

NEBRASKA COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED
PUBLIC MEETING
Saturday, August 5, 2006
North Platte, Nebraska

Approved

Call to Order and Introductions: Barbara Loos, Chairman of the Board of Commissioners, called the meeting to order at 8:00 AM and welcomed everyone. Loos stated that the NFB-Newsline® report she received from Ryan Osentowski would take a little longer than she had allowed on the agenda. Loos stated that introductions would be made and as more people arrived, they would be allowed to introduce themselves throughout the meeting.

Commissioners Present: Barbara Loos, Lincoln; Darrell Walla, Omaha; Nancy Oltman, Hastings; Bill Orester, Lincoln; and Bob Burns, Omaha.

Commission Staff in Attendance from Lincoln: Dr. Pearl Van Zandt, Executive Director; Val Peery, Administrative Assistant; Carlos Serván, Deputy Director; Bob Deaton, Deputy Director; Fatos Floyd, Nebraska Center for the Blind Supervisor; and Connie Daly, Lincoln District Supervisor. Staff from North Platte: Candy Laursen, North Platte District Supervisor; and Denise Johnston Rauterkus, Voc Rehab Counselor. Also in attendance were Nancy Flearl, Omaha District Supervisor, Omaha; and Jan Brandt, Program Specialist, Kearney.

Members of the Public Present: Hubert Paulson, Brad Loos, Lincoln; Roy Hopley, Omaha; Neva Voycheske, Arlene and Harold Emarine, Gloria Ebb Peterson, Loy Shepherd, Colleen Chandler, Della Johnston, Joe Ratzlaff, Sarah and Jim Peterson, Don and Margilu Peterson, Mike Holscher, Nettie Vorhees, Butch Johnson, Naomi Kelly, Jan Baker and Judy Brunk, North Platte and the surrounding area.

Announcement Concerning Public Comments And Tapes of Meetings, Lunch Arrangements and Other Logistics: Loos called everyone's attention to the times noted on the agenda for Public Comment and asked everyone to state her/his name prior to speaking so that it would be on the record. Candy Laursen informed everyone of the lunch arrangements.

Executive Director's Evaluation:

Loos reported that, in the past, the Board conducted the Executive Director's evaluation by teleconference. Commissioners have learned this was incorrect. The evaluation is to be conducted during a public meeting. Loos reviewed the procedure that needs to be followed in order to be in compliance. The Executive Director's evaluation is based on five duties and responsibilities. The Board discussed each category separately. The ratings are on a scale from 1 (lowest) to 5 (highest).

1. Believing that it is respectable to be blind – It was the Board's consensus that the rating be 4.8.
2. Listening and responding to concerns from staff and consumers alike – It was the Board's consensus that the rating be 4.3.
3. Identifying priorities and seeing them through – It was the Board's consensus that the rating be 4.1.
4. Negotiating creatively to hire quality staff and fund exemplary service delivery – It was the Board's consensus that the rating be 4.1.
5. Dreaming progressive steps toward true equality for the blind – It was the Board's consensus that the rating be 4.1

Orester stated that the overall score was 4.3

The Board discussed the goals and objectives which Van Zandt identified for this fiscal year. Loos then read a composite of encouraging comments that were received from staff which would be attached to the evaluation form. Van Zandt expressed her appreciation for all the positive comments and stated that, although it had been a very difficult year, everyone had stayed motivated and made the entire situation doable.

During the discussion of goals and objectives, Van Zandt stated that the Commission would be very interested in working with consumer organizations to develop additional funding for the Vocational Rehab services that specifically target blind clients who are 55 years and older.

Oltman complimented staff on their longevity and loyalty to the Commission.

Loos indicated that, given the Board's review, the form would show that all objectives had been addressed. Loos further stated that she, as Chairman of the Board, appreciated Bill Brown in his role of keeping the Board in compliance.

Burns made a motion to accept Van Zandt's evaluation. Orestor seconded the motion.

Burns stated that the review was above satisfactory and that historically the Board has tried to have Van Zandt's increase be above the state minimum which was a 3.25% increase on July 1, 2006. Burns made a motion that the Board accept Van Zandt's evaluation as above satisfactory and further moved that her salary be increased by 4% effective July 1, 2006. Walla seconded the motion. Loos requested a roll call vote which was unanimous. Van Zandt thanked the Board and stated that she appreciated all of its support.

Burns made a motion that Van Zandt be rehired for another one-year term as Executive Director. Orestor seconded the motion. Loos requested a roll call vote which was unanimous. Loos welcomed Van Zandt back for the 2007 fiscal year.

Minutes of the May 6, 2006 Meeting:

Loos stated that she received a correction via email from Ryan Osentowski requesting that the Board correct the NFB-Newsline® report to include that the UPI is also available via Newsline. Walla moved that this correction be made and the minutes be approved. Oltman seconded the motion. Loos requested a roll call which was unanimous.

Orestor moved that the minutes of the May 6, 2006 meeting be approved. Oltman seconded the motion. Loos stated that it had been moved and seconded that the minutes of the May 6, 2006 meeting be moved from draft to approved status. Loos requested a roll call vote which was unanimous.

Focus Topic:

Counselor/VR Client Relationship and How It Works, NCBVI – Dr. Van Zandt, Deputy Directors and Supervisors: Van Zandt stated that she had sent several scenarios for the Board to read pertaining to different client/counselor situations and relationships. She added that she has an additional one which she will send later. She thanked Jan Brandt, Denise Johnston Rauterkus, Deanna Jesse and supervisors for assisting in putting the information together. She mentioned that the Board should also have received a document from Bob Deaton concerning the helping relationship in rehabilitation and the things we train new counselors in, including the key elements of positive relationships. Van Zandt stated that the Commission's approach is based on our philosophy about blindness and our respect for blind individuals. Carlos Serván, Bob Deaton, and Candy Laursen reported on various aspects of this topic. Laursen then read written letters from the following clients who were unable to be present:

Gertrude Olson, Aileen Mathieu, Mildred "Mick" Delp and Lisa Alexander. The following individuals presented testimonials of their personal experiences, services and relationship with counselors and staff of NCBVI: Gloria Ebb Peterson, Loy Shepherd, Colleen Chandler, Della Johnston, Joe Ratzlaff, Sarah and Jim Peterson, Mike Holscher, Nettie Vorhees, Naomi Kelly, Jan Baker and Judy Brunk. Laursen stated that, if this focus topic were held in Lincoln, the individuals would be different but the message would be the same. NCBVI is a team, services are provided and everyone is very serious and dedicated to the blind.

Loos reminded everyone that the Board is open to suggestions and always accessible. Van Zandt stated that individuals can call their local Commission office or the 800 number 877-809-2419 and ask to be transferred or leave a message for the board member to whom they wish to speak.

Public Comment: Discussion continued concerning reaching Commissioners and becoming a Commissioner.

Report from the Chairman:

Loos stated that she had attended the Helen Keller Deaf-Blind Awareness Week Ceremony. She thanked Cheryl Poff for her hard work on this. Loos reported that, on July 28, she attended the WAGES (Work And Gain Experience in the Summer) banquet and handed out plaques and certificates to the employers and students.

Loos stated that the Board appreciates receiving notices of upcoming events. Next week she plans to attend both the "Technology Show and Tell" and the College Workshop.

Loos stated that she is excited about the Assistive Technology grant and the equipment and materials that will soon be available to check out.

Loos reported that the Board is pleased to hear that Nancy Coffman is now Vice President of Education for the Association of Information Technology Professionals, that Connie Daly was well received when she spoke with employers from various State Agencies; that Larry Mackey and Mary Davis generated a donation from the Delta Gammas; that Dave Robinson was selected as employee of the year and that he is working with the Department of Administrative Services in ensuring that new ATM's are accessible; and that people from Missouri and the Helen Keller National Center came to learn about NCBVI. Loos stated that the Board appreciates Connie Carlow for the updates to the calendar and Shawn Djernes for sending his computer updates. Loos welcomed Jeremy Richey to his new position.

Loos stated how much the Board enjoys receiving the Center reports and the students' community service project reports. The Board also appreciates updates about staffing changes, such as DeAnn Johnson's leaving and open positions, and hopes the openings will be filled soon.

Loos thanked everyone for the notes of sympathy following the death of Brad's sister, Lori, on June 23, 2006.

Loos congratulated Van Zandt on being appointed by the National Council of State Agencies for the Blind as a liaison for the American Council of the Blind.

Loos stated that she wanted to give the Board's appreciation and congratulations to all supervisors, since there was no specific supervisor of the year. She thanked them for all the work done in preparation for this meeting.

Loos stated that the Board had received anniversary letters from Van Zandt for Deanna Jesse, Val Peery, Denise Johnston Rauterkus (for 25 years), James Juarez, Angie Hoff, Dave Robinson, Cheryl Poff, Jean Wurtz, Connie Carlow, Sahar Husseini and Nancy Coffman.

Public Comment – There were no comments.

Report from the Executive Director:

Van Zandt began with the field services report. She stated that since October 1 we served 571 in the Voc Rehab track, 59 successfully employed, and 45 closed without employment. She stated that in Independent Living there have been 629 served, 158 successful closures and 35 unsuccessful closures for total persons served at 1200 which is up from 3 months ago.

Van Zandt reported that the Center statistics remain the same and of the people who have completed their training, 90.25 % have achieved employment goals. She stated that there are currently 11 students in the Center with one new staff person in training. She mentioned that the Director and Deputy Director of the Missouri Blind agency came and toured the Center and participated in some of the training. She stated that they got a lot of good information and were committed to going back and making some changes. She stated that the Center has been involved in numerous activities including working with the Alumni group, helping with the College Workshop, Show and Tell, Round Tuit, Christmas in July and several students submitted baked goods at the County Fair and all won ribbons. Cindy Zimmer submitted a new recipe that she and some of the clients had invented and won a ribbon. Van Zandt reported that Fatos Floyd will be on vacation August 18 through September 11, 2006 and Jeff Altman will be supervising the Center in her absence.

Van Zandt reported that Carlos Serván celebrated his 8 th anniversary with the Commission on August 3, 2006. She stated that on August 14 th, Bill Brown will celebrate 6 years and Candy Laursen will celebrate 30 years. Van Zandt reported that there is still one furlough in place. She stated that Jeremy Richey, Rehab Assistant, will complete his Center training on August 25 th and will begin transitioning into his position during his last week of training. Van Zandt reported that DeAnn Johnson left the Commission on July 28 and Omaha is in the process of hiring two Voc Rehab Techs.

Van Zandt reported that July 28 was also the closing date for the half time Staff Assistant position in Kearney and the half time Orientation Counselor position in North Platte. She stated that applications are currently being screened. She stated that Dave Robinson is the employee of the year. She stated that although it's been a difficult year, all the supervisors and staff have done an excellent job.

Van Zandt reported that we have been invited, on September 7th, to go to the Iowa Commission for the Blind to speak at their staff meeting about our Center, our successes and our Center training. She informed the Board that she would be on vacation that week but plans to send a group of individuals from Administration, the Center and field staff to talk about what we do and to share ideas with Iowa staff.

Van Zandt reported that the Rehab Services Administration is sending their team of people who have been assigned to monitor our services on August 16 and August 17th.

Van Zandt mentioned having email problems. She stated that the technical issues are close to being resolved.

Van Zandt reported that Denise Johnston Rauterkus, who has served on the Greater Nebraska Workforce Investment Board and is currently the Chair of the Youth Council, has been asked to serve another three-year term on both boards. Van Zandt congratulated her and stated that she appreciates all her efforts.

Van Zandt stated that Dave Sampson is the new vendor in the State Capitol due to JoLynn Hurley's death. She stated that Sampson's machines in the State Office Building have not yet been reassigned.

She reported that this will be finalized at the next meeting of the Committee of Blind Vendors scheduled for the first week in September. Van Zandt reported that the Commission and the Department of Roads have recently renegotiated contracts for the Interstate Rest Area vending. She stated that Bill Brown is finalizing the contract and plans to forward it to the Board early next week. Van Zandt stated that, due to the hot weather, there has been an increase in refrigeration repairs on the outdoor machines, but all the machines are now up and running. Nebraska Business Enterprises is now having repairs done by a company in Michigan and this arrangement is working well.

Van Zandt reported that Peery has been working with Communications to set up free directory assistance through Qwest for the blind staff in Omaha. Van Zandt thanked Betty Buresh, Wilmott and Peery for all their hard work on drafting a proposal for how the new server would be organized. She and Brown will review prior to implementing. Van Zandt stated that she and the supervisors appreciated the work Peery did in revamping the Ticket to Work referrals that are sent to the field offices each month. Van Zandt reported that Peery and Brown have been ordering all the equipment for the Assistive Technology Project (ATP) grant. She reported that Peery used to provide backup support for payroll but lately has assumed the duties with Dave Robinson now providing the backup support. Van Zandt reported that Peery has also completed running all year-end fixed asset reports.

Van Zandt reported that Robinson is now working two days each week in the Norfolk office and it seems to be working out fine. She is still monitoring to ensure that everything continues to run smoothly. She stated that Robinson has begun implementing a new system for providing documentation for expense reimbursement documents for the auditors. She stated that this system will provide faster and easier access of information during our audits.

Van Zandt reported that Bob Deaton has been working hard with grants and developing proposals to obtain additional funding. She stated that he has worked on the Enrichment Foundation which helps fund WAGES and is heading up a committee to implement and make the ATP project run smoothly. He has also written articles for the Lincoln and Omaha newspapers about WAGES. In addition, he has provided leadership training to VIPS (Visually Impaired Peer Support) leaders in Scottsbluff, North Platte and Kearney, and has sessions scheduled for later this month in Norfolk, Lincoln and Omaha.

Van Zandt reported that Carlos Serván has been very busy with the mentoring project and one of his creative activities included having the group complete the obstacle courses at Timberlake Ranch. Van Zandt reported that WAGES this year was a combination of funding of the Commission, the Enrichment Foundation, and the Workforce Boards of greater Nebraska, Lincoln, and Omaha. She stated that it went well and reported that there were representatives from both the ACB and NFB who met with students and discussed what each organization had to offer and the importance of getting involved.

Van Zandt reported that the College Workshop and Round Tuit were scheduled for next week. She stated that Round Tuit has been planned by Deanna Jesse and Jean Wurtz, counselors from Kearney. Van Zandt reported that this year Round Tuit has been connected with the College Workshop and to a Technology Show and Tell which will be headed by Fatos Floyd and her team.

Van Zandt reported that during WAGES, at WAGES promotional, kids learned about being a WAGES student for the next year.

Van Zandt stated that Vicki Rasmussen, Director of the Client Assistance Program (CAP), has been attending supervisors meetings whenever possible in order to have a better understanding of the field services and people's concerns. Van Zandt reported that Rasmussen also chairs the Commission's Placement Committee and reported that she has done a great job.

Van Zandt reported that Brown has been very active with the work on the Assistive Technology Project, funding, the budget process, the budget narrative which was due July 31 st and various federal reports. Van Zandt stated that Brown and Wilmott have also been working on establishing a case cost information system for social security reimbursement, as we have learned that we can now be reimbursed for clients who went through the Center in the past. Van Zandt stated that Wilmott, in particular, has done a great job with this.

Van Zandt reported that the technology specialists--Jan Brant, Shawn Djernes and Nancy Coffman--have worked very hard on getting the server and our network set up.

Van Zandt reported that Project Independence (PI), a program for youth who are younger than those involved in WAGES, was held in Lincoln during the last week of WAGES. She stated that Nancy Flearl and Connie Daly were in charge and did a wonderful job. Van Zandt reported that the kids involved stayed at the UNL dormitory and got to meet and work with consumers, our staff, the older students in the WAGES program, and students in the Center, which was a wonderful opportunity for them. Funds from Delta Gamma and the Nebraska Foundation for Visually Impaired Children helped to support PI.

Public Comment: A question was raised regarding the Voucher Program through the ACB and the Independent Living program that assists in the cost for individuals' transportation and if it would be possible for this to pay for the cost of vans to assist individuals in the western part of the state to come to Lincoln to do such things as visit with Senators, attend Legislative hearings, breakfasts, luncheons, etc. Orestor stated that he previously was on this committee and would look into it the first part of next week and would get back with an answer. It was also mentioned that this might be coordinated through VIPS.

Lunch break: After a thirty minute break, the Board reconvened at 12:25 pm.

Oltman stated that she had heard various comments from the public regarding "old business" and these individuals asked if it was necessary to address and discuss every topic at each meeting, since they felt it was repetitious. Loos stated the reasons for including the topics, but agreed that, if there isn't new information to report, people may state something like "nothing new to report", and the Board would move on. Agenda items are not fixed, but some serve as reminders to the Board to monitor specific aspects of NCBVI's operations and the Executive Director's role in handling them.

Old Business:

Budget Update: Van Zandt stated that, in the last two months, \$26,518 was received from Social Security reimbursements. The budget is on track regarding expenditures, and Van Zandt continues to watch it closely. She has been assured that clients are being well served and that staff has been doing an excellent job in finding alternative funding for a number of our programs. Van Zandt reported that, for the rest of this year and the next biennium, we have had a \$4,000 increase a year for the rental apartments.

We just received the new lease. It hasn't been raised for several years so it is reasonable. Van Zandt reported that the full budget is due September 15th.

Website Update: Loos reported that the Board has been receiving correspondence about what has been done or still needs to be done concerning the website. Loos stated that there had been email discussion regarding donation letters being placed on the website and the legalities involved, but no decision had been made. Burns stated that people like recognition and thought the donation letters on the website would be a good idea. Van Zandt asked the Board to let her know of anything in particular that anyone would like on the website. Burns suggested that all staff be given the opportunity to make suggestions or give their ideas on how the website could be better. It was suggested that this be done through the NCBVI listserv so that others beyond staff could also contribute ideas. Van Zandt stated that nothing has been changed lately, although there are several things she would like to see done when there is time to work on it. Van Zandt stated that our volunteer webmaster is doing a great job, but there are some State technical things which have required staff attention. Djernes has taken care of those and Jirak should now be able to proceed. Van Zandt stated that she had spoken with Brandt, who is willing to provide support to Jirak if Djernes is unavailable when issues arise.

Friends of the Commission Update: Van Zandt stated that she appreciated the Friends' recent \$100 to help with minor emergencies. Van Zandt invited Roy Hobley, Vice Chairman of Friends, to speak. Hobley asked if there had been any discussion with the Commissioners about the program through Friends for direct deposit of donations. Van Zandt stated that it had been mentioned to the Board. She stated that Friends wants a preauthorized plan for donations for interested individuals who monthly could deposit donations into a bank account that would automatically deposit donations into the Friends account. Van Zandt stated that she and several Friends' members had checked, but were unsuccessful in finding a bank that would be willing to do this at a minimal charge.

Van Zandt asked if several of the Commissioners would be willing to contact their banks, or if Holey had considered doing so. Holey stated that he would be willing to contact several banks in Omaha.

NIS Update: Loos reported that there was a reference to NIS on the Board survey. Van Zandt stated that NIS is working in terms of accessibility, that there is nothing new and there are no new concerns of which she is aware.

NFB-Newsline® Update: Loos played the report which Ryan Osentowski had sent in MP3 format. He reported that there are currently 1,087 subscribers. The Nebraska Associated Press and the Nebraska UPI are available on Newsline as well as the Lincoln Journal Star, the Omaha World Herald and the Grand Island Independent. Newsline will soon be available in Digital Audio Information System (DAISY) format by email. Subscribers will soon be able to sign up for an email account and newspapers will come as DAISY files which may be read through a DAISY-compatible machine or converted into text for use in Braille on note takers and other devices. This will make reading newspapers more convenient and will also minimize telecommunication costs. The process is not yet complete, but sign up forms are in the final stages of rough draft. Osentowski also reported that bill S2918, the Free Newspaper Act for the Blind and other Disabled Persons, passed through the Senate unanimously but has not yet been passed by the House. Osentowski reported that this bill would give blind people access to the same information that sighted people have and would also give Newsline automatic appropriation each year, eliminating the need to ask for an earmark every year.

Following Osentowski's report, there was a discussion about DAISY files.

New Commissioners' Packet Update:

Van Zandt reported that several things were added after the last Board meeting. She has checked with Walla to ensure that everything is accessible and that he has been provided with everything he has requested. Van Zandt reported that she has added the Services for the Visually Impaired and NCBVI history in pieces, but would like to put it all together into one document. She plans to add the Staff Survey and the most recent results to the packet. Van Zandt stated that eventually she would like a website map or menu that lists all topics. This would not only improve presentation of the packet, but it would also be good for everyone. Brandt stated that she would follow up on creation of a site map.

Status of Braille on and Accessibility of Vending Machines: Van Zandt reported that all machines at the Omaha Post Office have been Brailled except for the snack and cold food machines. She stated that Jolene Boshart is working on Braille labels for all of the pop machines. Van Zandt reported that only one vendor's Braille labeler is still not working, but the person is cutting the tape by hand. NCBVI has purchased some software and hardware for vendors' use in reading the machines. These purchases help the vendor audibly (not Braille) to do internal settings. Van Zandt reported that on the newer machines, the manufacturer Automatic Products is having the button labels Brailled while in the factory. Van Zandt reported that, at the national level, progress is being made. She has drafted a letter and others in the work group are working on different pieces of the project, but the letter will not be sent until everyone has her/his parts done and assignments completed.

Public Comment: A recommendation was made to put the Commission's history on the web site. A question was asked about whether or not newspaper articles (i.e. those about WAGES, staff personnel and Center clients) could be published or placed on the website. Van Zandt stated that she has included such articles in her Moving Forward message to staff and Commissioners. She thinks that, if credit is given, it would be permissible to post the articles on the website, too.

A member of the public stated that Osentowski had made an inappropriate comment at the last Board meeting, which is a public meeting, and some felt he had made inappropriate statements in the current NFB-Newsline® report. Commissioners stated that Osentowski wasn't there to have the opportunity to respond in person. Van Zandt stated that, in case people had time constraints and might have to leave early, she wanted to personally thank everyone for coming and tell all how great it was to have such a large attendance. Loos agreed and also stated how much the Board appreciated everyone's comments. Laursen was thanked for the wonderful lunch. Laursen stated she appreciated everyone's help, adding that the meat and homemade cookies were prepared and donated by Marie and Dr. Dan Nguyen, who wanted to make this contribution because they have several wonderful friends who are blind.

New Business:

Elections: Burns nominated Loos for Chairman. Orestor requested the roll call vote which was unanimous in favor. Loos thanked everyone and reminded everyone that her second term would be expiring at the end of next year. Burns nominated Orestor for Vice Chairman Loos requested roll call which was unanimous in favor. Oltman nominated Burns for Executive Session Secretary. Loos requested roll call which was unanimous in favor. Van Zandt mentioned that one duty of the Executive Session Secretary in the past has been to compile a list of motions passed by the Board and she thought this needed to be kept up to date over time. Loos stated that this duty was discussed and a motion was passed previously that it would remain with the position. The Board discussed either changing the title to Executive Secretary or adding Archivist to it in order to incorporate this responsibility. Loos stated that, unless the Board decides otherwise, the Mission Statement will still note the position as Executive Session Secretary. Burns stated that he is only to add motions that effect policy. He will update his list and send it to Van Zandt, who will then request that Jirak post it to the website.

Standards and Indicators Results: Van Zandt stated that she had recently received the official report with results for the years 2004 and 2005 from the Rehab Services Administration. Van Zandt talked about the results of each indicator and summarized by stating that a State agency must meet or exceed four of the six performance indicators, including meeting or exceeding two of the three primary indicators. The primary indicators are 1.3, 1.4 and 1.5, all of which we passed. We also passed five of the six performance indicators.

RSA Fiscal Monitoring, 2003: Van Zandt talked about past history and stated that, in 2004, RSA conducted a 107 Monitoring Review for the year 2003. When we received their report last year, we worked with Regional staff of RSA to address issues they had observed and to make changes. She stated that, when the central offices were closed, they assigned teams to work with each state. Van Zandt summarized the four major areas the Commission is addressing through a Corrective Action Plan. There is a required eligibility for Voc Rehab services for anyone who is a SSI or SSDI recipient which had not been adequately documented. A form was developed to check and confirm eligibility and staff training has been done. We are to have a Quality Control System so that we know administratively that we have at least 90% compliance with this requirement. A programmer will be coming in this month to work with Wilmott to ensure that her database will track this. Once this is in place, reports will be generated and Serván will monitor them on a routine basis. Van Zandt reported that the next issue is to ensure that the application be taken within sixty days after the referral. This will be implemented within the database to ensure quality control. The next issue is that an IPE (Individualized Plan for Employment) be developed within a reasonable timeframe. Each state decides what is reasonable. NCBVI decided on 90 days in which the counselor and client can develop a plan. The original letter from RSA stated 60 days, but we had documentation with the Regional Office that we had set the timeframe as 90 days, so we didn't fail this. We do still have to ensure quality control. The last step is serving minorities and that we didn't really fail, but, because Nebraska has a lower rate of minorities, we must identify the specific actions that we can take on a routine basis to ensure that we serve people from minority populations. Establishing this plan and tracking were discussed yesterday at the supervisors meeting and each supervisor will be putting a plan together for her office. These plans are due to Deaton and

Serván by September 1 st. The actual plan and tracking process will be implemented October 1 st.

Assistive Technology Project Equipment Grant: Van Zandt stated that a lot of work has gone into this project, including determining what we wanted to purchase and getting approval and bids on some of the equipment. The team has worked very hard on getting a system in place so that it would be a benefit and not a burden to staff and consumers. The equipment will be available online for demonstration or loan. Deaton stated that the grant was for \$60,000 and that we are still in the process of acquiring equipment. He talked about the various types of equipment that will be used for demonstrations and loan. The equipment will be posted on the ATP website. He explained the procedure for establishing an account. Each office will house some of the equipment and the website will state where the equipment is located, although it will all be available statewide. Deaton mentioned that some of the equipment would be demonstrated at the Show and Tell next week. Brandt mentioned that people can also put things for sale on this website after registering. Van Zandt stated that the website is www.at4all.com.

Goals for the NCBVI Executive Director State Fiscal Year 2007, Pearl Van Zandt, Ph.D.: Loos stated that the Board had received the goals and the Board agreed that they were very good.

Staff Survey Results: Oltman stated that she was pleased about the increase in staff participation. She added that staff comments were very helpful. This time, she decided to compare this year's results with last year's. She stated that although 23 staff participated, the totals don't always add up to that number, because not everyone responds to every item. She stated the need to continue encouraging staff to participate and to write as many comments as they would like. Loos stated that one person pointed out that there weren't clear directions for where to place numbers on the survey. Next year, this should be changed.

A suggestion was made to let staff know that their comments are very helpful and why the Board finds them beneficial. Oltman stated that, although there was a deadline for submitting the surveys, the Board accepted late ones. Fatos Floyd suggested that the survey be done in a Word format. She will discuss this with Wilmott, who has done similar documents for the Center. Oltman will send the survey results to Van Zandt for her to disseminate to all staff.

Focus Topics for Next Two Meetings: November 2006 will be "Workings of the Business Office." It was decided that the focus topic for the February 2007 meeting would be "Services for People with Multiple Disabilities." It was also decided that the May 2007 meeting's focus topic would be "How the Rehab Act Impacts the Blind."

Final Announcements (including Date and Location of November Meeting): The November 18, 2006 meeting will be held in Lincoln. The February 3, 2007 meeting will be held in Omaha, at the Omaha State Office Building, if available. June 2, 2007 was tentatively chosen for the next meeting, with Lincoln as the location. August and November 2007 dates and locations will be decided at the November 18 th meeting.

Public Comment: Paulson announced that he and Djernes were looking into putting the recordings of the Board Meetings on the website. Today's meeting was the first step. He recorded it using a PlexTalk digital recorder with tapes as backup.

Loos thanked everyone for coming and thanked all who helped prepare and set up the lunch, Peery for taking the minutes, Paulson for recording the meeting and Van Zandt and staff for all they continue to do.

Adjourn: The meeting adjourned at 2:20 pm.

Respectfully submitted,

Val Peery, Administrative Assistant

Barbara Loos, Chairman
NCBVI Board of Commissioners

The Helping Relationship in Rehabilitation

By: Bob Deaton

A longitudinal study of numerous counseling approaches published in the mid-1970s revealed that no one approach was clearly more or less superior than any other in terms of helping clients resolve personal conflicts. The approaches studied included client-centered or Rogerian counseling, reality therapy, gestalt therapy, rational-emotive therapy, transactional analysis, and behavior modification. The study concluded that the theoretical model of the approach was not so important to the successful resolution of the conflict as much as the establishment of a strong, helping or therapeutic relationship between the counselor and the client. In fact, the study emphasized that successful conflict resolution through the counseling process was not possible without establishing the helping relationship first.

Key elements of the helping relationship are necessary before it can be said that counselor and client are truly working towards conflict resolution or, more relevant in rehabilitation, the achievement of identified goals. The key elements characteristic up the helping relationship are as follows:

Unconditional Positive Regard: The client needs to know that the counselor cares about him or her as an individual, regardless of personal circumstances or other differences. Whatever might have happened before or the apparent differences, the client feels accepted and believes the counselor is acting in his or her best interest. "It's good to see you again. I've thought about you a lot since we met last time."

Empathy or Trust: The counselor is able to relate to the client and help him or her understand that difficulties can be overcome. "This will be hard for you sometimes, but I know you can do it."

Genuineness: The counselor sincerely believes what is said to the client. This is communicated more through tone of voice and body language.

Immediacy: The counselor communicates the idea that nothing is more important than what he or she and the client are doing together just then. "You know, I really appreciate the time we have to work on things together."

Concreteness: The counselor communicates on a level the client can clearly understand. Professional jargon is avoided.

Consistency: The counselor's actions match his or her words. The counselor "walks the talk," in other words. This also comes up as an issue when clients talk to each other and find that they are being treated differently.

Confidentiality: The client needs to know that whatever is shared in confidence with their counselor will go no further.

Confrontation: The counselor needs to confront the client when he or she acts in such a way as to undermine agreed upon objectives. Confrontation should not be used unless the counselor is secure with the relationship established with the client. Otherwise, confrontation is likely to be perceived as judgmental on the part of the counselor and forestall further progress.

"Microcounseling" is the term used to refer to this approach emphasizing the key elements of the helping relationship. These concepts are reviewed and discussed in philosophical sessions during new staff training as well as concepts relating to communications theory and active listening.

From Lincoln District:
Supported Employment

We started working with this client in March, 2002. He was 17 years old. He is developmentally delayed and epileptic. We attended his IEP's at his high school and provided his teacher with some alternatives that he could use in school. We also worked with him a couple of times a month in his home teaching the alternatives for cooking and cleaning. He started working with an O & M instructor at his school. We talked with him and his family about the importance of working. He had some work experiences at school in food service. He is a sports maniac. The summer of 2003, we developed a job for him with Levy Restaurants at Haymarket Park. He stocked the suites for them with condiments. We provided a job coach but were pleased that he was hired by Levy Restaurants. In the fall of 2003, the client started attending NCECBVI. He worked several different job experiences there and stayed in his own apartment. We continued to attend his IEP's. In the summer of 2004, we contacted Levy Restaurants and they hired him on for the summer again. He was getting very few hours and we developed another job experience for him at the Haven Manor, folding laundry. We paid his salary out of supported employment and provided a job coach initially. He worked there for two months. He attended his last year of high school in Nebraska City and graduated in May, 2005. The management of Levy Restaurants changed and he was not rehired for the season. He started an adult day program with a provider that month. His family wanted to wait a short time to allow him to adjust to the new program. In February 2006, we developed a trial work experience for him at the Department of Revenue in document preparation. He worked there for two weeks with a job coach in the afternoons. He was not hired for the position. His team believes that the afternoon shift might not have been his most productive time and that it was too many hours for him to work. We are trying to develop work for him on Tuesday and Thursday mornings.

Failure to cooperate

This former client applied for services to find employment in 2003. He had attended the school for the visually impaired in Nebraska City. He had also attended our Nebraska Center for the Blind.

We received medical reports from Nebraska City that indicated that he had an IQ of 62. The counselor contacted Developmental Disability Services to coordinate services. They indicated that the client had been referred to them several times before but did not cooperate in the application process. The client was reluctant to pursue services with them.

The client would frequently show up for appointments several hours early or not at all. He would say that he understood that he needed to show up for his appointments at the scheduled time, but than miss the next one or show up at the wrong time. The counselor tried to get permission to involve family members but was unsuccessful in getting their involvement.

The counselor talked with the client about the importance of coming to the office at scheduled appointments and that how this attribute would transfer to a work situation. The client missed several appointments and the counselor did the paperwork to close his case in Aug, 2004. The client had the Workforce Development office call us and they indicated that he was still trying to find employment.

We pulled the paperwork and kept his case open. We decided to set up a work experience to determine if he could be successful in employment with limited support. We arranged a work experience at the Regional Center as a dishwasher. We asked the client to take the bus into the office and we would provide transportation from here and a job coach. He seemed excited about the opportunity. We agreed to pay him \$5.15 an hour for the experience. He showed up for his first day 2 hours early. The experience went very well from his report and that of the job coach. The job coach said that the client told her that he was not coming on Wednesday because he had lunch plans. He also said that he wouldn't be able to go on Friday because he usually grocery shops that day. I talked with him about the fact that he committed to this job experience and that if he were employed he would need to show up for work even if it was inconvenient for him. I told him that I wanted to help him find employment but that he needed to follow through on this. He did not show up the rest of the week.

The counselor talked with Developmental Disabilities Services and the Community Mental Health center to find some sort of support for the client to be successful on the job. Developmental Disabilities Services said that they have a seven to ten year wait for employment services. They also told him that if the issue was that the client did not show up for work, that their services were not appropriate. They are not able to spend the time motivating people to come to work. The Community Mental Health Center said that we would have to start by getting Neuropsychological testing done in order to determine if he was eligible. The counselor called the client and he refused to be tested. The counselor talked with him about applying at Goodwill Industries. The client refused stating several times that he would have no problem finding a job.

We closed his case failure to cooperate in November, 2005.

Client/Counselor Relationship
August 5, 2006 Focus Topic
From Omaha District

Case of Status 02 Applicant, closed 08 before acceptance

Individual was referred by a local doctor who was not sure if she qualified for our services. She sent eye info for acuity, but did not have visual field information. The client had relocated to Nebraska from Chicago and did not receive services for the other state. They reported not being able to see steps, read regular print, see buses, or information on the blackboard. Reported no problems with independent living skills, cooking, cleaning, and maintaining her home. Shopping, paying bills, etc. Services they were interested in were glasses to drive, assistance with tuition and books, finding employment. Explained with the information that the doctor provided and the limitation she reported that I would need more medical information. I took her application and set up 5 different appointments to get visual field information. This information was needed to determine the reason for her functional issues. The individual had good visual acuity. The individual failed to keep appointments. Repeatedly changed the phone number and never reported the change, would respond to the letters about appointments that were missed we would set up new ones, reminded the client by letter and still failed to follow up. Client was closed failure to cooperate.

Case of Status 18 Training

An individual that has a progressive eye condition was a self referral. As we were aware of the individual's blindness we presumed eligibility, and individual had eye information sent to our office. Meaning we accepted them the same day we met and discussed and developed a program. The individual struggles with sleep shades and has a perception of our service delivery. Discussed training at the Nebraska Center for the Blind, but refused because of use of sleep shades. We have discussed that based on choice they could work without sleep shades in the field and/or attend a center out of state that provides training without sleep shades. The individual has chosen to not attend another center, and is keeping an open mind to training in our center.

The individual does work, and with declining vision needs the skill training. The individual is working with a field counselor 2-3 times a month, that provides the flexibility of using the sleep shades or not. Likewise with a technology goal, the individual has had some individual instruction in computer skills to allow them to have a firm foundation to start classes at a local college. The individual has met with his VR Counselor every other month and is in routine contact about progress towards the goal they have set.

Status 20 Ready for Employment. (Supported Employment Case)

Individual was one we started working with in high School, the client has developmental disabilities and is deaf blind. We worked closely with the family to develop the program. The individual was on social security, so we accepted the person the same day we took the application. The family was very protective and struggled with allowing the client to work on independent living skills or to be away from home. In developing the program, we included teachers, interpreters, developmental disability services representative. We all discussed the benefits and the family and the client had support in the development of the program. The client started out working with a field counselor on Independent Living skills, cane travel, using the public transportation. Then upon graduation traveled to New York to receive training from Helen Keller National Center. The individual gained intensive instruction in skills of deaf blindness. Had work experiences and the opportunity to use communication devices to communicate with co-workers in the work-setting. The client has now returned to Nebraska and we have worked closely with the family to have the services they need with Developmental Disability Services (DDS) (such as the long range natural supports for job coach, respite). We have provided an orientation to the facility that provides vocational services. We provided in-service training in deaf blindness and taught basic sign language skills and how to use the adaptive technology. The individual has done well in the day program and has completed the initial assessments needed to now go on to looking for competitive employment. We are working together with the vocational provider in doing job development for the client the individual has a goal of production, but also has work experience in food service, production and laundry. The individual's case is supported employment, requiring a job coach to support the job placement.

The family is so excited to see the growth of their child and the individual is pleased with their accomplishments and is very happy. The individual had struggled with accepting change and now routine works with different people on different task and has become flexible and able to openly communicate for themselves their needs and desires. While working with field counselor's they met 2-3 times a month. The VR Counselor continues to have weekly contact regarding placement.

Case of Status 22 Employed

Another case of an individual, who is deaf blind, has developmental disabilities and was interested only in employment. We met, took his application and family had a copy of the most recent eye report from the doctor. Individual is on social security, so we accepted same day as application. We met and developed the program with individual and parents. Parents are divorced with differing ideas of what should happen with the program. The individual has received some independent living skills in the past from another state. But never allowed to use them. The individual was working and the was laid off. The individual wanted another job. We worked on job development and found a job, assisted in the first few days of training, with the parents also actively working with us. The individual did well but was laid off during the first 90 days. We then worked closely with the individual and the family and provided leads and job development and are once again working. Worked with individual in training and with using public transportation. Along with the job development, we have worked on counseling the individual and their family at looking long range needs. The individual is now working with Developmental Disability Services. They have a worker and interpreter that are teaching Independent Living Skills. We have worked closely during this process and remain an on-going resource. They individual will be closed in 90 days. While looking for employment there has been weekly contact.

Case of Status 26 Closed successfully

Met with client, client had doctor send visual information to expedite services, developed a program based on their interests and needs. Client had been working and going to graduate school. Decided because of loss of vision that they could not continue the job and needed to reconsider the vocational goal they had been pursuing. With vocational counseling, the chance to meet and talk to other individuals that are blind and visually impaired they realized that it possible. The individual struggled with acceptance of their vision loss, worked with a field counselor and went on to receive center training. They gained blindness skills. Then the individual returned to home town, completed the graduate degree. The individual was open to finding employment anywhere with in the U.S. and worked closely with their counselor. The individual was offered and accepted employment out of state. Has been closed successfully. The individual felt the confidence, skills and the openness to relocate are key elements in his success.

While working with field counselors, they met 2-3 times a month, had intensive training at center and had weekly contact during the placement phase of the program.

Case of Status 26 Closed Successfully

Case of an individual that has moved to Nebraska from another state. The individual had received training from another state, which then sent them to a training center in yet another state. We were contacted while the individual was in training for small engine repair at that training center. We were told the individual would be moving to Nebraska and wanted leads on finding employment. We provided lists of employment opportunities they could pursue and where they could do job development. The individual moved to Nebraska, the home state closed their file. Individual opened a file with us, with reports from the agency following stating that there were all these employment opportunities in Nebraska, which was all the information we provided.

The individual had the home state send medical information and we accepted the individual the same day we took the application. We developed the program with a goal of small engine repair. The individual worked closely with the counselor, they developed a job with a lawn mower sales and service. The individual had a significant hearing loss, not documented by the previous agencies. The individual was in need of hearing aids, which helped him significantly with his communication and travel. The individual had poor travel skills and encouraged further training, in independent living skills in general but refused. The individual was placed at a lawn mower sales and service business. This person worked for close to a year and decided they needed more skills. Went on to the center, completed training and is once again successfully employed with the skills and confidence needed to maintain their employment and independent lifestyle. Individual had contact with field counselors 2-3 times a month during training, intensive training at the Nebraska Center for the Blind and contact at least weekly if not more frequently during placement phase.

This is not an unusual situation, we have often assisted with placements of individuals that have moved from other states. States place individuals in employment, but the individuals do not have the skills or confidence for the job. We have worked to support individuals in traveling from their apartments to new jobs, making sure the accommodations are in place. Often individuals open cases to gain the skills and confidence they need to maintain their employment.

Case of Status 26 Successful Closure-Self Employment

Individual initially was interested in school. Met with counselor, researched school did vocational counseling and developed program. Individual attended school, but family obligations would continue to pull them in different directions. The individual looked at their interests and developed a new goal of baker-self employed. We worked closely in how to develop a business plan. Discussed classes via Small Business Development Center, to help individual identify if they were a good candidate for being a small business owner.

Individual developed a business plan and worked closely their VR Counselor, Program Specialist to determine the training and occupational needs. Individual submit the plan to the Committee and did receive assistance. They presently have a very successful business, selling at local farmer's markets, coffee shops, and area business. Individual had contact with counselors sometimes weekly throughout the process. Individual had to learn many new skills for managing their business, and as they wanted to do.

HOMEMAKER:

By Denise Johnston Rauterkus

Karen was a 38 year old mother of two daughters. The girls were 13 and 15 when we first met. Karen was a brittle diabetic. She had lost most of her vision to diabetic retinopathy. Karen's daughters were leading their mother wherever they went. They were handling most of the cooking and household duties. And, they were handling it pretty much as you would expect a 13 and 15 year old to do.

It was determined as Karen and I discussed her goals that she would best be served in a rehabilitation program. She had many more needs than could be served by an Independent Living program. She wanted to regain cooking, cleaning, shopping, diabetic maintenance, mobility, money handling and parenting skills. Karen also had guilt issues to deal with. Her family has been telling her for years that she wasn't taking care of her diabetes and she was going to end up blind. Since losing her vision, they have responded by saying "See, we told you." Very little family support.

I first began with basic homemaking alternatives to allow Karen to regain some of her skills. She felt out of control and depressed. She first regained her ability to do laundry. Karen used tactile markings to set the machines. She learned pouring skills for the detergent. The daughter's were responsible for sorting their clothes into baskets Karen arranged.

Making quick progress on a few skills helped motivate Karen and gave her some new confidence to begin to work on skills that would take more time to master.

MATERIALS LIST FOR AUGUST 5, 2006 MEETING

NCBVI BOARD OF COMMISSIONERS

05-08-06—Peery: Operator Assisted Teleconference - June 12, 2006 (for Executive Director's evaluation; has follow-up)

05-08-06—VZ: [commission-board] State Plan Text (concerning serving people from minority backgrounds; has follow-up)

05-09-06—Brown: FW: e-mail problems

05-09-06—F. Floyd: Kathy's community project

05-09-06—VZ: [commission-board] Kudos to Connie (concerning a presentation Connie Daly made to employers from state agencies; has follow-up, including thank you from Connie in response to note from Chairman)

05-09-06—Robinson: [commission-board] Hiring of temporary staff (concerning Center Apartment position; has follow-up))

05-10-06—VZ: [commission-board] Braille on Vending Machines (Excel spreadsheet)

05-10-06—VZ: [commission-board] Website Report (concerning using people's names in report)

05-10-06—F. Floyd: Julia's center article

05-11-06: [commission-board] Thoughts about Braille on Vending Machines (has follow-up)

05-11-06—VZ: [commission-board] Public Meeting Statute Regarding Closed Meetings (has follow-up)

05-11-06—F. Floyd: Kathleen's article

05-11-06—VZ: [commission-board] Test - Please reply to let me know you received this email. Thank you!

05-11-06—VZ: second test

05-12-06—VZ: [commission-board] second test AND a few other things

05-12-06—VZ: [commission-board] Current Status of the Capitol Masonry Project

05-12-06—VZ: [commission-board] Thank You Sahar (to Hussein for intro to Excel at Board meeting)

05-12-06—VZ: [commission-board] Thank You Bill (to Brown for presentation at Board meeting)

05-12-06—VZ: [commission-board] Thanks to Cindy and the Center Clients (for lunch at Board meeting)

05-12-06—VZ: [commission-board] Thank you Connie (to Daly for filling in taking minutes until Peery arrived at Board meeting)

05-12-06—VZ: [commission-board] Transportation Study (to Jeff Altman commending his work with StarTran consultants)

05-13-06—Jirak: [commission-board] Website Report (clarification; has follow-up)

05-15-06—VZ: [commission-board] Time Certification (has follow-up)

05-15-06—VZ: [commission-board] State Plan section (revision; has follow-up)

05-16-06—VZ: [commission-board] Document in a Word Table (concerning Braille on vending machines sent earlier in Excel; has follow-up)

05-16-06—VZ: [commission-board] Happy Anniversary Deanna! (to Deanna Jesse)

05-16-06—VZ: [commission-board] Ice Cream Social has been rescheduled! (has follow-up)

05-16-06—VZ: [commission-board] Set Aside Balance Sheet for April 2006

05-16-06—VZ: [commission-board] Accessible Vending Machines (to task force with conference call information; has follow-up)

05-16-06—VZ: [commission-board] Contract (to Mark Schultz, concerning Assistive Technology; has follow-up)

05-17-06—VZ: [commission-board] Letter to Nebraska Foundation for Visually Impaired Children (thanking for support; has follow-up)

05-17-06—VZ: [commission-board] Letter to Delta Gamma (thanking for support; commending Larry Mackey and Mary Davis for work with this group; has follow-up, including thank you from Mackey in response to note from Chairman)

05-17-06—VZ: [commission-board] Outlook Nebraska, Inc. (ONI) (update)

05-17-06—Loos: [commission-board] Evaluation Meeting (concerning rescheduling because of Public Meeting Law; has follow-up)

05-17-06—VZ: [commission-board] Contract (includes attached list of equipment in Excel; has follow-up)

05-17-06—Peery: Employee Recognition Plan (has follow-up)

05-17-06—VZ: [commission-board] ATM's (commending Dave Robinson for writing to DAS and Treasurer concerning accessibility)

05-17-06—VZ: NCBVI State Plan FY2007 (sending to RSA)

05-18-06—Oltman: [commission-board] Pearl's evaluation (has follow-up)

05-18-06—VZ: FW: [Everyone] Braille Computer Books (has follow-up, including message from Hussein acknowledging that the books are in the Center and may be borrowed upon request)

05-18-06—Peery: Draft Minutes (has follow-up)

05-18-06—VZ: FW: April 14, 2006 NBE Committee Meeting Minutes (has follow-up)

05-19-06—Loos: [commission-board] minutes correction (response to Osentowski, who submitted correction concerning NFB-Newsline®)

05-20-06—VZ: Happy Anniversary Val (to Val Peery)

05-22-06—Peery: CANCELTION of Operator Assisted Teleconference - June 12, 2006 (has follow-up)

05-22-06—Peery: Tek Talk Training On Outlook Express Monday, May 22,2006

05-22-06—Peery: IST Report (In-Service Training; has follow-up)

05-23-06—Peery: Letter to Governor Heineman (concerning permission to spend money from Assistive Technology Project; has follow-up)

05-23-06—Peery: Star Tran ridership survey (has follow-up)

05-25-06—Peery: Commissioner's Staff Survey (reminder to staff to complete)

05-25-06—Peery: Helen Keller Deaf-Blindness Week June 25 - July 1, 2006 (forwarding message from Cheryl Poff; has follow-up)

05-30-06—VZ: Time Certification (has follow-up)

05-30-06—VZ: FW: Annual Physical Inventory

05-30-06—VZ: [commission-board] Accessible Vending Machines Draft Letter (sent to Task Force; has follow-up)

05-30-06—F. Floyd: Amy's article

05-30-06—VZ: Meeting Followup (Task Force concerning accessible vending machines; has follow-up)

05-30-06—VZ: NCBVI Final Equipment List (Assistive Technology, Excel; has follow-up)

05-31-06—VZ: FW: Special Computer Class for Blind and Visually Impaired College Students (offered by Dakota State University, beginning July 10, 2006)

06-01-06—VZ: FW: e-Observer (link to state newsletter)

06-01-06—VZ: Happy Twenty Fifth Anniversary Denise (to Denise Johnston-Rauterkus)

06-01-06—VZ: FW: Visit to Nebraska (from Missouri)

06-01-06—VZ: FW: [Everyone] Web Browsing Training Monday, June 5, 2006 (forwarded from Glenn Ervin; has follow-up)

06-01-06—VZ: FW: [Everyone] Basic Mail Update (from Shawn Djernes, directions for turning off the HTML composer Toolbar when using WebMail with Jaws)

06-02-06—Carlow: [commission-board] Revisions to NCBVI calendar (has follow-up)

06-02-06—VZ: Moving Forward - Partnerships

06-05-06—VZ: Pay Raises Effective July 1, 2006 (has follow-up, including note of appreciation from Walla)

06-05-06—VZ: Approval Letter (from Governor Heineman for use of Assistive Technology Project grant)

06-05-06—VZ: FW: [Everyone] Jeremy Richey (hired for Apartment Resource Aide; includes message from F. Floyd; has follow-up)

06-07-06—Hunt: [vendtalk] speech for vending machines

06-07-06—Hunt: [vendtalk] speech for vending machines (another message on the same subject; has follow-up)

06-08-06—VZ: Memorial Donation to help Shop Class (in memory of Jo Lynn Hurley; has follow-up)

06-08-06—VZ: FW: NCSAB - GOOD NEWS FOR VR (concerning Federal budget)

06-08-06—VZ: Happy Anniversary James (to James Juarez)

06-12-06—VZ: Time Certification May 26 to June 9

06-12-06—VZ: FW: ABC Memo - Agency IT Plans (has follow-up)

06-12-06—VZ: RE: [Everyone] Jeremy Richey (has follow-up)

06-12-06—VZ: State Capitol Vending Facility (has follow-up)

06-12-06—VZ: RE: Statewide Single Audit - Please Respond by June 9, 2006 (includes risk assessment questionnaire; has follow-up)

06-12-06—VZ: FW: From AFB, NAPVI and Seeing Eye---Upcoming Agenda (includes agenda for Family Conference Planning Committee; Nancy Flearl attending for NCBVI; has follow-up)

06-13-06—VZ: August Meeting Agenda (request to have agenda early for next meeting; has follow-up)

06-13-06—VZ: RE: Donation (includes message from Jirak forwarding inquiry from Gerald Farm asking about acknowledgement cards from NCBVI for those sending donations and VZ's follow-up; has follow-up)

06-13-06—VZ: Open Meetings Law Questions (to Mr. Comer concerning Nebraska Business Enterprises meetings; message resent 7-21-06)

06-13-06—VZ: Visitors from Missouri (thanking all who worked with them)

06-14-06—Peery: Pearl's thank you letter (to Helen Keller National Center visitors)

06-14-06—Laursen: Re: August Meeting Agenda (thanking for general idea concerning August agenda)

06-14-06—Poff: RE: Pearl's thank you letter

06-16-06—VZ: FW: Refill of Layoff Positions at NCBVI (has follow-up)

06-16-06—VZ: NCBVI Board Meeting August 5 in North Platte

06-16-06—VZ: RE: August Board Meeting (concerning transportation)

06-16-06—Hunt: Re: facility bid letter

06-19-06—Loos: [commission-board] Helen Keller Deaf-Blind Awareness Week (thank you to Cheryl Poff for her note of appreciation to Loos, who had attended the event)

06-20-06—Oltman: [commission-board] survey compilations (has follow-up)

06-20-06—VZ: FW: New Social Security Redbook (has follow-up)

06-20-06—VZ: Letters to Donors (copies and her inquiry about whether or not Board wants copies of all responses; has follow-up)

06-21-06—VZ: Staff Survey (to Djernes, concerning his working, at Walla's request, with him on accessing survey data)

06-21-06—VZ: Technology for the Board (concerning how NCBVI can help Board members access technology; has follow-up)

06-21-06—VZ: RE: Letters to Donors (breakdown from Peery of donations from 2005 and 2006 to date)

06-21-06—VZ: RE: Association of Information Technology Professionals (copy of message from Connie Daly with message from Nancy Coffman acknowledging her election to Vice President of Education; has follow-up)

06-22-06—F. Floyd: Julia's community project

06-22-06—VZ: Time Certification

06-22-06—VZ: FW: Two Job Openings (DeAnn Johnson leaving and position vacated when Michelle left)

06-23-06—VZ: FW: OJT Position (includes message from Brown about how Work and Gain Experience in the Summer positions will be handled)

06-23-06—VZ: Governor gives approval (for Enrichment Foundation Grant)

06-24-06—Loos: [commission-board] Brad's Sister (concerning her death the previous day)

06-28-06—VZ: Defining Fraud (in response to inquiry)

06-29-06—VZ: FW: My Norfolk Office Days (concerning Dave Robinson's availability)

06-29-06—VZ: Time Certification (has follow-up)

06-29-06—VZ: FW: NCSAB's Representative to the American Council of the Blind (announcing her appointment to be liaison)

06-30-06—VZ: RE: website (correspondence with Jirak about changes and availability of assistance; has follow-up)

06-30-06—VZ: FW: clarifications (concerning the Workforce Investment Act legislation; has follow-up)

06-30-06—VZ: Happy Anniversary, Angie! (to Angie Hoff)

07-05-06—Peery: Quality Inn - North Platte (reservations for night before meeting; has follow-up)

07-10-06—VZ: FW: Emergency Cash Fund and Friends Meeting

07-10-06—VZ: Recognizing NCBVI Supervisors (has follow-up, including note of appreciation from Walla)

07-11-06—Burns: [commission-board] Bob Burns is Going on a cruise (has follow-up)

07-14-06—Peery: Charitable Giving Campaign (has follow-up)

07-17-06—VZ: Thanks to Our Friends (to Friends for \$100 donation)

07-17-06—VZ: FW: Updates to the Budget Instructions for 2007-2009 Biennium

07-17-06—VZ: Letter of Support (to B. T. Kimbrough, concerning collaborative project for wayfinding technologies; has follow-up)

07-17-06—VZ: Happy Anniversary Dave! (to Dave Robinson)

07-18-06—VZ: Happy Anniversary, Cheryl (to Cheryl Poff)

07-18-06—VZ: FW: [Everyone] Blind and Low Vision Technology Show Case (from F. Floyd, event, August 8)

07-18-06—VZ: FW: North Platte & Kearney Positions

07-19-06—VZ: Approval to Purchase (from State Materiel Administrator)

07-19-06—VZ: Agenda for RSA Visit. (setting up meeting time for potential conference call meeting; has follow-up)

07-19-06—VZ: NCBVI Presentation to ATP Staff (thanking Nancy Coffman for great job, with appreciation from Mark Schultz also)

07-20-06—Peery: FW: Public Notice (for August 5 Board meeting)

07-20-06—Peery: Revised Public Notice

07-20-06—VZ: RE: WAGES Banquet (includes her regrets and message from Servan about the event)

07-20-06—VZ: Happy Anniversary Jean (to Jean Wurtz)

07-20-06—VZ: Time Certification

07-21-06—VZ: FW: Happy Anniversary, Cheryl (includes letter of appreciation from Poff; has follow-up)

07-21-06—VZ: FW: ABC Memo - Purchasing E85 Fuel for State Owned Vehicles

07-21-06—Peery: Tentative Plan for Friday, August 4 (for going to August 5 meeting; has follow-up)

07-21-06—VZ: FW: Budget Prep Instructions

07-21-06—VZ: FW: Haleakala article attached (concerning activity in Hawaii; has follow-up)

07-21-06—VZ: Draft Budget Narrative (has follow-up)

07-21-06—Loos: [commission-board] Agenda Items (requesting them from Board; has follow-up)

07-24-06—VZ: Show and Tell Event (happening August 8)

07-25-06—VZ: My Goals (for fiscal year 2007; has follow-up)

07-25-06—Loos: [commission-board] August 5, 2006 Draft Agenda (has follow-up)

07-26-06—VZ: Happy Anniversary Connie (to Connie Carlow; has follow-up, including appreciative response from Carlow to VZ)

07-26-06—VZ: FW: [tech] Update on ATP stuff (has follow-up)

07-26-06—VZ: FW: Letters for Volunteer Groups. (has follow-up, including from Bill Brown)

07-26-06—VZ: Happy Anniversary Sahar (to Sahar Hussein)

07-26-06—Livingston: [commission-board] NFBN Scholarship Application

07-26-06—VZ: Clarifying agenda item (concerning Executive Director's goals; has follow-up)

07-26-06—VZ: RSA FIELD VISIT WITH NCBVI (sending agenda to RSA participants)

07-26-06—VZ: FW: RSA FIELD VISIT WITH NCBVI with comments for NCBVI staff (has follow-up)

07-27-06—Peery: Agenda (has follow-up)

07-27-06—VZ: FW: response to Aaron Bishop's questions (to Health, Education Labor and Pensions [HELP] Committee concerning Randolph-Sheppard Legislation from National Council of State Agencies for the Blind; has follow-up)

07-27-06—Peery: Attached letter (concerning Corrective Action Plan; has follow-up)

07-27-06—F. Floyd: Laura's article

07-28-06—Loos: [commission-board] Attached letter (sending response from Servan concerning corrective action letter)

07-28-06—Peery: Budget (Word document of 07-09 budget; has follow-up)

07-30-06—Loos: [commission-board] evaluation (has follow-up)

07-31-06—Oltman: [commission-board] survey

07-31-06—Brown: Financial Report (has follow-up)

08-01-06—Jirak: [commission-board] Webmaster Report

08-03-06—Peery: FW: Happy Anniversary Nancy (from Pearl to Nancy Coffman)

08-03-06—Peery: Confirmation of travel plans for tomorrow

08-03-06—VZ: FW: Letters of Appreciation Attached (email from Deaton including cover letter, article and letters from participants in Project Independence)

08-03-06—Peery: Revised Staff Listings (has follow-up)

08-03-06—VZ: Focus Topic for August 5, 2006 (has follow-up)

08-03-06—VZ: Time Certification

08-03-06—VZ: Quarterly Update (from Administrative staff in Lincoln; has follow-up)

08-04-06—Loos: NFB-Newsline Report (to Ryan Osentowski about his report, submitted in MP3 format)