



MEETING OF THE
BOARD OF Cosmetology, Electrology, Esthetics, Nail Technology, and Body Art

State Office Building
301 Centennial Mall South
Lincoln, NE
Lower Level, Morrill Room

Monday
January 26, 2026
9:00 a.m.

This meeting will be held by WebEx conference and in-person. The public is welcome to attend any Open Session discussion at the State Office Building Lower Level. This meeting will also be available to the public to participate by WEBEX using this link:

<https://sonvideo.webex.com/sonvideo/j.php?MTID=m16572a686d2f5ebf857928e48b384c7a>

or call in information is **1-408-418-9388** using meeting number of **2495 450 7557**

Here is a link to the Open Meetings Act:

https://nebraskalegislature.gov/laws/display_html.php?begin_section=84-1407&end_section=84-1414

Here is a link to a copy of all the Open Session discussion items:

<https://dhhs.ne.gov/licensure/Pages/Board-Meeting-Documents.aspx>

1. Roll Call & Announcement: *A current copy of the Open Meetings Act is available in the meeting room.*
2. Adoption of Agenda
3. Approval of Minutes – November 3, 2025
4. **approximately 9:45 am** - Investigational Reports – **CLOSED SESSION** pursuant to Neb. Rev. Stat. §38-1,105 (*The Board will go into closed session for the purpose of review and discussion of investigative reports, licensure applications, and other confidential information, and for the prevention of needless injury to the reputation of the individuals.*)
 - a. Investigation Cases
 - b. Applications
5. Application Review – **CLOSED SESSION** pursuant to Neb. Rev. Stat. §84-1410 **approximately 10:30 am** - **OPEN SESSION**
6. Updates and Reports
 - a. Legislation
 - b. NIC
 - c. Statistics: Examinations, Licensing, Administrative Penalties, Disciplinary and Non-Disciplinary Information
7. Designation of the Method by Which This Body Gives Public Notice of Its Meetings
8. Election of Officers
9. Board of Cosmetology 2026 Meeting Schedule – Next scheduled meeting is March 16, 2026.
10. Public Comment
11. Adjournment

Contact Information: Heather Ord at 402-471-4926 or Heather.Ord@nebraska.gov

All items known at time of distribution of this agenda are listed; a current agenda is available on the Bulletin Board, First Floor, State Office Building, 301 Centennial Mall South, Lincoln, Nebraska.

Notice: A tape recording of the meeting will be made for the purpose of preparing minutes of the meeting. Said tape will not be transcribed but will be available to the public until such time that the minutes of this meeting are approved by the Board. In accordance with the records

retention schedule of the Licensure Unit as authorized by Nebraska Statute, the Division may dispose of the tapes ten (10) days after the meeting; however, staff shall retain the tapes until the Board has approved the minutes.

Auxiliary aids or reasonable accommodations needed to participate in a meeting can be requested by calling Heather Ord with the Licensure Unit at 402-471-2117 (voice). Individuals who are deaf or hard of hearing may call DHHS via Nebraska Relay System at 711 or (800)833-7352 (TDD) **at least** 2 weeks prior to the meeting.

MINUTES OF THE MEETING

Board of Cosmetology, Electrology, Esthetics, Nail Technology, and Body Art
November 3, 2025

1. ROLL CALL

The Board of Cosmetology, Electrology, Esthetics, Nail Technology, and Body Art was called to order by the Chair, Shannon Bingham, at 9:05 a.m., at the Nebraska State Office Building, 301 Centennial Mall South, Lower Level Morrill Room, Lincoln, Nebraska. The meeting was conducted In-Person and by WebEx. The following members answered roll call.

Shannon Bingham, Chair
Matt Bavougian, Member
Siobhan “Chevy” Kozisek, Member
Leslie Reed, Secretary
Bridget Anderson, Member
Marie Nordboe, Member
Jane Nims, Member
Samantha “Sam” Bain, New Member

Absent: Ruth Lucas, Member

A quorum was present, and the meeting convened. Also present were: Sean Loving, Program Manager; Heather Ord, Health Licensing Coordinator; Cree Jarrett, Administrative Technician; Marly Sandberg, Department Legal; T.J. O’Neill, Assistant Attorney General; Tricia Allen, Alexandria Belcher, Hayle Alvarado, Carla Cue, and Mark Meyerson, Investigators from the Investigations Unit.

Bingham announced that there is a copy of all the public documents being reviewed at this meeting available in the meeting room pursuant to the Open Meetings Act.

In accordance with Neb. Rev. Stat. § 84-1411 of the Nebraska Open Meetings Act, copies of the agenda were e-mailed to the Board members and other interested parties, posted on the DHHS web site at <https://dhhs.ne.gov/licensure/Pages/Agendas-and-Minutes.aspx> and posted in the Licensure Unit on October 27, 2025.

2. ADOPTION OF AGENDA

Anderson moved, seconded by Bavougian, to approve the agenda as presented. Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none. Absent: Lucas. Vacant positions: 4 Motion carried.

3. APPROVAL OF MINUTES – September 22, 2025

Bavougian moved, seconded by Anderson, to approve the minutes as presented. Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none. Absent: Lucas. Vacant positions: 4 Motion carried.

4. **COSMETOLOGY COMPACT PRESENTATION**

Cosmetology Interstate Licensure Information & FAQs 2025

What: Legislative agreement between states that allows cosmetology licensees to move freely between member states for employment. Project funded by Department of Defense grant (for the benefit of military families) administered by the Council for State Governments. Current Commission has 10 member states and will begin issuing multi-state licenses in 2026 to cosmetologists in their states.

Where: Legislation is at the state level and creates agreements between states to honor licenses conferred in other member states (think driver's license).

Who: Current member states (as of 9/2025) AL, AZ, CO, KS, KY, MD, OH, TN, VA, WA
View the bill language at <https://cosmetologycompact.org/>

Benefit to the licensee:

True, bi-directional license mobility with no delays starting work in a new location. The only form of mobility that benefits both those licensees coming into your state, as well as the residents of your state

Benefits to Member States:

License mobility for those licensees who choose multi-state licensure.

Fully transparent national database with unique identifier code for each licensee

- Allows for rapid surveillance of licenses in question.
- Red flagging of licenses under investigation
- Allows for joint investigations – currently not possible in many states

Potential reduction in license fraud / human trafficking

Creates a platform for states to work together on common issues.

Frequently Asked Questions

How is this different from Universal Licensing/Expanded Reciprocity?

While universal licensing and occupational licensing compacts can peacefully co-exist in a state, they have significant differences, and each may benefit a different type of licensee. Universal licensing benefits

everyone trying to come into your state for work but does not benefit the residents of your state. The compact is the only form of mobility that is bi-directional and benefits both those coming into your state and the residents of your state who may need to work in another member state. Universal licensing also requires licensees to complete often cumbersome paperwork and wait some period of time for a license in the new

state. The process of proof for a “license in good standing” can take many months for some states to produce and during those months a licensee cannot work in your state. This includes the processes for expedited

licensure, including military spouse fast tracks that still require certification from other states. The licensure process in some of those states can be long, confusing and time consuming. In addition, Universal Licensing does not create a shared, comprehensive transparent database.

“We are concerned that people with less training than we require will come and work in our state”

In designing the Cosmetology Compact, allowing states to retain their full autonomy and sovereignty with regard to education, hours and testing was critical. Much like other compacts it is modeled after, this

compact assumes that no state would license an unsafe cosmetologist and therefore, allowing their mobility would not put consumers at risk of injury. There are requirements in the compact for education and testing, but each state determines the specifics of requirements within their own state.

What about license fraud?

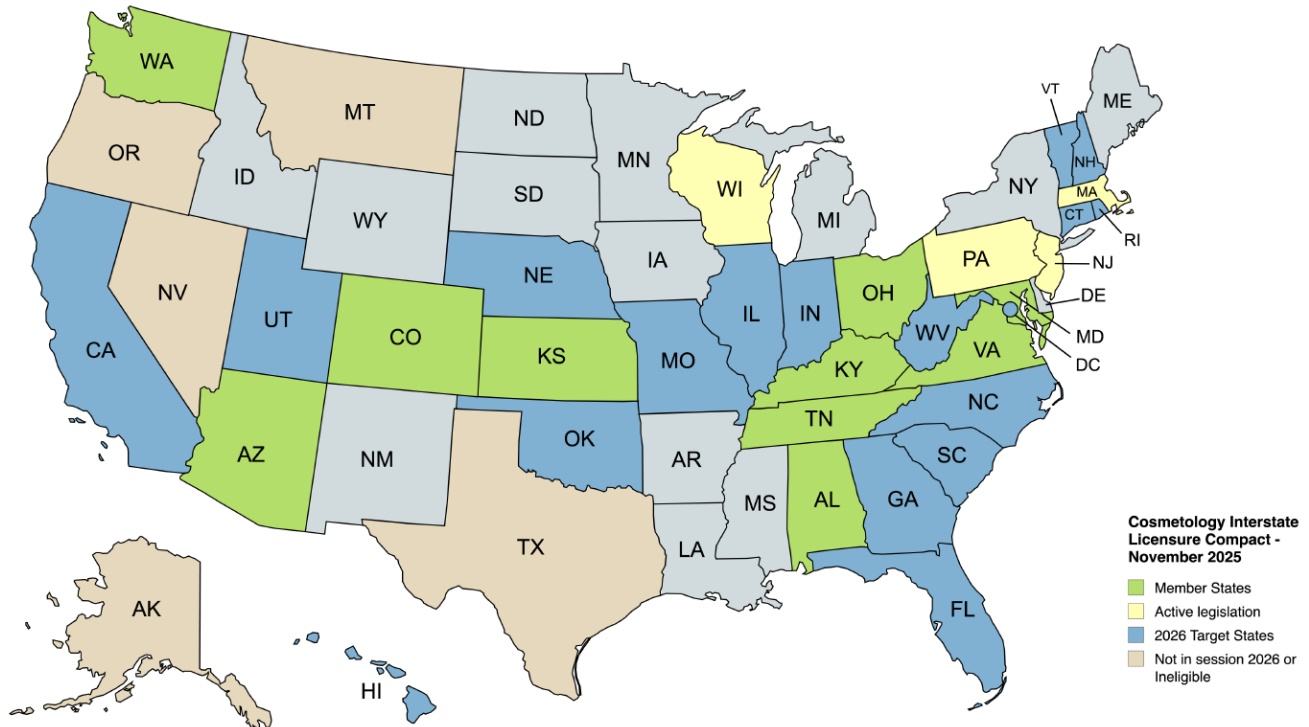
The compact is designed for the majority of people who are trying to do the right thing and practice lawfully wherever they go. The small number of those who might participate in fraudulent behavior are likely to continue to attempt do so in both member and non-member states. However, the required use of the national database is likely to uncover some of the fraudulent activity currently taking place, but that is not the intent of the compact.

What about “adverse actions” – if someone breaks a rule or law while working in my state?

If a licensee is responsible for an injury or infraction of the laws/rules of your state, your state would handle it as it does any other licensee in the state. You may assess fines, remedial education, etc. And, while you cannot take away a license issued in another state, you can withdraw the authorization for a licensee to practice in your state, red flag them in the database and enter into a joint investigation with their home state, who can revoke their license.

What is the structure of the commission that administers the compact?

The Cosmetology Compact Commission is made up of a single commissioner from each member state. The commissioners are from the state regulatory agency and are often it's Executive Director. The Commission is a governmental agency and operates as such with fully public commission meetings.



Leslie Roste and Keith Buckhaut from the Cosmetology Licensure Compact presented to the board information on the compact and answer questions the board may have about the compact. Roste stated that if Nebraska were to become a member state, then, as of right now, Nebraska would be the eleventh state to become a member of the compact. Rosete mentioned the compact is only for full cosmetology licenses at this time. The compact would be a temporary license only if the cosmetologist were to reside in Nebraska to work temporarily.

5. INVESTIGATIONAL & CONFIDENTIAL INFORMATION/REPORTS – CLOSED SESSION

Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none Absent: Lucas. Vacant positions: 4 Motion carried.

6. OPEN SESSION Application review and recommendations (initial licensure, reinstatement, convictions, administrative penalties, and mail ballot reports)

Amy's Salon – Cosmetology Salon

Anderson moved, seconded by Bavougian, to recommend the approval of the application for a Cosmetology Salon license with censure, \$2,000 civil penalty to be paid over 1 year, and completion of the jurisprudence exam for the owner, Amy Sines, within 90 days. The basis for the censure, civil penalty, and the completion of the jurisprudence exam for the owner is due to operating for seven hundred thirty (730) days without an active license. Voting aye: Bingham, Bavougian, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: Kozisek Absent: Lucas Vacant positions: 4 Motion carried.

Eyebrow Threading and Lashes (4801 S 50th St Omaha) - Cosmetology Salon

Anderson moved, seconded by Bingham, to recommend requesting more information to be reviewed at the next meeting. Request information includes clarification of the number of employees at the establishment other than the owner and if anyone else is doing lashes. Voting aye: Bingham, Bavougian, Reed, Anderson, Nordboe, Nims, Kozisek, and Bain. Voting nay: none. Abstain: none. Absent: Lucas Vacant positions: 4 Motion carried.

Eyebrow Threading and Lashes (18460 Wright Street Omaha) – Cosmetology Salon

Anderson moved, seconded by Bingham, to recommend requesting more information to be reviewed at the next meeting. Request information includes clarification of the number of employees at the establishment other than the owner and if anyone else is doing lashes. Voting aye: Bingham, Bavougian, Reed, Anderson, Nordboe, Nims, Kozisek, and Bain. Voting nay: none. Abstain: none. Absent: Lucas Vacant positions: 4 Motion carried.

Mirror Image Salon – Cosmetology Salon

Anderson moved, seconded by Kazisek, to recommend the approval of the application for a Cosmetology Salon license with censure, \$500 civil penalty to be paid over 1 year, and completion of the jurisprudence exam for the owner, Deborah Gerdes, within 90 days. The basis for the censure, civil penalty, and the completion of the jurisprudence exam for the owner is due to operating for two hundred twenty-eight (228) days without an active license. Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none Absent: Lucas. Vacant positions: 4 Motion carried.

Keeley Nelson - Cosmetologist

Anderson moved, seconded by Reed, to recommend approval of the application for a Cosmetologist license on a one (1) year probation with the general terms and conditions and comply with the criminal probation. The basis for the probation is due to conviction history. Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none. Absent: Lucas. Vacant positions: 4. Motion carried.

Jill Ball – Cosmetology Reinstatement

Anderson moved, seconded by Reed, to recommend the approval of the reinstatement application for Ball's Cosmetologist license. Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none. Absent: Lucas. Vacant positions: 4. Motion carried.

Giavanni Barraza – Tattoo Artist

Bavougian moved, seconded by Kozisek, to recommend denial of the application for the Initial Tattoo Artist license. The basis for the denial is due to conviction history. Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none. Absent: Lucas. Vacant positions: 4. Motion carried.

Myonna McWilliams – Body Piercer Reinstatement Following Suspension

Bavougian moved, seconded by Anderson, to recommend approval of the reinstatement application for a Body Piercer license once the outstanding \$500 civile penalty has been paid. Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none. Absent: Lucas. Vacant positions: 4. Motion carried.

Jessica Valadez - Esthetician

Reed moved, seconded by Kozisek, to recommend denial of the application for the Initial Esthetician license. The basis for the denial is due to conviction history and practicing without an active license. Voting aye: Bingham, Bavougian, Kozisek, Reed, Anderson, Nordboe, Nims, and Bain. Voting nay: none. Abstain: none. Absent: Lucas. Vacant positions: 4. Motion carried.

The board returned to Open Session at 11:15 a.m.

7. UPDATES/FOLLOW UP**a. Legislation**

There are no updates at this time.

b. National Interstate Council of State Boards of Cosmetology (NIC)

Nordboe presented the following information pertaining to the National Interstate Council of State Boards of Cosmetology (NIC) conference:

NIC 70th Annual Conference
October 17-20, 2025 - Glendale, Arizona
Report by: Marie Nordboe

21 states represented at the conference

Pivot Point

- Began in 1962
- New items – Fundamentals, Mindful, Teaching 2nd Edition – 5 booklets
- Fundamentals, Cosmetology – Spanish (online)
- Exam Ace – Prep for licensure success – adapts to weak areas
- Teachers should be coaches on the side, not the singer on stage
- PP is a resource for the NIC test
- 24 partners form a large library content on product
- Pivot Point materials available at NIC – online bookstore
- Vasiliaki Stavakis – the regulatory liaison – free books to state boards
 - vstavakis@pivot-point.com, 1-847-905-5349

Tabatha Coffey - Tabatha's Salon Takeover (Bravo)

- Australian – now American (New Jersey)
- "It's Not Really About the Hair"
- PHD – Professional Hair Dresser
- Australia educates but doesn't license
- Honor the Past / Shape the Future
- During World War II, the US government asked Motion Pictures/Paramount to change hairstyles from waves – risky to get caught in machines
- When Paris was liberated, only one stylist left that could dry hair. They used pedal bikes to run hairdryer
- Tabatha started at 14 (for 1 year working on Saturdays), cleaning and doing hostess work but the other workers let her do more. At 15 she became an apprentice for 4 years.
- For two years, all she did was shampoo, neutralize, take down rollers and rods
- Had a single mom and didn't fit in
- Goes to Cambodia for mission work -teaches haircuts to them to help them survive without going back into sex slaves.

This year's Aurie J. Gosnell Award Recipient was Roseanne Kinley

- Aurie, the founder of NIC was appointed to the first state board in South Carolina in 1934

Great Clips

- 45,000 salons with 30,000 professionals

States / Legislation / Licensing

- Utah has 5 new permits per recent legislation (75-200 education hours), starting January 2026
- # of services performed by individual can count towards reciprocity. The governor wanted to keep people working. The schools do not want to do these small programs so most are doing apprenticeships instead.
 - Hair Removal
 - Chemical Hair Services

- Barber Haircuts
- Basic Esthetics
- Eyelashes / Eyebrows (200 hours)
- Florida now has barber and restricted barber (no chemicals)
- Utah - \$1,000 fine offense for practicing outside of profession
 - \$2,000 fine – 2nd offense
 - Third offense – loss of permit
- Nevada
 - 30-hour eyelash training was passed without board knowing
- Arizona had a bill in 2025 to deregulate barbering and cosmetology. It was voted down on the floor. The school association worked hard against it with their lobbyists.
 - Did a one-page document of what the board did and number of complaints to support it

Federal Esthetic Registration – from 601 to 1200 hours (to get rid of the 600 hour programs)

Lobbying Vs. Education

- Don't lobby – just educate
- Build relationships with government officials
- Simply communication with lawmakers

Why Educating Matters

1. Provide information and background without taking a position so its factual
2. Raising awareness
3. Sharing information
4. Builds trust
5. Promotes objectives

Lobbying would keep the issues on the forefront and balance competing interests Board cannot lobby / just educate

Milady / CIMA

- Foundations barbering 7th edition, 17 new procedural videos for barbering
- Everything printed in English and Spanish
- Advanced Esthetics, 3rd edition with 33 procedures for esthetics (boards can request copies of books)
- Advanced Hair Removal text
- Eyelash curriculum with 13 videos
- Digital is now how most students learn today
- It's impact on learning and teaching will only grow exponentially
- **Collabs** - Matrix, Redken, etc.
- **ExamReady** – aligned with NIC test to help students pass the exam. It starts with a diagnostic tool and tracks the time of the student learning. \$50 per set. Also available in Spanish.
 - Courses available on: domestic violence, human trafficking, practical infection control

Infrastructure Behind National Exam/Licensure

- NIC is the owner of the exam, host the data, is the states contact

Partners with NIC:

- Ceretemy – protects the data in their data base
- Prov – exam development
- Prometric – test administration company (state will contract with them). Also offer testing in paper/pencil, computer, written/practical
- PCS – (state contracts with them). Another test administration similar to Prometric

Arizona is now on the National NIC database.

NIC Test Development

1. Job Analysis Creation

- Purpose: Identify the knowledge, skills, and abilities (KSAs) needed to do a particular job
- How is it prepared? – Subject matter experts (SMEs) review existing KSAs
 - What's OLD or NEW?
- How often is it reviewed?
 - Every 5 years

2. Job Analysis Validation

- Survey sent out. Licensees provide feedback on importance of each task and frequency of each task.

3. Review of Findings

- Stats summarized as to what is critical. Subject matter experts review the findings and prepare test outline.

4. Item Development – Generate Test Question Pool

5. Validation – review items to ensure accuracy and relevance

- Test content linking
- Textbook referencing
- SME Review – is this appropriate for this license? Does it make sense? Are the options plausible as distractors?
- Pilot / pre-testing
- Each test has 10 questions that are trial questions and are not graded

6. Standard Setting

- Establish the passing point of the test
- SMEs collectively:
 - Estimate difficulty of items for minimally qualified licensees
 - Discuss difficulty ratings as a group
 - Determine acceptable number of questions to pass

7. Maintenance

- Statistical reviews (annual)
- Reference / textbooks updates
- Comments/questions Actions:

- Questions edited/removed
- Pilot → Active questions
- Updates or corrections sent to testing vendors

Milady / Pivot Point are the only books used for the new test (make sure you have the latest versions of the books in your schools)

The test should take 40-50 minutes with 1 minute per question. Readability is 8th-9th grade for the test and in most of the textbooks. Barbers have a very low rate of passing nationally.

Important Issues Facing the Salon Industries

(Speaker: Doug Schoon, *Schoon Scientific Regulatory Consulting, LLC.*)

- 30 years of experience
- Founded his company in 1986
- Precautionary principle – ban just in case, but not supported by scientists
- In Europe, nail techs had to throw out all of their nail products immediately. They don't use SDS sheets in Europe.
- Do not use henna – water soluble and penetrates the skin.
- Protective function of skin – skin surrounding the nail plate forms a protective barrier against infection. Breaking or removing the living skin destroys that barrier and invites bacteria, fungi, and viruses to enter. The resulting infections can lead to pain, swelling, abscesses, and long-term damage .. even loss of life.
- Calluses on the feet – calluses are protective tissue, not bothersome defects. They develop in response to friction/pressure to prevent blistering and deeper injury. Removing them entirely exposes skin to infection, blisters, and ulceration. Safe practice means smoothing, not removing, calluses.
- Cosmetology/nail board rules often spell out specific tools and acts (e.g., credo blades/razor-type callus shavers, drilling that breaks skin, “removal” vs “smoothing” callus) are substantially similar but not text-identical across states.
- Many cosmetology and nail programs focus on technique and sanitation, not on the legal and medical boundaries of scope of practice. The distinction between nonliving vs. living tissue is poorly explained or misunderstood, especially because it requires biological understanding (viable vs. keratinized cells).
- The rise of “Russian manicures” and aggressive callus removal is driven by social media trends, not by science or law. Influencers/educators (often unlicensed or foreign-trained) promote these procedures as “advanced” or “European techniques”.
- Products that completely remove corns or callus are classified by the FDA as drugs, not cosmetics. Only medical professionals can lawfully apply these products. Salon use violates both state scope of practice and federal product regulations.
- Why prosthetic nail work is medical work – the nail bed is living tissue with blood vessels and nerves. Applying adhesives, acrylics, UV gels directly to this tissue can cause chemical/thermal burns, allergic reactions, may permanently damage the nail and could lead to infection. Only licensed medical professionals (e.g., dermatologists or podiatrists) are authorized to reconstruct or replace missing nail plates.

- UV lashes – UV light is not automatically dangerous. UV energy is not inherently harmful. Safety depends on wavelength, intensity, exposure time, and distance. Double the distance lowers intensity by ~75%.
- Lamp safety is based on measured UV output, not on assumed “safety” of LEDs. Testing for exposure levels should use standards such as ANSI/IES RP-27 (U.S) and IEC 62471 / EN 62471 (EU). These standards define exposure limits for skin and eyes over specific wavelengths and time intervals.
- Some low-cost test reports (often from unqualified overseas labs) are fraudulent or incomplete. Examples of potential misleading practices. Examples of potentially misleading practices: testing only the electronics, not the UV output, reporting optical safety without measuring spectral irradiance, testing at 200 mm distance, when salon use occurs at 25-50 mm.
- The false expectations problem – exaggerations and deception are causing the cosmetic industry to become self-limiting. Safer, more effective ingredients are abandoned for those that have more marketable names that are better sounding. Such “marketing additives” raise costs but add no benefit and can reduce the effectiveness of the product. Ingredients are unfairly demonized for marketing advantage. Unproven claims suggesting other products are not safe.
- False/exaggerated promises are reshaping perceptions. “Non-toxic”, “Green”, “Organic”, “Clean”, “Natural” – such claims can increase sales but are often misleading. Proven safe ingredients are being unfairly demonized. Many new products will likely be less safe and/or efficacious.
- Nail Manufacturers Council on Safety (NMC) – Your best source for answers to your questions about nails and related products. Contact: Myra Irizarry (myra@probeauty.org)
- New Book: Advanced Chemistry of Nails: A Modern Education Guide to Products and Nail Structure
- What is a chemical – anything that we see or touch except light and electricity is 100% chemical
- Anything can be dangerous depending on how it is used and its exposure connection
- The vast majority of chemicals that you will contact during your life are completely safe and many are beneficial/necessary for life and there are no chemical free products
- TPO Reclassified – Cat 1B reproductive toxicant, H360Df: may damage fertility, may damage the unborn child
 - Driven by animal studies, particularly rats, receiving repeated oral administration at high doses produced adverse male reproductive outcomes, e.g. testicular atrophy, reduced sperm counts, and impaired fertility
- If someone tries to scare you about cosmetics, some things to wonder are:
 - Why are they trying to scare me, what’s in it for them?
 - Is this just there side of the story – not all the facts?
 - Do they have proof or just speculation?
 - What is the source of the information?
 - What is the other side?
 - Can happen does not equal will happen
 - In tests on cocoa, the animals were fed 100x more than normal levels of exposure. This does not make chocolate unsafe.
 - The prohibition of TPO in UV gels is not supported by a scientifically justified risk assessment.

- Methylene Chloride
 - 5-minute burst / rapid removers are dangerous industrial paint removers and are cancer causing.
 - Others to avoid: Aliver Professional magic remover, nail polish gel remover, Lorja gel nail remover, Aibrit gel nail polish remover
 - Test any product that claims to “magically” remove UV gels in 5 minutes or cause them to “burst”
 - For a copy of Schoon, McConnell and Valenty Methylene Chloride Nail Remover Test Results: Dschon@SchoonScientific.com, 949-275-8779
- Challenge for Future – Improve science and safety education for beauty education
 - Need fact-based information, internet adversely affects salons professionally
 - Beware of false knowledge – more dangerous than ignorance
- Relaxers and lighteners causing scalp burns – bleach/lumps explode in foil – must mix the product well or product drips out of the foils with heat.
- Do proper application – it’s not the product that’s unsafe.

Synergy Apprenticeship Systems

Powered by Atarashii Apprentice Program

Structured Apprenticeship Programs – Expanding Access to Licensure & Strengthening the Beauty Workforce

- A federally recognized apprenticeship sponsor dedicated to the beauty, grooming, and wellness trades. Partnering with state boards to align regulatory oversight with structured, supported apprenticeship pathways.
- Empowering salons, spas, and apprentice schools with curriculum, compliance, and accountability systems.
- 42 states offer some form of apprenticeship. Growing interest from regulators seeking structured and accountable framework. Apprenticeship increases workforce retention and strengthens local economy.
- In 2025 – synergy apprenticeship systems consulted or collaborated with North Dakota, Montana, California, Kansas, Maryland, Illinois, Massachusetts, Iowa, Indiana, Connecticut, South Dakota, and Pennsylvania
- A 96% first time pass rate after completing the apprenticeship program. 86% of the apprentices complete the program with no delays. 93% of the apprentices are retained 3 years after licensure to the same salon. Use Pivot Point text or curriculum. Real time accountability using apprenticeship management system.
- Fully DOL compliant and adaptable to state specific requirements. Training for sponsors, employers, and educators is built into the program. Built in accountability for measurable progress, verified skills, and transparent reporting for apprentices and providers.
- Building the gap between passion and profession.
- A turnkey framework for state alignment – reduces administrative burden on boards and agencies. Standardizes expectations for training, documentation, and outcomes. Ensures compliance, safety, and transparency. Allows states to focus on oversight instead of program management.
- Technical support is available for developing apprenticeship rules. Pilot programs implement model apprenticeships with local employers and oversight board. Model legislation.

- Coming in 2026 – national apprenticeship directory to increase visibility of apprenticeship programs, strengthen public confidence, and simplify navigation for apprentices and employers within the existing licensure framework.
- Let's Build the Future of Beauty Apprenticeship – Together
 - Add our website link to your State Board's website. Listing us on your state board's website provides direct access to a proven & compliant system that simplifies the process for employers while helping apprentices.
- It started in Washington State 23 years ago. Program was started for the islands off the coast of Washington. Program is great for rural communities and immigrants. Apprentices in Arizona were being abused and were moved out of the program.
- Here is a portion of the email that was sent to me from Jesse Skittrall:
 - *"I would love to explore the possibility of creating a memorandum of Understanding with the Nebraska State Board to offer registered apprenticeships in cosmetology and esthetics. Since NE is a DOL Office Approving State and our program is already a nationally registered apprenticeship program, I believe this could be a natural fit under the existing statute."*

With the Board's legal department's review and approval, an MOU could help formalize our collaboration and ensure that our work processes align with Nebraska's scope of practice and curriculum expectations. I have attached a suggested draft MOU as a starting point for discussion.

Several potential training partners in Nebraska, especially in rural areas, have already reached out to us about participating. We would be honored to support the Board and local stakeholders in expanding access to quality education and apprenticeship opportunities across the state. "

- Virtual meeting could be set up with the board
- Apprenticeship starts with a job and works backwards

Basic Esthetics / Master of Advanced Esthetics

- Our requirement for basic is 600, 601-1200 for advanced or mastered
- 9 states had master esthetics (Utah, Virginia, DC, Washington, Oregon, Nevada, North Dakota, Minnesota, Ohio)
- Nevada has 900 hours as of 2021
- Basic aesthetics include waxing, facials, lashes, makeup, equipment/high frequency, galvanic, superficial reed, LED, class 1 device
- Master advanced esthetics includes non-ablative lasers, microneedling (.5 or below), high level chemical peel, risk management, professional esthetics and business
- Class 2 medical device with physician supervision

Medical Supervision

- In Nevada – can regulate medical spas because they can regulate the services taught by the schools
 - If you are doing our services, you are under our jurisdiction & have to get a state license

- Need to have additional insurance on the medical facility besides your own. For medical supervision, the doctor should be present, in the consultation, and sign the chart.
- Nevada has a clause that the doctor must be available within 60 miles or 60 minutes. Doctors may be taken advantage of the estheticians. It's not about the device, but it is about what it does, how to use it, and what it is for.
- The Las Vegas strip is only hiring advanced estheticians.
- An electric toothbrush is classified as a Class 1 device.
- For legislation, look at NIC testing criteria for ideas of scope of practice.
- Photos are data, not props for legislative hearings.
- Check surrounding state for info on legislature. Look at economical impact, citizens harmed, tax review and insurances.

Aurie Gosnell Scholarships

- 51 applicants
- 4 chosen to receive \$1,250 scholarships

OTHER

- Wendy Gray of Wyoming is the new National president
- The 2026 Convention will be in Missoula, Montana and 2027 will be in Maryland.

c. **Statistics: Examination, Licensing, disciplinary/non-disciplinary information, and renewals**

The board reviewed the statistics without discussion.

8. ADVISORY OPINION

The board is waiting for the Board of Medicine and Surgery to discuss Med Spas. Kazisek opted to attend the next Board of Medicine and Surgery meeting on December 12, 2025.

9. PUBLIC COMMENT

No public comment.

10. ADJOURNMENT

The board discussed the next meeting to be scheduled for January 26, 2025, at 9:00 a.m. and declared the meeting adjourned at 12:07 p.m.

Submitted,

Board of Cosmetology, Electrology, Esthetics, Nail Technology, and Body Art

Summarized by Heather Ord, Health Licensing Coordinator, Licensure Unit