

NC Interpreter and Transliterater Licensing Board
Friday, August 11, 2023 – McKimmon Center, Raleigh, NC – 10 am

1 Board Members Present: Mark Lineberger, Pam White, Beverly Woodel, Alicia Griffin, Dianne Shearer
2 David Litman, Nicole Alleman, Lynn Cooper

3 Board Members Absent: Lauren Pruett

4 Staff Present: Juliane Bradshaw, Caitlin Schwab-Falzone

5 Interpreters: Lee Williamson, David Payne, Karen Magoon, Nicole Fox, Monica McGee, Candy Thomas
6 (CART)

7 Members of the public present: Shana Witherspoon, Jaclyn Mucky, Matt Baccari, Pam King, Kimberly
8 Goodman, Hannah Breitzman, Kyle Kiser, Jessica Bridges, Madelyn Leonard, Brittany Burnett, Bethany
9 Hamm-Whitfield, Hayli Appeli, Emily Jones, Carol Bailey, Alisha Boatright, Novalee Leone

10 Called to order 10:07 am

11 *With 8 Board members present a quorum was established.*

12 Conflict statement read, and no conflicts heard.

Welcome and Introductions

13 The Board members went around and introduced themselves.

Approval of Minutes

14

August 2023-01 (Griffin/Shearer) I move we approve the meeting minutes from May 12, 2023 and as written, Alicia, second Dianne. No discussion. All in favor. Motions carries.

15

Legislative Liaison Report

16

17 Mark gave a short update. The main focus in the legislature currently is Medicaid and the budget. He
18 continues to reach out to key legislators that are in the senate to get some attention on the proposed
19 changes to the Board's statute. I have heard they are close to a decision on the budget and Medicaid.
20 We are hopeful that once they are done with the budget, they can review open bills and potentially
21 make a decision on this bill. Mark gave further background on the legislative process.

LRC Report

22

23 Pam gave a brief update on what the LRC is working on right now.

DPI Update

24

25 Antwan Campbell was unable to attend this meeting today. He sent a report in writing to the Board to
26 review.

1 *Report:*

2 *DPI convened a stakeholder meeting at the end of June to discuss options of what educational*
3 *interpreter licensure would look like. The meeting was held in Alamance-Burlington and a second*
4 *meeting to continue discussions will be scheduled ASAP.*

5 • *Some of the concerns raised are that there is not a national test that is geared towards the skills of*
6 *those working in education. (NAIE is in talks about creating a national educational interpreter test.)*

7 • *Others are concerned that educational interpreters can take one test and not retest again even though*
8 *the same can be said of those working in the community.*

9 • *There is still concern that there is a lack of interpreters who want to work in education and increasing*
10 *requirements will only limit the field and exacerbate shortages even more.*

11 • *Everyone seems to be in agreement that licensure for educational interpreters would be a good thing*

12 *DPI is still working on its mentoring program to help interpreters reach the new standard of at least a*
13 *3.5. The mentoring program has been receiving some favorable results with those who complete the*
14 *program and retested have scored well above the requirement. DPI is still looking for mentors (they are*
15 *paid)*

16 Mark talked about this report effecting an action item, and one action item was about the DPI
17 stakeholders meeting. Mark gave some update about this action item now. At the stakeholders
18 meeting the school districts did not seem to be aware of the potential for educational interpreters to be
19 licensed. It was a good opportunity for the representatives to share their concerns. The EIPA
20 requirement for 3.5 and above for new hires was discussed, if the interpreter has been working there
21 for a few years, they have until 2025 to get up to the threshold of 3.5. There was a good discussion
22 about the difference between educational interpreters and community interpreters. The EIPA is not on
23 par with national certification. A 3.5 on the EIPA is only 60-70% accuracy of the message. It should be
24 looked at as the gold standard for educational interpreters. Interpreters are now classified as support
25 staff and are paid hourly while other staff that require licenses are salaried. If licensure is required for
26 educational interpreters, then DPI will have to come to an agreement about the increase in pay for the
27 interpreters.

28 Dianne commented that DPI does not control pay, the local districts control the pay rates in their
29 districts. The other challenge for educational interpreters is they are paid at a lower rate, even if they
30 work outside of their normal classroom setting. Dianne talked about more recommendations that came
31 out of the meeting. There would be licensure for k-12 interpreters and post-secondary. Discussion
32 about provisional licensure be available for educational interpreters.

33 Mark commented that the law says that it does not apply to the educational setting. The east way to fix
34 it would be to remove that line that makes educational settings an exempt setting. If DPI wants to
35 expound on that to require levels that means that all educational interpreters would have to take same
36 path to be provisionally licensed and take the other paths to become fully licensed.

37 Pam commented that DPI does not set the pay rate for each county, but the counties do take
38 recommendations. If DPI were to require licensure for interpreters, then that would allow interpreters
39 to fight for higher pay. In other states interpreters do get paid the same as teachers. Pam talked about

1 how interpreters in her school are paid and what the additional benefits for that interpreter are. Pam
2 also commented that she does feel there need to be stages for educational interpreters, there may need
3 to be some negotiation that needs to happen so that we can move forward so we can do what’s best for
4 our students.

5 Mark added to what Pam was saying, at the meeting was that if standards and qualifications increased
6 interpreters would leave, and there were county administrators who were upset about the potential of
7 this. If we set the bar higher than people will come to that, and if not it could force the people in power
8 who have the money to address the situation, and raise the quality for everyone.

9 Bev thanked everyone for their comments on this topic.

10 Mark commented that they are trying to find a date in September for another meeting of stakeholders.

11 Discussion about who attended the DPI stakeholders meeting, which counties were represented.

Legal Update

12

13 There are no significant updates at this time. I will be working on Request for Proposal (RFP) for the
14 contract for the company that Caitlin works for before that current contract runs out.

Proposed Meeting Dates

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- 16 • February 9, 2024
- 17 • May 17, 2024
- 18 • August 9, 2024
- 19 • December 6, 2024

Central Office Report

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NCITLB Central Office Report (August 8, 2023, as of 9:30 am)

Type of License	Number of Licensees (August 2023)	Percentage (August 2023)	Number of Licensees (August 2022)	Percentage (August 2022)
Full	351	65.5%	357	64%
Grandfathered	33	6%	37	6.5%
Provisional	153	28.5%	165	29.5%
Total Number	537	100%	559	100%

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Licenses issued since last Board meeting (May 12, 2023)	8
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Qualified for <u>full</u> license by		
RID Certification	2	100%
Total Full Licenses Issued	2	100%
Qualified for <u>provisional</u> licensure by		
2-year degree	1	17%
EIPA score of 3 or above EIPA Scores for the issued licenses: 3.6, 3.8, 3.6, 3.4	4	66%
Accumulated Hours	-	0
DSDHH DI Program	-	0
Recognized credential from another state	1	17%
Total Provisional Licenses Issued	6	100%
Licenses pending to be issued	8 (3 provisional, 5 full)	

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School	Number of Licensees
UNC Greensboro	25
Wilson Community College	14
Blue Ridge Community College	9
Western Piedmont Community College	9
Central Piedmont Community College	6
Cape Fear Community College	4
Carolina University	4
Gallaudet University	2
Gardner Webb	2
Bloomberg University	1
Columbus State CC	1
John Logan College	1
NorthEastern University	1
Northwestern Connecticut CC	1
Piedmont International University	1
Rochester Institute of Technology	1
Siena Heights University	1

St Louis Community College	1
Troy University	1
University of Arkansas at Little Rock	1
University of Louisville	1
University of Northern Colorado	1
Total	89

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2 **Comments:**

3 Business as usual.

4 Renewals are being submitted. The new system is streamlining the process.

5 Total renewal complete 32 out of 537.

Review of Action Items

6

#	Owner(s)	Description	Report/Due date	Status
1	Mark, Pam White, Lauren, Dianne	Committee to determine revisions to be made to the law (GS 90D) and also review current CEU requirements for renewal.	August 11, 2023	
2	Mark, Alicia, Nicole, and Dave	Committee to determine options for having a Board meeting and educational session. Committee to determine the date and information.	August 11, 2023	
3	Mark and Dianne	Board members appointed to the DPI committee to be part of the discussion to help determine licensure for educational interpreters.	August 11, 2023	
4	Dianne, Nicole, and Dave	Committee to put a short survey together to gather feedback about CEUs and how to obtain them, and feedback about Board website.	August 11, 2023	

Ongoing action items	
Mark and Alicia	Subcommittee to have open communication with DSDHH for community outreach.
Pam and Lauren	Ad hoc committee set up to work with DPI to work toward changes for educational interpreters.
Caitlin	Continue to compile: <ul style="list-style-type: none"> • Number of renewals each current provisional license has had • schools provisional licensees are obtaining degrees from • current licensee EIPA scores. • When provisional licensees move up to full

1

2 Action Item #1 – Mark gave some background to Lynn (new Board member) about the requirements for
3 CEUs for interpreters to renew their license. With the rule that is currently in place (waiving the in
4 person requirement for CEUs) many interpreters currently like that they are able to obtain CEUs online
5 rather than in person. At the NCRID conference many interpreters asked Mark if the waiver would
6 continue to allow for licensees to take CEUs online. The opinion among the Deaf community is that
7 interpreting is a very visual profession and they prefer interpreters obtain their CEUs in person. The
8 minimum number of CEUs is 2.0. If we do want to make changes to the CEU portions of the rules we
9 would need to work on the rulemaking process. The committee could work on language for the rules
10 and bring it to the December meeting, and then move forward with the rulemaking process starting in
11 December.

12 Break 11:27 am

13 Reconvened 11:40 am

14 *Continued discussion of action items*

15 Pam commented that studies have shown that workshops do not improve interpreters skills. If it is
16 something they do not want to learn but if it something they want to learn they will be passionate about
17 it.

18 Mark talked about having a vote on this potential rule language at the December Board meeting to vote
19 to move forward with rulemaking.

20 Break for Lunch 11:54 am

21 Reconvened 12:53 pm

22 *Continued discussion of action items*

23 Action item #2 – Mark discussed what they have been working on. Committee to convene this fall to
24 work out the details. Mark gave more background on the purpose of this committee to the new Board
25 member Lynn. There is potential for training to be done for the Board, for the members of the Board.
26 Possibility to have a meeting from 5-9 in evening, have a Board training and dinner, and the next day,
27 Friday, provide an educational opportunity on ethics for licensees and provide training. There are
28 several options for what can be done. The Board could meet while licensees are in a session if the Board
29 wanted to, there is nothing set yet, just discussing options. Possibility of having the forum the night
30 before the meeting, but there are several options. As far as cost we did consider the Board would have
31 to travel, lodging, meals, and event space. We may need to pay a speaker. We were anticipating \$15-
32 \$20K, which is a lot, but if we do it with the Board meeting, we have handled the travel, meals, and
33 lodging with that funding. There is already an existing line item in the budget for a public hearing, we
34 could move money there and set a cap.. We can bring it to the December Board meeting with the costs
35 and make a determination then.

- 1 Alicia talked about possibly doing a forum at the February 2024 meeting date (before or after). We
2 could still try to do a hybrid forum.
- 3 Dave had some questions about what the Board would be paying for. The Board discussed options. The
4 Board had further discussion of what this educational session could look like. Discussion of providing
5 CEUs for attendees. Next steps Mark would need to suggest the cost estimate for this event.
- 6 Action Item #3 – Discussed previous in the meeting.
- 7 Action Items #4 – Dave talked about the survey that has been put together. The survey would cover the
8 CEU options and potential updates to the website.
- 9 Dianne wanted to give everyone a few minutes to look at the survey.

August 2023-02 (Lineberger/Griffin) I move we approve the survey developed by the committee be approved and sent out to licensees Mark, second Alicia. No discussion. Motion carries.

10

11 The rest of the action items are ongoing.

12 Dave asked about an update on Certemy. Caitlin gave a brief update on the renewal submission portal
13 and the feedback, both positive and negative that has been received. Step by step instructional videos
14 were added to the website to help navigate the submission portal.

Licensure and CASLI

15

16 Bev has a conflict and rescued herself from this discussion.

17 Mark gave a background on this matter. He got some information that results from a CASLI exam are
18 taking a long time for licensees to get back. CASLI gave an update that the raters have been trained and
19 have been able to review the tests that are waiting in the queue to be reviewed. By the end of
20 September (2023) they should be caught up so that they have a 90 day turn around on results once they
21 are able to review the tests that have been waiting.

22 Juliane talked about the potential of the Board having a policy that would allow for people the delay in
23 getting their results back to be able to renew.

24 Pam discussed that this happens every year. Interpreters need to plan ahead and know that it takes
25 time to get your results back.

26 Mark discussed that there is still potential for a policy for a very narrow group of people.

27 Further discussion of options to allow people to renew. This policy would be for this licensure year only.

28 Dianne commented on not putting too much pressure on the current licensees, and that the delay in
29 results may take more time to get caught up so the time frame for getting results back.

30 Alicia talked about having a policy for this year and revisiting the issue next year if this issue persists.

31 Discussion of what a rule versus a policy means.

1 Alicia talked about having a rough draft of a policy ready to go soon and vote via Zoom.

2

3 Break 2:23 pm

4 Reconvened 2:33 pm

5 Mark talked about meeting to discuss the policy once drafted. Discussion about who this policy would
6 affect.

August 2023-03 (Lineberger/White) I move that we draft a policy, that if you took the CASLI test before June 30, 2023 and you are still waiting on results you request a renewal and have proof you have taken the test at that time, and maintain your license up to 90 days with the expectation that you will submit results to the Board office once you receive results within that 90 day time frame (October 1 – January 1, 2024) Mark, second Pam. Discussion. In favor 7, 1 abstention. Motion carries.

7

8 LRC committee to review the proposed language.

9 Mark brought up the CASLI test issue with Deaf Interpreters (DIs), and this will also be reviewed with the
10 Board attorney, and what action the Board can review and take.

Financial Report

11

12 *Financials through June 30, 2023*

13 Dave reported on the June 30, 2023 and let people know if they have any questions just let us know.

14 *Proposed Budget 2023-2024*

15 Budget discussion and review with the Board.

August 2023-04 (Griffin/Alleman) I move we approve the proposed budget for 2023-2024 as written, Alicia, second Nicole. All in favor. Motion carries.

16

New Business (if any)

17

18 *CEU requirements – In-person versus online*

19 Mark talked about how other states adhere to the RID requirements. Ideally allowing licensees to take
20 the CEUs however they want would work but requiring that 2.0 CEUs would need to be obtained. The
21 committee will meet with Juliane before we move forward with any rule change.

22 *Educational event for February*

23 The committee will determine what this event will look like and bring back to the Board at the
24 December meeting.

1 I move we adjourn, Dave.

2 Adjourned 3:19 pm