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QUARTER 3 Volume LX Number 3



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¹The remineralization process is a natural repair mechanism to restore the minerals again—in ionic forms—to the hydroxyapatite (HAP) crystal lattice. Source: Arifa MK, Ephraim R, Rajamani T. Recent advances in dental hard tissue remineralization: a review of literature. *Int J Clin Ped Dent.* 2019;12(2):139. ²Activa Bioactive physically seals the margin of the material and tooth interface through mineral apatite formation, subsequently protecting against microleakage, the leading cause of secondary caries and recurrent decay. ³"One-step" describes placement after preparation, etching, and bonding steps. Refer to Activa Bioactive Bulk Flow instructions for use (IFU) for complete instructions. ⁴Dual-cure mode. ⁵Fan Y, Hubler D, Choochaisaengrat S, Giordano II R. Polymerization Shrinkage Stress of Novel Light Curing Dental Composites. Poster presented at American Association for Dental, Oral, and Craniofacial Research Annual Meeting; March 12–15, 2025; New York, NY. ⁶See: Maher YA, Rajeh MT, Hamooda FA et al. Evaluation of the Clinical Impact and In Vitro Antibacterial Activities of Two Bioactive Restoratives against *S. mutans* ATCC 25175 in Class II Carious Restorations, *Nigerian Journal of Clinical Practice*, 2023;26(4):404–411; and Mah J, Merritt J, Ferracane J. Adhesion of *S. mutans* biofilms on potentially antimicrobial dental composites. *J Dent Res.* 2017;96:2560.



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FEATURE STORY

The AAPD Foundation is allocating \$4.75 million—the largest single-year commitment in its history—to help community children’s dental clinics bridge Medicaid and other federal funding losses negatively impacting vulnerable kids in need.



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PDT
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QUARTER 3 Volume LX Number 3

THE MAGAZINE OF THE AAPD

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Thank you for a great AAPD 2025

The Healthy Smile Hero is dusting off her boots from a rockin' AAPD 2025 in Denver. It was an unforgettable celebration of education, connection, philanthropy, and community.



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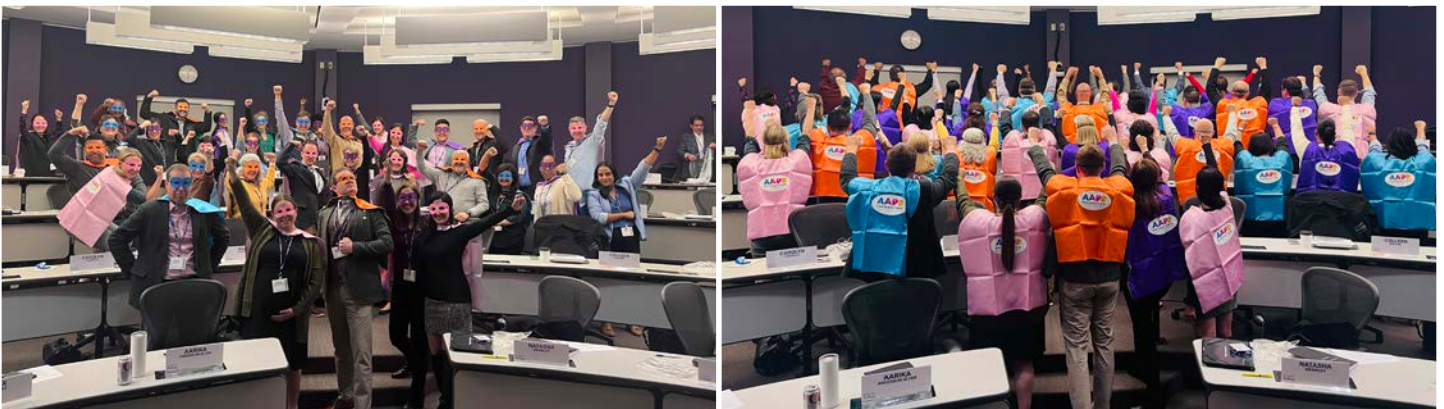
DR. JOHN S. RUTKAUSKAS LEADERSHIP INSTITUTE

The American Academy of Pediatric Dentistry and AAPD Foundation are proud to announce the naming of the **Dr. John S. Rutkauskas Leadership Institute** at the Kellogg School of Management at Northwestern University.

This exclusive leadership development program accepts just 30 participants per cohort. Participants work with top leadership experts and learn skills that apply whether they work in private practice, academia, or other professional settings. The institute requires a three-year commitment from participants. Each December, the group meets on Northwestern's campus for an intensive four-day learning experience. The next class, Cohort VIII, begins in December 2026.

Applications to join Cohort VIII open in autumn 2025. Those interested in learning more about the Leadership Institute or receiving notification when applications become available can contact:

AAPD Foundation Grants and Programs Assistant Manager Jasmine Williams at jwilliams@aapdfoundation.org



PRESIDENT MESSAGE



AAPD PRESIDENT

Dr. Thomas G. Ison

LEADING WITH SAFETY, SERVICE, AND STEWARDSHIP

One of my first responsibilities as President of the AAPD was to hold online meetings with the Chairs, Trustees, and Staff Liaisons of each Council and Committee to discuss their work charges for the year. After nine evenings and twenty discussions, I came away with an even deeper appreciation for the passion and dedication of our members and staff. What an incredible group! Each Chair expressed genuine enthusiasm for delivering value to our members and improving the lives of the children we serve.

A key principle in the world of safety is not just how many times you have performed a procedure successfully, but how well prepared you are for the unexpected. For instance, you may have administered thousands of local anesthesia injections without issue—but would you and your team be ready to manage an anaphylactic reaction? As a provider of sedation, even if you've never experienced a complication, are you prepared for a patient who unexpectedly progresses to a deeper level of sedation? The stakes are simply too high to be unprepared. Unfortunately, we have recently seen reports of tragic events involving children seeking dental care. In at least one case, complications arose due to an unknown underlying medical condition. As providers, we have a responsibility to do everything we can to ensure our patients' safety. This includes carefully weighing the risks and

benefits of proposed treatments and then being prepared for the unexpected. We must be leaders and advocates for patient safety.

For children with significant dental needs, behavioral challenges, or medical conditions, sedation or general anesthesia may be necessary to provide appropriate care. To promote safety in such situations, the AAPD and the American Academy of Pediatrics developed a joint guideline on pediatric sedation. This document, which is the only joint medicine-dentistry guideline of its kind, applies to all pediatric sedation procedures, whether they occur in dental or medical offices, or hospital settings.

The AAPD has also created the *Best Practices for the Use of Anesthesia Providers in the Administration of Deep Sedation/General Anesthesia in the Dental*

Office. As more providers turn to in-office deep sedation, involving a second sedation provider, strict adherence to these guidelines is critical. You, as the provider, must ensure that your office and staff are fully prepared. Following the protocols in these documents will help you deliver care in the safest possible manner. Consider taking advantage of the sedation and simulation courses that are offered by the AAPD to gain experience in managing complications during a procedure.

But safety goes beyond patient events. It includes the overall environment in which care is delivered. The AAPD's Safety and Quality Improvement Committee has a vision "to champion the safest possible oral health care delivery system to protect the health and well-being of patients and their providers." Its mission is to help dentists build a culture of safety across all aspects of dental care by integrating safety systems into everyday practice. To support this, the committee developed a comprehensive Safety Toolkit: <https://www.aapd.org/resources/member/safety-toolkit/>. This valuable resource offers guidance on topics such as infection control, dental waterline safety, IT and record security, psychological safety, and occupational safety.

As we near the end of membership renewal cycle, I encourage you to consider contributing to both the AAPD Foundation and the AAPD PAC. The

AAPD Foundation is committed to making dental care accessible to all children by awarding grants to dentist-led clinics that provide cleanings, advanced treatments, and ongoing care. With potential federal funding changes on the horizon many of these essential clinics are at risk. In response, the Foundation has pledged over \$4 million should these changes occur.

The AAPD PAC works on behalf of our members to support candidates for federal office who prioritize children's oral health. PAC contributions fall into two categories: 1) Hard dollars (from personal accounts) are used to directly support candidates. 2) Soft dollars: (from business accounts) are used for activities like POHAC and other advocacy events. Both of these organizations serve an important role in advancing our mission and need your support.

An old proverb reminds us: "A society grows great when people plant trees under whose shade they will never sit." There are many opportunities for service—within AAPD, at the state or district level, on dental boards, or with other professional organizations and I encourage you to get involved. I appreciate the dedication of our members, who work tirelessly to advocate for children's oral health. Thank you for your service and for planting those seeds.

"We must be leaders and advocates for patient safety...The stakes are simply too high to be unprepared."

Advocacy in Action

ADVOCACY NEWS

AAPD advocates for dental funding, Medicaid reform, and access to care.

Title VII Pediatric Dentistry FY 2026 Funding Preserved in Senate Appropriations Committee Mark-up

On July 31, 2025, the Senate Appropriations Committee held a mark-up of the FY 2026 Labor-HHS-Education appropriations bill. This is the first step in determination of funding levels for these programs for federal fiscal year (FY) 2026 which runs from October 1, 2025, to September 30, 2026. Included among such programs is the AAPD's top appropriations priority, Title VII health professions training funds for pediatric dentistry. Despite the Administration's proposed FY 2026 budget that would eliminate all HRSA oral health training programs, the Senate committee bill maintains them at level funding (same as FY 2025) with the following favorable report language:

"Training in Oral Health Care The Committee provides \$42,673,000 for Training in Oral Health Care Programs, which includes not less than \$13,000,000 for General Dentistry Programs and not less than \$13,000,000 for Pediatric Dentistry Programs and not less than \$15,000,000 for State Oral Health Workforce grants. This funding supports a competitive program in fiscal year 2026 for multi-year awards. The Committee directs HRSA to provide continuation funding for section 748 postdoctoral training grants, predoctoral dental grants, and dental faculty loan repayment program

[DFLRP] grants. The Committee directs HRSA to initiate a new DFLRP grant cycle in fiscal year 2026 with a preference for pediatric dentistry faculty supervising dental students or residents and providing clinical services in dental clinics located in dental schools, hospitals, and community-based affiliated sites."

This is a big win for AAPD advocacy, especially considering that other medical programs in Title VII received funding cuts in the bill. **This successful outcome is due to the great work of AAPD's Congressional Liaisons Drs. Warren Brill and Jade Miller, the Powers lobbying team in Washington, D.C. led by Julie Allen, advocacy by state teams during POHAC 2025, and a targeted grassroots campaign initiated just prior to the mark-up.**

The full committee report can be accessed at: https://www.appropriations.senate.gov/imo/media/doc/fy26_lhhs_senate_report.pdf

The report language quoted above appears on page 46. The next step in the process is consideration by the House Appropriations Committee, expected to take place in September.

For any questions, please contact Chief Operating Officer and General Counsel C. Scott Litch at (773) 938-4759 or slitch@aapd.org.

Connecticut Proactively Protects Access to Community Water Fluoridation

A bill was recently signed into state law that requires public water systems in the State of Connecticut to maintain their existing levels of fluoride as recommended today by the U.S. Public Health Service and U.S. Department of Health and Human Services. Connecticut governor Ned Lamont shared, "There is no reason to tamper with this health standard, which has been proven to be safe and effective for many decades. With this enactment of this new state law, we will ensure that

this public health standard continues in Connecticut regardless of whatever political decisions are made at the federal level."

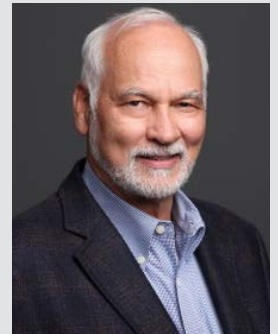
Dr. Brianna Muñoz, AAPD Public Policy Advocate for Connecticut, was very active in this effort. She shared, "Community water fluoridation is the only way to cross socioeconomic lines and to benefit those living in the shadows of society who may not otherwise have access to dental care."

CONGRATULATIONS AND THANK YOU TO THE CHAMPIONS IN CONNECTICUT!

Give a Little and Get a Lot Back

MEET DR. JOHN GIBBONS, CHAIR OF THE AAPD PAC

"Somebody asked me." – this is how Dr. John Gibbons answers when asked why he got involved with the American Academy of Pediatric Dentistry. The newly minted chair of the AAPD Political Action Committee (AAPD PAC) knows the worth of engaged volunteers as well as a well-funded political action committee, having run for office previously himself. "The experience helped me learn the value of a PAC and how they can be influential to legislators," he commented.



"It's a challenging time for our profession and the children we serve," Dr. Gibbons acknowledges. "We need to make sure we have a voice in the room with the right people to mitigate the negative effects," Dr. Gibbons says relating to the changes to Medicaid and CDC guidance over the past six months. And he believes the AAPD PAC may be the most important vehicle we have to ensure the best care for children and support the best interests of our profession.

Dr. Gibbons acknowledges that a large part of his role as PAC Chair is increasing awareness for the work the AAPD PAC does on behalf of members, making contributions so crucial. "Title VII funding has helped to nearly triple the number of pediatric dentist grads in the past decade," he says when asked for a top PAC win.

"We have the best patients and they deserve the best care possible"

Want to get involved in advocacy work? Be active in your state society. Reach out to your representatives. **Join the AAPD Grassroots Network under the Advocacy tab on the AAPD website.**

INFORMED CONSENT FOR THE PEDIATRIC DENTAL PATIENT:

OBLIGATIONS, RISKS, CHALLENGES, AND BENEFITS

by Cheryl A. Cameron, Cheryl H. DeVore, and C. Scott Litch

WHAT IS INFORMED CONSENT AND WHY IS IT REQUIRED?

There is a long history supporting the right of every person to be free from bodily invasions without consent.¹ Consent to health care, in its early paternalistic form, simply required a determination as to whether a patient consented to a particular procedure – yes or no. **In 1957, the first case to articulate the concept of informed consent provided that “[a] physician violates his duty to his patient and subjects himself to liability if he withholds any facts which are necessary to form the basis of an intelligent consent by the patient to the proposed treatment.”²**

As stated in the American Academy of Pediatric Dentistry (AAPD) informed consent best practices document, “[i]nformed consent is the process by which a health care provider gives relevant information concerning diagnosis and treatment needs to a patient so that the patient can make a voluntary, educated decision to accept or refuse treatment.”³ It is an ethical and legal obligation of a health care provider to support informed self-determination by a patient. It is a process of communication and rapport building that ensures a health care provider-patient partnership to protect a patient’s health; informed by the patient’s needs, desires, and abilities through active participation.

Informed consent is controlled by state law, and although there are general principles that universally apply, **a pediatric dentist should be familiar with the state law in which they practice.**

The general principles of informed consent include the following: 1) making professional disclosure to the person legally authorized to provide consent; 2) obtaining the consent in a timeframe that precedes and is reasonably proximal to the time of the treatment; and 3) ensuring the consent is made voluntarily without duress or fraud. **Failure to properly obtain informed consent may have legal or regulatory consequences for the pediatric dentist, and does not uphold the ethical obligation to promote a positive and productive relationship with patients.**

Obtaining informed consent for the pediatric dental patient involves some unique considerations since the patients being treated are in most cases minors and by state law not legally able to provide consent for their own health care. As a result, challenges may arise as to how to navigate this issue and obtain consent from a legally authorized person, while also including the minor patient in their care to the extent reasonable and possible.

THE TO WHOM, HOW, WHAT, AND WHEN OF PROPER DISCLOSURE

- *To Whom to Make Disclosure.* In most cases informed consent can only be legally obtained from a competent adult person. A competent person is someone not under a legal disability. An adult is a person who has reached the age of majority, which in most U.S. jurisdictions is 18 years of age. A minor is by definition under a legal disability and is also not an adult and therefore is generally unable to consent to their care.

In order to proceed with obtaining informed consent for dental treatment to a minor person, the pediatric dentist will disclose to a legally authorized representative, which is generally at least one of the parents of the minor patient or their legal guardian.⁴ The dentist must rely on the parents to provide the dentist with any information that would require one or the other parent to solely consent. This would occur in the event of a legal separation, dissolution or divorce of a marriage,⁵ or minor patient's birth out of wedlock and there was no subsequent marriage of the biologic parents to each other or court order granting parental rights.⁶ Generally, both parents must have legally adopted a minor patient in order to share parental rights although there may be some exceptions (e.g., marriage of a biological and adoptive parent). While it is the obligation of the parents to inform the pediatric dentist when consenting authority is limited to one parent, as a practical matter, inclusion of a section in the patient intake form that identifies the parent(s) or a third-party as the legal guardian of the minor and attests to their legal right to consent for the child's dental treatment can be helpful. **In the case of one parent having sole authority as the legal guardian to consent or a third-party legal guardian, it is advisable for the pediatric dentist to request a copy of the court document denying access to a parent or ordering the guardian appointment.**

Some states will delineate alternative classes of persons (e.g., grandparents or childcare providers) who, although not the legal guardian, are authorized to provide consent on behalf of a minor such as an individual to whom the minor's parent has given power of attorney or a signed authorization to make health care decisions, or a competent adult who represents

themselves to be a relative responsible for the health care of the minor. In these circumstances, the pediatric dentist should request a copy of the power of attorney, signed authorization, or declaration of representation and ensure that it has not expired.⁷

There are exceptions when a minor may be legally authorized to consent to and be an active participant in their own health care, which take into consideration the concept of a "mature" minor. This concept recognizes circumstances where adolescents are old enough to appreciate and understand the nature and consequences of decisions that are being considered. Most U.S. jurisdictions have by statute established judicial process for declaring a minor to be emancipated based on evidence of their independence from the care, custody, and control of their parents and/or maturity and an assessment that it is in the best interest of the minor.⁸ Some states have enacted processes for homeless youth to be certified to consent to health care.⁹ Other factors that some states use to determine that a minor is emancipated are legal marriage, active military duty, and being a parent. Pediatric dentists should consider the possibility of emancipation when treating adolescents who seek to consent for their own dental care. **While a pediatric dentist may be protected against civil or criminal liability, when in good faith relies upon the representation of a minor that they are legally able to consent to health care,¹⁰ it is recommended that documentation of emancipation (e.g., court order) or other legal status be requested and maintained in the record.**¹¹

In addition, there are other exceptions that are specific to the type of treatment that an adolescent may be seeking. For example, many state laws allow for minors based on age to consent

to receive care on their own for drug related conditions,¹² sexually transmitted diseases,¹³ and mental health.¹⁴ Exceptions also include adolescent decision making associated with reproductive decisions (e.g., contraception and pregnancy). Each of the above exceptions have a constitutional, statutory, or case law foundation in support of granting health care decision making authority to a mature minor or adolescent.¹⁵

The information conveyed by the minor to the dentist and the clinical exam findings arising from and related to the above exceptions is protected health information (PHI) under the Health Insurance Portability and Accountability Act (HIPAA) and applicable state law.¹⁶ **The confidentiality of this PHI runs for the benefit of the minor and is generally protected against unauthorized disclosure, including to the legal guardian.** This may pose a conflict for the pediatric dentist when recommending certain treatment to the minor's guardian for a health condition revealed to the pediatric dentist in confidence.

As noted above, in most cases the parent or legal guardian will be the authorized agent for obtaining informed consent. Consideration of the involvement of a minor in the disclosure process with their parent or legal guardian based on their level of maturity and cognitive development is advised. Conflicts can arise between the legal guardian and the minor as to treatment. When the success of treatment is dependent upon the cooperation and compliance of the patient, the pediatric dentist may be in a difficult situation proceeding with treatment that the minor has not personally accepted. **Including the pediatric patient as a participant in the health care provider-patient relationship and including them in the disclosure process may help the legal**

guardian and the patient in understanding the benefits and risks of proposed and alternative treatment, including non-treatment.

The patient's perspective can identify additional information or context their legal guardian may require to make an informed decision (e.g., risks of watching a condition as opposed to immediately treating a condition to which a minor patient has expressed opposition).

- *How to Make the Disclosure.* **Informed consent is more than getting a signature on an informed consent document; it is a process of disclosure.** Proper disclosure is vital to the later enforceability of the obtained informed consent. Disclosure should preferably be made by the treating provider, whether the dentist, dental hygienist, or other licensed provider. Disclosure for routine procedures can be standardized for consistency across patients. While videos and other visual aids can be used and may be helpful, it is essential that a dental team member, and preferably the treating provider, be available to verify whether the consenting person has any questions.

It is important to document disclosures consistent with statutory, regulatory, or standard of care requirements. Documentation requirements may be in the form of: 1) required written and signed consent of the patient or legal guardian for "complex" treatment,¹⁷ "procedures where a reasonable possibility of complications ... exists",¹⁸ or specific procedures;¹⁹ or 2) required written or electronic or digital recorded verbal consent for care based on delivery mode or location (e.g, mobile dental or public health facility);²⁰ and 3) required notation in the dental record of informed consent discussions.²¹ In circumstances where written and signed informed consent form is not required, it may serve as valuable presumptive evidence that informed consent was obtained.²²

Proper disclosure requires effective communication to ensure understanding. Understanding is best achieved by avoiding the use of jargon, using clear and unambiguous language, and delivering information with an appropriate pace and volume. Written materials should not require any higher than the sixth to eighth grade reading level. When communicating with non-English speaking persons, it is important to consider whether oral and written translation services are necessary.

For informed consent to be valid it must be obtained without fraud or duress. Disclosures should never be given under false pretenses or in the context of undue influence.

- *What to Include in the Disclosure?* Disclosure should include who will perform the procedure and a description of the procedure in terms the consenting person can understand. The following should be included in the disclosure: 1) the diagnosis leading to the procedure; 2) the nature and purpose of the procedure; 3) the potential benefits of the procedure; 4) the known and inherent risks of the procedure as well as those risks that while improbable are serious and would reasonably be expected to affect the consenting person's decision; 5) alternate procedures or courses of action and their potential benefits and risks; and 6) the option of providing no treatment and its potential benefits and risks. **The goal is to provide sufficient information to the consenting person so that the consent provided is legally defensible. Just as important is to empower the consenting person to make a decision to which they are committed and which allows for them to actively participate in dental care decisions.**

Pediatric dentists should ensure that disclosure is broad enough to cover potential mid-treatment changes in circumstances such as a patient for whom the full extent of treatment

needs cannot be determined until initiating treatment under general anesthesia.²³

There are two primary standards for measuring the sufficiency of disclosure: 1) professional standard and 2) materiality standard. The professional standard requires disclosure of factors reasonable practitioners of like training would disclose in the same or similar circumstance.²⁴ Whereas, the materiality standard requires disclosure of factors that a reasonably prudent person in the position of the patient or their legal representative would consider significant in deciding whether to consent to the proposed treatment.²⁵ **It is important for the pediatric dentist to follow the standard that is used in their practice jurisdiction.**

Informed consent should ultimately end in a decision that the consenting person will not later feel a need to dispute regardless of the outcome of the treatment.

When discussing the risks of treatment, putting them in perspective for the patient and their guardian should be considered while making sure that the possibility and probability of the most serious and irreversible consequences are appropriately presented and explained. However, some statements should be avoided. For example, the pediatric dentist should not guarantee the outcome or success of any treatment. While a breach of guarantee claim is generally unavailable to a patient unless a health care provider assures in a signed writing the results of any procedure,²⁶

best practice is to clearly represent that treatment outcomes are not completely predictable. Although it is generally preferred that the minor patient be included in discussions about their dental care, the pediatric dentist may determine that in some circumstances, specifically with a young or fearful minor patient, not including them in disclosure of the risks of

treatment is in the best interest of the child. This privilege of the dentist to withhold such information from the patient, referred to as the therapeutic privilege,²⁷ would not prevent the pediatric dentist from appropriately disclosing this information to the minor's legal guardian.

- *When to Make Disclosure and Obtain the Consent.* Disclosure must be made at a time prior to treatment and should be reasonably proximal to the date of treatment and to the person legally able to provide the resulting consent.

When a care plan includes treatment by multiple providers, the timing of disclosure and consent needs careful consideration. When a patient is referred for treatment, it is generally the treating provider's, as opposed to the referring provider's, responsibility to obtain informed consent.²⁸ However, if the sequence of treatment is such that the treating provider's procedure will be delivered after irreversible treatment has been initiated by the referring provider, it is important to coordinate disclosures and consent.

When a patient requires emergency treatment and obtaining informed consent from a parent or legal guardian is not reasonably feasible under the circumstances without adversely affecting the condition of the patient's health, a pediatric dentist is not required to delay treatment in order to secure informed consent.²⁹ The patient's conditions and circumstances requiring emergency treatment should be documented in the patient's record and subsequently communicated to the parent(s) or legal guardian.

CONSEQUENCES OF NOT OBTAINING INFORMED CONSENT

The legal ramifications for failure to obtain informed consent or if the informed consent

is invalid, include civil legal actions based on negligence and/or breach of contract. These actions are generally based on failure to provide adequate disclosure or the informed consent is found to be invalid. The following are reasons that the informed consent may be found to be invalid: 1) the act consented to is unlawful; 2) the informed consent was obtained from a person not legally able to provide it; 3) the informed consent was too vague; 4) the informed consent was obtained through misrepresentation or by fraud; or 5) informed consent was provided involuntarily under duress. A criminal battery (intentional tort) action may be filed for not obtaining consent such as extending the scope of treatment beyond what was validly consented to. Additionally, disciplinary action may be taken against the pediatric dentist's state dental license for failure to obtain informed consent. The standard of review used for a tort-based informed consent claim may differ from a disciplinary procedure of unprofessional conduct. For example, the tort-based claim will require a showing that the failure to disclose caused actual injury, whereas the unprofessional conduct claim may require a showing that the failure to disclose was a departure from the standard of care that could have caused harm. This distinction recognizes the different purposes of the proceedings; negligence proceedings are intended to compensate for injury whereas disciplinary proceedings are intended to protect the public from harm and rehabilitate licensees.³⁰

RISK MANAGEMENT AND BEST PRACTICES

- Adoption of an office policy or checklist regarding dental care decision makers and to whom to make proper disclosure that is consistent with state law can serve as a valuable resource to the dental team.
- Consider carefully where the pediatric patient fits into the disclosure process.

- Do not delegate the disclosure to a person other than the provider unless the provider makes themselves available for questions.
- If the parent or legal guardian (and as appropriate the minor patient) does not ask questions take some time to prompt them to ask or ask them to articulate their understanding of the treatment options. Sometimes intimidation or a lack of understanding may prevent questions from being asked.
- Make disclosure in layman terms and provide communication support as needed, such as translation assistance where language is a barrier or sign language services where there are auditory limitations.
- Written documentation of consent, even if not required, can be helpful in proving fulfillment of your disclosure requirement. **Best practice is to maintain a consistent practice of recording disclosures and consent in the patient's dental record.**
- When providing treatment to a patient that has been referred to you, be sure to obtain informed consent. It would be best practice to develop an understanding with referring providers with regard to the importance of proper disclosure practices.
- The process of informed consent is ongoing and not one and done – it is a continuous process of reinforcing information and understanding.
- Know and comply with the state law and make sure staff also comply. In addition to being familiar with the general informed consent requirements of the practice jurisdiction, there may be dentistry specific provisions with which the pediatric dentist should be knowledgeable (e.g., informed consent with sedation,³¹ protective stabilization,³² informed consent for the

use of teledentistry,³³ and informed consent for treatment delivered in a mobile dental facility).³⁴

- Obtain legal counsel to advise when necessary.

SUMMARY

Obtaining informed consent is essential for both legally and ethically providing patient care. Failure to properly navigate the disclosure process and legally obtain the informed consent can lead to untoward consequences for the pediatric dentist. Equally important though is the beneficial effect it can have for the dentist-patient relationship. It can and should facilitate better communication between the parties and foster trust. Pediatric patients, through their legal guardians and for themselves, should be active participants in their dental care. The process of disclosure and obtaining informed consent promotes and supports active participation, which can lead to increased compliance and satisfaction with their treatment. This in turn can lead to more enjoyment and fulfillment for the pediatric dentist in their practice.

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1. *See Union Pac. Ry. Co. v. Botsford*, 141 U.S. 250 (1891).
2. *Salgo v. Leland Stanford Jr. Univ. Bd. of Tr.*, 317 P.2d 170, 181 (Cal. Ct. App. 1957).
3. *American Academy of Pediatric Dentistry. Informed consent. The Reference Manual of Pediatric Dentistry. Chicago: Ill.: American Academy of Pediatric Dentistry; 2024:554-8, 554. https://www.aapd.org/globalassets/media/policies_guidelines/bp_informedconsent.pdf Accessed July 11, 2025.*
4. *See FLA. STAT. ANN. §743.0645 (West 2025); 410 ILL. COMP. STAT. ANN. 210/2 (West 2025); IND. CODE ANN. §16-36-1-5 (West 2025); WASH. REV. CODE ANN. §7.70.065 (West 2025).*
5. *E.g., OHIO REV. CODE ANN. §3109.04 (West 2025).*
6. *E.g., CAL. FAM. CODE §7611 (West 2025); OHIO REV. CODE ANN. §3109.042 (West 2025).*

7. E.g., CAL. FAM. CODE §6552 (West 2025); FLA. STAT. ANN. §765.2035 (West 2025); N.C. GEN. STAT. ANN. §32A-34 (West 2024); OHIO REV. CODE ANN. § 3109.52 (West 2025); WASH. REV. CODE ANN. §7.70.065(2) (West 2025).
8. E.g., 750 ILL. COMP. STAT. ANN. 30/9 (West 2025); IOWA CODE ANN. §232C.3 (West 2025); OR. REV. STAT. §419B.558 (West 2025).
9. E.g., FLA. STAT. ANN. §743.067 (West 2025).
10. E.g., MASS. GEN. LAWS ANN. ch. 112 §12F (West 2024).
11. See, ME. REV. STAT. ANN. tit. 22 §1503 (2025); WASH. REV. CODE ANN. §13.64.050 (West 2025).
12. E.g., OHIO REV. CODE ANN. §3719.012 (West 2025).
13. E.g., OHIO REV. CODE ANN. §3709.241 (West 2025); WASH. REV. CODE ANN. §70.24.110 (West 2025).
14. E.g., OHIO REV. CODE ANN. §5122.04 (West 2025); WASH. REV. CODE ANN. §71.34.530 (West 2025).
15. Doriane Lambelet Coleman & Philip M. Rosoff, *Adolescent Medical Decision making Rights: Reconciling Medicine and Law*, 47 Am. J.L. & Med. 386 (2022).
16. 45 C.F.R. §164.502 (2025).
17. CAL. CODE REGS. tit. 9 §30602 (2025).
18. 22 TEX. ADMIN. CODE §108.7 (2025).
19. E.g., ALASKA ADMIN. CODE tit. 12 §28.040 (2025).
20. E.g., 234 MASS. CODE REGS. 5.14 (2025); N.J. ADMIN. CODE §10A:16-5.1 (2025).
21. E.g., MINN. R. 3100.9600 (2025); N.D. ADMIN. CODE 20-02-01-09 (2025); WASH. ADMIN. CODE §246-817-305 (2025).
22. E.g., IDAHO CODE ANN. §39-4507 (West 2025); IND. CODE ANN. §34-18-12-2 (West 2025); IOWA CODE ANN. §147.137 (West 2025); UTAH CODE ANN. §78B-3-406 (West 2025); WASH. REV. CODE ANN. §7.70.060 (West 2025).
23. See, *Idlibi v. Conn. State Dental Comm'n.*, 275 A.3d 1214 (Conn. App. Ct. 2022).
24. E.g., N.Y. PUB. HEALTH LAW §2805-d(1) (McKinney 2025); WIS. STAT. ANN. §447.40 (West 2025).
25. E.g., WASH. REV. CODE ANN. §7.70.050 (West 2025).
26. See, *Cincinnati Gas & Elec. Co. V. Gen. Elec. Co.*, 656 F. Supp. 49, 67 (S.D. Ohio 1986); *Knorn v. Orkin Exterminating Co.*, 2000 WL 36728760 (S. D. Ohio Feb. 8, 2000). E.g., DEL. CODE ANN. tit. 18 §6851 (West 2025); IND. CODE ANN. §34-18-12-1 (West 2025); UTAH CODE ANN. §78B-3-408 (West 2025).
27. S. Sandy Sanbar, *Legal Medicine: Health Care Law and Medical Ethics* 178 (Elsevier, 8th ed. 2025).
28. See, *Koapke v. Herfendal*, 660 N.W.2d 206 (N.D. 2003); *O'Neal v. Hammer*, 953 P.2d 561 (Haw. 1998).
29. E.g., CAL. BUS. & PROF. CODE §1627.7 (West 2025); HAW. REV. STAT. ANN. §671-3 (West 2025); ILL. COMP. STAT. ANN. 5/2-111 (West 2025).
30. See, *Painter v. Dentistry Examining Bd.*, 665 N.W. 2d 397 (Wis. Ct. App. 2003).
31. E.g., MO. CODE REGS. ANN. tit. 20 §2110-4.030 (2025); 22 TEX. ADMIN. CODE §110.6 (2025).
32. E.g., COLO. CODE REGS. §709-1:1.15 (2025); TENN. COMP. R. & REGS. 0460-01-.18 (2025); 22 TEX. ADMIN. CODE §108.14 (2025).
33. E.g., NEV. REV. STAT. §631.34583 (West 2025); N.C. GEN. STAT. §90-30.2 (2024); OHIO REV. CODE ANN. §4715.431 (West 2025); OHIO ADMIN. CODE 4715-23-03 (2025).
34. E.g., ARIZ. REV. STAT. ANN. §32-1299.25 (2025); ARK. CODE ANN. §17-82-603 (West 2025); ARK. ADMIN. CODE 007.33.1-XVIII (West 2025).

Cheryl A. Cameron, PhD, JD is Professor, Oral Health Sciences, School of Dentistry, Virginia and Prentice Bloedel University Professor, and Vice Provost Emeritus, University of Washington.

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C. Scott Litch, MA, JD, is the AAPD's Chief Operating Officer and General Counsel and regular author or co-author of this PDT column. For further information contact Mr. Litch at (773) 938-4759 or slitch@aapd.org.

This column presents a general informational overview of legal issues. It is intended as general guidance rather than legal advice. It is not a substitute for consultation with your own attorney concerning specific circumstances in your dental practice. Mr. Litch does not provide legal representation to individual AAPD members.



NOW MORE IMPORTANT THAN EVER TO STEP IN OR STEP UP!

We need your help now more than ever to defend patient oral healthcare. One of the most effective prevention tools we have -- the use of fluoride -- is under attack and the recent Medicaid cuts are going to potentially impact our ability to treat the most vulnerable patients. In these challenging times, the **AAPD PAC** amplifies our voice as we engage with strategic legislators and policy makers on these critical issues. The AAPD PAC is essential to our federal advocacy initiatives, positioning AAPD as the Big Advocate for Little Teeth!

On July 29, 2025, all AAPD PAC-eligible members received a link via e-mail to the 2025 **AAPD PAC Annual Report** highlighting how important your support of the AAPD PAC is to our advocacy efforts. I urge you to review this report closely. **July 29 is the annual AAPD PAC day of giving**-- based on date that the AAPD was incorporated (July 29, 1947).

Thanks to the many of you that have already supported the AAPD PAC this year, and if you have not yet given please STEP IN or STEP UP. The voluntary recommended support level for early career dentists is only \$100. **If you have been a regular PAC contributor at the recommended level of \$300, why not jump up to the next level of support such as Cabinet (\$500-999) or Patriot (\$1000)?**

Newly approved for 2025 are these highest PAC recognition levels: Founders Club (\$5000) and Liberty (\$2500). We'll be rolling out special recognition and benefits for those contributing at these levels for 2025. More details to follow!

You can contribute online at: <https://www.aapd.org/advocacy/aapd-pac/pac-contributions/>

I have already contributed at the Patriot level this year.

Remember that if you want your dollars applied directly to candidate support, please make your PAC contribution via a personal credit card or check.

For further information about the AAPD PAC, please contact PAC Secretary C. Scott Litch at or slitch@aapd.org.

John Gibbons, DMD

PAC Steering Committee Chair
Poulsbo, Wash.



Call for Nominations: Secretary/Treasurer and At-Large Trustee for Academy Year 2026-2027

Positions: The AAPD Nominations Committee is now accepting submissions for the positions of Secretary/Treasurer and At-Large Federal Services Trustee. These positions will commence in the Academy Year 2026-2027.

Deadline: Nominations must be received by the AAPD headquarters office no later than Nov. 1, 2025. This deadline is in accordance with the procedures outlined in the current AAPD Administrative Policy and Procedure Manual*

Submission Requirements: A nominee's submission must include the following:

1. A completed and signed Nomination form. This form is available on our website at <https://www.aapd.org/resources/member/governance/> or by contacting Executive Coordinator, Governance, Lisa Gunderson at lgunderson@aapd.org.
2. A one-page essay explaining their interest in serving in the specific office and summarizing their leadership skills;
3. A background description suitable for publishing in *Pediatric Dentistry Today*;
4. A photograph in electronic format suitable for publication in *Pediatric Dentistry Today*.
5. Three letters of recommendation from Active, Life, or Retired members of the Academy.

Interview Process: The Nominations Committee will meet on Dec. 6, in Rosemont, Ill., to interview all nominees in person or via Zoom. All nominees must agree to participate in this interview process.

All nominees for the 2026-2027 Academy year will be published in the Quarter 1 issue of *Pediatric Dentistry Today* and voted on by the membership at the 2026 General Assembly.

For further information, please contact Chief Executive Officer John S. Rutkauskas at jrutkauskas@aapd.org.

** All members have online access to the most recent version of the AAPD Administrative Policy and Procedure Manual, which is periodically reviewed and updated by the Policy and Procedure Committee with oversight and approval by the board of trustees. The Policy and Procedure Manual can be found on <http://www.aapd.org>, under Governance Documents in the Governance section of Member Resources.*

Advantage Arrest®

Silver Diamine Fluoride 38%

real kids **deserve** real science.™

Celebrating 10 Years

Since its 2015 debut, Advantage Arrest® has led the way in Silver Diamine Fluoride research and results—backed by over 627 studies, including a Phase 3 trial.¹ Trusted by professionals, it helps ease patient pain and provider worry with unmatched evidence and clinical success.



NEW!

Advantage Arrest®
Gel Syringe



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Continuing Education

CONTINUING EDUCATION

To register, visit
www.aapd.org/events

Gain Confidence. Build Skills. Be Emergency-Ready.

A SPOTLIGHT ON AAPD'S UPCOMING SEDATION COURSES

Join AAPD in Chicago this October for AAPD's trusted Sedation Courses, designed to strengthen your team's preparation, safety, and confidence when delivering sedation in the pediatric dental office.

SAFE & EFFECTIVE SEDATION FOR THE PEDIATRIC DENTAL PATIENT

Oct. 17-18 | Chicago, IL | 18 CE Credits

ADVANCED TRAINING IN SAFE PROCEDURAL SEDATION IN PEDIATRIC DENTISTRY FOR FACULTY AND RESIDENTS

Oct. 17-18 | Chicago, IL | 18 CE Credits

MANAGEMENT OF PEDIATRIC SEDATION EMERGENCIES: SIMULATION COURSE

Oct. 19 | Chicago, IL | 9 CE Credits

Space is still available for all courses but limited. Register now to secure your team's spot! Visit the AAPD's Meetings Calendar on the website for individual course details and pricing.

In a world filled with numerous continuing education opportunities, choose the AAPD-managed course to gain a solid foundation in preparing for and managing medical urgencies and emergencies in pediatric procedural sedation.

Smiles Across the Globe Virtual Option Now Available!

Weren't able to join us in person across the pond for AAPD's Smiles Across the Globe, our joint symposium with the Royal College of Surgeons of Edinburgh and the European Academy of Paediatric Dentistry?

You can still purchase the virtual conference on the AAPD Education Passport at www.education-passport.aapd.org/.

Brush up on a variety of engaging topics, including:

- Airway management and sleep apnea
- Artificial intelligence in diagnostic and digital workflows
- Minimally invasive dentistry and silver diamine fluoride (SDF)

Don't miss out! Learn more and purchase!

Smiles Across the Globe is sponsored by Align Technology, Cheng Crowns, College of Diplomates, Elevate Oral Care, OverJet AI, and Toothpillow.



ADA CERP® | Continuing Education Recognition Program

ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry.

Safe & Effective Sedation for the Pediatric Dental Patient

Oct. 17-18 | Chicago, IL | 18 CE Credits

Who Should Attend: Any dentist who sedates children in their office

COURSE DESCRIPTION

This comprehensive course is ideal for pediatric dentists who use or plan to use sedation techniques in their clinical practice. Taught by leading experts, the program focuses on safety, updated protocols, and evidence-based strategies to improve patient outcomes. Attendees will learn how to evaluate sedation candidates through thorough risk assessment, understand pharmacology and drug interactions, and manage adverse outcomes with confidence. This course is an excellent refresher for seasoned providers and a critical learning opportunity for those looking to strengthen their sedation capabilities while staying compliant with current standards.

REGISTRATION FEES

- **AAPD Member Dentist:** \$1,370
- **Non-Member Dentist:** \$1,570

This course is generously sponsored by Sedation Resource.



NEW! Advanced Training in Safe Procedural Sedation in Pediatric Dentistry for Faculty and Residents

Oct. 17-18 | Chicago, IL | 18 CE Credits

Who Should Attend: Pediatric dental residents and faculty

COURSE DESCRIPTION

For the first time ever, AAPD is offering a specialized program focused on clinical teaching and sedation best practices specifically for faculty and residents. This course is designed to deepen your understanding of procedural sedation—a behavior guidance technique that requires knowledge of assessment, medication use, and airway rescue. Led by experts in pediatric dentistry and dental anesthesia, the course includes lectures, case studies, hands-on training, and panel discussions. Attendees will explore best practices in patient assessment, treatment planning, risks/benefits/alternatives, and patient rescue.

REGISTRATION FEES

- **AAPD Student Member:** \$685
- **AAPD Member - Faculty:** \$978
- **Non-Member Dentist:** \$1,570

Management of Pediatric Sedation Emergencies: Simulation

Oct. 19 | Chicago, IL | 9 CE Credits

Who Should Attend: Pediatric dentists who wish to sharpen and practice their cognitive skills and rescue techniques involving emergent pediatric sedation scenarios using SimMan technology

COURSE DESCRIPTION

While emergencies are unexpected, this simulation will ensure you and your team are well-prepared should they arise. Tailored for pediatric dentists currently using sedation techniques, this course is designed to simulate real-life emergencies and enable you to assess patient status quickly, practice airway management techniques, and manage real-time physiological status trends to stabilize the patient. You'll gain practical skills and training protocols that can be immediately implemented in your practice, enhancing your team's readiness and confidence in handling emergencies.

Space is limited.

REGISTRATION FEES

- **AAPD Member Dentist:** \$1,500
- **Non-Member Dentist:** \$1,700

Kid. Proof.

**TRUST CHENG CROWNS TO ENDURE
THE RIGORS OF CHILDHOOD.**

Another name for childhood is “mischief.”

Cheng Crowns are made for it. With unmatched strength, natural aesthetics, and hassle-free placement, every restoration stays put through all the spills, splashes, and snack-time shenanigans.

Learn more:



ENHANCING PEDIATRIC DENTAL EDUCATION

The AAPD is committed to advancing pediatric dental education through resources that empower academic leaders, residents, and students. Below we'd like to highlight essential tools provided by the AAPD to strengthen training programs and support professional development.

2025 CORE CURRICULUM READING LIST: THE DEFINITIVE POSTDOCTORAL RESOURCE

Updated by the AAPD Council on Postdoctoral Education, this biennial guide features 200+ pivotal articles across nine clinical domains, including:

- Behavior Guidance & Trauma Management
- Special Care for Patients with Unique Needs
- Growth Development & Orthodontic Principles

Access the 2025 Reading List on the AAPD site via Member Resources/Academic Resources:
<https://www.aapd.org/resources/member/resident-resources/residency-director-resources/>
member login required

PRE-DOCTORAL LITERATURE REVIEW LIST: FOUNDATIONAL KNOWLEDGE FOR DENTAL STUDENTS

The Council on Predoctoral Education's updated 2025 list distills 80+ seminal articles on critical topics like:

- Prevention & Caries Management
- Pulp Therapy Best Practices
- Child Abuse Recognition Protocols

ADVISORY LIST OF INTEGRAL EXPERIENCES: BLUEPRINT FOR CLINICAL COMPETENCY

This revised guide helps academic leaders design curricula that ensure graduates can confidently:

- Provide comprehensive care for infants through adolescents
- Adapt treatment for patients with special healthcare needs
- Demonstrate proficiency in core clinical procedures

Access Resources on the AAPD site via Member Resources/Academic Resources: <https://www.aapd.org/resources/member/resident-resources/residency-director-resources/>
member login required



RESIDENT SEMINAR SERIES: ELEVATING CLINICAL EXCELLENCE

This year's **must-see** Resident Seminar Series is available for on-demand viewing. Dive into these **expert-led sessions** at your convenience:

Available sessions from the 2024-2025 academic year include:

- **Periodontal Care in Pediatrics**
Diagnosis and treatment of gingival conditions (Drs. Xenoudi, Ritwik, Thacker) and soft tissue augmentation techniques (Dr. Rotenberg)
- **Special Patient Care**
Guidance on cleft/craniofacial care (Drs. Hayek, Shope) and connective tissue disorders (Dr. Kerins)

The popular monthly webinar series will return for the 2025-2026 academic year with new expert-led sessions. **All members can access:**

- Live seminar schedules
- Archived recordings
- Supplemental materials

Explore the Series: <https://www.aapd.org/resources/member/resident-resources/AAPD-Resident-Seminar-Series/>

member login required

For further information, please contact the Senior Manager, Education Development and Academic Support, Leola Royston at (773) 938-4986 or lroyston@aapd.org.



Little Teeth, Big Smiles is sponsored by HuFriedy Group



Newly Erupted is sponsored by Elevate Oral Care



Listen on [aapd.org](https://www.aapd.org), Spotify, iTunes, Stitcher, Google Podcasts

AAPD's two podcasts, Little Teeth, Big Smiles and Newly Erupted, continue to be extremely popular. Be sure to tune in to the episodes that are released monthly.



Big Love for Little Teeth



AAPD FOUNDATION ALLOCATES **\$4.75** **MILLION**

IN ANTICIPATION OF
NATIONWIDE
FEDERAL LOSSES

In anticipation of pending federal health policy changes coming in the next six to nine months, the AAPD Foundation Board of Trustees approved allocating \$4.75 million in new grants for fiscal year 2026 – with \$4 million earmarked for nonprofit clinics and dental schools facing revenue losses due to Medicaid changes and other federal cuts.



“Unfortunately, these anticipated losses are not a matter of if, but when,” said AAPD Foundation President Dr. Mario Ramos. “And, with federal funding comprising on average two-thirds of nonprofit clinics’ annual revenue, the consequences of these changes are brutal: millions of powerless children will suffer.”



SCAN ME TO SPONSOR A SMILE!

aapdfoundation.org/donate

An estimated 20 million children annually receive needed dental care thanks to Medicaid reimbursement and federal grants. When the federal changes are implemented, community-based clinics serving the most vulnerable children will be forced to cut hours, reduce services, eliminate front-line personnel, or close entirely. Millions of children living with oral disease and pain will have nowhere to turn.

“The AAPD Foundation always will stand up for kids,” Dr. Ramos said. “That’s why we have allocated nearly one quarter of our existing assets and represents the largest single-year commitment in the Foundation’s history to meet this challenge.”



Grant Reviewers Needed!

Now seeking dental professionals and healthcare workers to review Access to Care Grant applications! In this volunteer role, grant reviewers evaluate applications against grant standards and complete evaluation forms.

Training and Time Commitment



**One-Hour Remote
Training Session**



**Review 15-25
Applications**
(30 Minutes Each)

Grant application reviewing period is between September and November

Interested?

Scan the QR code to sign up.



As this issue of *PDT* wrapped, the Foundation was developing protocols and procedures for eligible clinics to apply so it can respond quickly when the cuts become reality. Grants will be invite-only, and the Foundation's goal is to award first installments on approved grants within 60 days of the application deadline.

"We know our funding cannot replace what will be lost, but we hope the speed of our fulfillment will serve as a bridge for our grantees – and the kids in their care – while they pursue funding from alternate sources."

—Dr. Mario Ramos, President of the AAPD Foundation

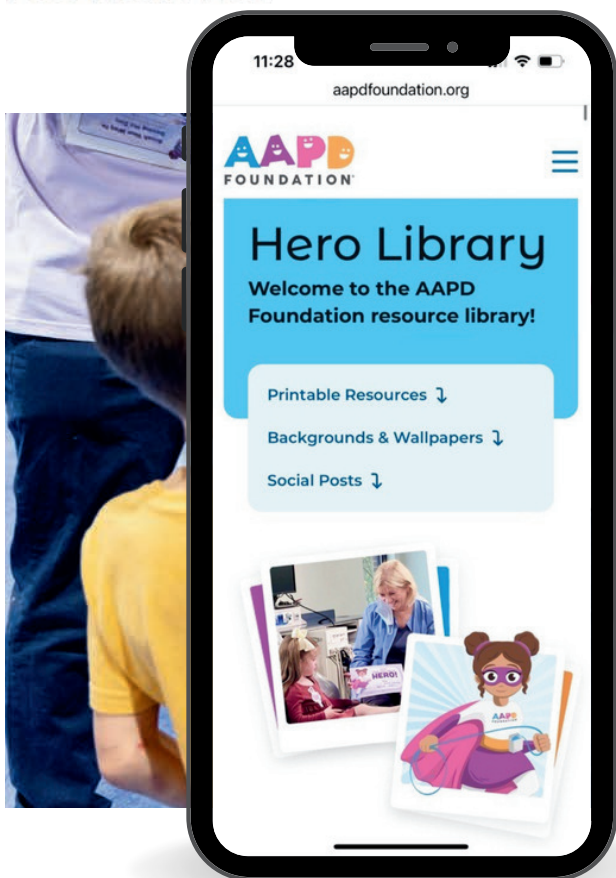


There has never been a more important time to be a Healthy Smile Hero than now.

Together, we can make a difference. Donate today to help vulnerable kids get the care they need.



Hustle to the HERO LIBRARY



1

Give today and be a **Healthy Smile Hero!**

2

Enter the **HERO LIBRARY**.

3

Print toothbrushing charts, personalized certificates, posters, & other resources.

4

Energize your social media grid with ready-to-post graphics.

5

Promote your practice and delight patients!

Resources
available in
English *and*
Spanish.



SCAN THE QR CODE TO VISIT
[AAPDfoundation.org/hero-library](https://aapdfoundation.org/hero-library)

Research & Policy

RESEARCH AND POLICY CENTER

Staying informed on the latest research and policy developments in children's oral health.



Upcoming Webinars

MEDICAID & OTHER FEDERAL POLICY UPDATES

Friday | Oct. 31 | 12 PM CST

CDT 2026 COMING IN HOT WITH A SIDE OF G0330 UPDATES

Friday | Dec. 12 | 12 PM CST

SCAN TO REGISTER



NCSL Legislative Summit 2025

The AAPD was on-site at the National Conference of State Legislatures (NCSL) Legislative Summit in Boston in August as NCSL celebrated its 50th anniversary. This was the largest ever convening of state legislators and staffers, surpassing 9000 attendees. In addition to learning about both federal and state policy matters related to health, child and family care, and human services, Dr. Keri Discepolo (CGA Northeastern district representative and state PAC champion for Massachusetts) and Dr. Chelsea Fosse spent time talking to lawmakers and their staff in the exhibit hall about children's

oral health, preventive services access, state Medicaid policy, and fluoride. Big thanks to NCSL for the hospitality and opportunity to network with state decision-makers! We're looking forward to next year's event in Chicago.



AAPD Speaks Up at FDA Public Meeting on Fluoride Supplements

The U.S. Food and Drug Administration (FDA), in partnership with the Reagan-Udall Foundation, hosted a public meeting regarding ingestible fluoride prescription drug products on Wednesday, July 23. Earlier this year, the FDA announced its preparations to remove these products—such as tablets and drops used in young children to prevent tooth decay—from the U.S. market as early as this fall. The Academy was proud to have **Dr. Tim Wright** representing AAPD at the meeting.



AMERICA'S PEDIATRIC DENTISTS
THE BIG AUTHORITY on little teeth®

The consumption of naturally occurring fluoride was discovered to be preventative of tooth decay.

Fluoride makes tooth mineral resistant to acid attack, so that teeth are more resistant to dental caries.

Clinical and animal studies confirm fluoride consumption reduces dental caries in children.

Exposure to fluoride supplements does not cause unhealthy changes in the oral or gut microbiome in children.

Consuming fluoride supplements does not cause negative neurobehavioral or other health concerns in children.

Removing fluoride supplements from the market will cause an increase in dental caries and the associated morbidities.

Public Comment - Use of Orally Ingestible Unapproved Prescription Drug Products Containing Fluoride in the Pediatric Population Hybrid Public Meeting 7.23.25

Fluoride supplements are vital for children in communities without access to fluoridated water or where topical applications are insufficient or inaccessible, and they have long been used by dentists and physicians to help prevent dental caries. The removal would particularly harm pediatric patients at high risk for dental caries. The claims made against fluoride related to the microbiome and neurocognitive defects have been debunked; they do not apply at the levels of fluoride seen in the U.S.

We commend our partners at the American Dental Association, American Academy of Pediatrics, and many others who participated in the event and shared sound science. It is anticipated that additional details regarding the FDA's plans on fluoride supplements will be available by the end of October.

Protect Our TEETH

The AAPD has voiced strong support alongside the American Dental Association for the Protect Our Treatment for Enamel, Erosion, and Tooth Health (TEETH Act). This bill would require the Environmental Protection Agency (EPA) to commission an independent, rapid-response evidence review from the National Academies of Sciences, Engineering, and Medicine before proposing updates to drinking water regulations that affect community water fluoridation. The bill would ensure that decisions regarding community water fluoridation are grounded in robust scientific evidence rather than individual, flawed, or mischaracterized studies. It was introduced in the House of Representatives (H.R. 4556) and additional updates will be provided as they become available.

Measles Reminders for Pediatric Dental Practice



AMERICA'S PEDIATRIC DENTISTS
THE BIG AUTHORITY on little teeth®

Measles isn't just a little rash – it can be dangerous or even deadly, especially for young children.

In 2025, 1,309 measles cases have been reported across 39 states, with the highest numbers in Texas, Kansas, and New Mexico.

What does measles look like?

- 7-14 days after infection:** Cold-like symptoms begin – high fever (104°F+), cough, runny nose, and red, watery eyes.
- 2-3 days after symptoms start:** Koplik spots (tiny white spots) may appear inside the mouth **BEFORE** any skin rash.
- 3-5 days after symptoms start:** A red, blotchy rash spreads from the hairline downward, and fever may spike again.

92% of cases are in people who are unvaccinated. Protect your child from measles with the MMR vaccine – safe and recommended by the CDC.

Source: Centers for Disease Control and Prevention (CDC)

Want to stay up to date with other research and policy developments from AAPD?

SIGN UP FOR THE RPC RUNDOWN!



WHAT TO EXPECT WITH THE RECENT CUTS TO MEDICAID

How H.R.1 will Affect Pediatric Dentists and Patients

The 2025 budget reconciliation bill, H.R. 1, was signed into law by President Trump on July 4, 2025. The law includes many fiscal provisions including the permanent extension of the 2017 tax cuts and raising the debt ceiling. One of the most significant parts of the law is the \$1 trillion cut in federal spending towards Medicaid and the Children's Health Insurance Program (CHIP).

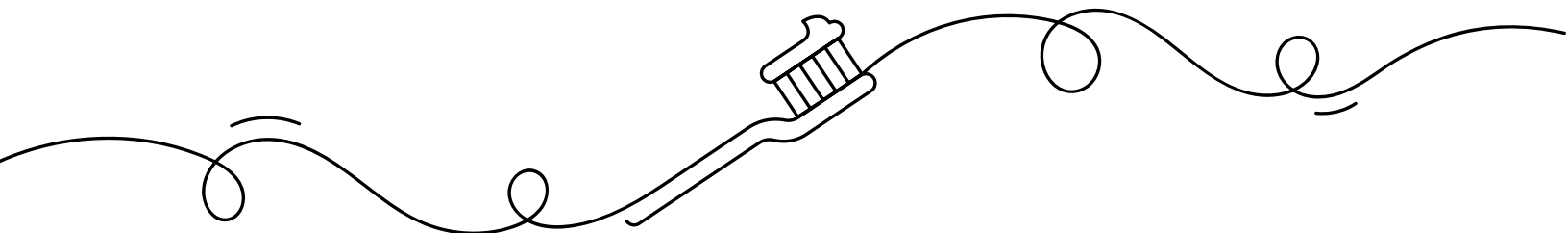
Children's health coverage – including dentistry – should be well protected via the EPSDT provision in Medicaid (Early and Periodic Screening, Diagnostic and Treatment; informally the “medically necessary care” provision for children covered by Medicaid). Most of the Medicaid provisions in the budget reconciliation bill will more directly impact the adult population. It will be increasingly difficult for states to finance their share of the Medicaid program. Some states may ultimately decide to make cuts to programs that are not federally mandated, such as adult dental.

There is an undeniable “family effect” in oral health. Research demonstrates that children's oral health status and receipt of dental care is associated with their parents' dental coverage and experience. This “family effect” means that the downstream impact of many of the Medicaid cuts

will impact children. To advance the optimal oral health of children, the AAPD recognizes these patterns must be appreciated:

- When parents do not have access to dental care, their children have two times the risk of not having a dental visit, and nearly 10 times the risk of having to defer needed care.
- Among children in low-income families, those whose parents do not have dental coverage through Medicaid experience more dental decay than their peers whose parents do have Medicaid dental coverage.
- Children are more likely to access and use dental services when they reside in states that have more robust services in the adult Medicaid dental program that their parents may utilize.

The cuts in health care spending will impact the lives of all Medicaid/CHIP enrollees. Children will feel significant burden when their parents and caregivers in their lives lose eligibility, coverage, or access due to the passed provisions.



Here we outline some of the specific provisions of H.R. 1 and their anticipated impact on pediatric dentistry. Additionally, we list when the provisions will take effect and where to find the provision in the law.

H.R. 1 Impact on Patients		
Provision	Description	Why it matters
Mandatory Work Requirements (also known as “Community Engagement”) <i>Enactment: 01/01/2027 with potential for states to delay</i> <i>Section of Senate Engrossed Version: 71119</i>	States must condition Medicaid eligibility for individuals ages 19-64 on working or participating in qualifying activities every month. Regular verifications of employment will be required to be eligible or maintain eligibility for Medicaid. Certain exemptions for pregnant women, those with disabilities, and parents of young (under 14) children exist. This provision accounts for the vast majority of the projected savings in Medicaid, mostly due to people losing coverage.	Some parents and caregivers of children with disabilities will be forced to make decisions over meeting requirements to receive coverage versus caretaking for a child (including those with a disability). This will also be challenging and costly to implement at the state level.
Eligibility Redeterminations <i>Enactment: 01/01/2027</i> <i>Section of Senate Engrossed Version: 71107</i>	Eligibility redeterminations would occur every six months instead of 12 for individuals aged 19-64 enrolled in Medicaid through the Affordable Care Act’s expansion or similar waivers. This provision does not change the existing 12-month recertification period for children.	This requirement adds administrative complexities for enrollment and maintenance of coverage which will lead to wrongful denials and loss of coverage for some adults. We learned during the pandemic redetermination and unwinding processes that <i>reducing</i> administrative burdens lead to more people receiving or maintaining coverage.
Cost Sharing Requirements <i>Enactment: 10/01/2028</i> <i>Section of Senate Engrossed Version: 71120</i>	Cost sharing requirements for those above 100% of the federal poverty level in Medicaid expansion states will be instated. States will be able to charge up to \$35 per service or visit. This includes some preventive services, but others – like prenatal, pediatric, and some primary care – will be exempt.	Adult patients may choose to forego needed dental care which will lead to more invasive needs and costly conditions in the future. As shown by the family effect, adults deferring care due to costs may also defer dental care for their children. This could lead to patients only utilizing care when they are experiencing pain, swelling, or infection which are all costlier and more difficult to remedy.

Loss of Medicaid and Difficulty Enrolling in Private marketplace plans	Those who lose Medicaid coverage will not automatically be enrolled in marketplace plans, and in many cases there will be waiting periods that did not previously exist. They may have difficulty or be ineligible to qualify for tax credits that make plans more affordable.	Marketplace plans must offer coverage for the Essential Health Benefits. This includes pediatric dentistry – or at least presenting the option for pediatric dentistry coverage. Loss in health insurance coverage for parents may lead to foregoing care for children.
Overall	Coverage and access for some of those who were previously eligible will be lost, and there will be greater administrative burden to access care.	

H.R. 1 Impact on Providers		
Provision	Description	Why it Matters
Graduate Loan Repayment <i>Enactment:</i> 07/01/2026	New lifetime borrowing caps for Grad PLUS loans will be \$200,000 for professional students. Additionally, there will be changes to the income-driven repayment (IDR) plans for current borrowers and fewer repayment options for new borrowers. These IDR plans include the Save on Valuable Education (SAVE), Pay as You Earn (PAYE), and Income-Contingent Repayment (ICR) plans.	Capping Grad PLUS loans will make dental school, already the most expensive professional degree, even more financially unfeasible for new dental students. This will deter dental students from matriculating, potentially leading to a shortage in future providers. Additionally, changes to the loan repayment system will financially strain new dentists and potentially hinder their ability to grow their practice or provide care to vulnerable populations.
Limiting Provider Taxes <i>Enactment:</i> Non-expansion state freeze – 05/01/25 Expansion state reductions – 10/01/27 <i>Section of Senate Engrossed Version: 71115</i>	States will no longer be able to institute provider taxes to fund the state portion of the Medicaid budget. Those expansion states that already have provider taxes in place will be forced to reduce them gradually over time. Non-expansion states will freeze provider taxes at the current rates.	This limit will shrink state Medicaid budgets and could lead to dental care cuts, especially in adult programs. Reducing funding for programs or lowering reimbursement rates will impact both providers and patients in the Medicaid program.

Limiting State Directed Payments <i>Enactment:</i> Current <i>Section of Senate Engrossed Version: 71116</i>	HHS will revise regulations to limit state directed Medicaid payments to match Medicare rates instead of commercial rates. Although there is geographic variation, Medicare rates are significantly below the average commercial rates. The state plan rate applies if there is no published Medicare payment rate, like adult dental care.	Four out of five states currently use state directed payments. This could suppress Medicaid dental rates in some states which will lead to a loss of critical dental provider networks.
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There are a few other key updates to note that are either Medicaid policy changes that went into effect via a different mechanism, or relevant to the Medicaid population:

Immigrant coverage: The CMS Marketplace Integrity rule was released in June 2025 and went into immediate effect. This strictly narrowed Medicaid eligibility for immigrant populations, including those who are lawfully in the United States.

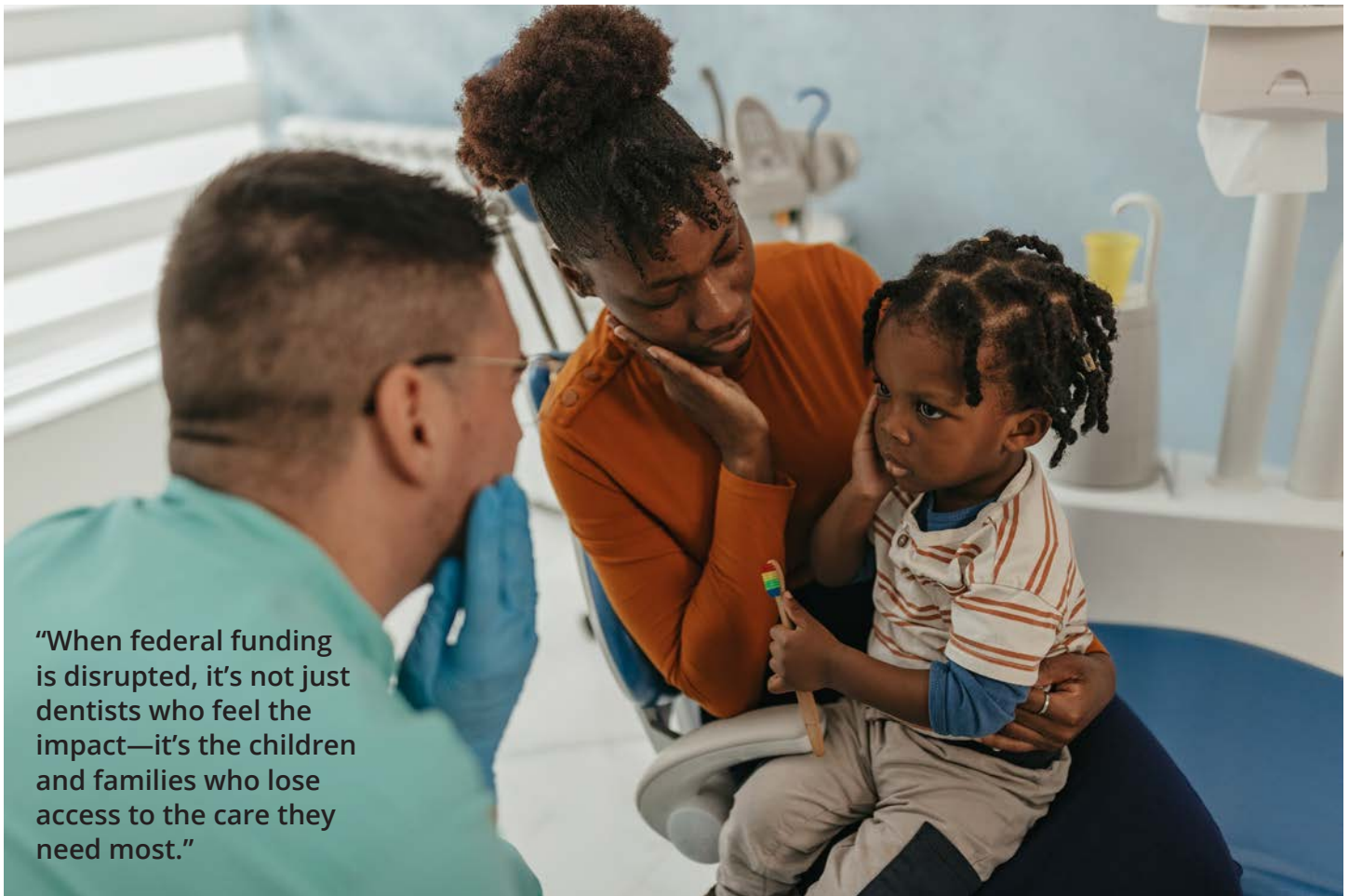
SNAP: States will now have to fund up to 15% of the Supplemental Nutrition Assistance Program (SNAP) benefit budget, which was entirely federally funded in the past. There are no funds available to states to build out new compliance systems that will be necessary for reporting and administration. Work requirements were also expanded to include those up to age 64 (previous cutoff was age 54) and young adults who are transitioning out of foster care.

Rural Health Transformation Program: This was one of the only investments in health in H.R. 1. There will be \$50 billion (total) available to states in fiscal years 2026-2030 to support the delivery of health care to people living in rural areas that

may be affected by the Medicaid cuts. There is an ambitious schedule for the program’s roll-out, with state applications expected to open by early fall 2025, and funds awarded in early 2026.

Because many of the provisions do not go into effect for some years and are staggered in their implementation schedules, the perceived impact of these changes may be dampened by time. However, the Congressional Budget Office predicts that an additional 16 million people (about the population of New York State) will be without health care coverage by 2034 due to changes in Medicaid, CHIP, the Affordable Care Act, and CMS more broadly. This is all while the federal budget deficit *increases*. Spring 2026 may offer some of the first indications of state response to these federal changes, as they prepare their programs and budgets in their next legislative sessions.

The Academy will be following additional federal and new state updates as best as possible, and we ask all AAPD members to help keep us informed (email RPC@aapd.org) as you learn of state policies that may impact you as a provider delivering the highest quality care, as well as patients and families in attaining optimal oral health.



“When federal funding is disrupted, it’s not just dentists who feel the impact—it’s the children and families who lose access to the care they need most.”

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Member News

MEMBER NEWS

Announcements of awards, recognitions, and contributions from AAPD members.

PREDOCTORAL CHAPTER SPOTLIGHT

TOOTHWIGGLERS AT VCU: BUILDING SMILES, INSPIRING FUTURES

Toothwiggles, the predoctoral AAPD chapter at Virginia Commonwealth University's School of Dentistry, continues its work as a motivated student-led chapter of the AAPD, uniting future dental professionals with a shared commitment to pediatric care, community outreach, and public health. Rooted in a mission to improve the oral health of children across Richmond and the greater Commonwealth, Toothwiggles blends education, service, and fun to support underserved populations while exposing interested students to the field of pediatric dentistry.

This year, the club expanded its reach through new and returning initiatives designed to foster meaningful connections with the local community. Fall began with a continued partnership with the VCU Chapter of the American Academy of Developmental Medicine and Dentistry (AADMD) at the Colorful Connection Autism Fest, where students provided accessible oral health education and free resources to children with special healthcare needs and their families. In November, Toothwiggles attended the 17th annual Community Harvest Festival, where several student volunteers arrived in costume to hand out goody bags and treats, while also delivering engaging, easy-to-understand oral health education for kids and their families. The annual Trunk-or-Treat, in collaboration with the American Association of Public Health Dentistry (AAPHD), grew significantly this year, nearly tripling the number of student volunteers and community members.

In the spirit of combining creativity with compassion, Toothwiggles introduced a new Valentine's Day card-making initiative, creating over 130 handmade cards that were distributed to patients





and their families at the VCU Pediatric dental clinic, adding a heartfelt touch to their visits. Students also volunteered at Back-to-School Nights at Glen Lea and Fairfield Court Elementary Schools, as well as Career Day at J.H. Blackwell Preschool, deepening the club's longstanding dedication to its partnership with local schools. These events support the club's broader mission of reducing health disparities by bringing dental education, screenings, and teledentistry outreach directly into schools that need it most.

Toothwigglers also continues to prioritize professional development. Through a robust Lunch and Learn series, students engaged with pediatric den-

tists, faculty, and residents on topics ranging from behavior management to the pediatric residency application process- a new session that provided much-needed guidance to students interested in specializing. The club also engaged in creative fundraising efforts, with branded hats and sweat-shirts that were a big hit among students, residents, faculty, friends, and family.

At its core, Toothwigglers at VCU is about creating connections between dental students and the field of pediatric dentistry and between children and healthier, happier smiles. Toothwigglers is excited to see what the 2025-2026 season holds for the community and beyond.

A DUAL ROLE: PEDIATRIC DENTIST AT AN INDIAN HEALTH SERVICE SITE AND AMERICAN'S DISASTER AND CRISIS FIRST RESPONDER

by David Burke, DMD, MPH, FAAPD
Commander, USPHS

As a pediatric dentist working in the Commissioned Corp of the U.S. Public Health Service (USPHS), I am honored to be part of a nation-wide team of health care professionals who are dedicated to advancing the health and safety of the United States. The USPHS Commissioned Corps is one of the eight uniformed services of the United States that include the Army, Navy, Air Force, Marine Corps, Space Force, Coast Guard, and the National Oceanic and Atmospheric Administration (NOAA). The USPHS Commissioned Corps has a primary mission to protect, promote and advance the health and safety of our nation. It is also the only uniformed service in the world dedicated to public health, is comprised of health care professionals dedicated to serving vulnerable and underserved populations, and oftentimes we work in isolated, hard-to-fill or hazardous duty assignments where healthcare can be most difficult to access. In addition to a commitment to public health promotion, administering disease prevention programs and advancing public health science, the USPHS also serves as America's First Responders. USPHS Commissioned Corps officers address emerging and chronic threats to health and wellness, respond during public health emergencies, and provide aid during disaster events. This readiness to respond requires an officer to be available for duty and possible deployment 24 hours a day, 7 days a



Right to left: USPHS Pediatric Dentists, CAPT Scott Williams, CDR Joan Attridge, CDR David Burke. Representatives from the IHS Division of Oral Health, CAPT Nathan Mork, Dr Damon Pope.

week. For more information on the USPHS impact on previous public health crisis and disasters visit: <https://www.coausphs.org/COA/COA/Advocacy/America-s-Health-Responders.aspx>.

USPHS officers are federal employees working under the U.S. Department of Health and Human Services and are distributed to assignments across numerous government departments and agencies, including (but not limited to) the U.S. Coast Guard, Indian Health Service (IHS), Centers for Disease Control and Prevention (CDC), Food and Drug

Administration (FDA), National Institutes of Health (NIH) including the National Institute of Dental and Craniofacial Research (NIDCR), Health Resources and Service Administration (HRSA), Federal Bureau of Prisons (BOP), the Department of Veteran's Affairs (VA), and the Immigration and Customs Enforcement Health Service Corps (IHSC). Due to the diversity of duty assignments and unique working environments, no two USPHS Commissioned Corps officers' careers, service records, and/or work assignments are identical. Each career is unique and offers exceptional opportunity for leadership, service, growth and adventure.

Public Health Service dental officers receive a primary assignment, usually in the provision of dental care to a target population. Pediatric dentists are typically assigned to a clinical role within the Indian Health Service. However, a pediatric dentist interested and involved with public health program development, clinical and population research, or policy development could seek assignment with one of the aforementioned government agencies. The Indian Health Service offers a number of different clinical settings, that include federally administrated IHS dental clinics and hospitals that are located on a reservation, independently managed programs that are operated by tribes under self-governance agreements and are also located on reservations, and at Urban Indian Health Programs (UIHPs) located in urban areas and cities where American Indians and Alaskan Native populations may not otherwise have access to health care services. Pediatric dentists serving Native American/Alaska Native populations not only focus on one-on-one patient care, but also become intimately involved in community prevention programs designed to improve community disease rates. These activities may include community and

school based dental screenings, sealant programs, community education and health fair events, involvement with Early Childhood Services and community elementary schools, fluoride education and awareness, and mobile delivery of dental care. American Indian/Alaskan Native children experience a disproportionate level of dental caries when compared to the general population and cases are often advanced and severe, oftentimes requiring the provision of care under general anesthesia and utilizing advanced behavior guidance techniques and strategies. The challenges and rewards associated with providing culturally competent, compassionate, and comprehensive dental care to an underserved and vulnerable pediatric patient population are a daily occurrence and offer an experience unlike any other in the profession.

Service in the USPHS uniform offers a wide range of benefits that mirror those of the more well-known military uniformed services, namely the U.S. Navy, Air Force and Army. Information about compensation and the benefits to USPHS Commissioned Corps officers can be found at <https://www.usphs.gov/professions/dentist/>. The USPHS Commissioned Corps motto is "In Officio Salutis" which directly translates to, "In the Service of Health." Any pediatric dentist, general dentist or other dental specialist interested in learning about how to join the nation's team of public health minded health-care professionals can find more information about the application process at <https://www.usphs.gov/apply-now/>. Required qualifications include a D.D.S or D.M.D degree from a program accredited by the Commission on Dental Accreditation of the American Dental Association and a current, unrestricted, and valid dental license from any U.S. state, Washington D.C., Puerto Rico, U.S. Virgin Islands, or Guam.

KEY CONSIDERATIONS FOR ASSOCIATE CONTRACTS: A GUIDE FOR NEW DENTAL ASSOCIATES

Contributed by

Joe Hess, Attorney and Owner of Joe Hess Law Firm, PLLC

Starting your career as a dentist is an exciting milestone, but before signing an associate contract, it's crucial to understand what you're agreeing to. Many new dental associates sign contracts without fully reviewing them. Perhaps this happens because they are intimidated by the process, or they don't want to upset the practice owner by being too forward, or they don't have an attorney, or they assume it's all standard language. However, associate contracts contain key details that can significantly impact your career, and they certainly do not all include the same standard language.

In this article, we highlight some of the most important clauses and considerations to watch for before signing on the dotted line.

EMPLOYEE VS. INDEPENDENT CONTRACTOR: KNOW YOUR CLASSIFICATION

One of the first issues in an associate contract is whether you are classified as an employee or an independent contractor. Many associates (and some practice owners) think that they can decide how they will be characterized. The truth is that the law decides how you are classified, you don't really have a choice in the matter. One thing is for sure: for any given associate contract you cannot be both an independent contractor and an employee—you're either one or the other.

WHY DOES THIS MATTER?

Practice owners often prefer independent contractors because this arrangement can reduce their administrative burden—no payroll taxes, no benefits.

Some associates prefer independent contractor status for tax write-offs, but as we just mentioned, the law determines classification, not personal preference.

THE KEY FACTOR IS CONTROL

The easiest way to think about this from an associate's standpoint is to determine the degree of control you have over your work. Who is paying you, who is assigning you patients? Are you bringing your own supplies? Are you setting your own schedule? Most dental associates who come into a practice are not doing any of these things. The practice controls your schedule and is assigning you patients. The practice is billing on your behalf and giving you the supplies and staff needed to do your work. So, it's very difficult to be characterized as an independent contractor as an associate. If the practice controls your schedule, assigns patients, provides supplies, and bills on your behalf, you are most likely an employee.



Exceptions exist for certain specialists, such as oral surgeons who work at multiple locations on their own terms. Location matters, too. Some states, like California, make it nearly impossible for dental associates to be classified as independent contractors.

COMPENSATION: UNDERSTANDING NET COLLECTIONS

Many dental associates, especially in general practice, are paid based on a percentage of net collections, rather than a set salary. The percentage varies based on location and experience, but new associates typically earn 30–32% of net collections.

WHAT TO LOOK FOR IN YOUR CONTRACT

Definition of Net Collections – Ensure it is clearly defined. This is not gross revenue; it accounts for insurance write-offs, redo's, and possibly lab fees.

Right to Review Collection Reports – You should have access to reports that show how your pay is calculated.

Daily Minimum Pay – Since building a patient base can take time, be sure to negotiate a guaranteed daily minimum for the first 3–6 months.

BENEFITS & EXPENSES: GET IT IN WRITING

Practice owners might verbally promise benefits, but if it is not in the contract, it is not guaranteed. Common benefits include:

- License fees and board memberships
- Continuing education allowance (e.g. X dollars per year)
- Health insurance, vacation, and 401(k)

Additionally, **if you are relocating**, don't be afraid to negotiate a sign-on or relocation bonus. If, for example, you finished school in Chicago, but you are moving to Florida to join a practice, practice owners may help absorb some of those relocation costs. Just be aware that these often come with a required work period—if you leave too soon, you may have to repay it.

Term & Termination: How You Can Leave

AT-WILL VS. CONTRACTUAL TERM LIMITS

Most states are at-will employment states, meaning you or the practice can end the contract for any non-discriminatory reason at any time. However, most dental contracts modify this with a set term (1–2 years) and automatic renewals.

TERMINATION CLAUSES: PROTECT YOURSELF

- **For-Cause Termination** – The practice can fire you immediately for serious offenses (e.g., losing your license, embezzlement, harassment). Make sure the same protections apply to you—if the practice is not paying you or if you experience harassment, you should have the right to terminate immediately.
- **Without-Cause Termination** – Most contracts require 60–90 days' notice to leave. Watch out for excessively long notice periods (e.g., 180 days), as this could interfere with your ability to buy or start your own practice. After all, many dentists graduate and want to work for a while before they buy a practice or start a practice. As an associate it is in your best interest to negotiate the least amount of notice possible in your contract so that you can leave when you want to.

- **Penalties for Leaving Early** – Some contracts include financial penalties for not giving proper notice. Be aware of these clauses.

RESTRICTIVE COVENANTS: NON-COMPETE & NON-SOLICITATION

Most contracts include restrictive covenants, which limit what you can do after leaving the practice. These typically include:

- **A Non-Compete** prevents you from working within a certain radius (e.g., 5 miles) for a set period (e.g., 1–2 years).
- **Non-Solicitation** prevents you from soliciting patients or staff after you leave.
- **Confidentiality** clauses prohibit the sharing of patient lists, marketing strategies, and practice financials.

WHAT'S CONSIDERED REASONABLE?

In urban areas, a smaller radius (e.g., 3–5 miles or less) is reasonable because many practices are nearby.

In rural areas, a larger radius (e.g., 15–25 miles or more) may be enforceable because fewer practices exist.

SPECIAL CONSIDERATIONS FOR DSOS & LARGE GROUPS

If you are working for a DSO (Dental Support Organization) or multi-location practice, be careful with the non-compete radius. Some contracts restrict you from ALL locations the company owns, not just your specific office. This could severely limit your future job opportunities.

ARE NON-COMPETES STILL ENFORCEABLE?

Despite rumors, non-competes have not been banned nationwide. The FTC issued a rule banning non-competes nationwide, but a federal court in Texas blocked enforcement of that ban in 2024. For now, assume non-competes are enforceable.

GET YOUR CONTRACT REVIEWED

Many associates hesitate to have an attorney review their contract, fearing it will complicate negotiations. However, an attorney who works exclusively with dentists and physicians can protect your interests and bring significant experience to the table.

Before you sign your contract, make sure you:

- Understand your classification as an employee vs. independent contractor
- Clarify your compensation structure
- Ensure all benefits and expenses are in writing
- Review termination clauses and notice periods
- Negotiate reasonable non-compete and non-solicitation terms

Contracts are not just formalities, they set the foundation for your professional career. Take the time to review and negotiate to protect your future.

ABOUT JOE HESS

Joe Hess is dedicated to helping dentists across the country navigate the complex field of corporate healthcare law by providing legal services surrounding practice sales and acquisitions, practice start-ups, associate contracts, DSO sales and formation, partnership buy-ins, and real estate purchases and leases. Joe has advised dentists on more than 700 transitions. Joe's deep knowledge of the industry is paired with the legal experience needed to deliver results for his clients. For more information, visit www.joehesslaw.com.

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TH-25-017

Beyond Approval

The New Mindset of Modern Dental Leaders

In every thriving pediatric dental practice, the real difference-maker isn't just smarter scheduling, sleeker branding, or even rock-solid systems; it's a team of practice champions. Unfortunately, many practice leaders are exhausted from trying to make their team happy, hoping that will inspire loyalty and follow-through. However, instead of being supported by a team of aligned, mission-driven allies, many leaders find themselves constantly correcting mistakes, putting out emotional fires, and pushing initiatives uphill alone. And over time, that weight becomes unsustainable. In fact, many leaders unintentionally sabotage the practice growth efforts, not because they lack vision or passion, but because they do not trust their team to carry more.

For example, Dr. C., a talented pediatric dentist with a thriving patient base, recalled a recent team meeting that left her feeling drained, discouraged, and alone. "I'm doing everything I can to motivate my team," she said. "I buy lunch. I praise them and even sugar coat my feedback when they underperform, so I don't make anyone feel bad. I'm positive, even when I don't feel like it. I try to accommodate

their requests even if it inconveniences me. I am cautious not to nitpick. But they still talk behind my back, resist change, and seem disengaged. I'm tired of managing emotions. I want a team I can rely on, not a group of adults to babysit."

Pediatric dental teams typically possess a wealth of skills, but they often lack clarity, consistency, and shared ownership of the practice's mission. Most of the tension stems from leaders who seek the approval of their team rather than creating a team of strong, committed allies. When leaders seek approval from the team, it diminishes their ability to influence.

To make the shift from approval-seeker to ally-builder, pediatric dental leaders require more than just motivation; they need a clear framework to guide their thinking, leadership, and communication. That's where the C.A.R.E. Leadership System comes in.

The four pillars of C.A.R.E. provide a practical and powerful structure for developing leaders who no longer carry the burden of the practice mission alone but instead cultivate a team of practice

champions that carry the mission together. Each pillar supports the “leader shifts” necessary to build trust, create clarity, and drive performance through aligned action, rather than employee approval.

The silent saboteur of many leaders in pediatric dental offices is the desire to be liked more than a commitment to lead.

Leaders who embrace the C.A.R.E. Leadership system more easily:

- Align the team without micromanaging
- Create consistency without confusion
- Build ownership without burnout
- Drive excellence without emotional overload

When C.A.R.E. becomes the practice operating system, communication improves, turnover drops, and productivity increases. According to Gallup, “75 percent of turnover is preventable, mostly caused by poor communication and unclear expectations by leadership, not because of pay.”



THE FOUR FOUNDATIONAL PILLARS OF THE C.A.R.E. LEADERSHIP SYSTEM

C – Clarify the Mission and Expectations

When teams lack clarity, they default to comfort and chaos. The leader must clearly define:

- What the practice stands for (vision and mission)
- How team members win daily (priorities and goals)
- What behaviors support or sabotage the mission of the practice (culture and values)

Leader Shift 1:

Never keep the practice mission or standards a secret. Open each week with one simple cultural anchor. For example: “In this practice, we solve problems, we don’t pass them on.” Or “We don’t wait to be asked, we fill in the gap.”

Leadership Truth:

Confusion is exhausting, while clarity is energizing. Unspoken expectations produce unpredictable results, whereas repetition fosters a competent team.

A – Ask for Alignment, Not Approval

When leaders chase approval, they lose authority. Many well-intentioned practice leaders water down expectations to avoid discomfort, soften standards to avoid conflict, and make decisions based on team happiness rather than the practice’s health. But in doing so, leaders trade long-term respect for short-term relief. Practice champions are built by seeking alignment through honesty, consistency, and shared purpose.

Approval feels good for the moment, but alignment builds a practice that is strong forever.

Leader Shift 2:

If the team is resisting a change, a practice leader can say: "This conversation may be uncomfortable, but I am committed to helping you reach your potential. The behavior we need to address is _____ because it does not align with our practice, mission, and values. After this conversation, I need you to improve _____. I am counting on you. Can you commit to this?"

Leadership Truth:

People resist unclear leaders. They follow courageous leaders who care enough to uphold the standard.

Brene Brown reminds us, "To be clear is to be kind."

R – Reinforce Accountability with Kindness

Nice leaders avoid discomfort, whereas kind leaders engage the team with care.

Too many practices operate with "nice silence," ignoring underperformance to avoid the emotional backlash that comes from holding others accountable to the standard.

Leader Shift 3:

Catch misalignment early and quickly reinforce the standard. Try using "kind correction" phrasing such as:

"This isn't who we are. Let's fix this before it becomes a problem." "I care too much to ignore this; we have a higher standard here." "What can we do to reset this together?"

Leadership Truth:

Practice culture is caught, not taught. According to The Harvard Business Review, "58% of employees say they trust strangers more than their own

boss." Ensure the team sees practice leaders embodying the core values and consistently living them out.

"Tough love is real love. Weak love lets people fail quietly." – Jon Gordon

E – Empower the Team to Lead Together

The most effective leaders don't carry the practice alone. When the team carries the mission, the practice becomes unstoppable. Great leaders train their teams to think, act, and serve like practice champions.

Leader Shift 4:

At morning huddles or end-of-day meetings, ask: "Who saw someone show up like a practice champion today?"

Leadership Truth:

Leaders must recognize and reinforce good behavior consistently with the team. When the mission becomes shared, accountability becomes natural, and momentum follows.

"The function of leadership is to produce more leaders, not more followers." – Ralph Nader

Leadership is not about being liked. Leadership is about building something lasting and exceptional. Leadership without C.A.R.E. is inconsistent.

The key difference between a burned-out team and a thriving, championship-level culture is rooted in **The Four Foundational Pillars of the C.A.R.E. Leadership System.**

C – Clarify the Mission and Expectations

A – Ask for Alignment, Not Approval

R – Reinforce Accountability with Kindness

E – Empower the Team to Lead Together

A MESSAGE FOR NEW LEADERS STEPPING INTO A LEADERSHIP POSITION

Stepping into leadership, especially when leading former peers or friends, can feel awkward, intimidating, and emotionally tricky. It's normal to want to be liked and seek the team's approval. Encourage new leaders that the goal is not to manage friendships, but to build a team of mission-driven allies. When in doubt, speak with courage and care. If newly promoted leaders are struggling to help maintain the practice standards, encourage them to try saying, "I value our connection, however my role now is to lead the entire team with

fairness and focus. That means I won't always say what's easy. I will always say what supports our mission."

Leadership in a pediatric dental practice isn't about personality or position; it's about the daily decision to lead with C.A.R.E.

Whether leading as the doctor or stepping into a new role as a manager or coordinator, the path forward is the same: stop seeking approval and start building practice champions. C.A.R.E. is how scattered teams become united and how good practices become great.

"Leadership is not about being in charge. It is about taking care of those in your charge."

Simon Sinek

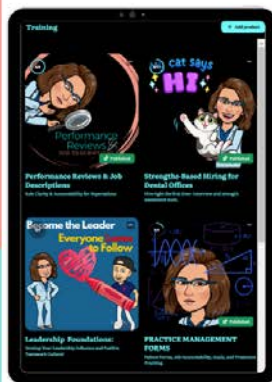
LCP Dental Team Coaching is recognized as the premier consulting firm specializing in pediatric dentistry since 1996.



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**ASK YOUR DENTIST ABOUT
SEALANTS**

SEALANTS

What are sealants?
Sealants protect the grooved and pitted surfaces of the teeth, especially the chewing surfaces of back teeth where most cavities in children are found. Made of clear or shaded plastic, sealants are applied to the teeth to help keep them cavity-free.

How do sealants work?
Even if your child brushes and flosses carefully, it is difficult—sometimes impossible—to clean the tiny grooves and pits on certain teeth. Food and bacteria build up in these crevices, placing your child in danger of tooth decay. Sealants “fill out” food and plaque, thus reducing the risk of decay.

How long do sealants last?
Research shows that sealants can last for many years if properly cared for. Therefore, your child will be protected throughout the most cavity-prone years. If your child has good oral hygiene and avoids biting hard objects, sealants will last longer. Your pediatric dentist will check the sealants during routine dental visits and recommend re-application or repair when necessary.

Before sealant is applied. After sealant is applied.

What is the treatment like?
The application of a sealant is quick and comfortable. It takes only one visit. The tooth is first cleaned. It is then conditioned and dried. The sealant is then flowed onto the grooves of the tooth and allowed to harden or hardened with a special light. Your child will be able to eat right after the appointment.

How much does it cost?
The treatment is very affordable, especially in view of the valuable decay protection it offers your child. Most dental insurance companies cover sealants. Some companies, however, have age and specific tooth limitations. Check with your benefits provider about your child's coverage and talk to your pediatric dentist about the exact cost of sealants for your child.

Which teeth should be sealed?
The natural flow of saliva usually keeps the smooth surfaces of teeth clean but does not wash out the grooves and fissures. So the teeth most at risk of decay—and therefore, most in need of sealants—are the six-year and twelve-year molars. Many times the permanent premolars and primary molars will also benefit from sealant coverage. Any tooth, however, with grooves or pits may benefit from the protection of sealants. Talk to your pediatric dentist, as each child's situation is unique.

If my child has sealants, are brushing and flossing still important?
Absolutely! Sealants are only one step in the plan to keep your child cavity-free for a lifetime. Brushing, flossing, balanced nutrition, limited snacking, and regular dental visits are still essential to a bright, healthy smile.

The American Academy of Pediatric Dentistry (AAPD)
The American Academy of Pediatric Dentistry (AAPD) is the recognized authority on children's oral health. As advocates for children's oral health, the AAPD promotes evidence-based policies and clinical guidelines; educates and informs policymakers, parents and guardians, and other health care professionals; fosters research; and provides continuing professional education for pediatric dentists and general dentists who treat children. Founded in 1917, the AAPD is a not-for-profit professional membership association representing the specialty of pediatric dentistry. Its 10,000 members provide primary care and comprehensive dental specialty treatments for infants, children, adolescents and individuals with special health care needs. For further information, please visit the AAPD website at <http://www.aapd.org> or the AAPD's consumer website at <http://www.aapd.org/consumer>.

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Answering the call of Why

In his book, *Start with Why*, author Simon Sinek implored organizations to look deep inside for the reasons for their organization's existence. On the ABPD website, our "Why" is stated as "every child, every adolescent, and every individual with special needs deserves quality care." Throughout my journey in this organization, everyone I have encountered aspires to uphold this "Why."

The work of achieving our "Why" does not happen by chance. It takes a focused, concerted effort by everyone involved in our organization.

Looking back to the beginning of my ABPD volunteer journey, I see someone who seemed to be already operating at capacity. At the time, I was a father, *struggling* to provide for my family. I was a Naval Reserve Officer, *striving* to provide leadership to my various units and supporting my personnel. I was a faculty member, *hoping* to impart some of my knowledge and experience to general dentists on how to treat their pediatric patients well.

Then came an invitation to serve as an Examiner for the Oral Clinical Examination.

For some reason, I said yes. That experience was so inspiring that, in addition to all other responsibilities I had, I felt compelled to do even more. Becoming a part of the board of directors of ABPD was not something I had imagined for myself, but I took a chance and went through the application process.



During an ABPD strategic planning session

Each of you brings a diverse array of perspectives and experiences that are vital to the continued growth of our profession. As the ways in which adults learn continue to evolve, so too must our approaches to education and certification. We need your insight, innovation, and involvement to help guide ABPD in our commitment to stay ahead of these changes.

Soon, applications for the American Board of Pediatric Dentistry Board of Directors will be available on your ABPD Dashboard. I strongly encourage you to review the eligibility and requirements of the role on the ABPD Website and consider applying.

You are the future of the ABPD.



Brian Hodgson, DDS
President, American
Board of Pediatric
Dentistry

From Milwaukee, WI,
Dr. Hodgson was board
certified in 2001.

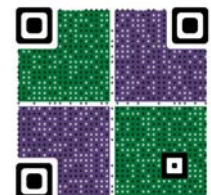
Applying to be an ABPD Director

The role of a director is to serve as an advocate for board certification and support the core values of ABPD by being knowledgeable about and supporting the vision, mission, and strategic plan of ABPD and by advancing the oral health of children and the specialty of pediatric dentistry for the pediatric dental professionals and their patients. The directors govern, develop policy, and set a course.

The ABPD Board of Directors are responsible for the direction of the organization. The mission of ABPD, the Why and How of ABPD, frames all discussions and guides the direction.

The Board of Directors is comprised of six directors and is a six-year commitment.

Board of Director applications are available on the dashboards of ABPD Diplomates that meet minimum requirements. Applications are due October 15. For more information, scan or click on the QR code to the right.



AAPD EVENTS

AAPD EVENTS

Updates on the annual session, conferences, and other important AAPD events.

MARK YOUR CALENDAR!

AAPD 2026

Our First-Ever Annual Session in Las Vegas!

May 21–24, 2026

Caesars Forum • Las Vegas, NV

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ADVANCE YOUR PEDIATRIC DENTAL SKILLS WITH AAPD CE EVENTS

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Smiles Across the Globe – Virtual Option



Safe & Effective Sedation for the Pediatric Dental Patient

Oct. 17-18, 2025 • Chicago, IL



Advanced Training in Safe Procedural Sedation in Pediatric Dentistry for Faculty and Residents

Oct. 17-18, 2025 • Chicago, IL



Management of Pediatric Sedation Emergencies: Simulation Course

Oct. 19, 2025 • Chicago, IL



Qualifying Examination Prep Course

Feb 13 - 15 • Orlando, FL

State and District CE Courses

WSAPD Meeting

Oct. 4, 2025

ISPD Fall CE Meeting

Nov. 7, 2025

MdAPD Fall CE Meeting

Nov. 14, 2025 • Ellicott City, MD

SSPD Annual Meeting

Jan. 16-18, 2026 • Atlanta, GA

Learn more at <https://www.aapd.org/education/meetings-calendar-aapd/>

FAQS

WHERE WILL THE AAPD 2026 ANNUAL SESSION TAKE PLACE?

The 2026 Annual Session will take place at the Caesars Forum Convention Center in Las Vegas, Nevada, from May 21-24, 2026. Please note that Caesars Forum Convention Center is not located at Caesars Palace Hotel and is not connected to the Forum Shops at Caesars Palace. The Caesars Forum Convention Center is a separate, standalone venue located behind The LINQ Hotel + Experience and adjacent to Harrah's and The LINQ Promenade.

WHEN WILL REGISTRATION OPEN?

Registration will open in December of 2025. Be sure to check the AAPD 2026 webpage and subscribe to AAPD emails to stay up to date with the latest information.

IS THE WELCOME RECEPTION TICKET INCLUDED IN MY REGISTRATION?

No, the Welcome Reception ticket is NOT included for any registration type. Guests and children must be registered to attend social functions.

HOW DO I OBTAIN A LETTER OF INVITATION?

All attendees must be registered for AAPD 2026 to obtain a letter of invitation. Once registered, your confirmation email will have a link to fill out the Letter of Invitation request form. For more questions please email registration@aapd.org.

ARE WORKSHOPS/COURSES INCLUDED IN THE REGISTRATION?

The Scientific Sessions are included in the registration. Add-on workshops such as the Preconference Course, PALS, BLS, PEARS, and Evidence-Based Training Workshop have additional fees. The Scientific Program and workshops will take place at the Caesars Forum Convention Center.

WHAT IS YOUR CHILD POLICY?

Registration for children up to the age of 18 is complimentary. Children 4 and over require purchased tickets to any social event.

WHAT DOES GUEST REGISTRATION INCLUDE?

Guest registration includes access to the Exhibit Hall and Scientific Sessions. Guest registrations do not get access to ticketed workshops. Guest registration types cannot receive continuing education credit. If a guest would like to receive credit, they must register as Office Staff.

CAN I PURCHASE ANY COURSES FROM ANNUAL SESSION ONLINE?

Yes, most courses at the meeting will be recorded and available for purchase to access on the Education Passport after AAPD 2026 has concluded. Please allow one month for processing to access the recordings online.

AAPD 2026

Our First-Ever Annual Session in Las Vegas!

May 21–24, 2026

Caesars Forum • Las Vegas, NV

BE A PART OF HISTORY.

For the first time ever, the AAPD Annual Session hits Las Vegas—and you won't want to miss it. Join us May 21–24, 2026, at the Caesars Forum for an unforgettable gathering of pediatric dental professionals.

Why This Event Matters

- **World-Class Education** — Explore the full breadth of pediatric dentistry with scientific programs, practice management guidance, cutting-edge clinical techniques, and advocacy opportunities.
- **Unmatched Networking** — Connect with colleagues, mentors, and emerging leaders from across the country in a dynamic, inspiring setting.
- **Fresh Atmosphere in Vegas** — Experience learning in a bold, new city with energy, creativity, and the chance to reimagine tradition in an unforgettable venue.

Secure Your Spot—Registration Opens Soon!

Whether you're attending, presenting, exhibiting, or sponsoring—this is where pediatric dentistry comes alive.

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AAPD'S



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**Recordings
available from**

Annual Sessions:

AAPD 2022

AAPD 2023

AAPD 2024

AAPD 2025

CE Courses:

Safe & Effective Sedation

Comprehensive Review

Board Qualifying Exam
Prep Course

Pediatric Medicine Update

**Journal CE
Packages**



AMERICA'S PEDIATRIC DENTISTS
THE BIG AUTHORITY on little teeth



Patient/Family Communications Materials to Brighten Your Patients' Day

Brighten your patients' day by sending them this new "Stay Home, Stay Healthy" poster. For more free downloads of positive patient materials, visit the AAPD parent and caregiver website at: <https://mouthmonsters.mychildrensteeth.org/>.

Earn Credit with the AAPD Journal CE Program on Education Passport



The 2025 Journal-Based Continuing Education program is open for registration!

The program is available through AAPD's Education Passport. A full year—six (6) issues and up to 24 Credit hours, and it costs **only \$120**.

When you purchase the Journal CE program, you will be able to log on to take the tests and receive your CE verification immediately. Plus, your CE credits will be stored in Education Passport so you can easily retrieve them for your license, Board, or AAPD Fellowship renewal process.

Each test will become available when the respective journal issue is mailed. They will remain active and available for up to three years.



OPPORTUNITIES

For information regarding placing a listing in PDT or Pediatric Dentistry please visit the AAPD Career Center at <http://jobs.aapd.org> or call (312) 337-2169.

SEEKING PEDIATRIC DENTISTS

ALABAMA—TUSCALOOSA. Pediatric Dentist Opportunity—Tuscaloosa, AL. Join a Trusted Practice with 30+ Years of Service to the Community. Are you a passionate Pediatric Dentist looking to join a well-established, supportive practice where you can focus on patient care and enjoy a flexible, rewarding career? Children and Teen Dental of Alabama is excited to announce an opportunity for a Pediatric Dentist to join our experienced and caring team in Tuscaloosa, AL. For over 30 years, our practice has been a trusted provider of pediatric dental care, serving generations of families in a warm, welcoming, and fun environment. What We Offer: Competitive starting salary of \$250,000+. Attractive sign-on bonus. Relocation assistance. Equity partnership opportunity. Comprehensive benefits package, including medical, dental, vision, HSA, FSA, and 401(k). Company-paid medical and malpractice insurance. PTO and paid holidays. Support for continuing education. Flexible work schedule to support your work-life balance. 100% clinical autonomy in a collaborative environment. Paperless, digital practice with the latest technology. Experienced support staff and dental assistants. Mentorship opportunities for recent grads or early-career providers. We're looking for a Pediatric Dentist who is caring, motivated, and excited to build relationships with patients and families. Whether you're just starting out or looking to take the next step in your career, this is a great opportunity to grow with a practice that values quality care and team collaboration. Apply today to learn more about how you can thrive with us in beautiful Tuscaloosa, Alabama! Requirements: D.D.S./D.M.D. from an accredited dental school. Completion of a U.S.-accredited Pediatric Dentistry residency program. Current or eligible for Alabama dental license. DEA certification (or eligibility). Board certified or board eligible in Pediatric Dentistry. Current CPR/BLS certification. Excellent communication and interpersonal skills. Compassionate chairside manner and a patient-first mindset. Commitment to providing high-quality, ethical dental care. Willingness to work collaboratively with a team-oriented approach. For more information please contact kbezhani@oakdentalpartners.com.

ARIZONA—GLENDALE. Rapidly growing Pediatric Dental Practice looking for a Full time or Part time Pediatric dentist to join our amazing team. We opened the doors of our beautiful office 8 years ago and the journey has been challenging and rewarding. Our core values focus on providing compassionate, ethical and high quality dental care for our little explorers. We

are looking for a provider who centers around similar beliefs, is self motivated and is passionate about their profession. We offer highly competitive salary (percentage of adjusted production). Contact us to learn more about this amazing career opportunity. Please email your C.V. to MukulDMD@gmail.com. Requirements: Active dental license for state of Arizona, graduate of accredited pediatric dentistry residency program, DEA certificate, positive attitude with great chairside manner and excellent communication skills.

ARIZONA—GOODYEAR. Arizona-West Vally. Exceptional pediatric dental practice has a fantastic opportunity for a pediatric dental associate! We have a well-established, state of the art, themed office in a rapidly growing area. Our office is looking for an enthusiastic pediatric dentist to join our team who will provide high quality, patient-based care on either a part-time or full-time basis. Our office is a very positive work environment, is doctor owned, includes a general anesthesia suite, and has been a successful business for over 20 years. Associates earn a guaranteed daily base salary, quarterly bonuses, and share in the corporate retirement plan as well as group medical insurance. Applicants must have received (or will receive by time of employment) a certificate from an accredited pediatric dental residency. Please email your C.V. to azkidsdentist@yahoo.com to learn more about this exciting opportunity! Requirements: Certificate from accredited pediatric dental residency (or will receive by time of employment).

ARIZONA—MESA. We are looking for a full-time pediatric dentist to join our busy practice. We have 2 locations in Mesa and Gilbert, Arizona, and have grown every year since opening over 15 years ago. We are fast-paced and see a large number of patients every day. We strive to treat patients with kindness and fun—we have a great reputation and the families that bring their children to see us are very loyal to our team. The pediatric dentist who joins our practice will work 4 to 5 days per week. We have a generous production-based pay structure. Please send your resume to azpediatricdental@gmail.com so we can set up a phone call to give more details and get to know you better. We are looking forward to meeting you! Must have completed a pediatric dental residency, must have (or must obtain) an Arizona dental license and an oral sedation permit.

CALIFORNIA—BAKERSFIELD. Hi, this is Dr. Raj from My Kids Happy Teeth in Bakersfield, CA. I would like to share that our office is hiring associate dentists as we plan to open our 2nd location in August 2025. We are a pediatric

dental office that specializes in behavior management. Our staff is well trained and confident in providing the best care possible for our little patients. Full time and Part time positions both are available. General Dentists and Pediatric Specialists both are welcome. Our pay is not competitive, our pay is considered high—especially for an experienced, well versed dentist who can comfortably and efficiently treat kids. If the dentist is a recent graduate, or does not have any experience with kids, we are willing to provide the necessary training. We provide a very stress free, happy environment for all our team members. Plus, Bakersfield is an amazing city to settle down in, with affordable housing and living costs. If anyone is interested in learning more about this position and pay structure, they can reach out to me directly at (714) 862-8243 and/or mykidshappyteeth@gmail.com. Thank you so much! Active Dental License, BLS/CPR, Malpractice/Liability Insurance, DEA and willingness to learn, train and be coached on how to treat the kids and parents in our city. Willing to be patient and compassionate with our patients and parents as quality of care is most important.

COLORADO—DENVER. We're Growing—And Looking for a Rockstar Pediatric Dentist to Join the Crew! Are you a skilled, passionate, and driven pediatric dentist ready to make a real impact? We're expanding and looking for a dynamic associate who wants something more than just a paycheck, but someone who wants to help build something meaningful from the inside out. This isn't a typical "just fill a chair" gig. Our associates and partners are all-in. You'll have a voice, a seat at the table, and a real say in how we grow together. Your success is our success. What You'll Get: An amazing team and a collaborative, growth-minded environment. Personalized coaching to help you grow clinically, professionally, and personally. Clear goals and KPIs to support your journey. Serious potential for partnership if you're ready to level up. And yes, you'll earn really well doing it. We invest in our docs because we believe that when you win, we all win. What We're Looking For: Hustle, heart, and humility. A growth mindset and hunger to learn. A team player who wants to build something bigger than themselves. Perks Include: \$300,000—\$400,000 compensation Health benefits Retirement plan CE reimbursement (cost coverage for memberships, malpractice, licensure) Bonus revenue streams beyond your clinical work. If you're ready to grow as a clinician, a businessperson, and a human—this is your crew. State of CO dental license Certificate from an accredited Pediatric Dental Residency. Ability to maintain malpractice insurance. For more information please contact admin@grinpediatricdentistry.com.

CONNECTICUT—DANBURY. Full-Time Pediatric Dentist Needed in Danbury, CT. We are looking for pediatric dentists who are passionate about their work and firmly committed to providing exceptional dental care to children. The ideal candidate will have a friendly, engaging personality, excellent communication skills, and strong work ethics. As a well-established, busy dental practice, we are committed to providing our staff with a supportive and fulfilling work environment. Our office is fully digital and equipped with state-of-the-art technology. Our team of dental and orthodontic professionals is dedicated to providing the best care possible for our patients. Contact: tlee@toothfairypediatricdentist.com. Requirements: completion of residency training in pediatric dentistry from an accredited program in the US, CT dental license.

FLORIDA—MELBOURNE. We are excited to announce an incredible opportunity for a Pediatric Dentist to join our brand-new PPO and FFS pediatric dental office in Melbourne, Florida. Our new practice will be in the same building as Eley Family Dentistry, a well-established general dental office with three general dentists helping to feed the new pediatric office with a steady stream of patients. At Eley Family Dentistry, we have built a strong reputation for providing top-notch dental care, with 4.9 stars and over 900 Google reviews. We are seeking a caring and skilled pediatric dentist who can connect with families and help grow this practice one positive experience at a time. Compensation & Benefits: Compensation: % of adjusted production. Salary Range: \$250k and up based on experience. Daily Guarantee: \$1,300 and up based on experience. Continuing Education: \$2,500/year in CE. Insurance: We provide liability insurance. Retirement Plan: 401(k) offered. Why Melbourne, Florida? Melbourne is located on Florida's famous Space Coast, offering the perfect blend of small-town charm and big-city attractions. Our location provides: Beautiful beaches and intracoastal waterways for boating, fishing, and surfing. Close proximity to Orlando (1-hour drive), home to world-class theme parks and entertainment. Award-winning Brevard Zoo and a variety of family-friendly attractions. A vibrant local restaurant scene and numerous outdoor recreational activities. About the Practice & Team Culture: Brand new pediatric dental office with state-of-the-art equipment. Located within the same building as a well-established high quality general dental office. Strong patient-centered philosophy with a focus on building trust and long-term relationships. Supportive team environment with mentorship available from two experienced pediatric dentists at our sister office. Looking for someone who wants a long-term position, not just a short-term stop. Who We're Looking For: A pediatric dentist who delivers excellent clinical care. Someone who connects well with families and fosters long-term relationships. Open to new grads-mentorship and guidance are available. Looking for a dedicated associate to help build and grow the practice. Technology & Equipment: Brand-new equipment throughout the office. Nomad X-ray system for safe and efficient radiographs. Schedule & Work Hours: Full-time position. Monday—Thursday, 8 AM—5 PM to start, with potential to grow into a 5-day

work week. If you are passionate about pediatric dentistry and want to be a part of an exciting new practice, we'd love to hear from you! Apply today and help us build something amazing in Melbourne, Florida! Must be a pediatric dentist with an active Florida license. For more information please contact jeley4@gmail.com.

FLORIDA—ORLANDO. Private doctor-owned Pediatric office in Windermere/Ocoee looking for a part-time associate. We are an established PPO/FFS practice offering comprehensive pediatric dentistry, nitrous and in-office IV sedation (with Pediatric Anesthesiologist) to children from birth to age 18. If you're a new grad looking for mentorship or someone looking for a better work/life balance, we would love to have you join our team! We are looking for an associate, 2-3 days per week. The right candidate will have a patient, caring demeanor, excellent communication and clinical skills and value building relationships with patients and families. We provide competitive compensation, as well as 401K, CE reimbursement, etc. We also have a Light Scalpel laser. Interested candidates can send their resume to orlandopeddent@gmail.com. Requirements: Graduation from an accredited Pediatric Dental Residency Program. Board Eligible or Certified. Florida State Dental License. Florida Pediatric Moderate Sedation License.

GEORGIA—BRASELTON. We are big on personality and we desire to keep our small town feel with exceptional customer service even as we continue to grow. Offering minimal invasive dentistry (SDF), standard operative and IV in-office sedation will allow you to provide parents with the best option for their child with each individual case. We are an established dentist-owned private practice of 14 years looking for a full-time or part-time pediatric dentist. We have two locations in northern Gwinnett county. This is an excellent opportunity to join a thriving practice continuing to see tremendous growth. We love to have tons of fun while working and we are big on having a solid work-life balance! Shortened hours to ensure that you are able to get home to be with the ones you love or to do things that you enjoy outside of work! A highly competitive compensation package. If you feel this would be a great opportunity for you please contact Email: dmd4kids@gmail.com.

GEORGIA—PEACHTREE CITY. We are looking for a full time or part time associate at our privately owned practice in Peachtree City and Newnan, GA. Experienced dentists and new grads are welcome to apply. Peachtree City is a well established golf cart community. Newnan is the fastest growing town on the south side of Atlanta. You can be at the Atlanta airport or downtown within 35 minutes from either city. Both towns are great places to live for a single professional or a dentist ready to raise a family. We have state of the art facilities, FFS population, and a great team. We also offer a wide range of services including: traditional pediatric dentistry, atraumatic techniques, infant care with Light Scalpel and MLS laser therapy, airway care including sleep study, full field CBCT- in office GA. You can stick to bread

and butter, bring your unique skill set, or learn new things. Its whatever you would like to do. Full time is 4 days a week 8-5:00. We're open to part time schedules as well. We literally have more patients than we can handle currently. Your schedule will be full immediately. Compensation package is very strong. Production percentage or daily minimum averaged over pay period. We have had associates for 5 years and have never paid a daily minimum paycheck at any point. Production has always far exceeded the minimum. If you have a corporate bonus you'll lose for leaving we will match that bonus so you will experience no penalty. Pediatric dental certificate is required. For more information please contact drpapple@whiteoakkids.com.

GEORGIA—SAVANNAH. Calling all Super Smilers! Join our dynamic dental team as a Pediatric Dentist Extraordinaire! Are you ready to embark on an adventure in tooth-tastic fun? We're seeking a pediatric dentist with a passion for making smiles sparkle brighter than the stars! If you're a dental dynamo who loves working with little ones and believes in turning dental visits into exciting adventures, then you're the perfect fit for our team! At our practice, every day is a chance to spread joy and instill lifelong healthy dental habits in our youngest patients. From treasure hunts for lost teeth to storytelling sessions that make dental procedures feel like magic, we're all about creating a positive and playful environment where kids can't wait to visit the dentist! So, if you're ready to join a team that's all about laughter, lollipops, and making dental care a blast, then hop on board our dental express! Apply now and let's make smiles shine brighter together! We are a privately owned dental practice with a well established patient base. We pay a daily minimum or a % of Production whichever is higher. Covered Malpractice and CE allowance. If interested please email: TLHAUBURN@MINDSPRING.com. Requirements: Georgia Dental License. Graduated from Accredited Pediatric Dental Residency.

ILLINOIS—CHAMPAIGN. Our well-established practice of nearly 30 years is seeking a full-time associate pediatric dentist with a clear path to ownership. As an out-of-network practice, we pride ourselves on providing top-notch, personalized care to our patients. Join our team at our two doctor-owned practice, which enjoys a stellar, award-winning reputation. Situated in a charming Big 10 university town, our office offers the perfect blend of modern amenities and a welcoming atmosphere. We offer both oral conscious sedation and in-house IV sedation in our brand new 5000 SF building with 11 operatories. The ideal candidate will be passionate about pediatric dentistry and dedicated to delivering excellent care to young patients. We are looking for a motivated individual with a strong work ethic and exceptional communication skills. The candidate should be a team player who is committed to fostering a positive and supportive environment for colleagues and patients alike. A willingness to learn and grow professionally is essential, as we offer mentorship opportunities to help you thrive

in your career. Join our team and become an integral part of our mission to promote dental wellness and serve the needs of our community. Requirements: D.D.S. or D.M.D. from an accredited dental program. Completion of a pediatric dentistry residency program. Active IL state dental license. Ability to work full-time with potential for future ownership. Excellent clinical and interpersonal skills. For more information please contact cupediatricdentistsmgr@gmail.com.

INDIANA—COLUMBUS. Columbus Pediatric Dentistry, P.C., is located in Columbus, IN. We are a practice of about 22,350 patients. We accept all state and private dental plans. Our operatory schedule is booked out five months and our OR schedule is booked 7 months. We average about 125 new patients per month. We have 10 operatories with 5 dedicated to hygiene and 5 dedicated for dental procedures. Our schedule has a low no-show rate. Compensation is based on 30% adjusted production, with a guaranteed daily minimum. A Pediatric Associate would run their own columns and can just focus on dentistry, while a highly trained staff takes care of everything else. Our office has access to three major hospitals for pediatric dental surgery privileges. We are not a corporate office and like to have our associates coordinate their own treatment plans and schedules, with-out production pressures. We have a full staff to address scheduling, insurance, and human resources. CE is provided face-to-face in office for up to 13 hours and the rest are accessible online via a dental CE site. Job Specifications: This position requires a high degree of responsibility, excellent interpersonal skills, organizational ability, problem-solving skills, and written communication skills. Position requires the ability to work independently and within a team to meet goals. May be required to perform the duties of other employees, including supervisors/managers, in their absence. May be required to perform duties and responsibilities not listed in this description, on a temporary or long-term basis. Experience—Education/Training Level: Graduation from an accredited school of dentistry (D.M.D. or D.D.S.). Must maintain required CE credits to maintain licensure. Experience with nitrous oxide, oral sedation, IV sedation and/or general anesthesia preferred. Licenses & Certifications: Possession of a current Indiana license to practice dentistry. Board Eligible/Board Certified in Dentistry. Board Certification in Pediatric Dentistry (or in current Residency for). Current CPR Certification in Basic Life Support. DEA License. Technology Skills: Understanding of and ability to use Electronic Dental Record. Experience with Dentrax system preferred, but not required. For more information please contact marvinpavlov@icloud.com.

LOUISIANA—BATON ROUGE. Associates in Pediatric Dentistry is currently seeking a full-time, compassionate, dedicated, and motivated pediatric dentist to join our thriving practice. We have 4 convenient locations in the Greater Baton Rouge area and serve a diverse community of children from several parishes. You will

be joining an experienced, dedicated team that includes veteran hygienists, dental assistants, and supportive administrative staff who are all bound by a shared passion for providing comprehensive dental care for our young patients. We believe that a child's oral health plays a crucial role in their overall well-being, and we encourage full family participation in one's care. As a key member of our team, you will help us foster a safe, fun, and comfortable environment where children and parents alike can feel at ease. Our practice is built on a foundation of evidence-based dentistry, maintaining a strong commitment to keeping abreast of the latest trends and developments in pediatric oral health. As such, we encourage and support our team members' continuing education and professional development endeavors. We offer practice autonomy as well as a competitive benefits package that you are sure to find attractive. If you are eager to take your career to the next level in a fulfilling, patient-focused setting, we would love to hear from you. Come join us and become part of a team that truly cares! We look forward to your interest in this opportunity. Please contact us by email at info@aipdbr.com or by phone at (225) 924-6622 to further discuss. Learn more about our practice and doctors by visiting: www.aipdbr.com.

Requirements: Team player committed to the highest quality patient care. D.D.S. or D.M.D. degree. Board certified or eligible in pediatric dentistry. Experience in moderate sedation and hospital-based dental treatment. Effective, positive communication skills. Empathic, compassionate, outgoing personality. Ability to relate well to children and parents. Ability to manage a diverse patient population and adapt to the needs of each patient and family.

MARYLAND—CHARLOTTE HALL. Characteristics of an ideal candidate: Responsible, flexible, teachable, good communicator, committed to excellence even at a fast pace, willing to work with and learn new materials and techniques, good behavior management skills, compatible philosophy of care. Why join our team? Well-established office in the community. This two-dentist, three-hygienist practice is located in the D.C. Suburb of Southern Maryland in the heart of Charlotte Hall. Only 30 minutes from D.C. on a beautiful peninsula. The area offers great opportunities for fishing, boating, hunting, cycling, and family activities. In-operatory X-ray units Six nitrous-equipped operatories TVs on the ceiling of each operatory A healthy mix of private and Medicaid patients Dryshields in each operatory 401K Health Insurance Schedule & Benefits: Our office hours are Monday, Wednesday, and Thursday, 8am-5pm. Tuesday 9am-6pm, and one Friday a month at the OR of Medstar St. Mary's Hospital in Leonardtown, MD. After-hours emergency call duty is shared among the dentists. Details of pay are flexible (\$1300 daily minimum, production percentage, or some mix of these). The office collection rate = 98% of production YTD, average of 100% for the past 3 years The appointment length for restorative treatment is determined by the dentist who plans the work. Treatment-planned patients stay with the dentist unless requested

otherwise. A dentist averages about \$70k in production each month working this schedule. Contact us: Send cover letter and resume to Tendercaredentistry@gmail.com. Requirements: Current Maryland Dental License, DEA, Maryland CDS, and Liability Insurance.

MARYLAND—ELLCOTT CITY. Associate position including opportunity to purchase pediatric practice. Fill out your weekly or monthly work schedule while discovering the benefits of practice ownership in family friendly Howard County, Maryland. Privately owned/operated, independent practice (not corporate). Completely new renovation- Fully trained, cohesive, and kid-loving team support team. Patient-centered environment with the personal and technical support you need to deliver the best patient care. Associate position to start: Per Diem base and percentage of collection. Experience self-directed treatment planning and delivery. Flexible work hours and days per week/month. maintain a work/life balance. Freedom to create treatment plans for a sense of ownership and independence. Job Type: Contract, Day shift. ABPD Certification required. For more information please contact susans@frontrowpediatricdentistry.com.

MARYLAND—FREDERICK. Maryland- Frederick This state-of-the art pediatric owned pedo-ortho practice is located in a fast growing suburban area between Baltimore and Washington DC. This is an excellent practice opportunity for a caring and motivated pediatric dentist. This busy established practice has a mix of private insurance and Medicaid patients. The office has an outstanding reputation in the area and has been voted Best of the Best for the last several years. Patient care is our top priority as well as maintaining a friendly team-based work environment. Four to Five dentists working per day which allows for support and mentoring from your colleagues. The open position is part time but could turn into 3-5 days per week and starts May 1st 2025. Experience is preferred. Must have D.D.S. or D.M.D., active state license, CDS, DEA, and be board eligible/certified. Opportunity for OR dentistry and oral sedation if desired. The position comes with a guaranteed salary, benefits, and percentage of production. Please contact Dr. Sivi at (301) 514-6588 or email drsivi@aol.com.

MARYLAND—FREDERICK. The Pediatric Dental Center of Frederick is looking for a Pediatric Dental Associate to join our fabulous team and well established, thriving practice in Frederick, Maryland. Just 45 minutes from DC! This exiting, full time opportunity would suit a charismatic, energetic and personable Doctor. We have been voted "Best of Frederick" by our community as a result of our care and philanthropic ethics. Our Doctors enjoy the income of the average pediatric practice owner, without any of the administrative responsibilities. Current associates earn between \$300,000 and \$530,000 annually, with a guaranteed daily minimum rate of \$1,200.00. Benefits include paid Holidays and vacation time. 401K. Malpractice insurance is paid, cell phone monthly allowance, 90 minute lunch breaks, gym membership, reimburse-

ment to attend the annual AAPD meeting is also given. One location, privately owned practice. We are offering 5 days per week. No evening or weekends. Please contact Tina Strowman at tstrowman@mykiddsmiles.com. Requirements: Pediatric Specialty. Must have or obtain Maryland Pediatric Dental License.

MARYLAND—SILVER SPRING. Are you passionate about seeing children smile? Do you want to work in an environment where both you and your patients are treated like family? If so, we'd love to have you on our team! Our beautiful, state-of-the-art practice is conveniently located between Washington, D.C., and Baltimore-right in the heart of a vibrant, diverse community. We're looking for caring, confident, and compassionate individuals who are passionate about educating children and their families about oral health. If you're someone who listens attentively, communicates clearly, and thrives in a busy yet supportive environment, this may be the perfect opportunity for you. We're proud to have a loyal patient base, with many long-time patients and new families joining us every week. Our unique approach to practice management fosters a collaborative environment, allowing you to focus on delivering top-quality care while we handle the rest. Why Join Us? Recently remodeled, modern office. Established and steadily growing patient base. Great location with an easy commute from DC or Baltimore. Diverse and welcoming community. Use of hard/soft tissue lasers and digital technology. In-operative X-ray units. Nitrous-compatible operatories. Supportive team culture with shared doctor collaboration. Clinical coordinators and a dedicated sterilization team. A healthy mix of private and Medicaid patients. Schedule & Benefits: Our regular hours are Monday-Thursday from 8 AM to 5 PM (with a long lunch), and 1-2 Fridays per month from 8 AM to 1 PM. We are open to considering part-time arrangements as well. A generous benefits package is offered for full-time team members. Interested? Please email your C.V. to mandy@funsmiles.com. We can't wait to meet you! Requirements: Pediatric Dental Certificate, MD Dental License, DEA, MD CDS.

MASSACHUSETTS—PEABODY. About Us: We are a busy, established (1975), dentist-owned practice consisting of 3 pediatric dentists, 1 orthodontist, and 1 general dentist. We are just north of Boston with two office locations in Peabody and Lynn, MA. We are seeking a compassionate pediatric dentist to help us continue to provide excellent care to our pediatric community. Position Overview: Full or Part Time. Monday-Friday (no weekends!). Hours are abbreviated in the summer! Treatments provided: Exams, Emergency visits, Fillings, Extractions, Pulpotomies, Crowns, Space Maintenance, Nitrous oxide sedation. 2 Office Locations. We are seeking a: Compassionate bedside manner. Dedicated, team player. Excellent communication skills. New graduates or experienced providers welcomed. Why Join Us? Awesome staff. Generous compensation package. Diverse patient population. The North Shore is beautiful! We are in close proximity to the beach, the

mountains and Boston! Benefits Include: Malpractice insurance coverage. Health insurance coverage (doctor and family plans). Matching 401k retirement plan. Vehicle Stipend. Dues & licensing fee coverage. Continuing education compensation. Requirements: D.D.S. or D.M.D. degree. Completion in accredited pediatric residency program. Massachusetts Dental License (or ability to obtain). Nitrous oxide licence (or ability to obtain). For more information please contact marissa.kuhnen@gmail.com.

MICHIGAN—GROSSE POINTE. Toothworks is an established, fast growing private practice, located on the campus of a major level one trauma center. We are in a family-oriented community with top ranked schools, amazing community parks with beautiful lake views of Lake St. Clair. Grosse Pointe has small town charm while being only 30 minutes to Detroit and 45 minutes to Ann Arbor, home to University of Michigan. Toothworks serves a diverse clientele and we believe strongly in giving back to the community. The office has a robust restorative practice, including in-office general anesthesia, balanced with an established continuing care system. We are offering a full-time position to an energetic, hard-working professional to complement our motivated team. Partnership is available for the right candidate. This position offers an excellent pay and benefit package. For more information, please contact tmocer@toothworkspc.com.

MICHIGAN—OKEMOS. Okemos Pediatric Dentistry PC is an established Pediatric Dental office seeking a full or part time pediatric dentist associate with potential for buy in. Okemos is part of the Lansing/East Lansing area and is located near Michigan State University. Okemos is in a region that boasts a top 10 ranked high school, excellent public schools and proximity to cultural/sporting activities from Michigan State University and Lansing, the capitol of Michigan. Experienced and new graduates are encouraged to apply. Position includes a competitive salary, liability insurance coverage, IRA, health insurance and reimbursement for CE. For those interested, please send resume to okpdentistry@yahoo.com or feel free to call our office for any additional information at (517) 381-5244.

MISSOURI—ST. LOUIS. Saint Louis University, a Catholic, Jesuit institution dedicated to student learning, research, health care, and service, is seeking applications from persons interested in a full-time faculty position as the Associate Director of Pediatric Dentistry at The Center for Advanced Dental Education. The pediatric dentistry residency program is a combined program with SSM Health Cardinal Glennon Children's Hospital. Responsibilities will include clinical and didactic teaching in the pediatric dentistry graduate program and mentoring of resident research projects. Applicants must have a dental degree and a certificate in pediatric dentistry from a CODA accredited program. Additionally, applicants must be able to obtain a Missouri dental license and Missouri pediatric moderate sedation permit. Experience in teaching and research is highly desirable. For more information please visit www.slu.edu.

NEW JERSEY—AVON BY THE SEA. Shore Children's Dental Care has an opening for a full-time or part-time position. Over 40 year established pediatric/orthodontic practice with 2 office at the beautiful New Jersey Shore. We are situated midway between New York City and Philadelphia. Very busy practice with state-of-the-art offices. Guaranteed base salary and/or percentage of collections. Benefits include medical, vision, life insurance, paid vacation, Sign on bonus, Reimbursements for CE Malpractice and 401K Retirement Plan. Hospital privileges available. Great patient base and highly experienced staff. Orthodontist in practice for immediate referrals. Wonderful situation for professional and personal growth. You will have the opportunity to practice all aspects of pediatric dentistry. Practice is not a DSO. Great place to live and work. Contact: Lisa (732) 775-1492 or e-mail: Lisa@shorechildrensdentalcare.com. Requirements: Graduate of a Pediatric Dental Post-Graduate Program. Board eligible or Diplomate.

NEW JERSEY—VOORHEES. New Jersey—Philadelphia Area/Cherry Hill/Voorhees/South Jersey Area. Excellent opportunity for a Pediatric Dentist to join as a part time associate in a highly successful, well respected and rapidly growing state of the art pediatric dental office in an upscale neighborhood. If desired opportunity for general anesthesia and IV sedation is available. Very competitive, excellent compensation! Check out our website at www.abccchildrensdentist.com. Please contact Dr. Jeffrey Singer at (856) 783-3515 or email me directly at jeffreysingerdmd@gmail.com. Requirements: Graduated from an accredited Program, Licensed to Practice Dentistry in New Jersey, Pediatric Dentistry Specialty Permit.

NEW YORK—SOUTHAMPTON. Hampton Pediatric Dental Associates is looking to hire an associate pediatric dentist in Southampton, NY. The beautiful east end of Long Island. Daily minimum of \$1000 per day. Associates are paid 40% of production. A typical full-time associate will expect to earn \$225,000 to \$275,000 per year. Hampton Pediatric Dental Associates is the premier pediatric dental practice on the east end of Long Island. We are board certified, hospital trained pediatric dentists. Established over 30 years ago in Southampton NY, we continuously provided high quality pediatric dental care to a diverse community. The practice is extremely busy seeing patients from infancy through college years. The practice takes a more conservative approach to pediatric dentistry, preferring behavior management techniques and nitrous oxide sedation instead of hospital-based dentistry. Anyone can treat patients while they're asleep-the challenge is making kids comfortable enough to allow treatment in the outpatient setting. The practice is currently seeing patients Monday to Thursday, but is open to an associate defining their own schedule during the week. The practice is NOT a DSO and prioritizes providing high quality dental care to the community. There will never be an office manager discussing your production for the day. We understand that some

kids need extra time and even desensitizing visits. What's best for the patient is what's best for our practice. Benefits: Paid vacation, 401k and Health insurance for full time associates. We look forward to hearing from you! Board eligible or board certified pediatric dentist. For more information please contact drcozenza@optonline.net.

NORTH CAROLINA—WILSON. Are you a passionate, service-oriented pediatric dentist looking to make a difference in a vibrant, underserved community? Wilson Pediatric Dentistry is seeking a dedicated full-time Dental Associate to join our busy, heart-centered practice. About Us: Located in Wilson, NC, serving Wilson and the surrounding communities of Greenville, Rocky Mount, and Knightdale. Our mission is to provide top-notch dental care to children in a community that truly needs our services. With a long waitlist and a steady stream of patients, our practice offers an unparalleled opportunity to hone your skills and make a significant impact. What We Offer: A Thriving Patient Base: You'll have the chance to work with a diverse and appreciative patient population, providing comprehensive pediatric dental care. Professional Growth: Gain valuable experience and expand your expertise in a fast-paced, supportive environment. Heart-Centered Team: Join a team that is committed to compassionate, patient-centered care. We believe in making a difference, one smile at a time. Convenient Location: Our practice is only a 45-minute commute from Raleigh or Greenville, NC. Medical Benefits: Comprehensive medical benefits available. Work-Life Balance: No on-call duties, no weekends, and a 4-day work week (Monday-Thursday, 8 AM—4 PM). Financial Support: \$1000-\$1400+/daily guarantee available, along with a signing bonus. Mentorship: Receive mentorship from a board-certified pediatric dentist who has extensive connections in the dental community to support your career advancement. What We're Looking For: Pediatric Dentist: A newly graduated or experienced pediatric dentist with a passion for serving children. Service-Oriented: A heart for serving the underserved and making a positive impact on the community. Why Join Wilson Pediatric Dentistry? Make a Difference: Be part of a practice that brings essential dental care to children who need it most. Dynamic Work Environment: Enjoy a busy, varied workload that keeps each day engaging and rewarding. Supportive Community: Work with a team of like-minded professionals who share your commitment to excellence and service. Growth and Development: Benefit from mentorship and professional connections that will help you advance your career. If you're ready to embark on a fulfilling career path that combines professional growth with meaningful community service, we want to hear from you! How to Apply: To learn more about this opportunity, please send your resume and a cover letter to wilsonpediatricdental@gmail.com. We look forward to welcoming a new member to our dedicated team at Wilson Pediatric Dentistry! Requirements: D.M.D. or D.D.S. degree from an accredited dental school. Completion of a Pediatric Dentistry residency

program. Valid North Carolina state dental license. Commitment to providing high-quality, compassionate care.

OHIO—CLEVELAND. Join Our Growing Pediatric Dental Team if you are interested in Solea Laser Dentistry and Practicing with Certified Therapy Dogs in NE Ohio! Are you a compassionate, patient-focused pediatric dentist looking for a place to grow and thrive? Brecksville Kids Dentistry is seeking an Associate Pediatric Dentist to join our high-energy, child-centered practice just outside of Cleveland, Ohio. We offer Solea Laser Dentistry along with Certified Therapy Dogs for all patient appointments. We are a privately owned, well-established, and steadily growing pediatric practice. Our team is committed to creating a fun, positive experience for kids and families—and a supportive, collaborative environment for our team. Compensation & Benefits Highlights: \$1200+ Daily Rate Guaranteed. Quarterly production bonus based on 35% of collections (after 90 days). No negative accrual. Mentorship provided directly by the practice owner (as needed). Signing bonus available. Malpractice insurance covered. Health benefits and retirement plan options. Paid vacation, PTO, and CE days. Solea laser training included (up to \$5000 value). CE support and association dues paid. An Office Where Kids Feel at Home. At Brecksville Kids Dentistry, we believe in going the extra mile to create a soothing and joyful environment. That's why we proudly incorporate the calming presence of two certified therapy dogs, Scout and Dolly, into our daily patient care. These beloved pups help ease anxiety, support emotional regulation, and bring smiles to the faces of children (and staff!) every day. Unique Clinical Opportunities. We are also home to the Ohio Pediatric Center for Tongue Ties, a dedicated center for the diagnosis and treatment of oral restrictions in infants and children. We collaborate with lactation consultants, speech therapists, ENTs, and bodyworkers to deliver comprehensive, interdisciplinary care. You'll have the chance to: Participate in laser-assisted tongue-tie releases. Develop advanced skills in airway-focused and infant oral care. Work in a setting that values continuing education and innovation. Why You'll Love Brecksville, Ohio. Brecksville is a picturesque, family-friendly suburb located just 20 minutes from downtown Cleveland. Known for its top-rated schools, beautiful green spaces, and vibrant community, it's an ideal place to live and raise a family. Enjoy the charm of small-town living with easy access to big-city amenities, award-winning restaurants, and Cuyahoga Valley National Park. What We're Looking For: Pediatric dental specialist (board-certified or board-eligible). A great communicator who genuinely enjoys working with children. A team player excited to contribute to a positive, growth-oriented practice. At Brecksville Kids Dentistry, you'll have the opportunity to make a real difference in children's lives, grow your clinical skills, and be part of a practice that values work-life balance, warmth, and kindness. Apply today and let's chat! We'd love to meet you. Send your C.V. or inquiries to: drjen@brecksvillekids.com. What We're Looking For: Pediatric

dental specialist (board-certified or board-eligible). A great communicator who genuinely enjoys working with children. A team player excited to contribute to a positive, growth-oriented practice. www.brecksvillekids.com.

OHIO—COLUMBUS. Hines Little Smiles is a highly energetic practice that genuinely likes to have fun with our patient's, and our team. We are looking for a team player that likes to jump in, and be all in. Our practice is privately owned, and is located east of the Easton area, adjacent to New Albany, Westerville, and Gahanna. This opportunity provides supportive mentorship within our group practice. Our office promotes a healthy work-life balance with a Monday to Thursday, 7:30-4:30 schedule. Columbus is a test market for many restaurants and is considered to be one of the fastest-growing areas in the country, and is consistently ranked among the best places to live in the US. Our office is conveniently located just 15 minutes from John Glenn International Airport, making travel a breeze. We operate with a high level of excellence in our hand skills, as well as our communication, and our reputation within the community reflects this. We take pride in our dedicated and exceptional team, who are passionate about working with children and creating a positive experience for our young patients. Our incredible team culture fosters a welcoming and fun environment, making dental visits enjoyable for our patients and providing a rewarding workplace for our team. We seek an associate committed to delivering the highest quality pediatric dental care, who thrives in a compassionate and engaging atmosphere. We offer a comprehensive range of treatments, including nitrous oxide, in-office IV sedation, and we are unique in the fact that our ambulatory surgery center is located next door. Additionally, we provide CO2 laser treatment for lip- and tongue-ties. We are well trained with BioFlex crowns, as well as Zirconia, and have SleeperOne anesthesia available if you prefer. Our office features 14 chairs, digital charting, TVs above the op bays, and a well-established, supportive team. If you are looking to join an incredible practice, we invite you to send your C.V. and Letter of Interest to drmitzihines@hineslittlesmiles.com. We look forward to hearing from you soon. Graduation from dental school, and pediatric residency program.

OHIO—DAYTON. We are seeking a compassionate, caring, and energetic pediatric dentist in an established, privately owned and operated pediatric dental practice in Southwest Ohio. The position is mainly in an office setting (three days/week), however, some treatment is completed under general anesthesia at the local children's hospital (one day/week) for full-time employees (four days total/week). While experience and board certification are preferred, we welcome all applicants. The salary is competitive for the area, guaranteeing a minimum of \$250,000 for full-time with potential for performance-based collection bonuses. Some benefits include malpractice insurance, CE and licensure credit, and paid vacation. Participation in a 401(k) plan is also available. We are open

to considering full-time or part-time candidates, with part-time compensation at \$1200 per day with quarterly collection bonuses. Future potential for ownership is also possible. For more information, or to send in your C.V., please email hensleyk@childrensdayton.org or call (937) 641-4193. Required: Specialization in Pediatric Dentistry.

OHIO—DUBLIN. Welcome to Tiny Teeth of Dublin Pediatric Dentistry. We are seeking a pediatric dentist to join our team in Dublin, OH. We are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of great oral health through positive dental experiences! Come join our team at Tiny Teeth of Dublin! We bring cutting edge technology and mentorship to new pediatric dentists who are looking to grow in their field. We offer nitrous oxide sedation in office and have block time at local surgery centers to handle general anesthesia cases. This successful practice is looking for someone who wants to work in a team centered environment. Experienced with and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active OH Dental Board License. For more information please contact draapage@gmail.com.

OHIO—UNIVERSITY HEIGHTS AND WILLOWICK. Come Grow with Us! Established multi-location, state-of-the-art private pediatric dental practice in the suburbs of Cleveland, OH, is looking for a Pediatric Dentist. We are seeking a compassionate and skilled Pedodontist to join our dental practice. The ideal candidate will specialize in diagnosing and treating dental issues in infants, children, and adolescents. The Pedodontist will provide preventive and therapeutic dental care while ensuring a positive and comfortable experience for our young patients. Key Responsibilities: Examine, diagnose, and treat dental conditions in children from infancy through adolescence. Provide preventive care including cleanings, fluoride treatments, sealants, and oral health education. Perform restorative procedures such as fillings, crowns, extractions, and pulpotomies. Administer local anesthesia, nitrous oxide sedation, or general anesthesia as appropriate. Develop individualized treatment plans in collaboration with patients' guardians. Counsel parents and caregivers on proper oral hygiene and diet for long-term dental health. Manage dental emergencies and trauma cases in young patients. Maintain accurate patient records and comply with HIPAA and other regulatory standards. Work collaboratively with general dentists, orthodontists, and other healthcare professionals. Participate in community outreach programs and school dental health initiatives as needed. Qualifications: D.D.S. or D.M.D. degree from an accredited dental school. Completion of a certified pediatric dentistry residency program. Board certification or eligibility by the American Board of Pediatric Dentistry (ABPD) is preferred. Valid state dental license and sedation certifica-

tion (if applicable). Proven experience or strong interest in treating pediatric patients. Excellent communication skills and a child-friendly demeanor. Skills and Competencies: Expertise in behavior management techniques for children. Ability to work with children with special healthcare needs. Strong diagnostic and clinical decision-making abilities. Patience, empathy, and an engaging personality. Work Environment: Modern dental office with child-friendly equipment and design. Occasional off-site visits to schools or community centers. Flexible working hours may include evenings or weekends. Compensation and Benefits: Competitive salary based on experience. Signing Bonus! Malpractice insurance. Continuing education and professional development support. Medical, dental, vision, 401k, etc. If you are passionate about providing excellent dental care with a highly experienced staff, please apply today! Or send your C.V. to HR@premiersmilesortho.com. Must have a valid Ohio Dental license, or in the process of obtaining one.

OREGON—BEAVERTON. About Permanente Dental Associates: We are dedicated to transforming lives through evidence-based dental care. We are a Northwest-based, dentist-owned group practice that empowers our clinicians to make decisions that prioritize patient health and well-being. As part of our supportive and collaborative environment, we encourage growth, leadership, and the opportunity to become a part-owner in our group practice. What We Offer: Leadership Opportunities: As a clinical leader, you will mentor and guide other professionals while maintaining a focus on high-quality patient care. Ownership Potential: We are a dentist-owned group, meaning decisions are made by the people who understand the practice best. The opportunity to become a part-owner allows you to directly contribute to the future of our practice. Work-Life Balance: With a 4-day work week, you'll enjoy more time to focus on both your professional and personal life. Unparalleled Benefits: Industry-leading retirement plan, including a defined-benefit (cash balance) and 401(k) with 7.5% employer contribution Paid Parental Leave (up to 4 weeks). Two community service and wellness days per year, annual benefit reimbursement, and an award-winning Wellness Program. Comprehensive medical, dental, and vision insurance options (for dentists and dependents), as well as alternative care, life insurance, and AD&D coverage. Voluntary short-term and long-term disability insurance. Dependent Care FSA. Professional Development: We are committed to continuous learning, offering both clinical and leadership development opportunities to support your growth. Position Overview: As a Pediatric Dentistry Specialist with Permanente Dental Associates, you will support the practices of an evidence-based group by being a clinical and non-clinical resource for the full scope of pediatric dentistry. In this role, you will: Diagnose and treat diseases, injuries, malformations, and desired esthetic enhancements of teeth and gums, and related oral structures for infants and children through adolescents, including patients with special health care needs.

Provide preventive services to patients, such as applications of fluoride and sealants to teeth. Educate pediatric patients and/or guardians on preventive measures to promote overall oral wellness in an evidence-based group practice. As a clinical leader, provide direct and indirect mentoring, supervision, and feedback to clinical staff. As a professional leader, provide high-quality care and serve as a responsible steward of resources. Required Skills and Experience: Doctor of Dental Medicine (D.M.D.) or Doctor of Dental Surgery (D.D.S.) and successful completion of a U.S. Pediatric Residency Program. Minimum qualifications include an applicable State License with specialty noted (if required by state). Washington and Oregon providers must have a valid DEA number and current CPR certification. Oregon providers must also have at least a Nitrous Permit (Permit required within 60 days of hire). Demonstrated ability to utilize evidence-based dentistry to educate pediatric patients and/or guardians regarding preventive dental care, cause and treatment of dental issues and oral health services. Proven ability to coordinate, supervise, or manage the activities of others to accomplish goals. Understanding of principles and processes for providing patient services. Successful candidates will be subject to a pre-employment background check. Why Permanente Dental Associates? Our Mission: Better lives through total health, starting with the smile. Our Vision: To be the leading dental group through total health for patients, the people who care for them, and the communities we serve. If you are a dedicated and skilled dentist looking to grow professionally and personally in a supportive and empowering environment, we want to hear from you! For more information, please contact pdajobs@kp.org.

OREGON—SALEM. This is for someone looking to put down roots, grow and thrive for the rest of your working career. We are an engaged, purpose-led private group practice with an entertaining and educational way of doing business with high retention and new patient flow. This opportunity includes Doctor ownership. Oregon is one of the highest-rated places to live, with a variety of outdoor recreation opportunities right on your doorstep. There is so much opportunity for both personal and professional success. We've got a good thing started and there's lots of room to grow together. Let's talk about your goals and how we can help. Culture is not just a buzz-word with us. Our team member experience, led by doctors, is what makes this such a great place to work. We are not just co-workers; we are a values-based, "acorny" team that likes to have fun! Doctor Development is top-notch, guided by a mentor doctor right out the gate. This is great for a new-grad doctor to get intense support while starting, or an experienced doctor to immediately have high income potential with great team support. Doctors are the leaders, and the team is ready to help deliver on our Purpose of "Every Child Gets A Smile". All kids in the community are welcomed with open arms. This is a private group practice and we want you to start building ownership and to plan for the long

term, to grow with us along the way. Compensation and benefits: Private practice with doctor mentorship built-in. Enjoy building ownership equity without having to buy in; additional buy-in option available for a larger share. Guaranteed \$1200/day or compensated on everything, whichever is greater (including hygiene). Possible to earn 500k+/year while keeping work-life balance intact. Matching 401k retirement plan. Malpractice insurance and licensing fees paid for. Generous CE stipend. 100% doctor and family coverage for really good medical/dental/vision plans. Generous sign-on bonus. Wait no longer, let's talk! For more information, please contact timrichardsondds@gmail.com.

RHODE ISLAND—CRANSTON. Well established, non-corporate pediatric dental practice serving the Rhode Island community for over 40 years is seeking a motivated and caring pediatric dentist to join our three pediatric dentist team. Full time position leading to partnership for the right individual. Opportunities to practice behavior management, nitrous, in office sedation, or general anesthesia. We will support your success! We have two modern offices equipped with the latest digital technology including an iTero scanner and digital radiographs. Working in the smallest state means beaches, major academic institutions, and the culture and diversity of Providence are all a short distance away. Competitive salary with bonus offered along with health insurance, malpractice insurance and CE allowance. To find out more information about our office, please contact Nicole Robbio at Nrbobbio@peddenti.com or (401) 463-5540. Requirements: Board eligible or American Board of Pediatric Dentistry Certified Pediatric Dentist. Licensed to practice dentistry in the state of Rhode Island.

SOUTH CAROLINA—DUNCAN. River Falls Pediatric Dentistry is looking for an energetic pediatric dentist to join our team in upstate South Carolina. Our privately-owned practice is in the stunning Greenville-Spartanburg area, nestled among the foothills of the Blue Ridge Mountains. This opportunity provides supportive mentorship and the exciting potential for future ownership. Our office promotes a healthy work-life balance with a Monday to Thursday, 8-5 schedule. Upstate SC offers breathtaking natural landscapes, perfect for hiking, biking, and exploring nearby waterfalls and trails. Enjoy easy day trips to the mountains and lakes within reach from our beautiful location. This area is one of the fastest-growing areas in the country, and is consistently ranked among the best places to live in the US. Our office is conveniently located just 15 minutes from Greenville-Spartanburg International Airport (GSP), making travel a breeze. At River Falls Pediatric Dentistry, our commitment to excellence and the trust our community places in us, have earned our office the award for Best Pediatric Dentist in Spartanburg County, three years in a row. We take pride in our dedicated and exceptional team, who are passionate about working with children and creating a positive experience for our young patients. Our incredible team culture fosters a welcom-

ing and fun environment, making dental visits enjoyable for our patients and providing a rewarding workplace for our team. We seek an associate committed to delivering the highest quality pediatric dental care, who thrives in a compassionate and engaging atmosphere. We offer a comprehensive range of treatments, including nitrous oxide, oral conscious sedation, in-office IV sedation, and hospital-based general anesthesia. Additionally, we provide CO2 laser treatment for lip- and tongue-ties. Our office features 10 chairs, digital charting, TVs above the op bays, and a well-established, supportive team. If you are looking to join an incredible practice, we invite you to send your C.V. and Letter of Interest to rfpd@outlook.com. We look forward to hearing from you soon.

TENNESSEE—KINGSPORT OR MORRISTOWN. We are a one doctor owner with two locations looking for an energetic, motivated, hard-working, full-time (or part-time) SUPER STAR pediatric dentist to add to our team. Our mission at Kingsport/Morristown Pediatric Dentistry is to provide excellent patient centered care involving parents/guardians to ensure the best and healthiest results with outstanding customer service. The practices see children as young as one day old for tongue/lip tie release procedures to age 18 for total oral health care. We offer in office general anesthesia with a pediatric anesthesiologist. We take pride in the brand that we have built in our community and surrounding areas and are excited to add to our team so we can continue to grow. Kingsport is centrally located to Asheville, NC, Johnson City, TN, and Bristol, VA. Morristown is centrally located to Knoxville, TN, Gatlinburg/Pigeon Forge, Johnson City, TN and Asheville, NC. These beautiful East Tennessee communities are family-oriented areas surrounded by mountains and lakes with a variety of outdoor activities! If you ever dreamed of living on a lake, this is the place to do it! Please contact or send C.V.: debbie@morristownpediatricdentist.com. Offer includes: Competitive salary Or percent of Employee's Collections. 4 weeks Vacation plus holidays. Credentialed with BCBS and Dental Dental only. Malpractice Insurance. Relocation/Signing Bonus. Optional Health and Vision Insurance. Continuing Education reimbursement. Requirements: Tennessee Dental License or eligible for licensure. Completion or soon to be completed Pediatric Residency Program Tennessee Dental License or eligible for licensure in Tennessee. Completion or soon to be completed Pediatric Residency Program.

TENNESSEE—SAVANNAH. We are looking for someone to help us—build smiles, shape futures, and put down roots on the Tennessee River. Pediatric Dental Care hasn't just treated teeth for generations, we've made dental visits the best part of a kid's day. Led by the legendary Dr. Buzz, our Savannah office blends high-energy fun with clinical excellence and rock-solid integrity. Families travel the river roads for our upbeat team, gentle techniques, and "treat-them-like-our-own-kids" philosophy. With a loyal patient base and growth on the horizon, we're adding another superstar doctor

who shares our heart for children and community. What We Offer: Full-time preferred (4-day week); part-time considered. Competitive base + production bonus. Path to equity/ownership for long-term fit. Skilled, upbeat clinical & admin team in place. Mentorship from a community-trusted pediatric dentist. Paid CE, malpractice, licensure, and potential relocation bonus. Modern tech: digital X-rays, paperless charts, nitrous, Isolite, etc. Why Savannah, Tennessee? "Catfish Capital of the World" with 80-year-plus National Catfish Derby tradition—river culture runs deep. Outdoor paradise: boating, fishing, and sandy swimming beaches at Pickwick Landing State Park, 12 minutes away. Civil-War history next door at Shiloh National Military Park. Cost of living is 10 % below the U.S. average. No state income tax + Tennessee ranked #1 state for saving money in 2025. Friendly small-town vibe (pop. 7,200) with Nashville & Memphis both 2 hours away for big-city concerts and airports. Whether you're a weekend angler, history buff, or just ready for simpler living and shorter commutes, Savannah delivers. The Ideal FitBoard-certified/eligible Pediatric Dentist. Tennessee dental license (or ability to obtain). Passion for prevention, behavior guidance, and parent education. Team-first attitude, sparkling energy, and empathy in every interaction. Desire to plant long-term roots and grow with the practice & community. Ready to Cast Your Line? If you're a recent grad hungry for mentorship or a seasoned doctor craving ownership potential in a values-driven, kid-focused practice, let's talk! Come see why life—and dentistry—are better on the river. pdcmgmt@icloud.com.

TEXAS—CONROE. Excellent opportunity for a pediatric dentist to join our well established, highly successful fee for service pediatric practice that has been in business for over 40 years. We are a privately owned practice with a part-time opening for 3 days a week, possibly leading to full-time. Our new facility opened in 2007 along with another office location that opened in 2015. We are ideally located near a privately owned orthodontic practice, 2 general dentist's offices, and an oral surgeon's office. We offer the latest advancements in dental technologies including: chart-less system, electronic charting, built-in nitrous oxide system and in-office monitored sedation along with IV sedation. For more information, please contact cpdpuffin@gmail.com.

TEXAS—WACO. Contact Dr. P.D.D.S., Phone: (385) 243-0459. More Information: Located just 1hr 20 minutes from Austin, Texas, our full-service, full-time pediatric dental office offers a unique opportunity for one exceptional pediatric dentist or general dentist who excels with children. We're seeking a dedicated professional to join our team and help build a practice that will provide long-term financial rewards. The practice provides all pediatric dental services- prevention, restorative, emergency care, oral sedation and several general anesthesia days per month. The practice has a mix of FFS, private insurance and Medicaid. The practice has an abundance of patients with efficient and organized systems in place

to help associates succeed. The current doctor is working Monday through Friday but there is an option of flexible schedules if desired. Compensation: Guaranteed base of \$1200 to \$1600 based on experience. Income potential of over \$500,000. Benefits: Paid malpractice, health insurance stipend, \$2000 annual CE contribution, mentorship and potential pathway to equity/ownership, potential doctor's clinical retreat (all expense trip for doctors and their significant others). The practice is located in a fun University town with plenty of shopping, restaurants, theater events, fun sports bars and breweries. Warm temperatures all year round provide for an active lifestyle. The area also has a lower cost of living with affordable homes, excellent neighborhood public schools and low crime rate. The office is located within an hour and a half drive to Austin or Dallas. What We Offer: Ownership Opportunity: Potential ownership after 1st year, with the potential for your collections and profit sharing percentage to grow over time. Sign-On Bonus: Generous sign-on bonus to welcome you aboard. Ideal Location: Enjoy a lower cost of living while being close to the vibrant city of Austin. This is your chance to be part of something special, where you can grow both professionally and financially as a practice owner. Contact Dr. P at piedradds@gmail.com to learn more and discuss this exciting opportunity. Let's chat!

VIRGINIA—CHARLOTTESVILLE. We are seeking a talented part- or full-time pediatric dentist to join our thriving practice located near the beautiful blue ridge mountains and historic University of Virginia. Charlottesville is known for its outdoor adventures, wineries, restaurants and music scene. Candidates should have a D.D.S. or D.M.D. degree, completed a pediatric residency program (or are currently in pediatric residency) and board-certification or board eligibility in pediatric dentistry. We offer generous compensation and benefits including health insurance, retirement plan, malpractice insurance, paid licenses, paid professional organization fees and a stipend for CE. We utilize state-of-the-art equipment and provide treatments with nitrous, oral conscious sedation and in-office general anesthesia. We are ideally located near a privately owned orthodontic practice, pediatrician and other dental specialties. Our dedicated team strives to create a friendly and fun environment for our children, while also providing the highest quality of care and professionalism. If you are interested in this amazing opportunity, please email blunka81@gmail.com. We look forward to hearing from you!

WASHINGTON—SILVERDALE. Are you a compassionate pediatric dentist with outstanding communication skills and a heart for delivering exceptional care? Silverdale Dental Center is looking for you. We're a well-established, non-corporate, multi-specialty dental practice located in beautiful Kitsap County, WA. Our mission is to cultivate a team that is valued, respected, and enthusiastic about delivering an exceptional experience to every patient—and that begins with hiring the right people. As our

pediatric dentist, you'll join a collaborative and supportive team that shares your commitment to heart-centered care, clear communication, and clinical excellence. \$10,000 sign-on bonus, payable over 2 years. What We Offer: A thriving, privately owned practice with a long-standing reputation in the community. A culture of respect, collaboration, and continuous improvement. Minimal insurance constraints: only in-network with only 2 PPO plans. Regular in-office General Anesthesia days with a mobile anesthesiologist. Well-trained pediatric support team and streamlined systems. Competitive compensation. Flexible schedule. Our Mission: At Silverdale Dental Center, we are dedicated to cultivating a team that is valued, respected, and enthusiastic about delivering exceptional service to our patients. Our practice thrives on a commitment to continuous improvement, driving us to exceed expectations and celebrate the positive impact of our heart-centered care. Board-certified or board-eligible pediatric dentist. Exceptional communication and interpersonal skills. A genuine passion for pediatric care and educating families. Commitment to service, professionalism, and a positive team environment. Interest in long-term growth within a mission-driven practice. For more information please contact jniemeyerdds@gmail.com.

WASHINGTON—SPOKANE VALLEY. Join our thriving privately owned Pediatric Dental office with very high collections as an Associate Dentist. We are currently looking to fill the position due to the retirement of our previous Associate for medical reasons. This role offers part-time or full-time options with ownership opportunities available. As part of our team, you will have the chance to perform a full range of in-office General Anesthesia and Oral Sedation procedures. While experience is preferred, we are open to considering General Dentists with substantial pediatric experience. Ideally, we are seeking a formally trained Pediatric Dentist, but individuals with a rigorous background in pediatric dentistry are encouraged to apply. At our office, we are committed to providing exceptional care for our young patients and creating a welcoming environment for both staff and families. As an Associate Dentist, you will have the opportunity to make a meaningful impact on the oral health of children in the community. If you are passionate about working with pediatric patients and are looking to grow within a supportive team, this could be the perfect role for you. For more details about this exciting opportunity, please contact us at drfuhriman@yahoo.com. We look forward to sharing more information about our practice and exploring how you can contribute to our mission of delivering high-quality pediatric dental care. Requirements: Dental degree (D.D.S./D.M.D.). Valid state dental license. Experience in pediatric dentistry preferred. Ability to perform general anesthesia and oral sedation procedures. Strong communication and interpersonal skills.

OUTSIDE THE US

ALBERTA—EDMONTON. An exciting opportunity has opened up at one of Edmonton's premier pediatric dental practices! We are seeking a caring, skilled, and motivated. Pediatric Dentist to join our dynamic team. As a valued member of our practice, you'll benefit from: A Well-Established Reputation: Our practice is renowned in the community for providing exceptional dental care to children. State-of-the-Art Facilities: Enjoy access to both hospital and private surgical suites to provide the best possible care. Supportive and Skilled Team: Work alongside a dedicated, well-trained staff committed to helping you succeed. Competitive Compensation: Whether you're just starting your career or you're an experienced practitioner, we offer a competitive income and a busy practice environment to grow your skills. This is the perfect opportunity for a passionate pediatric dentist looking to work in a friendly, professional, and collaborative setting. If you're motivated to provide top-quality care while enjoying a fulfilling work-life balance, we'd love to hear from you. Contact us today at f.vaziri@childrensdental.ca to learn more and apply! Requirements: D.D.S. or D.M.D., Residency in Pediatric Dentistry

BRITISH COLUMBIA—CHILLIWACK. We are inviting expressions of interest from Pediatric Dentists for a future opportunity to join a new, purpose-built oral, facial, and pediatric surgical facility in Chilliwack, British Columbia. This position will operate under a cost-sharing model and is ideal for a pediatric dentist seeking long-term growth and access to surgical infrastructure designed specifically for pediatric care under general anesthesia. The new facility is currently in development and is projected to be operational in approximately 2 to 3 years. Designed with pediatric patients and anesthesia-based care in mind, the facility will include: Two hospital-grade operating rooms designed for pediatric dental procedures under general anesthesia. Two fully equipped dental operatories for hygiene, routine care, and post-operative follow-up. A private consultation room to facilitate discussions with families and interdisciplinary planning. On-site collaboration with oral and maxillofacial surgeons, anesthesiologists, and nursing staff. A supportive, interdisciplinary care model with built-in access to a growing referral network in the Fraser Valley. This is an excellent opportunity for a pediatric dentist interested in delivering safe, high-quality care in a modern surgical setting, without the financial and administrative burden of building and managing a surgical facility independently. The cost-sharing arrangement offers autonomy, clinical flexibility, and the ability to scale your practice over time within a team-based environment. Early engagement will allow for input into clinical layout and scheduling coordination as the facility approaches its opening date. We welcome inquiries from pediatric specialists interested in establishing themselves within a highly collaborative and well-supported care model. Please forward your expression of interest and C.V. to: Dr. Prabhjot Singh, Email: chilliwackoralsurgery@gmail.com.

BRITISH COLUMBIA—KELOWNA. Okanagan Pediatric Dentistry, a thriving specialty pediatric practice in one of the most beautiful destination cities in Canada, Kelowna, BC, is looking for an energetic, enthusiastic pediatric dentist to join the team! Located in the Okanagan valley, there are opportunities for activities and leisure abound. Kelowna is located on the shores of Okanagan Lake, offering incredible beaches and resorts in the summer, less than an hour drive from both Big White and Silver Star world class ski resorts, and 4 hours from Vancouver. The Thompson-Okanagan region boasts a long golf season with more than 50 courses and 120+ award winning wineries. Opportunities for skiing, hiking, cycling, mountain biking, boating, running, dining, and simply sight-seeing are endless. Kelowna offers a fabulous environment for raising a family with excellent schools; public, private, and post-secondary, as well as YLW international airport. Our practice draws from a very large geographic area, with patients travelling from as far as the Northwest Territories. Our referral based practice utilizes N2O/O2 sedation, and has access to care under general anesthesia in a hospital setting making it one of few pediatric practices in interior BC able to offer one visit comprehensive oral rehabilitation. Our paperless office also has digital radiography, new pan, intraoral cameras, intraosseous anesthesia, and is updated and renovated. Our team is strong and stable with long term staff, Dentrix practice management software, and RecallMax. We maintain 99% collections and have an excellent reputation throughout British Columbia. Mentorship is available from a sole proprietor owner with experience in teaching, a clinical instructor for University of British Columbia medical program, clinical practice, and organized dentistry. This position offers a long term personally and financially rewarding career for the right candidate. A rare associate opportunity is available in a part-time capacity (3-4d/wk) currently, however, the future is bright! An increase to full-time with growth and possibility of buy-in for the right candidate. Please contact by email omegadds@me.com.

ONTARIO—KITCHENER. Seeking an experienced pediatric dentist or new graduate looking for mentorship for our comprehensive pediatric clinic located in Kitchener, Ontario, Canada (1 hour north west of Toronto). We offer all forms of sedation, basic restorative care, interceptive orthodontics, and TOTs treatment in our fully digital office. Demographics of the practice are highly diverse and we pride ourselves on patient-centred care. Great staff, work-life balance, and competitive compensation. Must be in good standing and have/be eligible for an RCDSO license. For more information please contact christine@chameleondental.ca.

PRACTICE FOR SALE

ALABAMA—MOBILE. Pediatric Dental Practice. Mobile, AL Metro. Goals: The current doctor seeks to sell the practice and transition to retirement quickly. A part-time associate is committed to staying with the practice after the sale. The owner prioritizes maintaining the high standard of care for both staff and patients. Location: Mobile, Alabama metro area. Established Reputation: Over 20 years serving the community with a strong patient base built through word-of-mouth referrals. Facility: 7 fully equipped operatories. 2 additional plumbed rooms available for expansion. Patient Base: 1,620 active patients. 25 new patients per month with minimal advertising. Hours of Operation: Open 4 days per week, offering growth potential with extended hours. Team: Supports both the owner doctor and an associate. Financials: Annual collections: \$920,000. Seller's Discretionary Earnings (SDE): \$385,000. Growth Opportunities: Expand hours, increase marketing efforts, and utilize plumbed rooms for additional operatories. Practice Highlights: 7 operatories with room for expansion. Collections of \$920,000. SDE of \$385,000. 1,620 active patients. Contact Headwaters Practice Transitions. Email: bailey@headwaterstransition.com. Phone: (719) 694-8320. Reference Number: AL12424HW.

FLORIDA—CLERMONT. Office Space Available for New or Experienced Practitioner. Existing Orthodontic Office open for discussion to assume lease as a new or satellite practice, and/or investment partnership for pediatric dentist or general dentist. Turn-key operation, without capital investment or starting from scratch. 3500 sf, 6-8 operatories, ample parking, growing community. Serious inquiries only: (407) 760-0672 cell or dryurkiewicz@gmail.com.

GEORGIA—AUGUSTA. Orthodontic/Pediatric Dental Practice for Sale near Augusta, GA. Augusta, Georgia—known for its world-class golf, thriving arts scene, and affordable cost of living—offers a compelling mix of Southern charm and economic opportunity. Just outside this dynamic metro area, a long-standing pediatric and orthodontic dental practice is now available for sale. Established in the community for over thirty years, the practice supports more than 3,050 active patients and continues to grow organically, with 280 new pediatric patients and 162 ortho starts annually, all with minimal advertising. The facility includes six chairs: two for pediatric care, four for ortho, and one for x-rays, with room to expand further. The real estate is available at the time of sale, and the doctor is open to all transition options, including staying on short-term to ensure continuity. With over \$330,000 in EBITDA, this is a rare opportunity to acquire a high-performing, dual-specialty practice in the greater Augusta area. Georgia

orthodontic & pediatric practice highlights: 6 chairs with room for expansion. Collections of \$1.318 million. EBITDA of \$330,000. Real estate available. 3,050 active patients. Augusta, GA offers a low cost of living, strong value score (7.3), and affordable housing. Known for its rich arts scene, the city features museums, historic theaters, and outdoor recreation along the Savannah River. Home to the Masters Tournament and supported by major employers like Fort Gordon and Augusta University, it combines cultural depth with economic stability. U.S. News ranks Augusta among the top 150 places to live in the U.S. for overall livability. Ready to learn more and review the prospectus? Contact Professional Transition Strategies—email Bailey Jones: bailey@professionaltransition.com or call: (719) 694-8320. Reference #GA40324. We look forward to speaking with you!

GEORGIA—SAVANNAH. Introducing a rare and exceptional opportunity in the pediatric dental sector: a highly profitable pediatric dental practice for sale in the beautiful state of Georgia. This practice is a jewel in the southeast pediatric dental community, boasting over \$1.2 million in EBITDA, making it a lucrative investment for potential buyers. Savannah, Georgia is known for its coastal charm, historic architecture, and a strong sense of community—making it an appealing place to live and work. In this thriving Southern city, an established pediatric dental practice is now seeking a partner to help shape its next chapter. For more than 25 years, the practice has been a trusted part of the community, supporting both owner doctors and associates. With 23,000 active patients and an average of 225 new patients each month, the practice is primed for continued growth. The space was recently remodeled and features sixteen operatories, including eight open bay hygiene chairs, two quiet rooms, and six open bay operatories—a layout designed for collaboration and efficiency. With over \$1.2 million in EBITDA, this is an exceptional opportunity to join a high-performing, community-driven practice and grow into a long-term leadership role in pediatric dentistry. For an overview of this Georgia pediatric practice, read below: 16 total operatories. Collections of \$6.241 million. EBITDA of \$1.273 million. 225 new patients/month. Partnership opportunity. Savannah, Georgia, offers an appealing lifestyle marked by affordability, rich cultural experiences, and abundant recreational opportunities. With a cost of living approximately 9.8% below the national average and median home prices around \$260,000, residents enjoy a comfortable standard of living. The city boasts a thriving arts scene, including the historic Telfair Museums and numerous galleries, alongside outdoor activities like kayaking, golfing, and beach outings at nearby Tybee Island. Savannah's educational landscape features top-rated institutions such as Savannah Arts Academy. The city's economy is bolstered by sectors like logistics, manufactur-

ing, and healthcare, with the Port of Savannah playing a pivotal role. Recognized among the top 150 places to live in the U.S. by U.S. News & World Report, Savannah combines historical charm with modern amenities, making it an attractive place to call home. Ready to learn more and review the prospectus of this GA pediatric dental practice opportunity? Contact Professional Transition Strategies—email Bailey Jones: bailey@professionaltransition.com or call: (719) 694-8320. Reference #GA12623. We look forward to speaking with you.

MISSISSIPPI—HATTIESBURG. This thriving pediatric dental practice in South Mississippi presents an exceptional opportunity for growth and success. Housed in a 2,500 sq/ft free-standing facility built just three years ago, the practice features five operatories, fully digital technology, and nitrous oxide plumbing. With high patient demand, appointments are booked out five months for restorative care and four months for operating room procedures. The practice is generating \$735,000 in revenue in three short years and continues to grow. Real estate is available for purchase or lease, providing flexibility for the new owner. This is a fantastic opportunity for a dentist looking to establish themselves in a supportive community with a strong foundation for future expansion. For more information, please contact Alisa Shoaf, (850) 879-4235, alisa.shoaf@henryschein.com. #MS4135.

NORTH CAROLINA—RALEIGH. Pediatric Dental Practice for Sale—6,000+ Patients. Full Team in Place. Massive Growth Potential. 45 Min East of Raleigh, NC. Whether you're ready to leave corporate dentistry and finally call the shots or you're a recent grad looking for real experience and ownership from day one—this is your chance. Step into a fully staffed, long-standing pediatric practice that's been serving over 6,000 active patients for the past 35+ years. This is a rare opportunity to own a legacy practice in a high-need, high-demand area—operating just 4 days a week, with months of booked treatment and a loyal team already in place. Monthly OR time is secured at the local hospital, and the patient flow has remained steady without marketing. The systems are in place. The volume is there. And the opportunity is wide open for someone ready for clinical autonomy, a full schedule from day one, and the chance to practice with purpose while growing something valuable. The current owner is retiring and looking for the right doctor to take the reins—and make it their own. Inquiries: francisjeirc@gmail.com.

TENNESSEE—NASHVILLE. Nashville, TN Pediatric Dental Practice for Sale. Nashville, Tennessee is celebrated for its rich musical heritage and welcoming atmosphere, qualities that extend into its flourishing suburban communities. One such community within fifteen miles of downtown Nashville is home to a well-established pediatric dentistry practice that is now available for sale. This practice, thriving in a family-friendly neighborhood known for its peaceful residential setting and convenient access to city amenities, presents a rare opportunity for an aspiring dental professional. The current owner, a respected pediatric dentist with two decades of experience, is exploring various transition options, including a full sale or a partnership. The owner is also committed to providing mentorship and is willing to continue practicing for up to three years to ensure a seamless handover of the patient base and operations to the new dentist. This practice boasts eight fully equipped operatories and offers the potential for further expansion as the real estate is also available for purchase. Despite minimal advertising, the practice has successfully maintained a roster of 1,550 active patients and attracts an average of 20-25 new patients monthly. Financially, the practice is highly profitable with nearly \$1 million in revenues and over \$250,000 in EBITDA, making it a financially attractive investment. This pediatric dentistry practice represents a remarkable opportunity to own a thriving business in the heart of Tennessee's most dynamic and culturally enriched region. Highlights of the Nashville pediatric dental practice: 8 operatories. Collections of \$975,000. EBITDA of \$255,000. 1,550 active patients. Real estate available. Nashville, Tennessee, often acclaimed for its rich arts and cultural scene, offers residents a unique blend of musical heritage and contemporary art. The city is a haven for outdoor enthusiasts with numerous parks and waterways suited for sports and recreation. Nashville also hosts a variety of major sporting events, appealing to sports fans. The cost of living remains competitive, complemented by strong school systems and a dynamic business environment. Recently, Nashville has earned high ratings for its overall quality of life, making it an increasingly attractive place to live and work. Interested in learning more about this Nashville, TN pediatric dental practice? Contact Professional Transition Strategies—email Bailey Jones: BAILEY@PROFESSIONALTRANSITION.COM or call: (719) 694-8320. REFERENCE #TN50124. We look forward to speaking with you!

TEXAS—SAN ANTONIO. Family Dental Practice—San Antonio, TX. Goals: The current owner-doctor would like to sell to another dentist and transition to retirement. Overview: Located just 15 minutes from downtown, this established family dental practice sits in a historic San Antonio neighborhood known for its strong community ties and easy access to local businesses, parks, and schools. The practice is equipped with five operatories and has built a loyal patient base of 2,120 active patients, despite limited advertising efforts. Averaging 50-55 new patients per month, the practice demonstrates strong organic demand and untapped growth potential. Currently open just three days a week, the owner is ready to transition out and sell to a motivated dentist seeking to build on a solid foundation. With over \$280,000 in True Take Home, this is a rare opportunity to step into a turnkey operation with significant upside in one of Texas' most culturally rich and accessible metro areas. Practice Highlights. 5 operatories. Collections of \$600,000. TTH of \$280,000+. Open just 3 days/week. Reference #HTX4725. Ready to learn more? Contact Headwaters Practice Transitions. Email: bailey@headwaterstransition.com. Phone: (719) 694-8320. Reference Number: HTX4725.

WASHINGTON—SOUTH PUGET SOUND. 3,800 SF facility with 8 equipped ops. Practice sees 60-70 new patients per month with zero marketing! Contact Frank Sciabica at (425) 985-8390 or frank@omni-pg.com for more information. Lic.#130877 (WAD613). NDA Request: <https://omni-pg.com/listing/wad613/>



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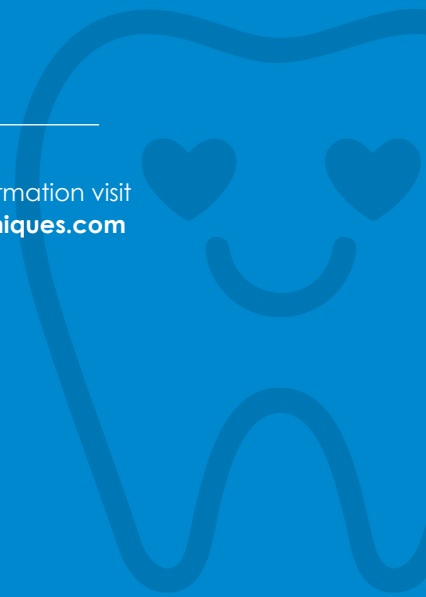
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The beginning of the school year is the perfect time to see a dentist, replace old toothbrushes, and reestablish good oral health habits. Our innovative **Surround® Toothbrush** is a great choice for everyone, and especially for patients with low tolerance for toothbrushing.

It is designed with three angled bristle pads positioned to clean all surfaces of the teeth at the same time and comes in regular or toddler sizes.

Whether your patient is brushing on their own or with someone's help, the Surround Toothbrush allows more tooth surface to be cleaned with each stroke. The soft, end-rounded nylon bristles and heart-shaped, compact head make brushing safe and comfortable.

To learn more about the Surround Toothbrushes, or to place an order, visit our website at www.specializedcare.com. Or call us at 800-722-7375.

*Cleans Multiple
Surfaces Simultaneously*

