

NEBRASKA COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED
PUBLIC MEETING
Lincoln, Nebraska
Saturday, February 12, 2005

APPROVED MINUTES

Call to Order and Introductions: Barbara Loos, Chairman of the Board of Commissioners, called the meeting to order at 9:00 AM, welcomed everyone, and read through the agenda.

Commissioners Present: Barbara Loos, Lincoln; Bob Burns, Omaha; Dorothy Westin-Yockey, South Sioux City; Nancy Oltman, Hastings; Bill Orester, Lincoln.

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, Lincoln; Carlos Serván, Deputy Director of Voc Rehab, Lincoln; John Schmitt, Voc Rehab Counselor, Norfolk; Connie Daly, Voc Rehab Supervisor, Lincoln; Karen Mosier, Transition Coordinator, Lincoln; Candy Laursen, Voc Rehab Supervisor, North Platte; Fatos Floyd, Voc Rehab Supervisor and Braille Instructor, Lincoln; and Jeff Altman, Travel Instructor, Lincoln.

Members of the Public Present: Ryan Osentowski, Nebraska NFB-Newsline(r) Coordinator and Secretary of NFBN, Lincoln; Fritz Yockey, South Sioux City; Howard Simons, President of the Visually Impaired Peer Support (VIPS), Grand Island; Mary Susan Orester, President of the American Council of the Blind of Nebraska (ACBN), Lincoln; Ryan Strunk, President of the Nebraska Association of Blind Students (NABS), Lincoln; James S. Nyman, Lincoln; Michael Floyd, Chairman of Friends of the Commission, Lincoln; Randi Strobe, Lincoln; Roy Hoblely, President NFBN Senior Division, Lincoln; and Victoria Rasmussen, Client Assistance Project (CAP) Director, Lincoln.

Announcement Concerning Public Comments And Tapes of Meetings: Loos called everyone's attention to the specific times noted on the agenda for Public Comment. Loos stated meetings are taped and available upon request from each Commission office.

Lunch Arrangements and Other Logistics: Van Zandt stated that the Commission would provide chili and baked potato soup that were prepared by Val Peery.

Approval of Minutes of the November 20, 2004 Meeting: Loos stated that although there were several versions, the one on the website was the correct version. Burns moved the draft minutes of the November 20, 2004 meeting become the approved minutes. The motion was seconded by Orester and the vote was unanimous to approve. Therefore, the November 20, 2004 minutes will be moved from draft to approved status.

Public Hearing Officer's Report: Loos reported that "minutes" was an incorrect title as they did not need approval so were changed to the Public Hearing Officer's Report. Loos stated this procedure has been a learning process and in the future we will know the procedure.

Client Assistance Project (CAP) Report: Vicki Rasmussen, CAP Director, reported that she and Carlos Serván would be conducting a refresher course at the next statewide staff meeting. Rasmussen asked if anyone had any questions or comments regarding the report she sent out. She stated that the Commission had five cases this past year. She added that cases involving the Commission were resolved quickly because the Commission staff is responsive and great to work with and NCBVI and Voc Rehab work well together. She is a big believer in customer service and tries very hard to listen and respond to clients' needs.

Rasmussen stated that in previous years the Commission has had only one or two cases per year. The increase to five this year is, to her, a positive sign that the word is getting out to clients.

Public Comment: Several people continued the discussion of CAP.

Focus Topic: Transition Services: Carlos Serván, Deputy Director/Vocational Rehabilitation and Karen Mosier, NCBVI Transition Coordinator, stated they both strongly believe the key factor in transition is early intervention as it means more empowerment. Mosier stated that NCBVI is in the fifth and final year of its grant. She reported the statistics regarding participants and placements from the first year (63 participants and 19 placements) to last year (130 participants and 53 placements). She anticipates between 135 and 145 participants this year. Mosier discussed the upcoming programs concerning Winnerfest, Wages, Project Independence, the College Workshop, and the Fall Winnerfest. She stated that this grant ends September 30, 2005 and that she and Servan will be meeting to discuss remaining funds to ensure that no one is denied. She stated that, although changes in funding will result in differences in programming, she and Servan are already seeking outside sources for funding. Mosier mentioned how rewarding it is to watch a young person develop and build self-esteem. She added that two individuals were invited to attend, but one had the flu and the other was accepting the Spirit Award for Women Athletes at her high school.

Break: The Board took a short break at 10:00 am.

Report from the Chairman:

Loos began by stating that she was glad Orestor was present as he was missed at the November meeting and that she was also glad that both Van Zandt and Westin-Yockey were healthy again.

She reported that Commissioners have been receiving information on Rule Chapter 4 and all hope for the rule to be in place soon.

Loos congratulated Van Zandt on her appointment to serve on the AFB Program Committee and the Assistive Technology Advisory Council mandated by the Technology Act and acknowledged Serván's willingness to serve if Van Zandt is not able to attend.

Loos stated that Commissioners appreciate receiving copies of letters to the newly elected officials. It is good for them to be aware that we are out there and to know about all the things that affect the blind.

Loos stated that Commissioners also have appreciated receiving the anniversary letters to staff and look forward to more through the year. They are pleased that Sherrie Bruegman's and Josie Rodriguez's positions were reclassified. They are also glad to hear of Shawn Djernes' progress on getting Braille information on bus routes in Omaha.

Loos stated that she enjoys receiving the students' Center reports and their community project reports. Receiving Life Lines articles, dates for peer support and training workshops, seminar materials for older blind, satisfaction surveys, and staff listings are also appreciated.

Loos reported that she, Burns, Oltman, Van Zandt and Peery will attend the training forum for State Rehab Councils on March 15 and 16 in Kansas City. She inquired if Orestor or Westin-Yockey could attend. Orestor is unable and Westin-Yockey is to check dates and make a decision by March 1.

Loos stated that she is concerned about the upcoming budget hearing scheduled for February 24 th at 1:30 PM. She encouraged everyone to attend whether or not they planned to testify and stated the importance of everyone's being there at the start due to not knowing when the Commission budget would be discussed.

Loos stated that she is also concerned about the situation with Voc Rehab and the potential closing of the Regional Offices, or at least downsizing of regional staff, and RSA Commissioner Joanne Wilson's resignation.

Public Comment: Discussion concerned responses to the potential amendment to HR 27, the reauthorization of the Workforce Investment Act, concerning the "WIA Plus Consolidated Grant Program" which could gut the resources of the Voc Rehab system. Some in the public committed to writing letters and informing others about the matter.

After discussion, a motion was made by Oltman to have Loos write a letter to Congress from the Board. Orestor seconded the motion and the vote was unanimous.

Report from the Executive Director: Van Zandt began by stating that she fully agreed with Loos's compliments to staff. Van Zandt stated that there was an error on the Staff Listing which will be corrected and resent.

Van Zandt reported that a reader has been contracted with and has begun to conduct telephone surveys of active clients to get better feedback. Written reports on each survey will be submitted to Servan. Van Zandt will forward the reports to the Board.

Van Zandt talked about the incidence figures compiled by the Prevent Blindness Organization and those based on 2000 census data. She reported there are 25,334 individuals who are visually impaired in the state, including those who are legally blind. She then went on to list the specific numbers for the different age groups.

Van Zandt stated that last time the question came up about having a regular Statewide Independent Living Council (SILC) update at Board meetings. She has asked supervisors to list their representation and that of their staff within other entities regarding their involvement on teams, boards or councils. Their combined representation is quite lengthy. She reported that staff members are very much involved in their communities and in events going on throughout the state. She stated that she would finalize the list and would send it to the Board. She commented that if we reported on all the entities with an NCBVI representative it would be very time consuming. She stated she would keep the board informed when staff bring information that needs to be considered by the Board.

Regarding the State Plan, Van Zandt stated that because population is growing and staff is not, and may even be reduced, the budget will be tighter. The Commission is working to revise and rethink how things can be done differently. Van Zandt stated that the State Plan will reflect changes to Older Blind by providing more skills training in group settings, training to support group leaders, and use of the Placement Manual for improving placement services and minimizing staff time.

Van Zandt stated that she and Nebraska Business Enterprises staff and vendors have been working on the potential bid at Offutt Air Force Base, which is to open this fall. She stated that she has been working with the committee of blind vendors to determine a candidate for the Offutt position. Van Zandt stated that interviews have been held and the committee will be sending her its recommendation and then the final step will be for the agency to determine. Although NCBVI has requested a new designee in the Attorney-General's Office, Van Zandt has not yet received word concerning this. Discussion followed regarding set-aside, independent business, and how money is split with the blind vendor and the State.

Public Comment: Discussion concerned the Teaming Partner concept and its ramifications for both blind vendors and NCBVI.

Old Business:

Rule Update: Van Zandt thanked Loos for catching the errors in the explanatory note and cover letter. She stated that these would be corrected and the documents re-submitted to the Governor and Attorney General. She will contact the Attorney-General's Office soon concerning the status of Rule and NCBVI's designee.

Budget Update: Van Zandt stated that the budget hearing for the State is scheduled for Feb 24 th at 1:30. We are first on the agenda and she encouraged that written testimony and letters be sent, especially if individuals have a Senator on the Appropriations Committee. She urged people to contact their Senator and discuss the importance of state funds for the Commission budget. Van Zandt reported that our current general fund appropriation is \$531,068. We requested \$727,266 for next fiscal year due to numerous things that have impacted the budget. The Governor has recommended we only be provided \$541,796.

She stated that the budget is very tight and that we are doing everything possible to change how we do business but may have to make some difficult choices. We currently have a \$3.4 million program in expenditures with only \$3.2 million in funding.

Van Zandt reported on the comparison between NCBVI's and Voc Rehab-General's State funding. She reported that Title I funding is 78.7% federal with the State matching 21.3%. For the current fiscal year, Voc Rehab received 23% and about 24% for the past four years while the Commission's match received has been between 14% and 16%. Discussion followed regarding the breakdown of funds.

The Board took a half hour break at 11:40 for lunch and then the meeting reconvened.

Loos stated that she had forgotten to mention in her report that she had talked with Ryan Osentowski about the written NFB-Newsline® Report he had promised at the November meeting. Since it has been sent, but possibly to the wrong email address, she will see to its being found and disseminated.

Website Update: Loos reported that, while the changes which have been made on the site are good, the report received by Commissioners contained information about a consumer organization's site in addition to that specific to NCBVI's site. This is not appropriate. Orester made a motion that the Commission's website reports have information regarding only the commission and not other organizations' activities. Burns seconded the motion and the vote was unanimous in favor. Loos stated the webmaster should be reminded that only materials having to do with the Commission be part of the web report. It was decided that the changes be done internally this time and that the webmaster would be informed for future reports.

Loos stated that she had forwarded to the Board an article that Jirak had written after attending the NFBN State Convention as webmaster for NCBVI. He had said things that weren't true and things that were not wise to say in his role and that she and Van Zandt had discussed this. Loos stated that she had also received a response from the NFBN president and had forwarded that letter as well. Loos further stated that we have tried, as an agency, as a Board, as consumers, to be in partnership with one another and this kind of thing makes that relationship difficult. She stated that no one is indispensable whether a volunteer or a staff person and that we need to take this matter seriously and address it positively. Van Zandt reported that she had discussed the issues with Webmaster Jirak. She made him aware that he must be conscious of his role and use judgment in what he says and writes. Van Zandt stated that the bottom line is that, though it is great to have a volunteer who has done a good job, if there are any future incidents, he would cease to be the NCBVI webmaster.

Friends of the Commission Update: Loos reported that Commissioners had received the August 30 the minutes from Dr. Nyman. Mike Floyd, Friends President, gave a brief report. He thanked Van Zandt for allowing Friends to hold its upcoming meeting at NCBVI on Feb. 21, even though offices will be closed on that date. Friends has approximately \$11,000 in checking and \$1,600 in savings.

NIS Update: Van Zandt stated that the State recently had its Open Enrollment period for all employees to sign up for their benefits for next year. She reported that an effort was made to make sure NIS worked with JAWS for NCBVI staff and expanded to employees of other state agencies so that each employee could sign up individually. Van Zandt reported that, due to a significant number of State employees who made errors, a period of correction has been extended. Our employees did not need to take advantage of this extension because we did not have the kinds of errors occurring in other agencies. A discussion regarding accessibility issues followed.

Status of Taped Public Meeting Educational Materials: Loos reported that she currently has them and will send to Westin-Yockey when she has completed reviewing. Van Zandt stated that Westin-Yockey could bring them to the next meeting or the following one when she has listened to the tapes.

Training for Commissioners: Loos stated that the materials had not been sent out yet but encouraged everyone to attend. Van Zandt asked if Board had received her email with the website for accessing training materials. She also asked if they would like the information put on a disk or CD. Peery offered to put information on disks and send to all Commissioners.

Meeting of Commissioners and Staff: Loos stated that she would like for all Board members to attend, and wondered if there would be another meeting later in the year, since Orestor will be unavailable at the beginning of April and he is the designee of a consumer organization. Van Zandt stated that speakers are coming in from Pennsylvania and that, when the location had to be changed, she wasn't sure how Orestor's date conflict was overlooked. She apologized for the mix-up. There was discussion regarding scheduling another meeting and how often the Board should meet with staff. There is not another meeting of the entire staff scheduled for this year. Laursen suggested the possibility of board members going to different offices to meet with staff. Van Zandt thought this was a good idea and mentioned that each district has its own meeting annually.

At this point, Loos stated that she would allow continued discussion including the public. Deaton extended an invitation again this year for the Board to attend the training he does for the Peer Support Groups as he thought it would be a good chance for the Board to meet staff and consumers. Burns stated that possibly every other year Commissioners could attend the State staff meeting and during the alternate year they could meet with individuals in either the field offices or at an activity. Burns stated that possibly Orestor could attend one of these this year since he would be unable to make the Statewide Staff meeting April 5 – 7 th.

A motion was made by Oltman that the remaining four board members attend the meeting in April. Burns seconded. Discussion was followed by a unanimous vote in favor of the motion.

Mission Statement/Job Description: Loos stated that Commissioners have received responses to the document sent out after the November meeting. One inquiry concerned the Director serving at the pleasure of the Commission. She stated that she responded that "pleasure", in this instance, doesn't mean "whim" and that this language is part of the law which created NCBVI. Loos also brought up Commissioners' having received comments concerning incorporating a statement of professional growth or ways to ensure that Commissioners receive professional growth training, i.e. workshops or classes on ethics, cultural diversity, etc. Discussion followed regarding the Board's purpose. Further discussion evolved concerning what new Board members need to have available upon their appointment. Burns also mentioned formalizing specific documents. He stated that Van Zandt sends information to the Board because of the relationship established between NCBVI and the Board, but proposed a list be made of things Commissioners want to receive in order to assure that such communication continues into the future. Burns offered to go back through previous minutes and compile a list of operational motions and distribute to the Board when completed.

Discussion included that new Board members should become familiar with the materials on the NCBVI website, receiving them in alternate format if web browsing isn't initially possible; tour the Nebraska Center for the Blind; read a starter kit, review Focus Reports; , read Board motions that involve NCBVI operations and attend whatever training opportunities are available.

Revisions to items 11 and 13 were proposed and language for two new items was discussed. The revised document is attached.

Status of Braille on Vending Machines: Loos reported that Commissioners have received some correspondence on this subject. Van Zandt stated that the Vendors Committee discusses this issue at each meeting and would welcome the Board's attendance at meetings to help brainstorm. She stated that their next meeting was scheduled for March 4th, but due to Terry Harris's upcoming surgery, a new time and location needs to be set. She will let the Board know when the next meeting is to be held.

Van Zandt offered to write a draft letter to national entities concerning the importance of having machines Brailled in public places which she will send to the Board prior to mailing. Discussion followed. Loos stated that she would include this topic on the next agenda.

Public Comment: There was discussion concerning local resources for Business Enterprise information, Braille on machines, and set-aside funds.

Break: A short break was taken from 1:55 until 2:10 PM.

New Business:

LB55: Loos asked if everyone was familiar with this bill, which harmonizes State Law with the Federal Randolph-Sheppard Act. Everyone was. She reported that it did pass.

NCBVI Annual Report: Van Zandt reported that many agencies' annual reports are in the form of a calendar with photographs and detailed descriptions. The Board agreed that our current Annual Report in text to the

Governor and State Senators is well done and serves the purpose of informing people of the agency's accomplishments through the year.

State Plan: Van Zandt reported that she had requested information from managers and supervisors and is now updating and revising the plan. She had planned to send it to the Board to review prior to today's meeting, but was unable to get that far. She stated that most of the information is the same with updated figures but the plan reflects one significant change in how the Commission does business regarding group training for the older blind. She will finalize and send the plan for the Board's review. After some discussion, Van Zandt said she would contact the Regional Office to find out if anything needs to be submitted before the Board's next meeting. If not, it can be put on the agenda and dealt with in May.

Focus Topic Review: Loos reported that at the last meeting it was decided that the Board should review what the focus topics have been so far to see if there are gaps. The list included: 8/5/00-no topic; 9/22/00-Nebraska Center for the Blind; 11/3/00-Business Enterprise Program; 2/24/01-Transition, deferred to next meeting; 5/19/01-Transition; 7/28/01-Field Operations; 11/17/01-Technology; 3/23/02-no topic; 5/6/02-Rule; 7/20/02-no topic; 11/9/02-Informed Choice; 2/25/03-met with staff; 5/17/03-no topic; 8/2/03-Nebraska Business Enterprises; 11/22/03-Client Assistance Program; 2/21/04-Technology; 5/8/04-Rule 4; 8/7/04-review of rule; 11/20/04-Services to Deaf-Blind Consumers; and today-Transition.

Focus Topic for Next Meeting: Loos reiterated several possible topics that were discussed at the last meeting which included what support staff do, services to diabetics, and other entities who are involved with blindness. Burns asked about multi-disabled individuals and the possibility of having someone come speak about that. Burns then mentioned Older Blind and VIPS as a possibility. Van Zandt stated that for future meetings, the focus presenter will always try to have a client or consumer involved with the topic to be part of the presentation. Services for Older Blind and VIPS will be the focus topic for the May 21st meeting in Omaha.

Loos stated that a location had not yet been determined for the August 13th meeting. After discussion, Burns made a motion that the August meeting would be held in Grand Island. Orestor seconded and the subsequent vote was unanimous in favor of the motion.

Loos inquired about Impartial Hearing Officers. Van Zandt stated that Val had submitted one name, but after reviewing the criteria for an officer, this individual would not be eligible. She recommended that the remaining four individuals' addresses be checked to ensure they are still current and that we request that they remain on our list. Loos asked if a motion was required. Van Zandt stated that it was not. Checking the list annually is her preference to ensure that the information is kept updated.

Loos asked Van Zandt if eliminating the step program from the Labor Contract is good or bad. Van Zandt gave perspectives of both the Union and Employee Relations; it seems that both agree now it is better to do away with the step pay plan.

Public Comment: There was discussion concerning the potential value of the Board's having a separate mission statement reflecting the rationale for having a partnership with consumers. Points were also made concerning holding a Board meeting further west than Grand Island, since that would allow people to come without requiring an overnight stay.

Van Zandt stated that she is still attending consumer organizations' local meetings when invited and reported that she would be attending the ACB Omaha Chapter meeting on Thursday and the following Tuesday would be attending the Omaha Association of the Blind meeting. Burns reported that the Omaha Chapter NFB would meet March 17 and meets every third Thursday. He invited Van Zandt to speak at the March meeting.

There was further discussion concerning ways of passing the baton to new Commissioners.

A suggestion was made that Van Zandt attend regular team meetings of staff.

She responded that she is willing to do that and that Deputy Directors do attend and communicate with her afterward.

Amy Buresh thanked the Commission and Val for lunch. Applause indicated that all appreciated Peery's work on the soup lunch. Loos thanked everyone for attending.

Adjourn: Burns moved to adjourn and Orestor seconded the motion. The meeting was adjourned at 2:50 PM.

Materials List

Respectfully Submitted,

Val Peery, Administrative Assistant

Barbara Loos, Chairman

NCBVI Board of Commissioners

Hotline for Disability Services

Box 94987 301 Centennial Mall South Lincoln, Nebraska 68509

Toll-Free (800) 742-7594 – In Lincoln (402) 471-3656 – V/TT (please signal)

CLIENT ASSISTANCE PROGRAM

Vicki Rasmussen

CAP Director

NCBVI

ANNUAL REPORT 2003-2004

Disagrees with decision to not fund school: This individual contacted CAP because his counselor said they could not assist with schooling this semester because his grades were too low. He was told to go a semester and if he did well, then possibly the Commission would assist. This client suddenly lost his vision his senior year in High School and wasn't following through consistently with his non-visual skill training. During his first semester he became very ill and it was difficult to diagnose and treat. He was also battling depression. The counselor felt his illness had nothing to do with his grades and blamed it on the lack of non-visual skill training. Met with the counselor and supervisor to discuss this case. It was agreed upon that he was unable to attend school because of his illness, which then resulted in poor grades.

The Commission reversed their decision and agreed to assist this client with schooling and also to continue to work on the non-visual skill techniques.

Time frame: Release form received September 22, 2004 and case resolution September 29, 2004

Not enough done to save job: This individual contacted CAP because he felt the Commission did not advocate enough to save his job. The employer contacted the counselor because they had done some remodeling and were concerned if the client could continue to do his job.

The counselor was concerned about speed and safety but offered suggestions to the employer about accommodations. I asked the counselor if he had the client try the new way or try with accommodations and he said no. He said he did tell the employer to have the client try it. I followed up with the client and the client said he was not given a chance to try the job. Followed up with the supervisor and Assistant Director and explained that even with the knowledge and expertise of the counselor the client should have had an opportunity to try the job duties. At this point the client wasn't working there any longer. The client was encouraged to reapply for services for placement assistance. The individual did reapply for services and is now receiving placement assistance.

Time Frame: Release form received September 20, 2004 and case resolution September 24, 2004

Feels being denied assistance: This individual contacted CAP because she had been in contact by phone with a Commission staff person and she said she was told the Commission doesn't have any services for her. She said her vision is 20/40 and 20/70. She said she can no longer drive at night and has difficulty with fine print, light and color. She is requesting assistance for some type of magnification to do her bills and genealogy research. Visited with the Assistant Director. It was decided a meeting would be set up with the client and a counselor. Followed up with the counselor. She acknowledged the client's vision may have gotten worse and they will request updated medical information. After the medical information was received, I followed back up with the counselor. The medical information was reviewed and her vision is 20/70 in the right eye and 20/40 in the left. The report stated there is a need for some magnification for small print. She was determined not eligible for vocational rehabilitation services but could be served in the Independent Living track. I agreed because she did not meet the definition of blindness nor did she report significant limitation as a result of her blindness. Attended the meeting with the client and counselor. It was determined she needed a magnifier for her computer and also a hand held magnifier. The client was satisfied.

Time Frame: Release form received September 03, 2003 and case resolution October 17, 2003

POLICY: Chapter 1 Scope of Vocational Rehabilitation Services for the Blind and Cost Containment 002.07 Eligibility shall mean the quality or state of being an individual with a visual disability who meets the requirements to participate in the program. Such requirements are that: 002.07A. The individual has sight which is so defective as to seriously limit his or her ability to engage in the ordinary vocations and activities of life (Nebraska Revised Statutes 71-8603[1][a]); 002.07B. The individual requires vocational rehabilitation services in order to prepare for, secure, retain, or regain employment.

Wanted a different counselor: This client contacted CAP because she felt she couldn't work with her counselor any longer. The client stated she was tired of the nasty letters. Followed up with the supervisor because the counselor was on vacation. The Supervisor had also talked to this client and the client was very inappropriate with her. The Supervisor read the letter to me that the client was talking about and it was not inappropriate at all. The Supervisor also explained this client has multiple disabilities that include vision and diagnosed with bi-polar. The counselor had received a report from the doctor possibly suggesting malingering. It was decided to pursue additional testing if the client wanted to continue working with the Commission. I visited with the client and talked with her about where things were at and talked with her about continuing to work with the Commission but with another individual who will help her pursue additional testing to determine eligibility or ineligibility. She agreed.

Time Frame: Release form received July 3, 2004 and case resolution August 5, 2004

Not sure which agency he should work with: This individual contacted CAP because he was confused about which agency he should be working with. He was interested in placement assistance and felt like he wasn't getting help. I contacted the Commission and this individual was a client of the Commission. The counselor was working with the individual on placement. He said he has not had any luck placing this individual but felt he could maintain better communication with the client. I agreed and suggested he and the client communicate weekly regarding placement activities. Followed back up with the client.

Time Frame: Release form received December 1, 2003 and case resolution December 1, 2003

TRANSITION SCHOOL TO WORK GRANT PROGRAM

NE COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED

2003-2004

The Transition Program at NCBVI provided services to 130 participants ages 14 to 26 in fiscal year 2003-2004. The day-to-day field activities of the three Transition Counselors and Transition Coordinator provided the foundation services, and special events held throughout the year enhanced the overall program.

Winnerfest, a retreat style program for middle school and high school students, was held twice in the year. The first one was held in November, entitled "Pathways to Success". 20 students participated in that two and a half day session. In March, Winnerfest was titled "Being Your Best Means Lots of Things!" and 20 students participated. Each program focused on blindness skills, life skills, the world of work, and peer relationships in conjunction with the overall theme. Students were encouraged to attend both sessions, and were eligible to attend from age 14 to 21, still in secondary school.

WAGES, (Work and Gain Experience in the Summer) a six week program held in Lincoln, provided work opportunities for students from across the state who were in school, ages 16 to 21, held from June 13 to July 24. 16 students began the program this year, and 14 students completed the program. One student withdrew due to homesickness issues, and one student chose to leave after behavior issues were addressed.

The jobs students held included: office worker at the Ombudsman Office, childcare workers (2) at University Childcare, Youth Program workers at Calvert Rec Center and Belmont Rec Center, pet care assistant at Legacy Stables and Kennel, microfilmer at Lancaster County Records Management, office worker at NCBVI, workers at Bryan LGH Distribution (2), staff assistant with the Hispanic Immersion Program, warehouse worker at The Food Bank of Lincoln, office worker at the Assistive Technology Partnership, and receptionist at the Help Desk in the Lancaster County Building. One student worked with a blind vendor at the State Office Building.

In addition to the work experiences, students worked on alternative skills of blindness, social issues, self-management skills, and participated in twice weekly seminars that dealt with a variety of blindness related issues. Students were housed at the University of Nebraska, and salaries were paid in a partnership arrangement with Lincoln Action Program and WIA funds.

The College Workshop “Books and Beyond!” was held in Lincoln on August 19 and 20, and focused on college skills and issues such as using readers, accessibility, and related concerns. We had 56 participants, most of them Transition clients. We emphasized attendance by high school juniors and seniors who are college bound, and encouraged parents and teachers to attend as well. The keynote speaker was RSA Commissioner Joanne Wilson. Curtis Chong from the Iowa Department for the Blind presented on technology and education.

This workshop was held in conjunction with another Commission workshop entitled “Technology Show and Tell”, and college bound students had ample opportunity to learn about many issues, concerns and solutions that relate to the post secondary educational experience.

Project Independence, a five day activity for students ages 7 to 15 that focused on life skills, blindness alternatives, an introduction to the world of work, and interaction with blind adults was held on June 27 to July 1. 11 students participated in the program that was held at the Nebraska State 4-H camp in Halsey.

Opportunity Knocks, an on-going program that provided work experience opportunities for Nebraska Center for the Blind students in the last three months or so of their training and for other students statewide who needed a work experience in their home community. 10 students were placed and their work experiences ranged from three weeks to 9 months in duration. Placements included a pet shop worker, computer tech, lab assistant, warehouse worker and office worker.

The publication, "Changing Times Transition Newsletter" was published four times during the year and distributed to staff, students, schools, parents and other interested parties. The mailing list for the newsletter has grown to over 300, including on-line and e-mail subscriptions. The newsletter and other pertinent information are posted on the Commission website under the Transition bookmark.

The Nebraska Transition Team for Students who are Blind, Deaf-Blind or Visually Impaired met four times during the year. The Team is a collaborative effort among the Commission for the Blind, the Nebraska Center for the Education of Children who are Blind or Visually Impaired, the Nebraska Department of Education, Lincoln Public Schools, Omaha Public Schools, the Department of Education Deaf/Blind Project, consumers, parents and other interested parties. The project chosen by the team this year was the development of a "Transition Packet" of information designed to assist students and their families in the transition process from school to work and/or post-secondary education. The packet is expected to be ready for distribution by September 2005.

Relationships with students, families and schools continued to be a priority for Transition Counselors. Placement activities and employer development were also emphasized throughout the year. A total of 53 placements occurred through the Transition Program this past year.

THE TRANSITION PROGRAM AT
NEBRASKA COMMISSION FOR THE BLIND
AND VISUALLY IMPAIRED

“FUTURES PLANNING”

THE PAST: EMPLOYMENT NUMBERS FOR YEARS 1,2,3,4

2000-2001 fiscal year placements: 63 participants

19 placements (WAGES, OK)

2001-2002 fiscal year placements: 114 participants

29 placements (WAGES, OK)

2002-2003 fiscal year placements: 130 participants

39 placements (WAGES, OK,

other)

2003-2004 fiscal year placements: 130 participants

53 placements (WAGES, OK, other)

THE PRESENT: FISCAL YEAR 2004-2005

We anticipate serving 135 to 140 Transition Age consumers, ages 14 to 26. We predict approximately 15 OK students, 15 to 20 WAGES participants, and 30 other placements.

THE FUTURE: AT THE END OF THE GRANT –

Total requested budget: \$500,000 per year

Breakdown: \$200,000 salaries for four staff

3,000 equipment for staff

18,000 car travel for staff

6,000 overnight expenses

75,000 technology for students

65,000 WAGES for 20

6,500 PI for 20

30,000 OK for 20

6,500 for College Workshop

6,500 for Round Tuit (reinstate)

4,000 for Parents Program

8,000 Winnerfest (2 sessions)

71,500 Tuition, training

\$500,000

The numbers reflect anticipated growth in the programs based on the previous years' noted. The amount of \$71,500 would be a supplement to the actual costs of Nebraska Center for the Blind training for Transition students, tuition costs, and other training opportunities.

Respectfully submitted,

Karen Mosier

Transition Coordinator

NE Commission for the Blind and Visually Impaired

Webmaster Report

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

November 1-30, 2004

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

Successful requests: 7,086 (1,382)

Average successful requests per day: 236 (197)

Successful requests for pages: 7,034 (1,379)

Average successful requests for pages per day: 234 (196)

Failed requests: 1,067 (167)

Redirected requests: 2 (0)

Distinct files requested: 243 (195)

Distinct hosts served: 1,310 (390)

Unwanted logfile entries: 1,223

Data transferred: 138.63 megabytes (38.21 megabytes)

Average data transferred per day: 4.62 megabytes (5.46 megabytes)

December 1-31, 2004

(Figures in parentheses refer to the 7-day period ending 01-Jan-2005 00:08).

Successful requests: 6,722 (1,306)

Average successful requests per day: 216 (186)

Successful requests for pages: 6,614 (1,306)

Average successful requests for pages per day: 213 (186)

Failed requests: 1,331 (199)

Redirected requests: 4 (0)

Distinct files requested: 243 (196)

Distinct hosts served: 1,460 (318)

Unwanted logfile entries: 1,036

Data transferred: 137.87 megabytes (16.53 megabytes)

Average data transferred per day: 4.45 megabytes (2.36 megabytes)

January 1-31, 2005

(Figures in parentheses refer to the 7-day period ending 01-Feb-2005 00:09).

Successful requests: 8,403 (2,397)

Average successful requests per day: 271 (342)

Successful requests for pages: 8,382 (2,394)

Average successful requests for pages per day: 270 (341)

Failed requests: 1,694 (330)

Redirected requests: 8 (2)

Distinct files requested: 213 (188)

Distinct hosts served: 1,435 (536)

Unwanted logfile entries: 1,379

Data transferred: 195.30 megabytes (54.52 megabytes)

Average data transferred per day: 6.30 megabytes (7.79 megabytes)

**We, after removing three from our mailing list, have 92 subscribed. **

Webmaster Report

*On November 19, began discussion with NOL to learn the reasons for list serve postings showing as attachments when there are no attachments associated with the posts. Kevin as isolated the incident to the footer where the links are provided for reading archived posts and where the NCBVI link is given. Then on December 6, received the following from Nebraska On Line and their recommendation: "We've actually been asked to keep it for most of our lists by the list owners, as while the footers come across as attachments, a vast majority of mail readers are setup to view text/plain attachments (like the footer on these emails) inline.

The current popular opinion is that the tradeoff between having this as an attachment and the rare issues (to date, 3 problems across 10,511 emails through the mailing list software) that having this as an attachment seem to cause is a worthwhile one.

If you remove the footer all together, it does get rid of the footer showing up as an attachment. This is assuming that whomever is posting to the list doesn't provide attachments of there own (E-business Cards from Netscape mail for example), but that's a different story.

I'm afraid after poking around, I discovered that if you want footer on the email to the mailing list, it's going to be an attachment, there isn't anyway around that. So ultimately, it's a tradeoff. You either deal with rare issues from misconfigured mail clients or you get rid of the message footer.

Whatever you decide to do on your list, if you need a hand let me know.”

*On November 24, re-assigned the links on the Commission Board General Information page to return to that page when the links on that specific page are clicked.

*On December 15, moved the “Contact NCBVI” link so it is now alphabetized on the home page.

*On December 16, Dr. Pearl Van Zandt gave the go ahead to remove the footer then December 18 the footer completely removed and after two test sends to the list serve the issue still un-resolved. Sent E-mail to NOL to inquire as to whether it could be the header.

*On December 20, received correspondence from NOL stating the footer had not been completely removed. Sent E-mail requesting they remove it in its entirety.

*On December 21, received confirmation the footer was completely gone and another test E-mail message was sent and the problem is now resolved. As a result, the only time an attachment will appear as sent is when an actual Word attachment is sent to the list serve.

*On December 29, removed all specialized transportation programs from NCBVI’ S site, leaving a link to those programs does on NCBVI’ S transportation page.

*On January 12, as it was learned there were spacing issues on all 242 WebPages making up the web site and as it was also learned the site was not visually impaired friendly, began the process of tweaking each page to make it more visually appealing. This process completed on January 23 and the following correspondence sent to Dr. Van Zandt announcing the new look of the commission site:

It was recently brought to the attention of the Webmaster that NCBVI' S web site was not very reader friendly to folks having low vision. While available options are posted for changing font and color schemes with both Internet Explorer and Netscape Navigator, the position of the individual bringing this to my attention was that a site should already be visually accessible, especially a site dealing of matters of importance to the blind and visually impaired.

While voluntarily converting NCBVI' S site to more readable fonts, it was also discovered that spacing issues presented themselves whereby additional spaces between lines appeared online while the documents off line looked to be as they should.

I am pleased to announce that after several weeks of intense work and research into the spacing issues, all pages on NCBVI' S site are now fully accessible to low vision surfers as well as folks using screen reading software. Additionally, the spacing issues that once presented themselves are now, to the best of the ability of the Webmaster, solved.

You will also notice that NCBVI' S homepage is completely re-designed at the suggestion of several low vision folks. While it is their opinion the state seal should be shrunk, it hasn't been, nor will it probably be shrunk. When first accessing NCBVI' S site, centered atop is a link to the official state of Nebraska web site labeled

“Visit Nebraska ... The Good Life!” Directly below that is the state seal, also centered. Eight lines below the state seal begins NCBVI’ S greeting, which says “Welcome to the” (centered) and on the next line, also centered and in larger font settings “Nebraska Commission for the Blind and Visually Impaired”. Directly beneath this and in the same font settings as the welcome greeting, and still centered is your name and E-mail address. The mission statement appears directly beneath this and denoting its importance, is italicized, bolded and still centered. Additionally, all links on the homepage are left aligned and in black lettering making it easier to read.

Needless to say, converting 242 WebPages which make up NCBVI’ S site was time consuming, it was definitely a learning process. And yes, I had fun doing it, too!”

*After receiving some complaints that list serve posts were not being able to be read, due to font size, on January 29, sent E-mail to NOL inquiring as to whether the font settings could be changed in the Mailman list serve system. Then on February 2, received a response advising this may not be possible but efforts would be made to find out. (**Note: The same people that raised this concern have no difficulty-reading non-list serve E-mails from the Webmaster.)

Commission Board Job Description

MISSION STATEMENT OF THE NCBVI BOARD OF COMMISSIONERS:

Empowering blind individuals
Promoting opportunities
And building belief in the blind.

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. Provide guidance to the Executive Director in carrying out the mission of NCBVI.
4. Seek input from both consumers and staff through public meetings, correspondence, surveys, etc.
5. Perform relevant duties formerly assigned to the State Rehabilitation Council.
6. Approve rules, regulations and policies adopted and promulgated by NCBVI.
7. Have a working knowledge of the Rehabilitation Act, rules and regulations, and other materials necessary for the operation of NCBVI.
8. Serve as a liaison between the public and NCBVI.
9. Annually elect a Chairperson, a Vice-Chairperson and an Executive Secretary.
10. Attend and participate in NCBVI functions whenever possible, meeting with the entire staff as often as feasible.
11. 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.
12. Receive both written and in-person focus reports from NCBVI staff, asking for follow-up materials and/or clarification as needed.
13. Receive and read NCBVI budgetary information and monitor that process, asking for follow-up materials and/or clarification as needed.

14. 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.

15. 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.

16. Make suggestions and recommendations to NCBVI that will improve its operation and that will lead to better services to its consumers.

17. Communicate as a body only after reaching a consensus and only over the signature of the Chairperson.

18. 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.

19. Develop and update a New Commissioner Kit that will facilitate training of newcomers to the Board.

20. See that new Commissioners become familiar with materials on the NCBVI web site, tour the Nebraska Center for the Blind, read the "starter kit", and review Focus Reports and Board motions involving NCBVI operations.

MATERIALS LIST FOR FEBRUARY 12, 2005 MEETING

11-21-04--Loos: We Missed You (to Bill Orestor)

11-21-04--Loos: Mission Statement and Job Description

11-22-04--VZ: Email to share with others

(to web master and consumer groups with proposed job duties for Commissioners)

11-22-04--Victoria Rasmussen: Comments (concerning job description of NCBVI Board of Commissioners; has follow-ups)

11-22-04--Deanna Jesse: Draft Job Description (has follow-up)

11-22-04--VZ: FW: IM-05-04 (concerning State Rehabilitation Council Training Program)

11-22-04--VZ: State Staff Meeting

11-23-04--VZ: Budget and Staffing Plans for NCBVI

11-23-04--Orestor: state staff meeting (unable to attend; has follow-up messages)

11-23-04--VZ: Happy Thanksgiving! and then there is December (has follow-up)

11-23-04--VZ: Braille on Vending Machines

11-23-04--Randy Swanson: (no subject) (follow-up messages concerning Commissioners' job duties)

11-23-04--Loos: Staff Lists (has follow-up messages)

11-24-04--Swanson to Loos: Re: (no subject) (concerns Director serving at Pleasure of the Board)

11-29-04--Peery: August 7,04 Approved Board Minutes (has follow-up)

11-29-04--Peery: Public Hearing Draft Minutes (has follow-ups)

11-29-04--Poff: Fw: POPULATION AND CAUSE OF VISION AND HEARING LOSS IN NEBRASKA (has follow-up from Loos)

11-30-04--Peery: Draft Board Minutes and attachments

11-30-04--Peery: Draft Board of Commissioner Minutes and Attachments

11-30-04--Peery: 2nd Attachments to 11-20-04 draft minutes

12-1-04--Servan: Dates for state staff meeting

12-3-04--VZ: FW: Braille on Vending Machines (message from Randy Swanson)

12-3-04--VZ: RE: Draft Board Minutes and attachments (clarifies which previous message has correct draft minutes)

12-4-04--VZ: FW: [rehabnet] TAX FACTS December 9 Web Cast

12-4-04--VZ: New Appointment (announcing her appointment to Program Committee of American Foundation for the Blind (AFB))

12-6-04--VZ: FW: Peggy's article

12-6-04--VZ: RE: State Rehabilitation Council Regional Meeting (has follow-ups)

12-10-04--VZ: Vacation Leave During the Holidays (has follow-u-)

12-13-04--VZ: NLC Seeks Nominations for TBBS Advisory Board

12-13-04--VZ: FW: IM-04-14 (Randolph-Sheppard Vending Facility Program, FY 2002 Annual Report)

12-13-04--VZ: FW: IM-04-11 & IM-04-12 (Request for Nominations for the Thirty-First Institute on

Rehabilitation Issues Primary Study Groups; Reallotment Schedule for
Formula Grants under the

Rehabilitation Act)

12-13-04--VZ: Letters to New Senators (has follow-ups)

12-24-04--Peery: Staff Listing with Cell numbers (has follow-up)

12-16-04--VZ: Sick Leave

12-16-04--VZ: FW: SRC Forum Planning Committee

12-20-04--Dave Hunt: Braille on Vending Machines

12-20-04--VZ: RE: Braille on Vending Machines

12-20-04--VZ: FW: Emergency Weather Policy

12-20-04--VZ: FW: Follow-up: Emergency Weather Policy (has follow-ups)

12-21-04--VZ: Moving Forward Message (attached and pasted below)
(December 2004)

12-21-04--VZ: My Schedule

12-27-04--VZ: My health (has follow-up)

1-3-05--VZ: Sick Leave

1-3-05--Bill Brown: Message from Pearl. (concerning her health; has follow-
up)

1-4-05--Peery: GREAT NEWS! (concerning Pearl's health; has follow-up)

1-5-05--Peery: (sending 2004 Annual Report; message has no subject)

1-7-05--VZ: Time Sheet

1-11-05--VZ: FW: Public Hearing Minutes

1-11-05--Oltman: problem (concerning failure to deliver messages; has follow-up)

1-11-05--Peery: Revised Draft Board Meeting Minutes and Hearing Officer's Report

1-11-05--VZ: Draft Minutes from November 20 Board Meeting and Rule Chapter 4 Public Hearing Officer's Report

1-11-05--VZ: Chapter 4 (has follow-ups)

1-12-05--VZ: Management Retreat Final (canceling)

1-12-05--VZ: Agenda item for State Staff Meeting (concerning Vicki Rasmussen's availability only during time scheduled for Commissioners; has follow-up)

1-12-05--VZ: Labor Contract Update

1-13-05--Dave Hunt: vendtalk] Fwd: Voice of the Nation's Blind for January 2005 now available

1-13-05--VZ: FW: Budget information

1-13-05--VZ: Part Two Budget Info

1-13-05--VZ: Budget Report for All Staff (has follow-up)

1-14-05--VZ: Budget News (has follow-up)

1-14-05--VZ: Letters to staff (has follow-up)

1-14-05--VZ: Anniversary Letter (to Mary Davis)

1-14-05--VZ: RE: Budget News (answering question from Burns)

1-14-05--VZ: Anniversary Letter (to Janet Graham)

1-14-05--VZ: Anniversary Letter (to Bob Shankland)

1-18-05--VZ: Sick Leave

1-18-05--Servan: LB 55 and its fiscal note

1-18-05--Deaton: Life Lines Article Attached (The Importance of Staying Active; has follow-up)

1-18-05--VZ: FW: routes 2 and 15-55 (from Shawn Djernes concerning html bus information for Omaha)

1-19-05--VZ: FW: Possible Supplemental Documents for SRC Forum (has follow-up)

1-19-05--VZ: FW: [rehabnet] Tentative Dates Set for Committee Mark Up of H.R. 27 (concerning reauthorization of Rehab Act and the Workforce Investment Act)

1-19-05--VZ: Chapter 4 Progress (includes attachments sent to Attorney-General; has follow-up)

1-19-05--VZ: Attorney General Contact for NCBVI

1-19-05--Loos: Re: Spelling of Names (includes list of Senators and contact information in Unicameral compiled by Peery)

1-20-05--VZ: ATP Advisory Council (she will serve as NCBVI representative)

1-20-05--VZ: February Meeting Agenda (concerning time for Vicki Rasmussen's CAP update on cases she has worked on involving NCBVI)

1-20-05--VZ: CAP Annual Report (has follow-up)

1-21-05--Loos: Fw: Spelling of Names (Word document with Unicameral contact information compiled by Peery)

1-21-05--Deaton: Consumer Satisfaction Surveys Attached (has follow-up)

1-24-05--F. Floyd: Roy's community project report (has follow-up)

1-24-05--VZ: Roy's community project report

1-24-05--VZ: FW: NCBVI Web Site - The New Look! (sending message from Jirak; has follow-up)

1-24-05--F. Floyd: Center activity article (about square dancing; has follow-up)

1-24-05--F. Floyd: Dave;s article (has follow-up)

1-25-05--VZ: FW: RIM 05- 05--TITLE I STATE PLAN ANNUAL UPDATES FOR FY 2006

1-25-05--F. Floyd: Dave's community project report

1-25-05--VZ: Letter to Governor Heineman (has follow-up)

1-25-05--VZ: Letter to the Governor Attached

1-25-05--VZ: FW: 2005 Worksight Newsletter (from Rehabilitation Research and Training Center)

1-25-05--VZ: Further budget note

1-26-05--VZ: Anniversary Letter (to Glenn Ervin)

1-26-05--Deaton: Seminar Materials Attached (developed by NCBVI's Older Blind Services Committee; has follow-ups which also have dates for upcoming Visually Impaired Peer Support trainings)

1-27-05--VZ: FW: GAN for Older Blind (message from Bill Brown concerning Grant Award Notice; has follow-up)

1-27-05--VZ: Announcing Good News (Josie Rodriguez's and Sherrie Bruegman's salary upgrades; has follow-ups)

1-27-05--VZ: LB 55 (announcing its passage)

1-28-05--Peery: Public Meeting Notice (concerning Board of Commissioners Meeting; has follow-up)

1-28-05--VZ: Jeopardy (concerning blind teen contestant; has follow-ups which also touch on L-Mail)

1-31-05--VZ: Happy Anniversary! (to Betty Buresh)

1-31-05--VZ: FW: VR and IL Statistics for FY 04 - Oct-Dec

2-1-05--Loos: Agenda for February 12, 2005 Meeting (draft)

2-1-05--VZ: RE: Agenda for February 12, 2005 Meeting (has follow-ups)

2-1-05--F. Floyd: Fw: Ashley's community project work done on sat

2-1-05--VZ: Two Anniversaries are Better than One! (correction of Betty Buresh's anniversary date)

2-1-05--VZ: Website (sending a link to Jirak)

2-1-05--VZ: Changes in U.S. Dept. of Education Rehabilitation Services Administration (RSA)

2-2-05--Loos: Regional Data Collection (work sheet for March forum)

2-2-05--VZ: RE: Planning for Regional SRC Meeting (work sheet for March forum)

2-2-05--VZ: Impartial Hearing Officers (has follow-ups)

2-2-05--Loos: Re: Planning for Regional SRC Meeting (has follow-ups)

2-2-05--VZ: Letter From Governor Heineman

2-3-05--F. Floyd: Roy's article

2-3-05--VZ: RE: Roy's article (thank you to Center staff)

2-3-05--F. Floyd: Community project report from Terry (has follow-up)

2-5-05--Jirak: Webmaster Report

2-7-05--Peery: Congratulations! (to Dottie Wilmott from VZ, anniversary letter)

2-8-05--Nyman: Last minutes; next meeting: (includes Aug. 7 Friends minutes; has follow-up)

2-9-05--VZ: Materials for SRC Training

2-9-05--VZ: Update on Offutt Vending Facility (has follow-up)

2-10-05--VZ: Happy Anniversary! (to Kelly Coleman)

2-10-05--Loos: Re: (no subject) (to Randy Swanson concerning Commission Board Job Description)

2-11-05--Loos: Fw: Letter from NFBN (concerning document about NFBN Convention by NCBVI web master)

2-11-05--Loos: Fw: An ACB Perspective on NFB State Convention (the document by web master referred to in previous message)

2-11-05--Loos: Rule Chapter 4 Documents (comments on cover letter and explanatory statement)

2-11-05--VZ: Imminent Threat is in Congress (Action Alert concerning HR 27 affecting Workforce Development Act)

2-11-05--VZ: Letter to Congress (concerning HR 27)