

**NCRID Board Meeting Minutes**  
**May 14, 2022**  
**CSDHH Meeting Room**

Attendance

- Antwan Campbell, President
- Danette Steelman-Bridges, Vice-President
- Holly Brigman, Secretary
- Trula Baker, Treasurer
- Caroline Bolin, Coastal Regional Representative
- Tanya Miller, Foothills Regional Representative
- Kayla Marshall, CMP Coordinator
- Rachel Skipper, 5 Points Regional Representative
- Matt Baccari, Media Chair
- Joni Hedrick, Conference Chair
- Kathleen Speckhardt, Foothills

Absent

- Mark Whisenant, Triangle Co-Representative
- Connie Jo Hutchinson, Triangle Co-Representative

Guest Attendees

- Tiffany Patterson, Interpreter
- Monica McGee, Interpreter

~Welcome & Introductions

- Board Directors shared their name signs

~Approve Minutes

- Motion to Approve: Kayla Marshall
- Seconded: Danette Steelman-Bridges
- Motion Passed Unanimously

~NCITLB Update (Mark Lineberger)

- Proposed rule change to limit provisional license extensions; has gone to the Rules Review Commission and it has already been approved - There are currently 57 provisional licensees that have already received

- 4 extensions; 34 of those only had a degree, 7 Deaf Interpreters (DI) were on the list
- DI testing results from RID are delayed b/c the threshold of total tests was not met to validate the test. Once the threshold was met, the rating/review process would move more quickly
  - Threshold for new CASLI test (for hearing interpreters) expected to be met some time this summer, could be March or April of 2023 before people start to see results
  - Public comments for the proposed rule change related mostly to the timing; seemed to some that the NCITLB was moving too quickly and not informing licensees
  - NCITLB had been talking about this at the previous three board meetings
  - Some areas of the state would be impacted more than others
  - RID's decision regarding the new CASLI test also impacted the proposed rule change
  - The proposed rule change has been approved by the Rules and Review Commission. NCITLB can hold on implementing the approved rule change for up to 12 months (i.e., the next Board meeting so that it will go into effect in the next cycle)
  - Proposed amendment is in a good spot - technical changes with some wording (such as cued speech), main focus of the amendment is the Full License. Proposal is to add a bullet that empowers the board to add other ways (in addition to RID, other nationally recognized certifying boards) for provisional licensees to use to obtain a full license. Proposed amendment is still in discussion.
  - Proposed amendment for the Provisional License is to raise the required EIPA score from 3.0 to 3.5 to align with DPI's recent change for educational interpreters
  - A potential roadblock to the proposed rule change could be having this come up in a short session of legislature and not being able to fit this change into a short session, therefore waiting until January 2023 for the next long session of legislature to begin. Changes to RID's testing may have allowed this to come up in a short session of legislature due to the immediate impact this testing change would have on provisional licensees.
  - NCITLB is also developing a rule change regarding other credit entails such as the BEI, VQAS (4 levels), and possibly the EIPA. BEI and VQAS levels seem to align well with fulfilling a provisional or full license requirement.

- If the rule change & amendment can be included in the next short session of legislature, then it would allow for 60 day public comment with the potential of having the changes completed by the end of 2022
- NCITLB is transitioning to a new attorney because John Green is moving out of his role and the state Dept of Justice will appoint a new attorney to work with the NCITLB. The incoming attorney has been attending recent board meetings in preparation for the transition.
- software for NCITLB will not be purchased until next year at the earliest due to the required bidding process
- discussion of a late fee associated with submitting an incomplete renewal packet
- New Chair has not been selected yet. Beverly Woodel is the current Vice Chair

~President's Report (Antwan Campbell)

- RID, Region II: rapid changes, meeting this week that will contain more information, another RID Board meeting will be occurring soon, still moving toward becoming a professional organization instead of a member organization, dual membership is required (i.e., members must be a member of RID as well as their state affiliate chapter)
- ITP Issues Update:
  - PreCertification: RID has already put out a statement and that was shared to the NCRID Facebook page
  - Racial discrimination & inequity: at February board meeting it was discussed that the RID CPC addresses this issue, no formal letter from NCRID ready at this time, issue was related to an ITP student taking on the the 'voice/character' of a Deaf client of a different race thinking this was an ethical decision
  - Bylaws Update - clean copy is ready now, as well as a copy with the revisions in view, will be emailed to all members today, will open voting within a week to two weeks after receiving the Bylaws (will open by May 24th), voting will be closed at conference, then at the business meeting we can proceed with next steps and/or a final decision.
  - Policies & Procedures - will vote on the final copy of the P&P at the pre-conference Board Meeting
  - Nominations - Antwan discussed
    - President - Tanya Miller
    - Vice President - Mikayla Radford
    - Treasurer - Trula Baker

- Secretary - no nominations at this time
- All positions with nominations are running uncontested
- Antwan will send the nominations out this week as well as the need for a nomination for Secretary
- Until the Secretary role is filled someone on the Board will volunteer to take notes. There can be a special election if no one is nominated for Secretary prior to conference
- Regional Committee Representatives
  - Need Representatives for Eastern and Midstate
  - For the remainder of this cycle someone can be appointed for both vacant Regional Representative roles then in the next term those individuals can be nominated and approved by the Board
- Annual Review of Standing Chairs
  - Board discussed CMP Chair's work during this year
  - Board discussed Conference Chair's work during this year
  - Board discussed Media Chair's work during this year
  - Board completed an Anonymous Ballot after review of all Chairs' work during the year. All three roles were voted unanimously to stay in their roles:
    - CMP Chair, Kayla Marshall
    - Conference Chair, Joni Hedrick
    - Media Chair, Matt Baccari

#### Triangle Regional Representative role(s)

- Antwan Campbell makes a formal recommendation that the Co Regional Representatives for the Triangle Region be removed from their role (i.e., Mark Whisenant & Connie Jo Hutchinson)
- Motion to move forward with the recommendation to remove the representatives from the Triangle Region based on violating the roles and responsibilities of the position as outlined in the NCRID Policies & Procedures and for not performing their duties in good standing of NCRID: Kathleen Speckhardt
- Seconded: Kayla Marshall
- Motion Passed unanimously
- Antwan will email both individuals this weekend

~NCRID Road Trip  
Midstate  
Coastal  
Eastern

~Vice President Report

- Contacted all ITPs after previous board meeting and asked all ITP coordinators to forward information regarding road trips to all of their respective students; two of the seven coordinators responded

~Membership/Treasurer Report (Trula Baker)

### **Treasurer's Report**

- Checking Account: \$ 67,699.45
- Designated Funds:
  - CEU Workshops -12,867.22
  - MS Prof Dev - 1,908.73
  - Conference - 9,805.19
- Working Capital \$ 43,118.31
- Savings Account \$ 35,241.16

### **Membership Report: 244 Members**

- Voting: 142
- Non-Voting 70
- Students 24
- Organizations 8
- 2022-2023 Memberships received: 3 2 voting 1 student
  
- Discussion of what can be done with money in a Regional Committee if a region is dissolved. The money can be transferred to the general fund and the Treasurer can then transfer it to the Micki Simpson fund. This would allow for any money to still be used for professional development.
- Conference Pricing:
  - Each individual workshop is priced a la carte at \$25 for NCRID members, \$30 for non-members.

- Any one workshop - \$25 (members), \$30 (non-members)
- Any two workshops - \$50 (members), \$60 (non-members)
- Any three workshops - \$75 (members), \$90 (non-members)
- Any four workshops - \$100 (members), \$120 (non-members)
- Combo price (for all five workshop slots) - \$100 (members), \$120 (non-members)
- NCRID has awarded 1 stipend from the Micki Simpson fund for a written NIC test and the stipend recipient did pass the test

~Conference Report (Joni Hedrick)

- conference material is posted and looks great
- Antwan and Rachel are presenting an Educational Interpreting focused workshop, presented in spoken English with interpreting services provided
- All other workshops will be presented in ASL
- 1.3 total CEUs available, agenda shortened
- 10 individuals have registered
- Joni sent a Doodle poll asking for the Board's availability to provide support during workshops
- Attendees have an opportunity to attend all sessions because sessions are offered at multiple times
- one presenter has requested to have a CDI to monitor the chat and provide interpreting for the chat from attendees during the presentation
- Action Item: Holly will confirm Board attendance for this year's Board meetings to determine the Board members who will receive a complimentary conference registration (i.e., Board members who attended all 4 quarterly meetings)
- Road Trip door prizes, some won a complimentary/free conference registration, can easily refund conference registration fees for individuals who should've registered as complementary and actually paid for conference registration
- Planning meeting for conference is on an evening prior to conference starting, tentative for Wednesday 6/22/2022 at 7:00pm - 8:00pm, meeting will focus on a run through of conference, roles & support
- Joni will send out the sign up for the Board to select which workshops they will be supporting

~Media Report (Matt Baccari)

- videos of presenters are posted for conference

- has access to Triangle and Midstate Regional Facebook pages

~CMP Update/Report

- We owe \$245 for renewal sponsorship, Kayla forwarded it to Trula today and Trula will pay it, Dues increased by \$15 since last year
- RID is auditing Sponsor Initiated Activities this year, everything is due by June 15 of 2022 to RID; 3 workshops must be selected, audit must focus on workshops held between Jan 1, 2018 - Dec 31, 2021; Kayla is looking at selecting the following: a workshop that NCRID has provided, a workshop that Pam King has provided, and one that a Regional Committee has sponsored
- Next year (2023) Independent Studies will be audited, unsure of what time period will be selected
- After next year's Independent Studies audit, the 4 year cycle and the following year will start again with Academic Coursework
- CMP Reference Manual - Kayla has not focused on this in recent months due to birth of her child; revisiting that now and the primary focus is on revising & clarifying the organizational membership process for using NCRID to process CEUs; current CMP Reference Manual committee includes: Pam King, Mikalya Radford, Tanya Miller, Joni Hedrick, Matt B, Crystal Bradley, the committee has met one time and has a goal of meeting again in the next few months and then finalize the manual; **Action Item- Kayla will have the CMP Reference Manual read at the August Board meeting and then will be voted on at the November 2022 Board meeting**
- CEU for the current term (July 1, 2021 -today)
  - Academic Coursework = 9.0 (2 separate courses for 4.5)
  - Total already happened = 58.5
  - PS = all workshops provided have been in Professional Studies
  - GS = Presenters have received General Studies CEUs
  - PPO = 0.2
  - Total CEUs for upcoming workshops = 4.6
    - PS = 4.6
    - GS = 0
    - PPO = 0.2
  - Upcoming Conference CEUs being offered
    - Total for the conference = 2.6 with 1.3 for an attendee to earn (PPO = 1.0)

- Discussion of how to indicate PPO credit for proposed workshops - there's currently no place on the RID form to indicate the workshop fulfills a PPO requirement, Kayla expects the RID form to be
- send the regional representatives the description of what is required for PPO credit as well as where to indicate on the RID form that PPO requirements are met for a workshop being proposed; Kayla will send this to the regional representatives and the organizational members

#### ~Regional Reps

- Antwan: important for all Regional Representatives to emphasize the importance of workshop evaluation forms and sharing honest feedback to guide future selection of workshops
- Triangle: no report, no representative(s) present
- Coastal: nothing to report at this meeting
- 5 Points: nothing to report at this meeting
- Foothills: 1 more person will be joining the committee because of the Road Trip presentation
- Land O'Sky - provided 2 workshops; March 3rd Deaf Interpreter Panel - fairly well received, April 29th smaller educational interpreter workshop with 3 attendees, presenter was Jett about the role of the educational interpreter in the classroom; request from Trula Baker for online registration information to be sent to her for regional workshops; Media chair is moving but will continue to support the Instagram account
- Discussion - Matt Baccari - can still set up online registration for a closed workshop, would not be listed on the website and instead we could share a link and use a passcode to register, these can be free or paid registrations, Kayla will let organizational members know about this option

#### Deaf and Hard of Hearing Council update on current events (Antwan Campbell)

- focused on the state of education in NC, not curriculum focused, focused on the loss of teachers for the D/HH and educational interpreters; many staff retired and/or left the school system during Covid, also focusing on recruiting/hiring more Deaf teachers for teaching roles; movement to eliminate parent choice for mode of communication and that all children no matter what degree of hearing loss must learn sign language (i.e., all deaf children should be bilingual)



- most post-secondary programs in NC no longer have training programs focused specifically on teaching deaf and hard-of-hearing children
- in our state, graduates of D/HH teaching programs are encouraged to seek employment at schools for the Deaf
- the Council is developing a letter that will be sent to legislators next month

### DPI Update

- It is now official policy that educational interpreters must have a 3.5 score on the EIPA by 2026
  - Currently employed/working educational interpreters have until 2026 to meet that requirement
  - Individuals not yet employed and applying for a position as an educational interpreter must have a 3.5 score to obtain a position
  - An entry level position as an educational interpreter has 3.3 EIPA score requirement due to ITP programs (average score of ITP graduates is a 3.3)
  - DPI is paying for preparation (e.g., mentoring and workshops) for current educational interpreters to increase their score but not the cost of the actual test
- Discussion of Micki Simpson fund
  - Action item for Trula Baker: update the website and application form to say “must be a member for 12 consecutive months prior to applying for a stipend”

### Organizational Memberships

- Benefits listed on the website now:
  - A quarterly newsletter sent to the organization
  - Electronic information sent to one email address
  - One organizational member to receive a member rate during statewide conferences (name of individual must be given in advance of the conference)
  - No discounts offered for local training
- We have never clarified how many workshops organizational members can submit to NCRID for CEU processing, need to clarify this prior to the new membership year
- Rachel Skipper: What is the current fee for non-members who ask NCRID to process CEUs? Kayla Marshall - \$20 per contact hour

- Board: Discussion of differentiating the types of organizational members because there are some organizational members (e.g., DSDHH) that have a true partnership with NCRID whereas there are other organizational members that use their membership solely for NCRID to process CEUs
- Board: Discussion of charging a CEU processing fee for organizational members
- Board: Discussion of exempting organizational members that are state agencies from any CEU processing fees
- Board: Discussion of organizational members that are not state agencies being charged a CEU processing fee after NCRID has processed 1.0 CEUs (i.e., 10 contact hours) for workshops during a membership year.
- Board: Discussion of charging \$20 per contact hour for CEU processing after 1.0 CEUs have been processed.
- All changes from this discussion will be represented within the description of the Organizational membership on the NCRID website as well as the Membership Application Form.
  - Holly Brigman: Motion to change the Organizational Benefits description to state “Organizational Membership Benefits include NCRID processing up to 1.0 CEUs (i.e., 10 contact hours) at no cost during a membership year. The cost of NCRID processing CEUs beyond 1.0 CEUs will be \$20 per contact hour. Organizational members that are State agencies are exempt from all CEU processing fees.”
  - Seconded: Matt Baccari
  - Vote: Passed unanimously
  - Comments: None

Motion to Adjourn: Caroline Bolin

Seconded: Danette Steelman-Bridges

Passed Unanimously

Meeting Adjourned