

PUBLIC MEETING MINUTES Saturday, November 20, 2004  
Omaha, Nebraska

Approved

Call to Order and Introductions: Barbara Loos, Chairman of the Board of Commissioners, welcomed everyone and called the meeting to order at 10:20 AM.

Commissioners Present: Barbara Loos, Lincoln; Nancy Oltman, Hastings; Bob Burns, Omaha; and Dorothy Westin-Yockey, South Sioux City. Loos reported that Commissioner Bill Orester, Lincoln, had written to say that, although he regrets not being able to attend this meeting, he hopes to be present in February.

Commission Staff in Attendance: Dr. Pearl Van Zandt, Executive Director, Lincoln; Val Peery, Administrative Assistant, Lincoln; Hubert Paulson, Recorder, Lincoln; Shane Buresh, Orientation Counselor and Lincoln Chapter President of the National Federation of the Blind of Nebraska (NFBN), Lincoln; Amy Buresh, Transition Counselor and NFBN State President, Lincoln; Bob Deaton, Deputy Director of Independent Living; Carlos Serván, Deputy Director of Voc Rehab, Lincoln; Cheryl Livingston, Voc Rehab Tech, Lincoln; Robert Newman, Rehabilitation Counselor, Omaha; Cheryl Poff, Deaf-Blind Coordinator, Omaha; and Nancy Flearl, Omaha District Supervisor, Omaha.

Members of the Public Present: Jamie Forbis, Secretary of the Nebraska Association of Blind Students (NABS), NFBN, Lincoln; Ryan Osentowski, Nebraska NFB-Newsline(r) Coordinator and Secretary of NFBN, Lincoln; Fritz Yockey, South Sioux City; Howard Simons, Visually Impaired Peer Support (VIPS) President, Grand Island; and Jim Jirak, NCBVI Volunteer Webmaster, (arrived later in the meeting), Omaha.

Loos welcomed everyone and noted that, since attendees were the same as those at the Public Hearing held prior to the Board meeting, introductions wouldn't be repeated. (Jim Jirak came later.) Loos asked that everyone state his/her name before speaking for clarification for everyone attending.

Announcement Concerning Public Comments and Tapes of Meetings: Loos stated that the format has been changed and called everyone's attention to the specific times noted on the agenda for public comment. She announced that everyone should speak up as the meeting was being taped. She stated that tapes of the meeting are available from each NCBVI office and individuals can request copies. She stated that minutes are also available on the website.

Lunch Arrangements and Other Logistics: Van Zandt stated that the Commission would provide a pizza & salad lunch that would be brought in around noon. She thanked Val Peery & DeAnn Johnson for all their work in setting up the lunch.

Loos stated that she had neglected to include two items in the agenda that would be added to New Business: The Newline report and consideration of approval of Draft Rule Chapter 4. Loos stated that it would be the Board's job to consider approval of the draft and, if approved, it then would go to the Attorney General.

Approval of Minutes of the August 7, 2004 Meeting: Loos stated that although Bill Orester was not in attendance, he had informed her that the minutes were reversed as to who moved and who seconded the motion for her election as Chairman. Loos stated the draft minutes would be changed to read that Bob moved and Bill seconded. Oltman moved and Westin-Yockey seconded to then approve the August 7, 2004 minutes. The vote was unanimous. Once the change is made, the minutes will be moved from draft to approved status.

Focus Topic: Services to Deaf-Blind Consumers: Cheryl Poff, NCBVI Deaf-Blind Project Coordinator, defined who is considered deaf-blind and spoke about the following: 1. Nebraska Individuals With Deaf-Blindness Project Objectives; 2. The Helen Keller National Deaf-Blind Registry;

3. LB 22 Sign Language Interpreter Licensing in Nebraska and how it affects the Nebraska Commission for the Blind and Visually Impaired; 4. Nebraskans for Hearing Aid Coverage; and 5. The Nebraska Equipment Distribution Program.

(Click here for the report.)

Loos and others on the Board thanked Poff for her thorough and informative report.

Public Comment: There was interaction concerning deaf-blindness and interpreters.

Report from Placement Committee: Robert Newman, NCBVI Rehab Counselor, stated that the Placement Committee has been working for months on updating the placement manual. Training on use of the first half of the manual will take place in December of 2004 and training on the second half will be completed in January 2005. Initially, the manual will be available on disk. If a hard copy is needed, it can be produced. Newman outlined the chapters and gave a brief overview of material covered in each chapter. Newman stated that the other members of the committee were Vicki Rasmussen, Amy Buresh, Karen Mosier, Larry Roos, Jean Wurtz, Carlos Serván and Candy Laursen.

Loos thanked Newman for his report and stated that the board would like a copy once the manual is produced. Van Zandt stated that when the manual is completed, the Commissioners will each receive their own copy.

Break: The Board took a very short lunch break and then the meeting reconvened at 12:30 PM.

## Report from the Chairman:

Loos stated that she was both a presenter at and a participant in the Technology Show and Tell in Lincoln on August 18th-19th. and thought it was great.

She stated she attended the College Workshop on August 19th-20th in Lincoln and thought it, too, was excellent.

Loos reported that on August 26th she met with Rodney King, from the RSA Regional Office and discussed the kinds of things the Commission does. One item of interest raised was NCBVI's conducting of surveys. Commissioners currently receive Nebraska Center for the Blind evaluations and Older Blind Individuals surveys. If other information gathering tools are used, the Board would like to receive their results.

Loos stated that she, Orester, and Oltman attended a seminar sponsored by the Committee of Blind Vendors on 9/9/04 with Kevan Worley as the presenter. She reported that good ideas were generated and the event was both informative and fun.

Loos reported that on 10/8/04 she spoke at the NFBN Convention. (This was actually on 10/9, but the minutes are accurate since Chairman Loos misstated the date at the meeting.)

On 10-10-04 Loos attended the first ever Nebraska Center for the Blind Alumni meeting. She stated that three former directors--Rosemary Lerdahl, now from Baltimore, Mike Adams, now from Fremont, and Loos herself--attended, as did Dr. Nyman, former Director of the agency. Fatos Floyd, current Center Director and Van Zandt were also present.

Loos reported that on 10/27/04 she attended the proclamation ceremony at which both White Cane Safety Day and NFB month were celebrated.

Loos stated that Commissioners had received a lot of correspondence and she would be attaching the list to the minutes of this meeting.

Life lines articles written by Bob Deaton were received. Loos stated the Board appreciates getting them.

Sara P. and the Home Teaching Plus students raised money for Friends of the Commission in appreciation of the training provided to them. Loos stated that this was very innovative and much appreciated.

Loos mentioned that the Board appreciates staff not only on Staff Appreciation Day but all the time and thanked Van Zandt for sending out the memo.

Loos requested the Board be sent an updated version of the Organizational Chart and list of staff contact information.

Loos congratulated Van Zandt on receiving the Governor's Manager of the Year award. She also congratulated Bob Shankland for being selected as Employee of the Year.

Loos offered words of welcome to both Shawn Djernes, Program Specialist, Omaha District, and DeAnn Johnson, Staff Assistant in the Omaha office. Loos also reported that Commissioners had received word that a Home Teaching Plus Electronic email group has started, with Glenn Ervin as its leader.

Loos stated that the Board meeting schedule has changed for next year. The February meeting has been moved from February 26 to February 12, 2005. It will be held in Lincoln at the Carveth Building.

Public Comment:

Discussion centered around proclamations and the Board meeting schedule.

## Report from the Executive Director:

Van Zandt reported that she was pleased to have Shawn Djernes join us. She reported that Val Peery has been in place for a few months and is doing an excellent job. Van Zandt spoke about field services and how they have changed over the years. She reported that when our Federal fiscal year 2004 ended, we had served 861 people in VR and 847 in IL. She stated that these are up from 565 VR served in 2000 and IL served 709 in 2002. The numbers and the needs are continuously increasing. She reported that the placement manual and the efforts staff are making to provide extensive work to help people find good jobs and career goals and raise expectations are intense work. Van Zandt reported that staffing has remained the same with the exception of a Deaf Blind Coordinator and that the Transition Counselors do not carry a case load which means all staff members are stretched and are always looking to find ways to stretch capacity.

Center report: Van Zandt stated that in the last 8 years we have had 113 full-time individuals who have completed training but that many more have been served in the Center (3-day stays, tours, staff trainees, etc.). She reported learning that others around the country don't include people still in school in reporting outcomes, so she is going to change the way she does our report. She stated that our new numbers will reflect that of the 113 who completed training and who are not still in school, 92.4% are employed; 74.5% are in competitive employment; 17.9% are homemakers and 7.6% of the total are not working. She stated that we have served 130 people in transition age (14-26 years). Van Zandt reported that she has had a recent meeting with Governor Johanns to discuss the impact of transition services. She explained to the Governor that in the past four years, of individuals who were served by our Transition Services and are now employed, 75% are working full-time and 66% are in positions earning more than \$10 per hour. She stated that this is very impressive and she is quite pleased. The Transition Grant will end September 30, 2005. We are looking for ways to continue to fund the program.

Van Zandt stated that the number of older blind persons are increasing all the time which includes increased needs and with staff numbers staying the same, we are having to find ways to be more effective. Van Zandt talked about the work with older individuals that Bob Deaton headed. She stated that his committee has taken a close look at where we have been spending our time and that Support Groups have increased over the years. She talked about the amount of staff time it takes in helping them get started and that a whole new plan has been developed to do more with the rehab services including teaching and counseling and pulling back from peer support.

Van Zandt is beginning a process of making contact and speaking with every chapter of ACB and NFB, and with the Omaha Association of the Blind. She stated that her goal is to go to each chapter and help to provide information and answer questions on a one to one basis. She stated that she went to a meeting in Grand Island where there were five consumers and herself and that she had a wonderful discussion.

Van Zandt stated that her goal is to get all staff computers on the State of Nebraska Server. The cost has been \$14 a person but we have received authorization allowing us a rate of \$10 each. She stated that she will hold meetings to work out details in the near future.

Van Zandt reported that a survey instrument has been completed under Carlos's guidance. We will have a consultant make phone calls to interview those served in Voc Rehab to get their feedback on services received.

Regarding the Monitoring Review, Van Zandt reported the RSA officials from Kansas City were here for 2 days to interview and review our work.

Van Zandt stated that the Dept. of Labor Industry Award focused on businesses that employ people with disabilities.

She stated we had put in names and we attended for the people we nominated. She stated that the Commission also received an award for hiring people with disabilities.

Business Enterprise held a Workshop to head us in a direction to possibly get bids on larger contracts. She stated she is working with the Attorney General regarding a contract at Offutt. She has had a follow-up telephone meeting with Joe Cordova, Bill Orester, our Attorney General representative and others. She will be sending information the Attorney General sent to us recently to the Board.

Joint Review from Rehab Services Administration and U.S. Dept. of Education/Office of Special Education:

Van Zandt reported that officials from Washington D.C. & Kansas City came and spent four days with the Commission, Nebraska general Voc Rehab, and Nebraska Education/Special Populations. She stated it was a great opportunity to showcase our services and to learn from the other entities.

Van Zandt and other Commission staff attended a Workshop in Nashville where many Center staff presented. She stated it was a great opportunity to share our wisdom and knowledge with others across the country.

Van Zandt reported that this fall the Oregon Commission for the Blind sent their entire center staff to our Center for a week to see what we do. There is also a mobility instructor in Texas who wants to come here and spend time receiving training.

She also attended the NFB Convention and the first Center Alumni Reunion.

Van Zandt reported that many programs and events have been held in the past three months. She reported she recently attended the fall meetings of Administrators of Voc Rehab and State Agencies for the Blind in Nashville.

Public Comment: Discussion centered around sharing information with consumers and legislators.

Old Business:

Rule Update: Loos stated that since the board was present for the rule public hearing there was nothing new to report.

Budget Update: The Biennium Budget proposal has been turned in. Van Zandt reported in detail both the amounts submitted and why. She also reported that she and Servan met with the Governor concerning future funding and both felt that the meeting was productive. Major concerns are changes in allowances for match and ways to replace funds currently covered by the Transition and Helen Keller grants.

Website Update: The web master's report was sent to the Board before the meeting. The question was raised about posting information on the website regarding products and services. After discussion, it was decided that, although communication is important and information should be shared, if it's on the server it might be seen as an endorsement by NCBVI. It was determined that such information should be disseminated to presidents of organizations either by Van Zandt or Jirak as web master.

Friends of the Commission Update: Loos reported that the Board received minutes of the August 30 meeting from Dr. Nyman. Van Zandt reported that we have been working with Friends to support their efforts.

Val worked on developing a database with Susan Christiansen. Susan will do the data entry for the Friends' mailing list of potential donors. To date there is no update regarding their website.

NIS Update: Van Zandt reported that, for the past six weeks, employees have had the opportunity to sign up for benefits during Open Enrollment. She stated that this year, for the first time, all state employees had to go into the system and do their own open enrollment and, if they didn't, their benefits would end. Van Zandt reported that Wes Majerus worked very hard to make sure NIS would work smoothly with JAWS and this information was communicated to individuals that used speech in other agencies as well as NCBVI. Van Zandt reported that by the end of yesterday, all staff had completed their Open Enrollment and that two individuals from other agencies reported they had enrolled as well. There had been no problems related to NIS and speech software.

Status of Taped Public Meeting Educational Materials: Although the copy that Orestor had received and attempted to return has not materialized, Van Zandt has the original and will have a copy sent to Oltman next.

Training for Commissioners: Van Zandt stated that the training planned by RSA will probably be in the spring and thought it would be important for the entire Board to attend if possible. There will probably be at least one stipend for the Board and one for a staff person.

Meeting of Commissioners and Staff: Van Zandt stated that the State Staff Meeting will be in Grand Island, April 5-7th and the Board is scheduled for the first afternoon. There was discussion of how much time would be needed and what topics would be considered. Consensus was to interact about the Board's mission and job duties, possibly having staff in small groups with Commissioners moving from group to group so that all could make contact. Van Zandt will ask staff what they would like to discuss and will let the Board know their thoughts prior to the February meeting.

Mission Statement/Job Description: Loos stated that she sent her version of the blend of the documents originally submitted by Burns and her back to everybody yesterday. She said she incorporated everything and made it into a list of job functions/duties.

Mission statement: There was a lengthy discussion and it was decided to leave the mission statement the same as NCBVI's mission statement with no extraneous explanatory language.

Job Description/duties: Loos read the list she had compiled. Two items were combined. Van Zandt agreed to send out the modified draft Job Description document to staff, the Web Master and others. All are invited to respond.

Public Comment: Discussion centered around how best to accomplish widespread dissemination of and solicit feedback on the job description document.

Break: A short break was taken.

New Business:

Correspondence concerning VIPS: Loos reported that the Board has received letters from VIPS to the agency and the letter that Bob Deaton had written to VIPS leaders. She asked if the Board wanted to have a discussion as she felt this process was a good one and people's being self-sufficient is what the Commission is all about. Van Zandt stated that Howard Simons, VIPS President, was unable to stay for the entire meeting but she did have a chance to speak with him. Mr. Simons told her that the VIPS board had read the document and did understand how thin our staff is spread and had no problems or concerns with the letter. Loos stated that she was glad he had relayed that information to Van Zandt.

Public Hearing on Rule 192 NAC Chapter 4: Loos stated that this morning was the public hearing and as there was a majority of the Board present, it would be appropriate to entertain a motion to approve the Rule, Chapter 4.

Burns moved that the Rule, 192 Chapter 4 be approved and Oltman seconded. Loos reiterated that Van Zandt had agreed to look into and inform the Board on the language of 4.01B5, concerning development of products on Commission time, but stated this would not be a change that would require another hearing. There was no further discussion and the vote was unanimous in favor of the motion. The

Newsline Report: Osentowski stated that, in the interest of time, he would submit a written report to the Board. The past week he attended a seminar in Baltimore and wanted everyone to know that, in many respects, Nebraska is a role model to other states concerning Newsline. He gave a brief overview of statistics and plans for the future.

Focus Topic for Next Meeting: After a lengthy discussion, it was decided to have transition as the focus topic and to ask for an update on Braille on vending machines at future meetings. Loos is to make a list of topics that have been Focus Topics in the past four years and bring it to the February meeting so the Board can determine if there are gaps in what it has been seeking in the way of reports. It was also suggested that NCBVI staff providing focus topics invite a consumer who has a job because of services received or who has in some way benefited from the services provided through the Focus Topic area to be part of the presentation.

Van Zandt announced that the next Committee of Blind Vendors meeting would be Friday, Dec. 3 at 1:30, in Omaha.

Public Comment: Comments were made concerning Newsline and posting of Rule Chapter 4 on the website.

Further comments: Loos thanked Hubert for timing and taping, Val for typing and everyone for attending.

Adjourn: There being no further business, the meeting was adjourned at 3:15 PM.

Respectfully Submitted,

Val Peery, Administrative Assistant

Barbara Loos, Chairman  
NCBVI Board of Commissioners

## Deaf-blindness Project Focus Items

1. Nebraska Individuals With Deaf-Blindness Project Objectives. (Please see attached State of Nebraska Commission for the Blind and Visually Impaired

Nebraska Individuals With Deaf-Blindness Project Objectives, and the attached Nebraska Individuals With Deaf-Blindness Project HKNC Affiliate Quarterly

Report for July, August, & September 2004.)

2. Helen Keller National Deaf-Blind Registry: The importance of the Registry and what it means to our Nebraska Communities. (Please see attached Deaf-Blind

Registry Consent for Release of Information).

3. LB 22 Sign Language Interpreter Licensing in Nebraska and how it affects Nebraska Commission for the Blind and Visually Impaired. This bill contains

The guidelines and regulations for the licensing of Sign Language interpreters for any state entity, which receives appropriations from the Legislature

And the Legislature, legislative committees, executive agencies, courts, and probation offices. To view this bill please log onto the Nebraska Commission

For the Deaf and Hard of Hearing's web site at [www.nol.org/home/NCDHH/boards.htm](http://www.nol.org/home/NCDHH/boards.htm)

And click on interpreters licensing board, then click on to the Interpreter Licensing Bill LB 22.

4. Nebraskans for Hearing Aid Coverage: Nebraskans for Hearing Aid Coverage (NeHAC) is a grassroots movement comprised of individuals and organizations

Representing or serving people with hearing loss. Their goal is the adoption of a law that will alleviate the enormous financial burden for individuals and their families when faced with the purchase of a hearing aid due to the lack of insurance coverage. For more information and updates, go to this website [www.nol.org/home/NCDHH](http://www.nol.org/home/NCDHH)

5. Nebraska Equipment Distribution Program: The State of Nebraska is fortunate to have the Nebraska Equipment Distribution Program (NEDP). The goal of this program is to provide monetary assistance to persons with disabilities. These persons will then use the financial assistance to aid in the purchasing of specialized telephone equipment such as amplifiers, signaling devices, TTY's and Braille TTY's.

The Nebraska State Legislature established the Nebraska Equipment Distribution Program during the 1995 legislative session. The public Service Commission (PSC) was mandated to develop specific procedures necessary for implementation of the program and is responsible for management of the program.

I would like to discuss our NCBVI's role in authorizing applications from individuals who are Deaf-Blind for equipment vouchers from the Nebraska Public Service Commission to be used to purchase specialized telecommunication equipment.

Thanks so much for all your support---I know this may be a busy time for you and appreciate having this opportunity to visit with you about our Nebraska Individuals with Deaf-Blindness Project.

Cheryl Poff  
Nebraska Commission for the Blind and Visually Impaired Deaf-Blind  
Project Coordinator

Attachments:

State of Nebraska  
Commission for the Blind and Visually Impaired  
Nebraska Individuals With Deaf-Blindness Project  
Project Objectives

1. Continue process for identifying the deaf-blind population and conduct a needs assessment.
2. Collaborate with, and provide consultation and in-service training to NCBVI staff, other professionals and agencies serving deaf-blind individuals, and assist with case management and coordination of services, also to include general (non-professional) public awareness regarding the needs of deaf-blind individuals and their families.
3. Provide training to individuals who are deaf-blind and their families to promote advocacy and self-determination.
4. Collaborate in the coordination of Personal Futures Planning for deaf-blind youth in transition from school to adult services.
5. Facilitate and guide program development for the Hand in Hand Deaf-Blind Peer Support Group, and explore/investigate the possibility of starting a youth/teen group.
6. Identify assistive technology used by deaf-blind individuals for employment and independent living.
7. Identify and increase the number of employed deaf-blind individuals.

Nebraska Individuals With Deaf-Blindness Project  
HKNC AFFILIATE QUARTERLY REPORT  
JULY, AUGUST, & SEPTEMBER 2004

SUBMITTED BY  
CHERYL POFF  
DEAF-BLIND PROJECT COORDINATOR

1. Continue process for identifying the deaf-blind population and conduct a needs assessment.

NCBVI staff continues to educate consumers about our Deaf-Blind Project, gather information, and pass it on to the Project Coordinator to submit to the HKNC National Registry.

As of September 30, 2004 the total number of registrants are 220 as compared to 216 registrants on June 30, 2004.

2. Collaborate with, and provide consultation and in-service training to NCBVI staff, other professionals and agencies serving deaf-blind individuals, and assist with case management and coordination of services, also to include general (non-professional) public awareness regarding the needs of deaf-blind individuals and their families.

Project staff provided consultation to the following professionals, agencies, and others.

? Boys Town National Research Hospital Staff to schedule a date and time for NCBVI Deaf-Blind Project Coordinator and Beth Jordan HKNC Regional Representative to do an in-service presentation on issues of Deaf-Blindness. This will take place in November 2004 and for their Nebraska Audiologists Convention in October 2005.

? League of Human Dignity Medicaid Waiver Staff.

? Project Coordinator met with staff and toured the new AARP service center in Omaha.

? Project Coordinator arranged for a tour of the Radio Talking Books, and a vendor experiencing deaf-blindness at the Omaha U.S. Postal Services for a new NCBVI staff person.

? Project Coordinator worked with the Commission for the Deaf and Hard of Hearing staff in arranging for an in-service training for staff at the Maple Crest Care Center and to keep informed regarding the status of the interpreter's Licensing Bill.

? Nebraska Commission for the Deaf and Hard of Hearing staff regarding the Nebraska Equipment Distribution Program.

? Project Coordinator was a Panelist for the Nebraska Summer Institute hosted by the Nebraska Project for Children and Youth with Deaf-Blindness.

? Project Coordinator manned a booth at the Nebraska Commission for the Blind and Visually Impaired's first Technology Show and Tell.

? A Nebraska Commission for the Blind and Visually Impaired Orientation Counselor completed her on campus Certificate in Deaf-Blindness training at Northern Illinois University and is currently working on her distance learning fieldwork.

? NCBVI Deaf-Blind Project Coordinator is part of a steering committee "Nebraskans for Hearing Aid Coverage" advocating for Legislation for Hearing Aid Coverage.

? NCBVI staff collaborated with the Nebraska Equipment Distribution Program and the Commission for the Deaf and Hard of Hearing whereby, NCBVI Deaf-Blind Project Coordinator is now able to approve and certify applications for individuals who are Deaf-Blind Statewide needing equipment through the Nebraska Equipment Distribution Program.

? Project Coordinator is working with NCBVI Lincoln District Staff in teaching them Sign Language and exploring together, issues of Deaf-Blindness.

? Project Coordinator is working with NCBVI Deputy Director of IL in his efforts to develop a descriptive narrative of sign language that individuals who are blind can use as a descriptive reference guide when learning sign language. When it is ready for public viewing, he will post it on the NCBVI website and the NFB Deaf-Blind Division website.

3. Provide training to individuals who are deaf-blind and their families to promote advocacy and self-determination.

? Project Coordinator provided information to 4 individuals and their families plus a representative from the Visiting Nurses Association, and a Vision Teacher from the Ralston Public School System about the Nebraska Equipment Distribution Program.

? Project Coordinator provided skill training and advocacy services to a consumer wanting information in making accessibility modifications to their home.

? Project staff visited with and provided information to two consumers and their families wanting to training and evaluation at the HKNC in New York. One of the individuals is still in training at HKNC. The other individual is back in their home community and NCBVI project staff is working with this individual on their Independent Living and Vocational skills.

? Project staff has provided information to consumers on proposed and actual changes to public transit and Para-transit services in the Omaha Metro area.

? Project Coordinator provided information to two consumers about the Lions Hearing Aid Bank and Sertoma Club.

? Project Staff worked with an individual in exploring their rights in applying for Social Security benefits.

4. Collaborate in the coordination of Personal Futures Planning for Deaf-Blind youth in transition from school to adult services.

Project staff throughout the state work closely with the school system in each community and with the Nebraska Project for Children and Youth With Deaf-Blindness in working with students, their families, and educators in promoting advocacy, and self-determination with the key focus being inclusion of the children in their IEP and other decision making opportunities.

5. Facilitate and guide program development for the Hand in Hand Deaf-Blind Peer Support Group, and explore/investigate the possibility of starting a youth/teen group.

The Hand in Hand Deaf-Blind Peer Support group continues to grow with the inclusion of Deaf-Blind youth with the adults.

We are planning to include the youths in our general agency youth programs whereby they can have an opportunity to interact with Peers who are blind and deaf-blind.

On July 31st, the members of the Hand In Hand Group had an opportunity to take part in the Lewis and Clark Bi-Centennial Festivities. Of special interest to several members of the group was Kevin Locke's demonstration of Native American Sign Language and explanation of how a lot of the American Sign Language is like the Native American Sign Language.

6. Identify assistive technology used by deaf-blind individuals for employment and independent living.

Project staff continues to inform and assist consumers throughout the state identify need for, and apply for assistive technology.

? Two consumers requested information on what to look for when getting a hearing aid.

? Four individuals requested information on Pocket Talkers

? One individual requested information on a large visual display for a TTY.

? Three consumers requested information on loud ring signaler/large number pad telephones.

? One individual requested information regarding the Cap-Tel system.

? Project Coordinator continues to up-date NCBVI staff regarding assistive technology options for their consumers who experience deaf-blindness.

7. Identify and increase the number of employed deaf-blind individuals.

Project staff have consulted and worked with 2 new and 4 regular consumers about maintaining employment.

One Consumer's part time employment is now a permanent part time employment.

One consumer is now hired in a full time position.

Project staff is working with 3 students on their pre-vocational and social skills goals.

DEAF-BLIND REGISTRY  
CONSENT FOR RELEASE OF INFORMATION

The Helen Keller National Center for Deaf-Blind Youth and Adults (HKNC) is coordinating a national effort to register persons who experience dual vision and hearing loss. The purpose of the registry is to provide basic information about persons of all ages with vision and hearing loss in the United States. This information is to be used as a census to identify the needs of persons with vision and hearing loss, as a planning tool for research purposes. All identifying information is confidential and written consent of the individual or guardian is required before it will be shared outside HKNC.

I hereby grant my consent to the Nebraska Commission for the Blind and Visually Impaired to give information to the Helen Keller National Center for Deaf-Blind Youth and Adults for the purpose of including me on a national registry of persons with vision and hearing loss.

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ COUNTY: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: NE. ZIP: \_\_\_\_\_

MALE  FEMALE

HOME PHONE NUMBER: (\_\_\_\_) \_\_\_\_\_ VOICE  TDD

WORK PHONE NUMBER: (\_\_\_\_) \_\_\_\_\_  
VOICE  TDD

FAX NUMBER: (\_\_\_\_) \_\_\_\_\_

E-MAIL: \_\_\_\_\_

DATE OF BIRTH: \_\_\_\_ \_\_\_\_ \_\_\_\_

SOCIAL SECURITY NUMBER: \_\_\_\_\_

CAUSE OF VISUAL IMPAIRMENT \_\_\_\_\_

CAUSE OF HEARING IMPAIRMENT \_\_\_\_\_

WHAT SYNDROME, IF ANY DO YOU HAS? \_\_\_\_\_

WHAT OTHER MEDICAL/HEALTH ISSUES DO YOU HAVE?  
\_\_\_\_\_

ARE YOU CURRENTLY WORKING? YES\_\_ NO\_\_

IF YOU ARE WORKING, WHAT IS YOUR JOB TITLE?

HOW DO YOU COMMUNICATE? CHECK ALL THAT APPLY.

AMERICAN SIGN LANGUAGE \_\_ TACTUAL SIGN LANGUAGE\_\_

SIGNED ENGLISH\_\_ BASIC SIGNS\_\_ MANUAL ALPHABET\_\_

SPEECH\_\_ BRAILLE\_\_ REGULAR PRINT\_\_ LARGE PRINT\_\_

PRINT ON PALM\_\_ OBJECTS\_\_ PICTURES\_\_ GESTURES\_\_

COMPUTERS\_\_ OTHER TECHNOLOGY\_\_

SIGNATURE OF REGISTRANT\_\_\_\_\_

SIGNATURE OF PARENT/GUARDIAN\_\_\_\_\_

DATE \_\_\_\_\_

REVISED 8-14-03

Nebraska Individuals With Deaf-Blindness Project  
Population and Cause of Vision and Hearing Loss of Deaf-Blind  
Consumers in Nebraska  
November 2004  
Population of Known Individuals on the Helen Keller Registry, November  
2004

Nationally Known: 10,000

Nationally Estimated: 70,000

On a rating scale of 0 to 500 these are the known number of individuals  
with Deaf-Blindness on the Helen Keller National Registry in the Great  
Plains Region:

- Iowa: 240
- Kansas: 474
- Missouri: 351
- Nebraska: 220

Cause of Vision Loss of Individuals with Deaf-Blindness from Nebraska on  
the National Registry:

Age-Related 68%:

- Macular Degeneration
- Glaucoma
- Cataracts

Congenital 16%:

- Rubella
- Retinitis Pigmentosa
- Retinopathy of Prematurity
- Other Disorders

Other Health Issues 11%:

- Diabetes
- Optic Nerve Atrophy
- Blood Related

- Unknown

Trauma 5%:

- Tumor
- Accidents
- Cancer
- Detached Retina

Cause of Hearing Loss of Individuals with Deaf-Blindness from Nebraska on the National Registry:

Age-Related 31%

- Presbycusis
- Heredity

Congenital 20%

- Sensorineal Hearing Loss
- Rubella
- Birth Defects
- Other Disorders

Other Health Issues 29%

- Ear Infections
- Mumps
- Unknown

Trauma 20%

- Scar Tissue
- Noise, Fever, Tumor
- Cancer, Accidents

PUBLIC RULEMAKING HEARING  
NEBRASKA COMMISSION FOR THE BLIND & VISUALLY IMPAIRED  
November 20, 2004  
Omaha, Nebraska

HEARING OFFICER'S REPORT

Call to Order:

The Public Hearing on Proposed Rule--Title 192, NEBRASKA ADMINISTRATIVE CODE, Chapter 4, Workplace Policies was called to order at 9:00 am by Barbara Loos, Public Hearing Officer.

Roll Call:

Present in the meeting room were: Barbara Loos, Public Hearing Officer and Commissioner; Nancy Oltman, Commissioner; Dorothy Westin-Yockey, Commissioner; Bob Burns, Commissioner; Dr. Pearl Van Zandt, Executive Director, Nebraska Commission for the Blind and Visually Impaired (NCBVI); Shane Buresh, NCBVI Orientation Counselor and Lincoln Chapter President of the National Federation of the Blind of Nebraska (NFBN); Amy Buresh, NCBVI Transition Counselor and NFBN State President; Bob Deaton, NCBVI Deputy Director of Independent Living; Carlos Serván, NCBVI Deputy Director of Voc Rehab; Cheryl Livingston, NCBVI Voc Rehab Tech; Robert Newman, NCBVI Rehabilitation Counselor; Cheryl Poff, NCBVI Deaf-Blind Coordinator; Nancy Flearl, NCBVI Omaha District Supervisor; Jamie Forbis, Secretary of the Nebraska Association of Blind Students (NABS), NFBN; Ryan Osentowski, Nebraska NFB-Newsline(r) Coordinator and Secretary of NFBN; Fritz Yockey; Howard Simons, Visually Impaired Peer Support (VIPS) President; Val Peery, NCBVI Administrative Assistant; and Hubert Paulson, Recorder.

Loos noted that Commissioner Bill Orester had informed her that he had intended to attend the meeting, but found that he was unable to do so.

Call for Public Testimony:

Loos called for public testimony, written or oral. Van Zandt brought two technical language changes submitted in writing by the Director of Employee Relations. Van Zandt stated that the changes from the last meeting had been incorporated. Van Zandt read Loos's written comments and questions. All changes were editorial, not substantive.

There is one item, 4.01B5, still in question. Intent is to allow creativity by NCBVI staff in developing innovations that would help all blind people. Van Zandt will check State law and Federal regulations to assure that its wording is in compliance with both. It was decided that, after checking, Van Zandt would have authority to revise the section in accordance with the discussion and regulations. She will forward the revision to the Board of Commissioners upon its completion.

Loos asked for further testimony or public comments. There were neither.

Close the Hearing:

Loos closed the Hearing on Title 192, NEBRASKA ADMINISTRATIVE CODE, Chapter 4 at 10:00 A.M.

Respectfully submitted,  
Val Peery, Administrative Assistant

Barbara Loos, Public Hearing Officer

NEBRASKA COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED

## Webmaster Report

### Web Server Statistics for Nebraska Commission for the Blind and Visually Impaired

July 1-31, 2004

(Figures in parentheses refer to the 7-day period ending 01-Aug-2004 00:12).

Successful requests: 6,003 (1,397)

Average successful requests per day: 193 (199)

Successful requests for pages: 5,976 (1,380)

Average successful requests for pages per day: 192 (197)

Failed requests: 843 (310)

Redirected requests: 1 (1)

Distinct files requested: 178 (176)

Distinct hosts served: 968 (294)

Unwanted logfile entries: 1,607

Data transferred: 85.84 megabytes (21.43 megabytes)

Average data transferred per day: 2.77 megabytes (3.06 megabytes)

August 1-31, 2004

(Figures in parentheses refer to the 7-day period ending 01-Sep-2004 00:09).

Successful requests: 4,752 (1,110)

Average successful requests per day: 153 (158)

Successful requests for pages: 4,693 (1,099)

Average successful requests for pages per day: 151 (156)

Failed requests: 934 (252)

Redirected requests: 6 (0)

Distinct files requested: 203 (165)

Distinct hosts served: 1,090 (325)

Unwanted logfile entries: 1,494

Data transferred: 92.38 megabytes (21.91 megabytes)

Average data transferred per day: 2.98 megabytes (3.13 megabytes)

September 1-30 2004

(Figures in parentheses refer to the 7-day period ending 01-Oct-2004 00:09).

Successful requests: 4,549 (1,127)

Average successful requests per day: 151 (160)

Successful requests for pages: 4,475 (1,127)

Average successful requests for pages per day: 149 (160)

Failed requests: 1,040 (243)

Redirected requests: 5 (1)

Distinct files requested: 217 (164)

Distinct hosts served: 1,130 (358)

Unwanted logfile entries: 1,275

Data transferred: 98.56 megabytes (26.22 megabytes)

Average data transferred per day: 3.29 megabytes (3.75 megabytes)

October 1-31, 2004

(Figures in parentheses refer to the 7-day period ending 01-Nov-2004 00:09).

Successful requests: 7,355 (1,767)

Average successful requests per day: 239 (252)

Successful requests for pages: 7,299 (1,762)

Average successful requests for pages per day: 238 (251)

Failed requests: 1,178 (270)

Redirected requests: 5 (1)

Distinct files requested: 240 (191)

Distinct hosts served: 1,307 (425)

Unwanted logfile entries: 1,582

Data transferred: 153.84 megabytes (36.71 megabytes)

Average data transferred per day: 5.02 megabytes (5.24 megabytes)

## Web Page Report:

\*On September 1, 2004 the NBE History & NBE Contact Information links were renamed to more adequately reflect the clickable link.

\*On September 28, received the following correspondence from Dr. Pearl Van Zandt:

"Jim and Commissioners,

This week all staff of the Oregon Commission for the Blind's Training Center is here to visit our Center. Their Center Director made a point of praising our website! They are very impressed with it. So, Jim, pat you on the back! We knew you have done a great job, and it is nice to hear that it is noticed "from afar" as well."

\*On September 30, at the request of Dr. Pearl Van Zandt, the "Assistive Technology" link was re-named "Technology" so that a separate "Assistive Technology" link could be created for the IT Plan. There are now five links on the main technology link, one of which takes surfers to nothing but assistive technology web sites. Check it out!

\*On October 6, began the process of archiving all messages sent to the list serve. In consultation with Dr. Pearl Van Zandt, it is believed that if all posts are archived online, this would give non-subscribers an idea of the materials posted, thus possibly increase the amount of subscribers. See the "subscribe to our mailing list" link on the home page for the new format and to read archived posts. All archiving was completed October 8, 2004. And because of a recent change in software, posts were only available to be archived from July 2004 on.

\*On October 26, the Lifeline Articles page was re-formatted to be consistent with all other pages. Now Lifeline articles can be read by clicking on the year in question.

\*On October 29, to maintain consistency with other web sites, moved the NCBVI contact information on its own page creating a click able link on the lower left hand side of the home page labeled "contact NCBVI."

\*As of November 9, 2004, we now have 93 subscribed to our mailing list.

## MISSION STATEMENT AND DRAFT JOB DESCRIPTION OF THE NCBVI BOARD OF COMMISSIONERS

**MISSION STATEMENT OF THE NCBVI BOARD OF COMMISSIONERS**  
Empowering blind individuals, promoting opportunities, and building belief in the blind.

The NCBVI Board of Commissioners has been working to clarify their role and specific job description. Below is the document for your consideration. It is a DRAFT; the Board is seeking input about it. Any thoughts, comments, or questions are welcome and may be sent to the Commissioners at [commission-board@nol.org](mailto:commission-board@nol.org) or NCBVI employees may use the Comment link on the website.

## DRAFT JOB DESCRIPTION OF THE NCBVI BOARD OF COMMISSIONERS

Commissioners shall:

1. Employ an Executive Director who is the administrative officer of NCBVI and who shall serve at the pleasure of the Board.
2. Annually evaluate the Executive Director using a specified performance tool created by the Board and approved by State Personnel under the Department of Administrative Services.
3. Require the Executive Director to submit her/his goals and objectives for NCBVI yearly.
4. Provide guidance to the Executive Director in carrying out the mission of NCBVI.
5. Seek input from both consumers and staff through public meetings, correspondence, surveys, etc.
6. Perform relevant duties formerly assigned to the State Rehabilitation Council.
7. Approve rules, regulations and policies adopted and promulgated by NCBVI.
8. Have a working knowledge of the Rehabilitation Act, rules and regulations, and other materials necessary for the operation of NCBVI.

9. Serve as a liaison between the public and NCBVI.
10. Annually elect a Chairperson, a Vice-Chairperson and an Executive Session Secretary.
11. Attend and participate in NCBVI functions whenever possible.
12. Receive, read and respond in a timely manner to materials from the Executive Director, NCBVI staff, consumers and fellow Commissioners, asking for follow-up materials and/or clarification as needed.
13. Receive both written and in-person focus reports from NCBVI supervisors and program specialists, asking for follow-up materials and/or clarification as needed.
14. Receive and read NCBVI budgetary information and monitor that process, asking for follow-up materials and/or clarification as needed.
15. Answer questions from consumers, NCBVI employees and the general public about NCBVI programs, processes, policies and procedures, seeking input from appropriate staff in order to provide accurate and up-to-date information.
16. Receive, only for purposes of her/his evaluation and guidance, reports from the Executive Director on unresolved personnel matters, including a description of the situation, a synopsis of progress toward resolution, and a summary of any policy changes implemented to address the problem, only when such matters reach a level requiring her/his intervention. The Board will not intervene in personnel issues, recognizing that there is a labor dispute process for State employees in place in the State of Nebraska.
17. Make suggestions and recommendations to NCBVI that will improve its operation and that will lead to better services to its consumers.
18. Communicate as a body only after reaching a consensus and only over the signature of the Chairperson.
19. Communicate as individual Board members using good judgment and discretion, and with a clear indication of a member's speaking for him/herself rather than as a spokesperson for the Board.

## MATERIALS LIST

8-9-04: VZ--FW: Well-run WAGES Program (forwarding message from Jolene Boshart, WAGES staff member)  
8-9-04: VZ--Our Sincere Appreciation (thank you to Cindy Zimmer and others for lunch at Board meeting)  
8-9-04: VZ--192 NAC Chapters 2 & 3 (with corrections)  
8-10-04: Hunt: Federal Building (concerning Committee of Blind Vendors recommendations)  
8-10-04: Loos: Fw: Policy Statement Attached (NFBN statement)  
8-11-04: Hunt: Training in Nebraska  
8-11-04: Loos: Re: Policy Statement Attached  
8-12-04: Loos--RSA Information  
8-12-04: F. Floyd--Val's article  
8-12-04: VZ--FW: Carveth Building #500 (message from Dottie Wilmott confirmation of 2-26-05 & 11-19-05 dates)  
8-12-04: VZ--Preferred Format (concerning sending print messages to Commissioner Westin-Yockey)  
8-12-04: VZ--Monitoring Review  
8-12-04: VZ--FW: FY 2004 Joint Reviews  
8-12-04: VZ--NCBVI Work Place Policies  
8-12-04: Newman--checking email origins  
8-13-04: Loos--Re: Monitoring Review (has follow-ups concerning scheduling)  
8-13-04: F. Floyd--show and tell schedule  
8-13-04: Loos--Re: Public Hearing  
8-13-04: Loos--Re: checking email origins  
8-13-04: Loos--Re: Carveth Building #500 (with message from Dottie Wilmott concerning spring 2005 staff meeting; has follow-up messages)  
8-16-04: VZ--An interesting poem: Topic for Admin Philosophy August 18  
8-16-04: Intern-An interesting poem: Topic for Admin Philosophy August 18  
8-16-04: VZ--Easter Seals' Loan Review Board  
8-16-04: F. Floyd--Fw: michele center stay.doc  
8-18-04: Hunt--Fw: michele center stay.doc  
8-19-04: Hunt--Attorney General  
8-19-04: A. Buresh--Fw: staff letter (concerning social event)  
8-19-04: VZ--RE: Attorney General  
8-19-04: VZ--Partnering for BE Contracts  
8-19-04: King--FW: NCBVI Board of Comm. re: Right of Non-Citizen to VR Services (forwarding letter to Commissioner Westin-Yockey)

8-20-04: Peery--Minutes from August 7th Board Meeting  
8-20-04: Loos--Re: Minutes from August 7th Board Meeting  
8-23-04: Orestes--Minutes for Aug. 7 meeting (correction; has follow-up)  
8-24-04: VZ--Statement by Newman (made at August 7 meeting)  
8-24-04: VZ--FW: Volume 1, No. 5 (Intersection electronic newsletter)  
8-24-04: VZ--Webpage Update and Revised Guidelines  
8-24-04: Loos--Staff Survey Results 2004  
8-24-04: VZ--FW: Staff Survey Results 2004 (forwarding to staff)  
8-24-04: VZ--Draft Minutes Complete with Attachments  
8-26-04: Jirak--Draft Minutes Complete with Attachments  
8-26-04: Jirak--Some Thoughts (concerning Newman's 8-7 statement)  
8-27-04: VZ--Some Thoughts (concerning Rule in Braille)  
8-27-04: Hunt--September 9 Vendor's Meeting (proposed agenda)  
8-27-04: VZ--Agenda Update NBE Training  
8-27-04: VZ--Project EMPOWER Mentoring Grant Proposal (submitted to RSA 8-19)  
8-27-04: Orestes--Re: Minutes for Aug. 7 meeting (explanation of why spring proposed staff meeting time doesn't work for him)  
8-27-04: Hunt--September 9 Vendor's Meeting  
8-31-04: VZ--Agenda Item (Newman discussing placement; has follow-up messages)  
9-1-04: VZ--FW: [NCBVI] NBE Meeting Reminder (corrects date)  
9-1-04: VZ--RE: vendors meeting (making sure all have the correction)  
9-1-04: VZ--FW: Announcement from Nancy Flearl (hiring of Shawn Djernes for Program Specialist Position, Omaha District)  
9-1-04: Oltman--vendors meeting (seeking clarification; has follow-ups)  
9-2-04: VZ--FW: World Day on the Mall  
9-2-04: VZ--Communication between NAPE/AFSCME and NCBVI (concerning overtime)  
9-2-04: Loos--Re: June 2003 (to Jirak concerning archived minutes)  
9-3-04: Nyman--Minutes of Friends meeting (8-30-04)  
9-3-04: Peery--Clarification (concerning release of Commissioners' contact information; has follow-ups)  
9-7-04: VZ--Mentoring Grant Support Letters  
9-7-04: Deaton--Addresses (concerning contact information; has follow-ups)  
9-7-04: VZ--FW: Hiring announcement (DeAnn Johnson, Staff Assistant, Omaha)  
9-8-04: VZ--FW: Nebraska RSA-OSEP Service Record Review

9-9-04: VZ--FW: Employment Support Training (in Hastings; has follow-ups)

9-13-04: VZ--FW: [rehabnet] Labor, HHS, Education Appropriations Bill Passes the House of Representatives

9-13-04: VZ--Correspondence between VIPS and NCBVI

9-13-04: VZ--FW: IM-04-14 (RSA Annual Report, Independent Living, Older Blind Services)

9-14-04: Hunt--Colorado Statute

9-14-04: VZ--FW: [rehabnet] Senate Appropriations Committee Mark Up of Labor, HHS, Education Bill (follow-up to CSAVR Legislative Report)

9-14-04: VZ--FW: Partnering for BE Contracts (setting up conference call; has follow-ups)

9-14-04: VZ--FW: Proposed schedule for Federal visit

9-14-04: Peery--Letter (from RSA Commissioner Joanne Wilson concerning Business Enterprise partnering)

9-15-04: Jirak--Vacation

9-16-04: VZ--FW: Vacation (forwarding Jirak's vacation dates)

9-16-04: Loos--Re: Vacation (thanking Jirak for information)

9-17-04: VZ--Rules in Braille (have one complete Braille copy; has follow up)

9-20-04: VZ--NCBVI Staff Appreciation Day

9-20-04: Deaton--Life Lines Article Attached

9-20-04: Loos--Staff Appreciation Day (letter to staff)

9-20-04: VZ--FW: FW: Offutt Air Force Base (concerning conference call; has follow-up)

9-20-04: VZ--FW: Cheryl Poff (concerning presentation of focus topic for November meeting; has follow-ups)

9-20-04: Oltman--why I'm not keeping up (concerning illness; has follow-ups)

9-20-04: VZ--Biennial Budget Proposal

9-23-04: VZ--FW: State Patrol Warning about an email. (has follow-up)

9-24-04: Oltman--staff appreciation (letter to staff)

9-24-04: VZ--FW: Staff Appreciation Day (forwarding message to staff with letter from Chairman)

9-24-04: VZ--FW: staff appreciation (message to staff forwarding letter from Oltman)

9-24-04: VZ--Appreciation (to Commissioners expressing appreciation)

9-24-04: VZ--My Personal Appreciation (to staff from VZ)

9-27-04: Peery--Public Notice (for 10-30 Public Hearing; has follow-ups)

9-28-04: VZ--Praise for our Website (from visitors from Oregon Commission for the Blind)

9-28-04: VZ--Letter from the Poet (from Ted Kooser, author of "The Blind Always Come as a Surprise")

9-29-04: Peery--Scanned Letter (concerning Friends of the Commission)

9-29-04: VZ--FW: FY2005 CONTINUING RESOLUTIONS

10-1-04: VZ--NCBVI Workplace Policies: 192 NAC Chapter 4 Hearing Draft (updated draft)

10-1-04: VZ--FW: [rehabnet] Assistive Technology Act Passes the Senate

10-1-04: VZ--My Schedule

10-1-04: VZ--Vacation (has follow-up)

10-1-04: VZ--Moving Forward

10-3-04: VZ--Moving Forward October 2004 (with correction)

10-3-04: VZ--Teaming Partnerships Follow-up (concerning Business Enterprise)

10-7-04: Loos--Fw: Letters to Secretary of State and Senator Engel plus attachments (forwarding documents Peery sent about Rule)

10-7-04: VZ--Federal Regulations (includes numbers and location online)

10-7-04: VZ--FW: a lot of thanks (concerning great job done by staff at conference and by those keeping Center open during it)

10-7-04: Loos--Fw: Letters to Secretary of State and Senator Engel plus attachments (sending Peery's description of table)

10-8-04: Peery--Letter to the Governor (concerning Wes Majerus certificate of appreciation; has follow-ups)

10-12-04: VZ--FW: For your delight (speech by James Nyman at alumni banque and 30th anniversary of Centert)

10-13-04: VZ--FW: ABC Memo -- Flu Shots

10-14-04: Loos--Public Hearing on Rule Chapter 4 (concerning postponement)

10-18-04: Peery--Public Notice (includes new date; has follow-up)

10-19-04: Loos--Commission Board Meeting (to Cheryl Poff concerning revised time frame for focus topic)

10-20-04: Loos--Public Hearing (to Jirak about notice on NCBVI listserv;has follow-ups)

10-25-04: VZ--Governor's Award (concerning her receiving Governor's Supervisor/Manager of the Year Award)

10-25-04: VZ--Governor's Awards (Bob Shankland, Employee of the Year; Dr. Van Zandt, Supervisor/Manager of the Year)

10-25-04: Loos--Re: Governor's Awards (congratulations)

10-25-04: VZ--FW: Governor's Awards (sending congratulations from Loos and Oltman to Shankland)

10-25-04: Loos--Award Money for Pearl (has follow-ups)

10-25-04: VZ--Governor's Proclamation Ceremony (concerning White Cane Safety Day)

10-26-04: VZ--FW: Continuing Resolution (Federal Funding continues through 11-20)

10-26-04: VZ--FW: [rehabnet] President Bush signed the Assistive Technology Act of 2004

10-26-04: VZ--Comments about Home Teaching Plus (very complimentary; has follow-up)

10-27-04: VZ--FW: Commission Board Meeting (concerning Cheryl Poff's not having received communication from Loos about change)

10-28-04: VZ--FW: IM-05-03  
(Selection of Chairpersons and Members for the Thirty-First Institute on Rehabilitation Issues (IRI) Primary Study Groups.)

10-28-04: VZ--Letter from the Governor (to Wes Majerus concerning his work with NIS)

10-28-04: VZ--FW: SRC Training

10-28-04: VZ--Lunch at Board Meetings (suggested changes; has follow-ups)

10-30-04: VZ--FW: Public Hearing (concerning those who may not have heard about the date change)

10-30-04: VZ--2005 Schedule (Commission Board Meetings; has follow-ups)

10-30-04: VZ--FW: ICEVI Newsline - October 2004

10-31-04: Jirak--Fw: 2005 NCBVI Calendar

11-3-04: VZ--State Staff Meeting

11-3-04: VZ--Workplace Policies Public Hearing (includes offer of transportation to consumers)

11-3-04: Deaton--Letter to VIPS Group Leaders Attached (has follow-up)

11-4-04: Loos--Re: email address (forwarding Cheryl Poff's availability to do focus topic as planned with revised schedule)

11-5-04: Loos--February Meeting (change from 2-26-05 to 2-19-05)

11-5-04: Peery--Public Notice (for 11-20 Board Meeting announcement for newspapers)

11-5-04: VZ--Year End Statistics (compiled by Dottie Wilmott)

11-5-04: VZ--My Schedule

11-5-04: Loos--Re: Board Meeting (responding to concern about having a short break during lunch to benefit notetaker)

11-9-04: Deaton--Life Lines Article Attached (concerns the definition of blindness; later thank you from Loos)  
11-9-04: Loos--Agenda (draft) for November 20 Meeting (has follow-ups)  
11-10-04: Loos--Re: Public Meeting (to Jirak, concerning agenda)  
11-14-04: Jirak--Webmaster Report (later thank you from Loos)  
11-15-04: VZ--FW: [rehabnet] Summer 2005 Internship Opportunities for College Students with Disabilities  
11-15-04: Poff--Focus Report for Nov. 20, 2004 (has follow-up)  
11-16-04: VZ--Award (has follow-up)  
11-16-04: Loos--RE: New Assistive Technology for the Visually Impaired (concerns postings on listserv; has follow-up)  
11-16-04: VZ--FW: POPULATION AND CAUSE OF VISION AND HEARING LOSS IN NE "04 (with attachment from Cheryl Poff)  
11-16-04: Poff--Population and Cause of Vision and Hearing Loss in NE "04  
11-16-04: VZ--Meeting with Governor Johanns (concerning Transition Services)  
11-16-04: Burns--Fw: NCBVI Board duties (has follow-ups)  
11-17-04: VZ--FW: grant report attached (Report on Transition Grant)  
11-17-04: VZ--Customer Relationships (includes Customer Service Plan for Commission Board generated by NCBVI Staff; has further correspondence)  
11-17-04: Loos--Re: clarification (concerning agenda)  
11-19-04: Orester--Nov. 20th meeting (saying he is unable to attend; has further correspondence)  
11-19-04: Hunt--Military base legislation  
11-19-04: Hunt--More information on military bases  
11-19-04: Loos--Mission Statement and Job Description