

*DRAFT – Subject to board review and approval at the  
March 14, 2025 meeting date*

**Nebraska Commission for the Deaf and Hard of  
Hearing Full Commission Board Meeting  
Held at – 4600 Valley Rd, Room 4A, Lincoln NE  
December 12, 2024, Meeting Minutes**

**A. Welcome**

Chairperson Frances Beaurivage called the meeting to order for the Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) Full Commission Board on December 12, 2024, at 12:04 p.m. at 4600 Valley Rd, Room 4A, Lincoln NE.

**B. Notice of Open Meeting**

Chairperson Frances Beaurivage announced the notice of the meeting was duly given, posted, published, and tendered in compliance with the Open Meetings Act, and all board members received notice simultaneously by email. Publication of official notice of the meeting appeared in the November 30, 2024, edition of the Omaha World Herald, a legal newspaper of general circulation in this state, as required by the Open Meetings Act. The agenda was kept current in the Nebraska Commission for the Deaf and Hard of Hearing's office and on the NCDHH website. The materials generally used by the board for the meeting today are on a table in a public folder available to the general public for the purpose of this meeting in accordance with the Open Meetings Act {Neb. Rev. Stat. §84-1412 (8)}. A copy of the Open Meetings Act is available for the duration of the meeting.

**C. Roll Call**

For the record, board members Ms. Candice Arteaga, Ms. Frances Beaurivage, Ms. Valerie "Vali" Hitz, Ms. Diane Schutt, Ms. Sandra Shaw, Mr. Jonathan Scherling and Ms. Peggy Williams were all present for roll call. Ms. Brooke Fitzpatrick and Ms. Kay Crabtree were not present.

Sign Language Interpreters present were Ms. Amber Tucker and Ms. Sharon Sinkler. Inclusive Communication Access Nebraska provided Communication Access Realtime Translation (CART) services.

**D. Review of Agenda**

**E. Acceptance of Agenda**

Ms. Arteaga moved to accept the agenda as presented. Ms. Williams seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick was absent. Ms. Crabtree, a newly appointed board member was not present. The Commission has been unable to contact Ms. Crabtree with the information given to us by the Governor's office. We have reached out to Pat Selk and we are still unable to find a good contact number for Ms. Crabtree.

**F. Innivee Strategies Anti-Bias Training**

Chairperson Beaurivage introduced Innivee staff members that will be providing anti-bias training for the Board prior to conducting the Executive Director interview. Training conducted by Ms. Canfield of Innivee Strategies.

**G. Executive Director Search****1. Interview**

No public present, staff were asked to leave and the door to the room was closed. The interview of Candidate #1 was conducted.

The door was opened at 4:04 pm and no public members entered the room

**H. Public Comment**

No Public comments

**I. Adjourn**

Ms. Arteaga moved to adjourn the meeting at 4:24 p.m. Ms. Williams seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw and Ms. Williams all voting aye. Ms. Fitzpatrick and Ms. Crabtree were not present.

**Next Meeting Dates:**

- December 13, 2024 – 4600 Valley Rd, Room 4A, Lincoln

*DRAFT – Subject to board review and approval at the  
March 14, 2025 meeting date*

**Nebraska Commission for the Deaf and Hard of  
Hearing Full Commission Board Meeting  
Held at – 4600 Valley Rd, Room 4A, Lincoln NE  
December 13, 2024, Meeting Minutes**

**A. Welcome**

Chairperson Frances Beaurivage called the meeting to order for the Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) Full Commission Board December 13, 2024 at 8:26 a.m. at 4600 Valley Rd, Room 4A, Lincoln NE.

**B. Notice of Open Meeting**

Chairperson Frances Beaurivage announced the notice of the meeting was duly given, posted, published, and tendered in compliance with the Open Meetings Act, and all board members received notice simultaneously by email. Publication of official notice of the meeting appeared in the November 30, 2024, edition of the Omaha World Herald, a legal newspaper of general circulation in this state, as required by the Open Meetings Act. The agenda was kept current in the Nebraska Commission for the Deaf and Hard of Hearing's office and on the NCDHH website. The materials generally used by the board for the meeting today are on a table in a public folder available to the general public for the purpose of this meeting in accordance with the Open Meetings Act {Neb. Rev. Stat. §84-1412 (8)}. A copy of the Open Meetings Act is available for the duration of the meeting.

**C. Roll Call**

For the record, board members Ms. Candice Arteaga, Ms. Frances Beaurivage, Ms. Valerie "Vali" Hitz, Ms. Diane Schutt, Ms. Sandra Shaw, Mr. Jonathan Scherling and Ms. Peggy Williams were all present for roll call. Ms. Brooke Fitzpatrick and Dr. Kay Crabtree absent. NCDHH staff members present were Ms. Kim Davis, Lead Advocacy Specialist, Ms. Kelsey Cruz, Marketing & Communications Specialist.

Sign Language Interpreters present were Ms. Amber Tucker and Mr. Ben Sparks. Ms. Sharon Sinkler was a sign language interpreter that was present for the zoom meetings only. Inclusive Communication Access Nebraska provided Communication Access Realtime Translation (CART) services.

**D. Review of Agenda****E. Acceptance of Agenda**

Ms. Williams moved to accept the agenda as presented. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

**F. Acceptance of Minutes****1. Full Commission Board Meeting on September 13, 2024**

Ms. Arteaga moved to accept the September 13, 2024 meeting minutes as presented. Ms. Williams seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

**Procedural notation:** Chairperson Beaurivage noted for the meeting minutes in the meeting on December 12, 2024, there was a procedural error. The Chairperson moved the meeting into closed session by asking the staff to leave, no public members were in attendance, and the door to the meeting room was closed. All notes during the closed session of the meeting, (Interview of Candidate #1) are not to be recorded in the transcript or forwarded to NCDHH.

**G. Executive Director Search****1. Interview (Closed Session)**

Ms. Arteaga moved to go into closed session for an interview for the Executive Director position at 8:29 a.m. Ms. Schutt seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Ms. Arteaga moved to go back into open session at 10:41 a.m. Ms. Schutt seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Back in open session at 10:41 a.m.

**H. NCDHH Chairperson's Report****1. Board Member Appointments**

Chairperson Beaurivage shared that Governor Jim Pillen sent letters to six

individuals and appointed them to the Full Board. These members are not official until they are approved by the legislature. Except for Dr. Kay Crabtree, she is a replacement for Mr. Bob Feit. Ms. Kelsey Cruz has tried to reach Dr. Crabtree numerous times with no success. Technically, Dr. Crabtree could have come to the meeting today because Mr. Feit resigned from the board.

- Dr. Kay Crabtree replacing Mr. Bob Feit – term until January 31, 2026
- Mr. Richard McCowan replacing Mr. Jonathan Scherling – term until January 31, 2026
- Ms. Valerie “Vali” Hitz – term until January 31, 2027
- Mr. Mark Anderson replacing Ms. Candice Arteaga – term until January 31, 2026
- Mr. John Culver replacing Ms. Peggy Williams – term until January 31, 2027
- Ms. Julie Ann Mruz replacing Ms. Brooke Fitzpatrick – term until January 31, 2027
- Ms. Diane Schutt seat has not been replaced – current holdover until new member is appointed
- Ms. Frances Beaurivage and Ms. Sandy Shaw’s current term ends on January 31, 2025

Ms. Williams asked if any of the new members have any background in deafness. Chairperson Beaurivage responded that NCDHH did not get any information from the Governor’s office regarding this. Ms. Williams asked if we could request that information from the Governor’s office. Ms. Kelsey Cruz will follow up and see if she can obtain this information. Ms. Williams added that the current board members should have a right to obtain that information.

Conversation ensued between the members regarding the new members that were appointed by the Governor’s office.

Ms. Arteaga shared with the members that this will be her last meeting, she has appreciated working with everybody here.

Ms. Williams shared her concerns for the new board members coming in who are not aware of the history that NCDHH has been through. Noted that members of the board are going to write letters of concern to the Governor’s office.

## 2. **Telecommunications Relay Services (TRS) Advisory Committee Appointments**

Chairperson Beaurivage shared that we have two reappointments, Mrs. Tami Richardson Nelson and Commissioner Tim Schram. Also received was a new

application from Mr. John Wyvill to serve on the TRS Committee.

Ms. Arteaga moved to accept the reappointments of Mrs. Tami Richardson Nelson and Commissioner Tim Schram. Ms. Williams seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Ms. Williams moved to go into closed session for the discussion of Mr. John Wyvill's application for the TRS Committee at 11:02 a.m. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Ms. Arteaga moved to go back into open session at 11:12 a.m. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Back in open session at 11:12 a.m.

Ms. Shaw moved to accept appointment of Mr. John Wyvill to the TRS Committee. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

### **3. Interpreter Review Board (IRB) Appointments**

Chairperson Beaurivage shared that we have two members who are seeking reappointment to the IRB, Ms. Margie Propp and Ms. Meghann Cassidy. In addition, we also have Ms. Bethany Koubsky seeking to fill an interpreter position and Mr. Shawn Shannon who would be filling a deaf position on the IRB.

Mr. Scherling moved to accept the reappointments of Ms. Margie Propp and Ms. Meghann Cassidy to the IRB, also appointment of Ms. Bethany Koubsky for an interpreter position and Mr. Shawn Shannon for a deaf position. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

## **I. Management Team Report**

### **1. Deaf Centric Hospital Update – Ms. Kelsey Cruz**

Ms. Cruz shared with the board members a copy of a PowerPoint that was provided by Ms. Ronda Rankin. Recently a meeting was held by zoom with the Deaf Centric Hospital organizers and NCDHH. The consensus of the meeting was just that Deaf Centric Hospital could count on support from NCDHH for the 2025 event.

## **2. Interpreter Review Board (IRB) Update – Ms. Kelsey Cruz**

Ms. Cruz referenced the board packet handout detailing IRB discussion about a Canadian certificate and an intermediary license. One is a Canadian certificate to review, the IRB voted to suspend the applicant based off of the rules and regulations and their training hours. The second is a request for an intermediary license and the IRB denied the acceptance of Canadian certification of interpretation based off what is in the rules and regulations.

The last item for update on the IRB report was regarding a complaint shared and discussed. Included in the packet is the details of the complaint from the investigator that NCDHH contracted with. The IRB voted to take no disciplinary action based on the complaint.

## **3. Legislative Items – Ms. Kelsey Cruz**

Ms. Cruz referenced the legislative item in the board packet. Discussion was had regarding a request to update language in a Nebraska State Statute and effective communication during an arrest. Ms. Davis will work with the legislative subcommittee to finalize what is being proposed to the legislature in the 2025 session.

Mr. Scherling asked if during this year's legislative session if NCDHH will be having a Deaf Awareness Day. Ms. Cruz replied that this could easily be planned.

## **4. Advocacy Specialist Monthly Report**

Brief discussion between the members on the handouts that were provided.

Ms. Williams moved to accept the management team report as presented. Ms. Schutt seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

The members took a break at 11:35 a.m.

Back in the meeting at 12:00 p.m.

Ms. Arteaga moved to go into closed session for an interview for the Executive Director position at 12:01 p.m. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

**J. Executive Director Search**

**1. Interview (Closed Session)**

Ms. Williams moved to go back into open session at 2:15 p.m. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Back in open session at 2:15 p.m.

**K. Old Business**

Ms. Beaurivage informed the Board that the Governor's office did not approve our request to keep the position of the Interpreter Coordinator open. We have been advised to start the process for development of a new Interpreter position through DAS.

**L. New Business**

**1. 2025 Meeting Dates**

- March 14, 2025
- June 13, 2025
- September 12, 2025
- December 12, 2025

Ms. Williams moved that the 2025 proposed meeting dates be approved. The motion was seconded by Ms. Arteaga. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

**M. Public Comment**

No public comments.

**N. Adjourn**

Mr. Scherling moved to adjourn the meeting at 2:35 p.m. Ms. Williams seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms.



Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

**Next Meeting Dates:**

- December 16, 2024 by zoom and 4600 Valley Rd, Room 4B, Lincoln NE

*DRAFT – Subject to board review and approval at the  
March 14, 2025 meeting date*

**Nebraska Commission for the Deaf and Hard of  
Hearing Full Commission Board Meeting  
Held at – 4600 Valley Rd, Room 4B, Lincoln NE  
Zoom Link - <https://us06web.zoom.us/j/82294560969>  
December 16, 2024, Meeting Minutes**

**A. Welcome**

Chairperson Frances Beaurivage called the meeting to order for the Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) Full Commission Board on December 16, 2024, at 5:30 p.m. at 4600 Valley Rd, Room 4B, Lincoln NE and also by zoom at <https://us06web.zoom.us/j/82294560969>

**Note:** The meeting started late due to difficulties with the Zoom connection, ultimately we had to start a new zoom meeting to proceed with the business at hand.

**B. Notice of Open Meeting**

Chairperson Frances Beaurivage announced the notice of the meeting was duly given, posted, published, and tendered in compliance with the Open Meetings Act, and all board members received notice simultaneously by email. Publication of official notice of the meeting appeared in the December 5, 2024, edition of the Omaha World Herald, a legal newspaper of general circulation in this state, as required by the Open Meetings Act. The agenda was kept current in the Nebraska Commission for the Deaf and Hard of Hearing's office and on the NCDHH website. The materials generally used by the board for the meeting today are on a table in a public folder available to the general public for the purpose of this meeting in accordance with the Open Meetings Act {Neb. Rev. Stat. §84-1412 (8)}. A copy of the Open Meetings Act is available for the duration of the meeting.

**C. Roll Call**

For the record, board members Ms. Candice Arteaga, Ms. Frances Beaurivage, Ms. Valerie "Vali" Hitz, Ms. Diane Schutt, Ms. Sandra Shaw, Mr. Jonathan Scherling and Ms. Peggy Williams were all present for roll call. Ms. Brooke Fitzpatrick and Dr. Kay Crabtree absent.

Sign Language Interpreter present was Ms. Sharon Sinkler. Inclusive Communication

Access Nebraska provided Communication Access Realtime Translation (CART) services.

**D. Review of Agenda**

**E. Acceptance of Agenda**

Mr. Scherling moved to accept the agenda as presented. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent

**F. Chairperson of the Board's Report**

**1. Executive Director Search discussion (closed session)**

Chairperson Beaurivage introduced Innivee staff that will guide us through the process of selecting a new Executive Director.

Ms. Williams moved to go into closed session for discussion for the Executive Director search at 5:38 p.m. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Ms. Arteaga moved to offer the Executive Director position of NCDHH to Candidate 1, contingent upon the results of the background check. Ms. Schutt seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Mr. Scherling moved that if Candidate 1 does not accept the job offer, an offer will be extended to Candidate 3, contingent upon the results of the background check. Ms. Williams seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Ms. Arteaga moved that if Candidate 3 does not accept the job offer, an offer will be extended to Candidate 2, contingent upon the results of the background check. Mr. Scherling seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Ms. Schutt moved to go back into open session for discussion for the Executive Director search at 6:43 p.m. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw, and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

Back in Open Session at 6:43 p.m.

#### **G. Adjourn**

Ms. Williams moved to adjourn the meeting at 6:50 p.m. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Mr. Scherling, Ms. Schutt, Ms. Shaw and Ms. Williams all voting aye. Ms. Fitzpatrick and Dr. Crabtree absent.

#### **Next Meeting Date:**

- March 14, 2025

## Full Commission Board Member Appointments

Current 2.27.2025



1. Mr. Mark Andersen – replacing Ms. Candice Arteaga
2. \*Mr. Richard McCowin – replacing Mr. Jonathan Scherling
3. \*Mr. John Culver – replacing Ms. Peggy Williams
4. \*Ms. Julie Mruz – replacing Ms. Brooke Fitzpatrick
5. \*Dr. Kay Crabtree – replacing Mr. Robert Feit
6. \*Ms. Vali Hitz – term expires 1.31.2027
7. Ms. Diane Schutt – term expires 1.31.2024
8. Ms. Frances Beaurivage – term expires 1.31.2025
9. Ms. Sandy Shaw – term expires 1.31.2025

\*Board Members will be confirmed on March 19, 2025

## Interpreter Review Board (IRB) Appointments



### **\*can only accept 2 of the below appointments**

1. Bethany Koubsky – Interpreter Representative – pages 2 - 5
2. Margie Propp – Interpreter Representative – pages 6 - 7
  - Current term ends on 6.30.2024
3. Meghann Cassidy – Interpreter Representative – pages 8 - 10
  - Current term ends on 6.30.2024

### **Current list of IRB Members:**

1. Ms. Vonda Apking, Health & Human Services
2. Ms. Meghann Cassidy, Interpreter
3. Ms. Margie Propp, Interpreter
4. Mrs. Tami Richardson Nelson, Deaf
5. Mr. Shawn Shannon - Deaf
6. Ms. Vicki Steinhauer Campbell, Local Government
7. Ms. Briana Stradinger, Local Government

Nebraska Commission for the Deaf and Hard of Hearing  
Interpreter Review Board Member Application

G.2.

Your Name: \_\_\_\_\_

Please List any other Boards or Committee's which you are currently serving  
on or previously have served on:

Legal Residence (house #, street name): \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ County: \_\_\_\_\_

Business Address (if applicable): \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ County: \_\_\_\_\_

Home Phone: (\_\_\_\_) \_\_\_\_\_ Business Phone: (\_\_\_\_) \_\_\_\_\_

Cell Phone: (\_\_\_\_) \_\_\_\_\_ Email Address: \_\_\_\_\_

Occupation: \_\_\_\_\_

Name of Spouse: \_\_\_\_\_

Are you a United States Citizen? ☐ Yes ☐ No

Congressional District: ☐ 1 ☐ 2 ☐ 3

Name of Your State Senator: \_\_\_\_\_

Have you ever been convicted of a felony or misdemeanor? ☐ Yes ☐ No

If yes, please explain: \_\_\_\_\_

Are there currently or has there ever been any disciplinary actions, suspensions or revocations of any licenses that you have been issued by any agency of federal, state, or local government?

☐ Yes

☐ No

If yes, please explain:

Could you or any member of your family be affected financially by decisions to be made by the board or commission for which you have applied? ☐ Yes ☐ No

**Education – Schools Attended** *(including high school)*

School / Location	Dates	Major / Degree
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>

Briefly explain why you would want to serve on this Board:

**References** – List names, addresses, and phone numbers of at least three people who may be contacted for references

Name	Phone Number	Address
1. <hr/>	<hr/>	<hr/>
2. <hr/>	<hr/>	<hr/>
3. <hr/>	<hr/>	<hr/>

If you have recently prepared a biography or resume, you may attach that your application.

\_\_\_\_\_  
*Applicant Signature*

\_\_\_\_\_  
*Date*

**Mail this application and any other correspondence to:**

Nebraska Commission for the Deaf and Hard of Hearing (NCDHH)  
Attn: Sharon Sinkler, Interpreter Program Coordinator  
4600 Valley Road, Ste 420  
Lincoln, NE 68510

(402) 471-3593 / 800-545-6244  
sharon.sinkler@nebraska.gov



**BETHANY J. KOUBSKY****402-250-2438****bjkoubsky@gmail.com**

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**EDUCATION:**

- Iowa Western Community College-Major: Sign Language Interpreting-AAS
- Creighton University-Major: Theater/English- BA

**WORK HISTORY:****July 2021-July 2023 Sorenson Communications Director of At Home Interpreting**

*Responsibilities include:* Recruiting, hiring and managing interpreters working remotely in AL,MS,GA,TN, coaching and counseling interpreters on statistics and skills, following up on customer comments, and ensuring interpreters are within quality standards, Quality Assurance monitoring for customer service, working closely with Regional Manager and management team to ensure policies and procedures are followed, fostering a culture of collaboration within the team, providing interpreting when needed for VRS, collaborating with team of directors for CI/VRI coverage.

**June 2019- July 2021 Sorenson Communications Director of Interpreting**

*Responsibilities include:* Recruiting, hiring and managing interpreters in both VRS and SI in Nebraska. Completing reports in a timely manner, coaching and counseling interpreters on skills and stats, working with team of directors in District 3, managing day to day office duties in the Omaha Center, providing interpreting when needed for VRS and SI.

**January 2017- June 2019 Boys Town National Research Hospital –EIPA COORDINATOR**

*Responsibilities include :* Coordinating EIPA exam nationwide for K-12 Interpreters, providing quarterly workshops nationwide for interpreters in the K-12 setting, manage Local Test Administrators nationwide, manage EIPA evaluators, developing new testing materials.

**August 2014- January 2017- University of Nebraska at Omaha- INSTRUCTOR**

*Responsibilities include:* Providing education on American Sign Language level 1 to University students. Providing instruction for Community Interpreting and Interpreting in Specialized Settings classes. Plan weekly lessons, write and organize exams, develop power point presentations, grade papers and test materials. Provide feedback on interpreted material through “Go-React” software. Provide one on one mentoring of students. Supervising Practicums.

**December 2004-present- Independent Contractor- INTERPRETER**

*Settings: Including but not limited to:* Medical, Mental Health, VRS, VRI-on call (medical and community) Performing Arts, University Level Education-graduate and under graduate, Business, Employment, Educational – primary and secondary. Coordinate personal schedule, invoicing, prepare personal taxes for interpreting business. Provide workshops /training for K-12 Interpreters through the Iowa School for the Deaf Interpreter Immersion conference.

**January 2009-January 2017- Z Video Relay Service- INTERPRTER/LEAD TRAINER**

*Responsibilities include:* Provide direct interpreting services for customers over the VRS network in a variety of settings. Provide direct customer service. Provide training on equipment, policies and procedures to newly hired interpreters both in Omaha and across the nation.

**May 1998-December 2004-Deaf Services Unlimited-STAFF INTERPRETER**

*Responsibilities include:* Provide direct interpreting services on a daily basis for Deaf individuals in a variety of settings, including but not limited to: Medical, Mental Health, Theatrical, Educational, Business, and Employment Coordinate interpreting services, educate consumers on interpreting practices. Provide mentoring to new interpreters in the field.

**January 2011-Present-EIPA RATER**

*Responsibilities include:* Rate interpreter assessment tapes within a team of 2 to 3 Deaf and hearing colleagues on Sign to Voice and Voice to Sign. Write and complete reports for EIPA test exam to be sent to exam candidates. Serve on team to provide workshops on taking the EIPA Exam.

**August 1997- May 1998 Des Moines Public Schools- INTERPRETER**

*Responsibilities include:* Facilitate communication on a daily basis for high school level students, Coordinate interpreting schedules, educate consumers on interpreting practices, serve as substitute in Jr. High or elementary schools when needed.

**ACCOMPLISHMENTS:**

- Hold Certificate of Interpretation and Transliteration from the Registry of Interpreters for the Deaf, Inc. (CI/CT)
- Hold SLPI level Advanced Plus.
- Provide mentorship for interpreters in both Iowa and Nebraska.
- Serve as Rater for Educational Interpreters Performance Assessment.
- Served as a rater for the SLPI assessment.
- Hold Iowa and Nebraska state interpreter licensure.
- Completed Interpreter Training program at Iowa Western Community College within top five percent of class
- Served as President for Nebraska chapter of RID 2009-2012. Formerly Historian for 2009.
- Selected and attended Theater Development Fund Interpreter Training program at Julliard School, New York, New York.
- Selected and served as team interpreter for Close Up program in Washington DC.
- Selected and served as Student Representative for Registry of Interpreter for the Deaf, Inc. National Convention, Long Beach, CA, 1997
- Organized and orchestrated *Talk the Talk of Success* continuing education program for Interpreters.
- Developed procedures for surveying customers on quality of service
- Attended Registry of Interpreters for the Deaf national conventions in Long Beach, CA, Boston, MA, Orlando, FL, Chicago, IL, San Antonio, TX, San Francisco, CA, Philadelphia, PA, Atlanta, GA, Indianapolis, IN, New Orleans, LA, Salt Lake City, UT in Leadership Tract.

Nebraska Commission for the Deaf and Hard of Hearing  
Interpreter Review Board Member Application



Your Name: Margaret Propp

Please List any other Boards or Committee's which you are currently serving on or previously have served on:

Currently completing my first term on the Interpreter Review Board

Legal Residence (house #, street name): 7220 N. 15th St

City: Lincoln State: NE Zip: 68521 County: Lancaster

Business Address (if applicable): \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ County: \_\_\_\_\_

Home Phone: (\_\_\_\_) \_\_\_\_\_

Business Phone: (\_\_\_\_) \_\_\_\_\_

Cell Phone: (402) 314 3182

Email Address: margiepropp@yahoo.com

Occupation: Retired Teacher of the Deaf, Community Interpreter

Name of Spouse: \_\_\_\_\_

Are you a United States Citizen? ☒ Yes ☐ No

Congressional District: ☐ 1 ☒ 2 ☐ 3

Name of Your State Senator: Beau Ballard

Have you ever been convicted of a felony or misdemeanor? ☐ Yes ☒ No

If yes, please explain: \_\_\_\_\_

Are there currently or has there ever been any disciplinary actions, suspensions or revocations of any licenses that you have been issued by any agency of federal, state, or local government?

☐ Yes ☒ No

If yes, please explain:

Could you or any member of your family be affected financially by decisions to be made by the board or commission for which you have applied? ☐ Yes ☒ No

Education – Schools Attended (including high school)

School / Location	Dates	Major / Degree
Glenbrook South High School	1972-1974	High School diploma
University of Nebraska-Lincoln	1974- 1979	BS- K-12/Special Education
Gallaudet University	1981-1983	MA- Deaf Education

Briefly explain why you would want to serve on this Board:

I am now completing my first 3 year term on the IRB. Since the time of COVID, the Board has not had many filed complaints to deal with. Because of that, we have begun discussions about the interpreter shortage in our state. It is becoming a serious problem in our state. Recently we have had town hall meetings, and discussions on our board about ways to deal with this issue. I would like to continue to be a part of this discussion in a second term.

I have worked as a community interpreter for more that 40 years and as a former teacher of the Deaf I provide a good insight in the interpreting profession

References – List names, addresses, and phone numbers of at least three people who may be contacted for references

Name	Phone Number	Address
1. Lorelei Waldron	402 310 8428	904 Fox Glove Lane, Kearney, MO
2. Peggy Williams	402 450 2489	4575 Hill Dr. Lincoln, NE
3. Sharon Sinkler	402 525 2340	6828 Garland St. Lincoln, NE

If you have recently prepared a biography or resume, you may attach that your application.

Margaret Propp 10/9/24  
 Applicant Signature Date

Mail this application and any other correspondence to:

Nebraska Commission for the Deaf and Hard of Hearing (NCDHH)  
 Attn: Sharon Sinkler, Interpreter Program Coordinator  
 4600 Valley Road, Ste 420  
 Lincoln, NE 68510  
 (402) 471-3593 / 800-545-6244  
 sharon.sinkler@nebraska.gov



Nebraska Commission for the Deaf and Hard of Hearing  
Interpreter Review Board Member Application



Your Name: Meghann Cassidy

Please List any other Boards or Committee's which you are currently serving  
on or previously have served on:  
Interpreter Review Board

Legal Residence (house #, street name): 922 Ash St

City: Council Bluffs State: IA Zip: 51501 County: Pottawattamie

Business Address (if applicable): \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ County: \_\_\_\_\_

Home Phone: (\_\_\_\_) \_\_\_\_\_ Business Phone: (\_\_\_\_) \_\_\_\_\_

Cell Phone: (402) 639-7714 Email Address: meghannmcassidy@gmail.com

Occupation: ASL/English Intrpreter

Name of Spouse: None

Are you a United States Citizen? ☒ Yes ☐ No

Congressional District: ☐ 1 ☐ 2 ☐ 3

Name of Your State Senator: N/A, I reside in Iowa.

Have you ever been convicted of a felony or misdemeanor? ☐ Yes ☒ No

If yes, please explain: \_\_\_\_\_

Are there currently or has there ever been any disciplinary actions, suspensions or revocations of any licenses that you have been issued by any agency of federal, state, or local government?

☐ Yes

☒ No

If yes, please explain:

Could you or any member of your family be affected financially by decisions to be made by the board or commission for which you have applied? ☐ Yes ☒ No

**Education – Schools Attended** (including high school)

School / Location	Dates	Major / Degree
<u>Remsen-Union High School</u>	<u>1992-1996</u>	<u>High School Diploma</u>
<u>Iowa Western Community College</u>	<u>1998-2000</u>	<u>AAS - Sign Language Interpreting</u>
<u>University of Nebraska at Omaha</u>	<u>2007-2015</u>	<u>General Studies</u>
<u>University of North Florida</u>	<u>2022-2024</u>	<u>MS - ASL/English Interpretation: General Practice</u>

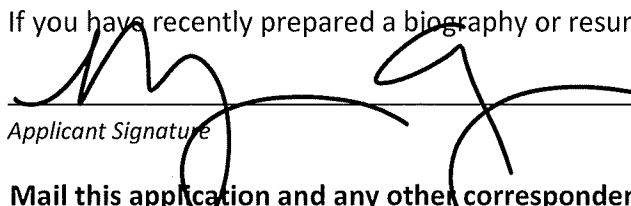
**Briefly explain why you would want to serve on this Board:**

I would like to continue to serve on the IRB to ensure interpreters are properly serving the Deaf community in Nebraska.

**References** – List names, addresses, and phone numbers of at least three people who may be contacted for references

Name	Phone Number	Address
1. <u>Jonathan Scherling</u>	<u>402-968-5793</u>	<u>Council Bluffs, IA</u>
2. <u>Bethany Koubsky</u>	<u>402-250-2438</u>	<u>Omaha, NE</u>
3. <u>Stephanie Vik</u>	<u>402-618-1315</u>	<u>Omaha, NE</u>

If you have recently prepared a biography or resume, you may attach that your application.

  
Applicant Signature

10/10/2024

Date

**Mail this application and any other correspondence to:**

Nebraska Commission for the Deaf and Hard of Hearing  
(NCDHH) Attn: Gina Petersen  
1313 Farnam St. Suite 304  
Omaha, NE 68102

Office: (402) 471-3593  
Cell: (402) 659-2289  
gina.petersen@nebraska.gov

**Meghann Cassidy, CI & CT**  
 922 Ash Street  
 Council Bluffs, IA 51501  
 (402) 639-7714  
[meghannmcassidy@gmail.com](mailto:meghannmcassidy@gmail.com)

### **Professional Experience**

Private Practice Interpreter 2001 - Present

- Interpret business meetings, medical appointments, and theatrical performances.

University of Nebraska at Omaha 2023 - Present  
 6001 Dodge Street  
 Omaha, NE 68182

- Practicum Supervisor for sign language interpreting students.

University of Nebraska at Omaha 2002 - Present  
 6001 Dodge Street  
 Omaha, NE 68182

- Interpreted for students and faculty who are Deaf and Hard of Hearing during classes and meetings.

Boys Town National Research Hospital 2018- 2024  
 555 North 30<sup>th</sup> Street  
 Omaha, NE 68131

- Rate an interpreter proficiency exam.

### **Education**

Associate of Applied Science – Sign Language Interpreter May 2000

- Iowa Western Community College  
 2700 College Road  
 Council Bluffs, IA 51503

Bachelor of Arts – General Studies: Criminal Justice, Political Science, and American Sign Language May 2015

- University of Nebraska at Omaha  
 6001 Dodge Street  
 Omaha, NE 68182

Master of Science in ASL/English Interpreting – General Practitioner May 3, 2024

- University of North Florida
- 1 UNF Drive  
 Jacksonville, FL 32224

### **Certification and Licenses**

- RID Certificate of Transliteration August 12, 2003
- RID Certificate of Interpretation March 30, 2006
- Licensed Sign Language Interpreter in Nebraska and Iowa

### **Other Activities**

- Interpreter Review Board member January 1, 2022
- Interpreter Review Board Chairperson February 21, 2023

## Deaf Centric Funding Request



- Request for funding from Communication Access for  
Healthcare Systems – page 2
- Deaf Centric Hospital / PowerPoint – pages 3 - 8





# CAHS CONSULTING

COMMUNICATION ACCESS FOR  
HEALTHCARE SYSTEMS

Inclusive communication is the cornerstone for providing quality healthcare

February 8, 2025

Dear NCDHH Board Members and Staff,

We would like to express our deepest gratitude for NCDHH's unwavering support of the Deaf-Centric Hospital initiative. Your engagement during last year's Board Meeting played an instrumental role in shaping the event's success, significantly enhancing awareness and fostering meaningful change within the healthcare community through hands-on learning and self-reflection.

This year, we are thrilled to announce that the next event will be held on **Saturday, April 12th, 2025**, from **8:00 AM to 4:30 PM** at the **UNMC campus**. Our Planning Committee has already begun preparations and is dedicated to building on the momentum from last year, ensuring a more impactful and engaging experience for all involved.

As we move forward with planning, we kindly request confirmation of NCDHH's continued partnership and support for this year's event. Specifically, we would appreciate your assistance in the following areas:

1. **Interpreter Support:**

Last year, NCDHH graciously facilitated interpreter requests for our planning meetings and handled direct invoicing from interpreters on your approved list. This collaboration worked seamlessly, and we hope to continue this vital service in 2025. Could we count on your continued support in this area?

2. **Financial Contribution:**

To maintain the high standards we have set for this event; we are requesting a financial commitment that mirrors last year's generous contribution of \$3,000.00. For your reference, we have attached the agreement from last year.

Your sponsorship is crucial to ensuring that we can deliver a top-tier experience that aligns with both our shared mission and the expectations of our community. As a sponsor you would receive public recognition for your contribution, which includes your name/logo displayed on promotional materials including logo wear and an opportunity to present at the event about services that NCDHH provides to the community.

We are incredibly excited to continue working with NCDHH and build upon the successes we've achieved together. Please let us know if you have any questions or if there are any further steps we should take to finalize these arrangements.

Thank you again for your partnership and commitment to advancing equitable healthcare.

Warm regards,

*Ronda Rankin*

Ronda Rankin  
Director



# Deaf-Centric Hospital

Communication Access and Cultural Competence in Healthcare

# Media

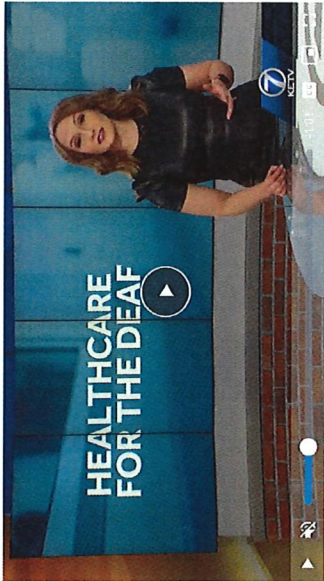
KETV

UNMC students get firsthand experience on how deaf people are treated in health care world

Share   




 Updated: 6:15 PM CDT Apr 6, 2024  
Infinite Scroll Enabled

 McKenzy Parsons  
Digital Editor



WOWT

UNMC students partner with DCAL to offer deaf-ce event

Updated: Apr 7, 2024 at 10:30 AM CDT  
  



UNMC teamed up with DCAL Saturday to host a deaf-centric hospital event.



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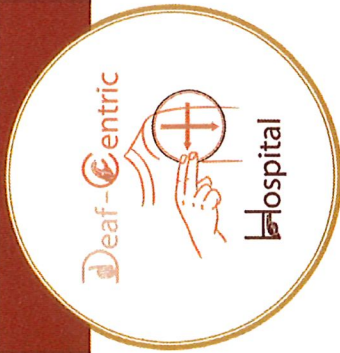


Deaf-Centric Hospital 2023



Deaf-Centric Hospital 2024

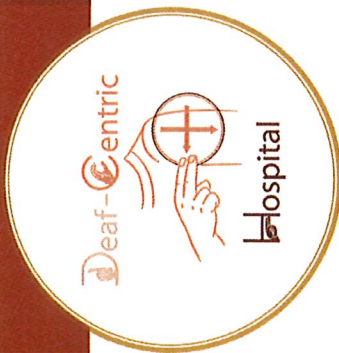




## April 6, 2024 Attendance

- Students
  - UNMC - 19
  - Creighton -1
- Observers – 6 (Creighton, Boystown, World Speaks)
- Deaf Actors - 13
- Interpreters – 8 (including DI)
- UNO Interpreting Students - 11
- Planning Committee – 11
- Debriefing Facilitators - 6





## Expenses - Deaf-Centric Hospital 2024

Venue	Actual Cost
UNMC Sim lab (UNMC Provided)	\$1,200
Food and Beverage - Texas Roadhouse	Donation (\$700)
Staff	Actual Cost
Deaf Actors (NCDHH - Provided)	\$1,910.00
Interpreters (NCDHH - Provided)	\$1,050.00
Presenters - Shawn Shannon	Donation (\$300)
Shirts (UNMC Provided)	\$900.00
Marketing	Actual Cost
Social Media (CAHS)	\$125.00
Printing (CAHS)	\$50.00
General Signage (CAHS)	\$75.00
Miscellaneous	Actual Cost
Admin (UNMC - Provided)	\$1,200.00
Total Cost	\$6,610.00
Expense Breakdown per	
UNMC	\$3,300
NCDHH	\$2,960
Communication Access for Healthcare Systems (CAHS)- Consulting	\$250.00

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**Interpreter Review Board (IRB)  
Complaint Review**



On March 3, 2025, the Nebraska Interpreter Review Board (IRB) voted to not take disciplinary action regarding informal complaint # 2527

**NESBITT INVESTIGATIONS INC.**  
**INVESTIGATIVE REPORT**  
(NI2024-SIN02-00813)

SHARON SINKLER (S)  
CASE REVIEW/INTERVIEW

OMAHA, NEBRASKA  
OCTOBER 25, 2024

**Reporting Party:**

**Name:** Kenneth Welsch

**Address:** 106 Main St. #1, Wayne, NE 68787

**Phone:** (402) 270-0570

**Subject of Investigation:**

**Name:** Sharon Sinkler

**Incident Details:**

**Date of Incident:** October 19, 2024

**Location:** Omaha Association of the Deaf (OAD) Meeting

**Complaint Received By:** NCDHH (Nebraska Commission for the Deaf and Hard of Hearing)  
on October 25, 2024

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**SUMMARY OF EVENTS**

**Complainant's Statement (Kenneth Welsch):**

- **Allegation:** During an OAD meeting, Ms. Sinkler, acting as an interpreter, interrupted a private conversation between Kenneth and another individual, admonishing them for not using sign language. Kenneth stated that Ms. Sinkler publicly yelled at him, accusing him of being "non-inclusive to the deaf community."
- **Details of the Complaint:**
  - Kenneth was engaged in a private, voice-only conversation away from the main group.
  - Ms. Sinkler demanded he either use sign language or leave the premises, stating the OAD hall is a "deaf space."
  - Kenneth alleged Ms. Sinkler's behavior was unprofessional and that she acted defensively and aggressively.
  - Apology: Kenneth described the apology offered by Ms. Sinkler as deflective and insincere.



**NESBITT INVESTIGATIONS INC.  
INVESTIGATIVE REPORT**

**Subject's Response (Sharon Sinkler):**

- **Background:** Ms. Sinkler was hired to interpret at the OAD meeting on October 19, 2024. She was warned beforehand that the meeting could become heated due to disputes over an alcohol license and tax implications for the OAD's 501(c)(3) status.
- **Incident Details:**
  - Ms. Sinkler admitted to becoming mentally taxed after interpreting for an hour without relief.
  - She noticed two men talking near the door using voice only. She requested they either use sign language or take their conversation outside, emphasizing respect for the deaf space.
  - Ms. Sinkler acknowledged her behavior became defensive due to the chaotic environment and hostility from attendees.
  - She later apologized to one of the men for the confrontation.
  - In her written response, Ms. Sinkler admitted her actions were unprofessional and accepted responsibility for the incident.

**Witness Account (Marie Protaskey, OAD Vice President):**

- **Initial Interview (December 2, 2024):**
  - Marie described Ms. Sinkler as generally professional.
  - She claimed Kenneth acted inappropriately, using offensive language (including 20 uses of "motherfucker") and creating a hostile environment.
  - Marie indicated the overall atmosphere at the meeting was tense and chaotic.
- **Follow-Up Interview:**
  - Marie described widespread anger and disruptive behavior among attendees, attributing the turmoil to broader organizational conflicts.
  - She provided no additional details specific to Ms. Sinkler's actions beyond confirming that she was approximately 10 feet away from Kenneth during the confrontation.

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**INVESTIGATIVE NOTES**

1. **Attendee Discrepancies:**
  - Kenneth reported approximately 200 attendees, while Marie estimated closer to 60.
  - Accounts of disruptive behavior vary significantly between parties.
2. **Professional Admission:**
  - Ms. Sinkler's written statement acknowledged unprofessional conduct, corroborating portions of Kenneth's complaint.
3. **Environment:**
  -

**NESBITT INVESTIGATIONS INC.  
INVESTIGATIVE REPORT**

- The OAD meeting was reportedly chaotic, marked by heated disputes regarding organizational leadership and bylaws.
  - This may have exacerbated tensions leading to the incident.
- 

**RECOMMENDATIONS**

1. **Resolution:**
  - Consider mediation between the reporting party and the subject to clarify misunderstandings and provide closure.
2. **OAD Operational Review:**
  - Evaluate policies for managing conflicts and interpreter responsibilities during emotionally charged meetings.
3. **Interpreter Support:**
  - Implement mandatory break schedules and support systems to reduce mental fatigue during prolonged interpreting sessions.

END.



Clark Wittwer, Investigator  
Nesbitt Investigations Inc.

## Full Commission Board Meetings – meeting locations needed



- June 13, 2025
- September 12, 2025
- December 12, 2025