M-F 9:00-5:00; Dining Room - Daily 8:00-1:30; Drop-In Daily 9:00-1:30. M-F 8-5:00; Sat & Sun 8-1:30</p>	<p>M-F 9-4:30</p>		
<p>Hours of scheduled programming</p>	<p>10:00a.m., 11:00a.m., 12:00 - Noon 132,203 362</p>	<p>Periodic Cultural Events & Lunches 11:30 a.m., 960 80 per month</p>		
<p>Hours of meal service Annual number of meals at site Average number of meals per day</p>	<p>Dining Room: 365 Other Programs: 248</p>	<p>All: 248</p>		
<p>Total number of service days in FY</p>	<p>Jan 1, MLK Jr. Day, Presidents' Day Memorial Day, July 4, Labor Day, Columbus Day (Indigenous Peoples' Day) Veterans' Day, T-giving Day and the day after, Dec 25</p>	<p>Same</p>		
<p>Days closed</p>				
<p>ADA Accessible</p>	<p>X Yes No</p>	<p>X Yes No</p>	<p>Yes No</p>	<p>Yes No</p>