

*Approved on June 13, 2025*

**Nebraska Commission for the Deaf and Hard of  
Hearing Full Commission Board Meeting  
Held at – 245 Fallbrook Blvd, Hearing Room, Lincoln NE  
March 14, 2025 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 March 14, 2025, at 8:36 a.m. at 245 Fallbrook Blvd, Hearing Room, 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 March 7, 2025, 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. Brooke Fitzpatrick, Ms. Valerie "Vali" Hitz, Ms. Sandra Shaw and Ms. Peggy Williams were all present for roll call. Dr. Kay Crabtree, Mr. Jonathan Scherling and Ms. Diane Schutt were absent. NCDHH staff members present were Mr. Kyle Miers, Executive Director, Ms. Kim Davis, Lead Advocacy Specialist and Ms. Jackie Novak, Business and Finance Manager. Ms. Gina Petersen, Administrative Assistant and Ms. Sakura Yodogawa – Campbell, Behavioral Health Coordinator, attended by Zoom.

Sign Language Interpreters present were Ms. Amber Tucker and Mr. Ben Sparks. Inclusive Communication Access Nebraska provided Communication Access Realtime Translation (CART) services by zoom.

#### **D. Review of Agenda**

Mr. Kyle Miers, Executive Director, reviewed the agenda with the board members.

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

#### **F. Acceptance of Minutes**

##### **1. Full Commission Meeting on December 12, 2024**

Ms. Arteaga moved to accept the December 12, 2024 meeting minutes as presented. Ms. Hitz seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Fitzpatrick, Ms. Hitz, Ms. Shaw, and Ms. Williams all voting aye. Dr. Crabtree, Mr. Scherling and Ms. Schutt were absent.

##### **2. Full Commission Meeting on December 13, 2024**

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

##### **3. Full Commission Meeting on December 16, 2024**

Ms. Arteaga moved to accept the December 16, 2024 meeting minutes as presented. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Fitzpatrick, Ms. Hitz, Ms. Shaw, and Ms. Williams all voting aye. Dr. Crabtree, Mr. Scherling and Ms. Schutt were absent.

#### **G. Chairperson of the Board's Report**

### **1. Board Member Appointments**

The board notes the incoming board members will be confirmed March 19, 2025, and they will serve as voting members of the Commission beginning at the June meeting. The departing board members, Ms. Peggy Williams and Ms. Brooke Fitzpatrick and Mr. Jonathan Scherling, are replaced by Mr. John Culver, Ms. Julie Mruz and Mr. Richard McCowin respectively. Dr. Kay Crabtree and Ms. Valerie Hitz will be re-confirmed.

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

Ms. Arteaga moved that Margie Propp and Megann Cassidy be re-appointed to the IRB Committee. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Ms. Fitzpatrick, Ms. Shaw, and Ms. Williams all voting aye. Dr. Crabtree, Mr. Scherling and Ms. Schutt were absent.

### **3. Deaf Centric Hospital Funding**

Ms. Williams moved the Commission grant \$3,000 sponsorship funding for the Deaf Centric Hospital initiative. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Fitzpatrick, Ms. Hitz, Ms. Shaw, and Ms. Williams all voting aye. Dr. Crabtree, Mr. Scherling and Ms. Schutt were absent.

Ms. Arteaga moved the Commission grant \$1000 to the Deaf Centric Hospital initiative to cover their interpreting expenses. Ms. Hitz seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Fitzpatrick, Ms. Hitz, Ms. Shaw, and Ms. Williams all voting aye. Dr. Crabtree, Mr. Scherling and Ms. Schutt were absent.

### **4. Interpreter Review Board (IRB) Complaint Review**

Ms. Williams moved to go into closed session for discussion regarding the IRB complaint review at 9:35 a.m. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Fitzpatrick, Ms. Hitz, Ms. Shaw, and Ms. Williams all voting aye. Dr. Crabtree, Mr. Scherling and Ms. Schutt were absent.

Ms. Arteaga moved to go back into open session at 9:50 a.m. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms.

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

Ms. Shaw moved the Board accept the IRB's recommendation of no-disciplinary action regarding informal complaint #2527.. Ms. Williams seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Ms. Fitzpatrick, Ms. Shaw, and Ms. Williams all voting aye. Ms. Schutt, Mr. Sherling and Dr. Crabtree were absent.

## **5. Locations for the remainder of the 2025 meetings**

- a. June 13, 2025
- b. September 12, 2025
- c. December 12, 2025

Ms. Arteaga moved the locations of future meetings be determined by the Executive Director of the Commission. Ms. Shaw seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Ms. Fitzpatrick, Ms. Shaw, and Ms. Williams all voting aye. Mr. Scherling, Ms. Schutt and Dr. Crabtree were absent.

## **H. Executive Director Report**

### **1. Budget Report**

### **2. Department Reports**

- a. Advocacy Specialist
- b. Behavioral Health Coordinator
- c. Youth & Family Advocacy Specialist
- d. Communications & Outreach

Ms. Arteaga moved the Executive Director Report, Budget Report and Department Reports be accepted by the Board. Ms. Williams seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Ms. Fitzpatrick, Ms. Shaw, and Ms. Williams all voting aye. Mr. Scherling, Ms. Schutt and Dr. Crabtree were absent.

## **I. Committee Reports**

- 1. Executive Committee**
- 2. Legislative Committee**
- 3. Interpreter Issues Committee**
- 4. Education Committee**
- 5. Recognition Committee**

Board members noted the committees require clarity and guidance in terms of operation. Mr. Miers offered to work with the committees to develop *Terms of Reference* in relation to how each committee functions. Executive Director Miers will report back to the Board at the next meeting.

#### **J. Old Business**

There is no Old Business to be carried.

#### **K. New Business**

##### **1. 2024 Annual Report**

Ms. Arteaga moved to accept the 2024 Annual Report as corrected. Ms. Hitz seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Ms. Fitzpatrick, Ms. Shaw, and Ms. Williams all voting aye. Mr. Scherling, Ms. Schutt and Dr. Crabtree were absent.

##### **2. Innivee Strategies**

Mr. Shane Feldman from Innivee Strategies provided a brief overview of the agreement and the outstanding actions required for completion via Zoom. He advised that we are currently in Phase 5 of the agreement, which focuses on executive transition. This phase includes:

- Developing short-term goals and one-year goals
- Conducting short-term and one-year evaluations
- Defining roles and responsibilities of the Commission
- Strengthening leadership, team dynamics, and constituent engagement
- Providing one-on-one executive coaching with Kyle Miers

To ensure the successful completion of this phase, Mr. Feldman recommended that the core members of the transition team remain consistent throughout the process.

Ms. Hitz moved she, Ms. Fitzpatrick and Ms. Beaurivage remain on the transition committee through the completion of Innivee contract. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Ms. Fitzpatrick, Ms. Shaw, and Ms. Williams all voting aye. Mr. Scherling, Ms. Schutt and Dr. Crabtree were absent.

### **3. Propio Interpreting Services**

Ms. Shaw moved to approve Propio Interpreting Services' application as a VRI Service provider in Nebraska. Ms. Arteaga seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Ms. Fitzpatrick, Ms. Shaw, and Ms. Williams all voting aye. Mr. Schutt, Mr. Sherling and Dr. Crabtree were absent.

#### **L. Public Comment**

There is no comment from the members of the public.

#### **M. Adjourn**

Ms. Arteaga moved to adjourn the meeting at 11:14 a.m. Ms. Hitz seconded the motion. With no further discussion, the motion carried with Ms. Arteaga, Ms. Beaurivage, Ms. Hitz, Ms. Fitzpatrick, Ms. Shaw, and Ms. Williams all voting aye. Mr. Scherling, Ms. Schutt and Dr. Crabtree were absent.

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

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