

**NC Interpreter and Transliterater Licensing Board  
Friday February 22, 2019 – Paragon Bank - Raleigh, NC**

1 Board Present: Jim Sewell, Jeff Trader, Donnie Dove, Jr, Kevin Earp, Lauren Pruett, Emily Pope, Dave  
2 Litman, Pam Smith

3 Board Members Absent: Jaime Staley

4 Board Staff Present: John Green and Caitlin Schwab-Falzone

5 Interpreters Present: Emily Jones, Kirk Fowler, and Sarah Wheeler

6 General Public Present: Antwan Campbell, Taylor Engleman, Rachel Skipper, Lee Williamson, Pam King

7 Called to order 10: 01 am

8 *Conflict of interest statement read, no conflicts heard.*

9 With 7 voting Board members present we have a quorum.

10

**Welcome and Introductions**

11

12 Jim did a welcome of the new Board member (Dave Litman) and the members of the public who were  
13 here.

**Approval of Minutes**

14

**Motion Feb 2019-01 (Pope/Earp) I move we accept the minutes from October 26, 2018 with  
suggested edits Emily, second Kevin. No discussion. 7 in favor (1 abstention). Motion Carries**

15

16

**LRC Report**

17

18 Pam talked about, since the last meeting we closed one complaint and still have one extension request  
19 that is still open and the LRC reviewed the materials in the extension request. Pam also talked about the  
20 provisional extension request process and what is needed for the LRC to review the requests. The  
21 requests we do receive are very vague sometimes.

22 The Board discussed having a time line in place so that people requesting extension requests know  
23 when all of the information that needs to be submitted is received by. John talked about that the LRC  
24 does have some flexibility to address this.

**Annual SEI submission**

25

26 Kevin talked about the Statement of Economic Interest (SEI) form that needs to be submitted every year  
27 for each Board member. Kevin also discussed ethics standards that need to be adhered to. I (Kevin) am

1 the ethics liaison and any communication I get for the ethics commission I send it to Caitlin for her to  
2 keep track of or pass along to the Board members.

3 Jim encouraged Board members to reach out to the State Ethics Commission for any questions Board  
4 members may have.

5 *Jim went back to the members of the public present at the meeting and asked them to introduce*  
6 *themselves.*

#### NCRID Letter

7 Jim talked about the letter we received from NCRID. The first letter we received was not signed, and the  
8 second letter submitted was signed by the secretary of NCRID. There are 3 groups that were named in  
9 the letter, the letter is asking for educational interpreters to be “brought in” to the licensure law.

10 Antwan Campbell: I am here representing the department of public instruction (DPI). He expressed that  
11 the current staff of DPI would like to see educational interpreters be licensed. The director of the  
12 department of exceptional children is on Board with this happening also.

13 John discussed the beginning of licensure and that DPI did not want to be involved when the law was  
14 put in place. John also commented it is great that DPI is on Board with educational interpreters being  
15 licensed.

16 Pam asked about if DPI approached the state Board of education to see if they are on board with this  
17 request.

18 Jim gave a background on the beginnings of the licensure law and the relationship with DPI, and he  
19 asked if the current Board would support that.

20 Jeff suggested that all the stakeholders be invited to the next meeting and put this topic on the agenda  
21 for the next Board meeting for further discussion.

22 Kevin talked about regional school districts, and how could we ensure this would be done?

23 Discussion that DPI would represent the K-12 schools and not colleges and universities.

24 Rachel Skipper: Talked about that she hoped that eventually colleges and universities could be included  
25 at some point as well.

26 Jim, we need to work with the current request from DPI and support them at the time.

27 Antwan discussed a changeover in the people involved with DPI and that I why they have come to the  
28 Board to be part of licensure at this time. One change that DPI would like to see is the pay, and that  
29 many interpreters want to be licensed.

30 Dave expressed concern about how we would see about that counties would be hiring qualified  
31 interpreters?

32 Antwan discussed about the work that has been done to clarify the roles of people working in the school  
33 system so it is clear who can be in what position.

1 John suggested possibly trying to get all college and universities on Board as well so we don't go to the  
2 legislature twice. He also asked to see if it has been determined to be implemented? These are some  
3 points that would need to be determined so that there are not real problems for people that are  
4 currently working.

5 Jim talked about the process when the law first came about and grandfathered licensees.

6 Emily asked if stake holder groups have been set up to get information from LEAs and other groups this  
7 possibly could affect.

8 Donnie questioned what the requirements would be?

9 Jeff talked about having a good plan in place so that we know what the requirements would be.

10 Rachel Skipper: Brought up some possible options for types of licensure. She also said many of the  
11 interpreters she works with are in support of this change possibly taking place.

12 Pam talked about all the community colleges and universities that would need to be on Board if we  
13 wanted to include all of the educational settings.

14 Jim talked about the overarching goal of licensure for educational interpreters. Hopefully this would  
15 encourage the entire interpreting community to improve itself.

16 John talked about how changes to the law would be able to take place, and also see what the  
17 community colleges and universities would need for this possible change to take place.

18 Jim discussed the licensure law simply says that this person has met these standards to be licensed.

19 John suggested that DPI present the proposed statutory change to the Board. John also wanted to  
20 stress he is not abdicating anything in particular.

21 Kevin talked about that he does believe in raising the bar and that we are on the right path.

22 Dave questioned what this would do to the interpreters going through the educational process and how  
23 this would effect them?

24 Emily talked to Kevin's point about raising the bar but also making sure the pool of interpreters gets  
25 bigger and better.

26 Jim talked about that as a Board we are taking the first steps and having the discussion about what this  
27 would look like as we move forward with this.

28 The Board is interested in pursuing this as an option of working with DPI to bring educational  
29 interpreters into the law.

30 Jim questioned where do we go from here?

31 It was suggested that DPI would take the lead on this and we would work in tandem regarding this.

32 John talk about how this could happen and specifically 90D-4 and the exemptions that are currently  
33 listed. In another section there would be standards that would need to be established. John also

1 suggested working with DPI to see how they are interested in working with the Board and propose the  
2 language that they would like to see in the statute.

3 Jim discussed the ways that people qualified for grandfathered licenses when they were available.

4 Antwan: After all these years he is happy that this discussion is taking place, and he understands it will  
5 be challenging and there will be road blocks. This is a great step in the right direction.

6 The Board discussed possible standards that could qualify educational interpreters for licensure.

7 Jim invited Pam King to give some input into this discussion.

8 Pam King: She talked about the issue is the quality of qualified interpreters. She gave her input into the  
9 idea and agreed that there are standards do need to be raised, but the issue with the profession is  
10 people interpreting in the community before they are ready.

11 Lee Williamson: Lee talked about other states and what they have written in their laws for educational  
12 versus community interpreters.

13 Pam Smith talked about possibly addressing the issue with Pam King's points.

14 John talked about it is up to the Board what they want to bring to the legislature. It is at the legislatures  
15 discretion if they wanted to grant the changes we are asking about. Ultimately to get the legislature do  
16 anything we need a legislature in the house and the senate to sponsor a bill for you.

17 *Break 11:09*

18 *Reconvened 11:23*

19 Jim asked if anyone had a motion to make?

**Motion Feb 2019-02 (Trader/Dove) I move that we invite stakeholders such as but not limited to DPI, NCRID, etc to attend the next board meeting and present their ideas and show support to add educational interpreters to the licensure law Jeff, second Donnie. No discussion. 7 in favor (1 abstention). Motion carries.**

20

### Financial Report

21

22 Emily reviewed the current financials through January 31, 2019 and she talked about some of the items  
23 that were highlighted such as net income, current assets, and total equity all being up.

24 *2017-2018 Audit Report*

25 Emily went over the financial highlights from the most recent audit that was done.

### Legal Update

26 *State changes in licensing laws*

27 John discussed what has been seen in the recent changes into other states to be licensed in various  
28 states. There have been studies done that say it costs trillions of dollars to the economy with licensing  
29 laws. There have been states that have found some areas that it could allow "poorer" markets to be

1 brought in. In the past it was discussed that our Board was proposed to be closed, but we have seemed  
 2 to get through that period due to the support of this Board by the various groups we are made up of. I  
 3 will keep the Board informed if I hear of any bill that could affect this Board.

4 *Yellow book audits*

5 John talked about the possible change to the cost of an audit (currently less than \$5,000) if the state had  
 6 gone to the yellow book audit and that cost could be upwards of \$14,000 plus a year. John will keep the  
 7 Board informed if the proposal (of requiring yellow book audits) comes through the legislature again.

8 *Insurance Quotes*

9 John discussed the different types of coverage and the quotes that he acquired. John discussed the  
 10 different insurance options that were presented to the Board. John talked about the other coverage  
 11 options he secured as well. The coverage and exclusion of each options varies. If the Board is interested  
 12 in pursuing this let me know and we can move forward. Any questions?

13 Jeff had questions about insurance coverage and if this would require a fee change?

14 John talked about this could not require a fee change but could require one down the road.

**Review of Action Items**

15

#	Owner(s)	Description	Due date	Status
1	Donnie and Jeff w/John	Ad hoc committee to work with John about how to receive alternative complaint resources, and process for having the complaint transcribed. <b>Caitlin to research more options for uploading at the next meeting. Caitlin will investigate automatic upload options for videos, have a "hotlink" to submit videos automatically.</b>	February 22, 2019	
2	John Green	Get antitrust insurance quotes.	February 22, 2019	
3	Pam and Donnie	Explore with DSDHH about trying to get mediation as an option started, what would that look like? How would the process work?	February 22, 2019	
	Caitlin	Gather more information about what is happening on the national level with RID and the PDIC exam, and the new processes for the deaf interpreters.	February 22, 2019	
6	Caitlin	Caitlin to look into correction enterprises to see about getting cheaper licensure card printed.	February 22, 2019	
	Jeff and Lauren	Ad hoc committee to determine what other options to revise in the statute to recognize for full licensure. Pam King, Jim Sewell, and Pat Hauser will help with that committee.	February 22, 2019	

7	Pam	Committee to work with NCRID about their conference and see about co-locating with them, work on the specifics, working with NCRID and where the NCITLB Forum should be.	February 22, 2019	
	Bethany and Donnie	Bethany and Donnie subcommittee to have open communication with DSDHH for community outreach.	On Going	On Going
	Caitlin	Update the Website as needed	On Going	On Going
	Kim	Compile a list of meetings and events for Board members to attend.	On Going	On Going
	Jeff and Donnie	Will write up the roles of SSP compared to Interpreter and will submit their work to the board for their feedback.	On Going	On Going
	Jaime, Kevin, Pam	Ad Hoc committee that will research what changes are needed to the licensure law, and what changes can be made to protect the complaint process.	On Going	On Going
	Pam	Ad hoc committee set up for work with DPI and helps go to meetings so they can work toward making the changes.	On going	On going
	Caitlin	Caitlin to compile information about how many of each provisional years there are, and to track the schools that they are from and just have that information to track the schools people are coming from.	On going	On going

1

2 #1 Caitlin is still working on this and will push the due date out to the June meeting.

3 #2 John just presented all the insurance quotes. John will hold off on doing anything until the Board  
4 tells him otherwise, and the Board confirmed that.

5 (Jumped to) #7 Pam and Caitlin are working with UNCG to determine the date of the June meeting and  
6 public forum.

7 Jeff we want to make sure the conference is not during the NCRID/NCAD conference.

8 Dave offered onsite help because he lives in the Greensboro area.

9 #3 This action item has nothing new to report, due to a meeting between the Board and DSDHH not  
10 taking place yet because their legal counsel has been out on maternity leave.

11 #4 Caitlin gave an update and read from the RID website what is happening.

12 *The Provisional Deaf Interpreter Credential (PDIC) is a temporary credential that will be awarded to*  
13 *eligible individuals who satisfy all previous requirements to take the CDI Performance test, AND ALSO*  
14 *who submit the required application form and approved attestations of language and interpreting*  
15 *competence. The PDIC is designed to temporarily credential those who have passed the written test*  
16 *associated with the CDI certification, but are unable to take the performance exam because it is in*  
17 *moratorium.*

18 #5 Caitlin investigated this and correction enterprises does not print this type of material. Caitlin talked  
19 about the current printer and that cost.

1 #6 Jeff asked to move this to the June meeting, so we have time to meet.  
2 #7 Pam is working with UNCG and if we cannot get the information we need, Dave will help Pam locate  
3 a local place if UNCG does not work. Pam gave Dave some background on the NCITLB forum and what  
4 was done in the past.

5 *Ongoing action items*

6 *DSDHH community outreach*

7 This is still ongoing, and we will present where needed and asked to present.

8 *Break for lunch 12:14 pm*

9 *Reconvened at 12:48 pm*

10 The remaining ongoing action items are still on going.

11 John reiterated that all emails are all public records so be careful what you send in email.

12 Pam gave an update on the DPI action item and gave an update of the recent items that have been  
13 going on. Some suggested changes are a training program. They have a meeting coming up next Friday  
14 (3/1/2019). (Lauren added to this action item)

15 John brought up that he is providing training to Dave after the meeting and anyone who wants to attend  
16 is welcome to.

17 **Central Office Report**

18 **NCITLB Central Office Report** (as of February 21, 2019 at 4 PM)

Type of License	Current Number of Licensees	Percentage
Full	341	64%
Grandfathered	47	9%
Provisional	145	27%
<b>Total Number of Current Licenses</b>	<b>533</b>	<b>100%</b>

19

20 **Licenses issued since last Board meeting (October 26, 2018): 23**

21 **Full: 9**

22 *Qualified for licensure by:*

23 RID Certification: 9 of 9 (100%)

24

25 **Provisional: 14**

26 *Qualified for licensure by:*

- 1 2-year degree: 10 of 14 (71%)
  - 2 EIPA score of 3 or above: 4 of 14 (29%)
  - 3 **Licenses Pending Issue: 3** (2 provisional and 1 full)
- 

4 **Comments:**

5

6 We are receiving one to two applications a week for licenses.

7 I am working on quotes for the licensure cards, we will need to order more soon.

<b>Motion Feb 2019-03 (Smith/Pope) I move we adjourn the meeting Pam, second Emily. No discussion. 7 in favor (1 abstention). Motion carries.</b>
---

8

9 Adjourned 1:15 pm

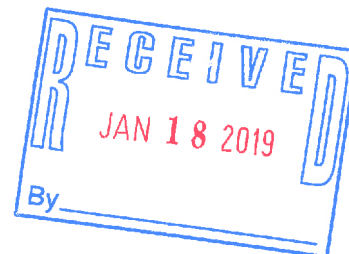


November 17, 2018



## North Carolina Registry of Interpreters for the Deaf

[www.northcarolinarid.org](http://www.northcarolinarid.org)



NCITLB  
PO Box 20963  
Raleigh, NC 27619

Dear North Carolina Interpreter and Transliterator Licensing Board,

We, the North Carolina Registry of Interpreters for the Deaf (NCRID), are in support of the North Carolina Department of Public Instruction's plea to include Educational Interpreters in the licensure law.

Currently, the only requirement to interpret in a K-12 setting in North Carolina is a minimum score of 3.0 on the Educational Interpreter Performance Assessment (EIPA). Studies have shown that an interpreter operating at a 3.0 EIPA level is only accurately interpreting approximately 60% of the source language message. Sixty percent proficiency is unacceptable in other professional fields and an interpretation of 60% in the classroom is not an adequate way for d/Deaf, Deafblind & Hard-of-Hearing students to receive a quality education.

North Carolina's Department of Public Instruction is aiming to raise the state's minimum score requirement on the Educational Interpreter Performance Assessment. If Educational Interpreters were included in the licensure law as well, there would be a domino effect of positive outcomes for all stakeholders. K-12 interpreters would no longer be considered classified staff (an hourly employee) and would transition to certified staff (a salaried employee). Certified staff is a classification held for the staff members carrying a license, that attend workshops for continuing education units to maintain said license. Historically, withholding k-12 interpreters from the licensure law in North Carolina has segregated sign language interpreters into para professionals. This has grouped interpreters with teacher's assistants, custodians, cafeteria workers and other hourly staff. If interpreters were licensed and became certified staff in the school system, this would improve their salaries thus enabling each school district to attract, hire and retain a more qualified interpreting staff. Too often, highly skilled educational interpreters choose to leave the classroom setting, once they become licensed and certified to work outside the schools, they find they are compensated well and rarely return. Sadly, students suffer as they are left trying to learn through low quality interpretations. Of all the positive outcomes that will come from including K-12 interpreters in the licensure law, the students would be the greatest recipient. More highly qualified interpreters make better language models and better language models surrounding students will cause raw language scores to increase and consequently reading, writing and math scores will follow accordingly. We want higher quality interpretations in the classrooms across the state. To help ensure that happens, the licensure law needs to include K-12 interpreters. This would be an integral step in moving North Carolina closer to authentic equal access.

We hope to be in continued correspondence with you as you consider including Educational Interpreters in the licensure law. We know this request is a large task, and we encourage you to reach out to the Department of Public Instruction, NCRID, and the North Carolina Association of the Deaf for collaboration to help make this happen. It is time that every aspect of our profession be protected by and held to the standard of the licensure law, mandating quality interpretations for every d/Deaf, Deafblind and Hard-of-Hearing individual not withholding the right from children who are deprived from adequate interpretations in the classroom.

Respectfully,

Jessica Locke

Secretary, The North Carolina Registry of Interpreters for the Deaf

NCRID is an affiliate chapter of the Registry of Interpreters for the Deaf, Inc. (501C-3 Non-Profit)

Mission Statement: To provide state and local forums and an organizational structure for the continued growth and development of the profession of interpretation and transliteration of American Sign Language and English.