

**BOARD FOR HEARING AID SPECIALISTS AND OPTICIANS
MINUTES OF MEETING**

The Board for Hearing Aid Specialists and Opticians met on Wednesday, April 10, 2019, at the Offices of the Department of Professional and Occupational Regulation, Perimeter Center, Board Room 4, 2nd Floor, 9960 Mayland Drive, Richmond, Virginia 23233. The following members were present for the meeting:

ReBecca Bennett
Judith M. Canty
Pamela S. Chavis, MD
Beth Lynn Connors, AuD
Edward L. DeGennaro
Mark Grohler
Laura Lee Thompson
Lakshminarayanan Krishnan
David M. Lambert
Debra Ogilvie, AuD
Bruce R. Wagner

The following members were not present:

Alidad Arabshahi, MD, MBA
Melissa Gill
Teresa D. Leeper
June H. S. Rogers

DPOR staff present for all or part of the meeting included:

Mary Broz-Vaughan, Acting Director
Stephen Kirschner, Regulatory Operations Administrator
Tamika Rodriguez, Licensing Operations Administrator
Cathy Clark, Administrative Assistant

A representative from the Office of the Attorney General was present for the meeting.

Elizabeth B. Peay, Assistant Attorney General

Mr. Wagner determined that there was a quorum present, and called **Call to Order** the meeting to order at 9:06 a.m.

Upon a motion by Ms. Canty and seconded by Mr. DeGennaro, the **Approval of Agenda** Board moved to approve the Agenda.

The members voting 'yes' were Ms. Bennett, Ms. Canty, Dr. Chavis,

Dr. Connors, Mr. DeGennaro, Mr. Grohler, Ms. Thompson, and Mr. Wagner. There were no negative votes. The motion passed unanimously.

Mr. Krishnan, Mr. Lambert, and Ms. Ogilvie were not present, did not participate in the discussion, and did not vote on this matter.

Mr. Lambert arrived at the meeting late.

Mr. Lambert arrived at the meeting

Upon a motion by Ms. Canty and seconded by Ms. Bennett, the Board voted to approve the minutes of the December 19, 2018 Board for Hearing Aid Specialists and Opticians Meeting.

Approval of Minutes: December 19, 2018 Board for Hearing Aid Specialists and Opticians Meeting; and February 27, 2019 Board for Hearing Aid Specialists and Opticians Hearing Aid Specialists Training Committee Meeting

The members voting 'yes' were Ms. Bennett, Ms. Canty, Dr. Chavis, Dr. Connors, Mr. DeGennaro, Mr. Grohler, Ms. Thompson, Mr. Lambert, and Mr. Wagner. There were no negative votes. The motion passed unanimously.

Mr. DeGennaro requested an amendment to the February 27, 2019 Hearing Aid Specialists Training Committee Meeting minutes, advising the Board that he had been present for the meeting, but was not listed in the minutes among those members present.

Upon a motion by Ms. Bennett and seconded by Mr. DeGennaro, the Board voted to amend and approve the minutes to include Mr. DeGennaro's attendance.

The members voting 'yes' were Ms. Bennett, Ms. Canty, Dr. Chavis, Dr. Connors, Mr. DeGennaro, Mr. Grohler, Ms. Thompson, Mr. Lambert, and Mr. Wagner. There were no negative votes. The motion passed unanimously.

Mr. Krishnan and Ms. Ogilvie were not present, did not participate in the discussion, and did not vote on these matters.

Mr. Krishnan and Ms. Ogilvie arrived at the meeting late.

Mr. Krishnan and Ms. Ogilvie arrived at the meeting

There were no communications to report.

Communications

Mr. Wagner asked for public comments. There were none.

Public Comment

There were no licensing or disciplinary cases to be heard.

CASES

REPORTS

Mr. Kirschner reviewed Hearing Aid Specialists and Opticians licensing statistics with the Board. **(See Addendum 1)**

Licensing Statistics

Mr. Kirschner reviewed the Hearing Aid Specialists and Opticians examination statistics with the Board for all exams administered between November 2018 and March 2019 and responded to questions from the Board. **(See Addendum 2)**

Examination Statistics

REGULATORY ACTION AND BOARD GUIDANCE

Regulatory Report

Mr. Kirschner reported to the Board on recent regulatory action, including the change to a two-year (2,000 hour) Optician Apprenticeship that was effective April 1, 2019. Mr. Kirschner further advised the Board that a letter will be mailed to all licensed Opticians by the end of April that will also include information on the new optician practical exam administered by the American Board of Opticianry (ABO).

A discussion was initiated about related instruction for the Apprenticeship, including on-the-job training and the classroom component. Mr. Kirschner advised the Board that only two related instruction vendors have been approved by the Board: (1) The National Academy of Opticianry's Ophthalmic Career Progression Program; and (2) J. Sargeant Reynolds Community College Opticians Apprenticeship Career Studies Program.

Mr. Kirschner reviewed the proposed Guidance Document on Approved Related Instruction for the Board's approval. Mr. DeGennaro suggested that the three instances of the phrase "related instruction" should be amended in the Guidance Document to "related technical instruction."

Guidance Document Optician Apprenticeship – Approved Related Instruction

Upon a motion by Ms. Canty and seconded by Mr. DeGennaro, the Board voted to adopt the "Guidance Document: 18 VAC 80-30-20 – Approved Related Instruction" **(Addendum 3)** with the recommended edits.

The members voting 'yes' were Ms. Bennett, Ms. Canty, Dr. Chavis,

Dr. Connors, Mr. DeGennaro, Mr. Grohler, Ms. Thompson, Mr. Krishnan, Mr. Lambert, Ms. Ogilvie, and Mr. Wagner. There were no negative votes. The motion passed unanimously.

NEW BUSINESS

Mr. Kirschner directed the Board to a memo in which he outlined a request from the Department of Labor and Industry (“DOLI”) to amend Section 20.a. of the Addendum to the Minimum Standards of Apprenticeship for opticians to include persons working toward a high school diploma as part of a Youth Registered Apprenticeship to the educational entry requirements. The members reviewed DOLI’s publication, “Youth Registered Apprenticeship Overview” (**Addendum 4**). Mr. Kirschner indicated that the Youth Registered Apprenticeship would include the same related technical instruction as the existing Optician Apprenticeship. A discussion ensued among the members that the current related technical instruction, as approved by the Board, has not yet been proven effectively administered in the existing apprenticeship program, and there were concerns about approving the Youth Registered Apprenticeship until the results of the newly structured apprenticeship and related technical instruction have been assessed.

**Opticians Standards
of Apprenticeship:
Request from the
Department of Labor
and Industry**

Upon a motion by Mr. DeGennaro and seconded by Ms. Canty, the Board voted that, although it supports DOLI’s development of the Youth Registered Apprenticeship, it will table the proposed amendment to the optician standards of apprenticeship for one year in order to assess the effectiveness of the related technical instruction in the existing apprenticeship program.

The members voting ‘yes’ were Ms. Bennett, Ms. Canty, Dr. Chavis, Dr. Connors, Mr. DeGennaro, Mr. Grohler, Ms. Thompson, Mr. Krishnan, Mr. Lambert, Ms. Ogilvie, and Mr. Wagner. The member voting ‘no’ was Ms. Thompson. The motion passed by a majority.

Mr. Kirschner reviewed a Board memo with the members regarding the correction of a typographical error in the Optician Regulations. Staff requests that the Board amend the regulations to correct a reference to the “Board for Opticians” in the definition of “licensed optician” to the “Board for Hearing Aid Specialists and Opticians.” Mr. Kirschner advised the Board that, with its approval, the correction is exempt from the regulatory process and can take effect within 60 days.

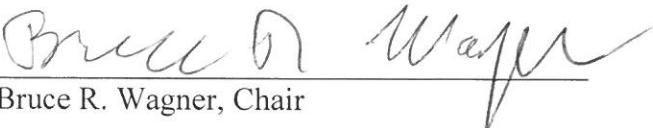
**Regulatory Action to
Correct
Typographical Error
in Opticians
Regulations**

Upon a motion by Ms. Canty and seconded by Mr. DeGennero, the

Board voted to approve the correction of the typographical error in the regulations.

The members voting 'yes' were Ms. Bennett, Ms. Canty, Dr. Chavis, Dr. Connors, Mr. DeGennaro, Mr. Grohler, Ms. Thompson, Mr. Krishnan, Mr. Lambert, Ms. Ogilvie, and Mr. Wagner. There were no negative votes. The motion passed unanimously.

There being no other business to be brought before the Board, Mr. **Adjourn**
Wagner adjourned the meeting at 10:02 a.m.


Bruce R. Wagner, Chair


Mary Broz-Vaughan, Acting Board Secretary

**Hearing Aid Specialists and Opticians
BOARD STATISTICS**

Licenses & Temporary Permits Issued – 12-1-2018 through 3-31-2019

Hearing Aid Specialists by Exam	16
Hearing Aid Specialists by Reciprocity	0
Hearing Aid Specialists Temporary Permits	12
Optician by Exam	27
Optician by Reciprocity	0
CLE by Exam	0
CLE by Reciprocity	0
Optician License App Criminal History Review (Pass Matrix)	2

Regulant Population as of 3-1-2019

Hearing Aid Specialist Temp Permits	51
Hearing Aid Specialists	724
Opticians	1,833

ADDENDUM 2

HEARING AID SPECIALISTS

GENERAL EXAM STATISTICS REPORT - PRACTICAL

EXAM DATE	TOTAL			FIRST TIME			RE-EXAM			TOTAL EXAMINEES SCHEDULED
	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	
NOV 2018	22	13	59.09%	16	10	62.50%	06	03	50.00%	22

CONTENT DESCRIPTION	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED
AUDIOMETRIC	21	11	52.38%
MAINTENANCE AND REPAIR	21	19	90.47%
SPEECH TESTING	18	14	77.77%
EARMOLD IMPRESSIONS	17	16	94.11%

HEARING AID SPECIALISTS

GENERAL EXAM STATISTICS REPORT – WRITTEN

EXAM DATE	CONTENT DESCRIPTION	TOTAL		
		EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED
NOV 2018	RULES & REGULATIONS	17	13	76.47%
**11/01-12/312018 CBT DATES	HAS THEORY	23	08	34.78%

HEARING AID SPECIALISTS

GENERAL EXAM STATISTICS REPORT - PRACTICAL

EXAM DATE	TOTAL			FIRST TIME			RE-EXAM			TOTAL EXAMINEES SCHEDULED
	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	
02/06/2019	16	06	37.50%	08	02	25.00%	08	04	50.00%	16

CONTENT DESCRIPTION	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED
AUDIOMETRIC	15	09	60.00%
MAINTENANCE AND REPAIR	09	04	44.44%
SPEECH TESTING	10	09	90.00%
EARMOLD IMPRESSIONS	09	06	66.66%

HEARING AID SPECIALISTS

GENERAL EXAM STATISTICS REPORT – WRITTEN

EXAM DATE	CONTENT DESCRIPTION	TOTAL		
		EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED
02/06/2019 February 1 through March 31, 2019 2 nd Year New ILE – CBT 1 st Cycle	RULES & REGULATIONS	14	13	92.85%
	HAS THEORY	14	03	21.42%

OPTICIANS

GENERAL EXAM STATISTICS REPORT - WRITTEN

EXAM DATE	EXAMS TAKEN	TOTAL		FIRST TIME			RE-EXAM			TOTAL EXAMINEES SCHEDULED
		EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	
**NOV 2018	18	10	55.55%							18

GENERAL EXAM STATISTICS REPORT – PRACTICAL

EXAM DATE	EXAMS TAKEN	TOTAL		FIRST TIME			RE-EXAM			TOTAL EXAMINEES SCHEDULED
		EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	
DEC 2018	19	16	84.21	13	11	84.61%	06	05	83.33%	19

CONTENT DESCRIPTION	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED
ADJUSTING AND BENCH EDGING	19	09	47.36%
SPECTACLE ANALYSIS PAIR I	19	16	84.21%
SPECTACLE ANALYSIS PAIR II	19	16	84.21%
WRITTEN	18	10	55.55%
SPECTACLE ANALYSIS PAIR III	19	07	36.84%
LENS IDENTIFICATIONS	19	17	89.47%
SCHOOL	04	04	100.00%
APPRENTICESHIP	15	12	80.00%
FINISHING LAYOUT	19	10	52.63%

OPTICIANS

GENERAL EXAM STATISTICS REPORT - WRITTEN

EXAM DATE	EXAMS TAKEN	TOTAL		FIRST TIME			RE-EXAM			TOTAL EXAMINEES SCHEDULED
		EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	
FEB-MARCH 2019	15	08	53.33%							15

GENERAL EXAM STATISTICS REPORT – PRACTICAL

EXAM DATE	EXAMS TAKEN	TOTAL		FIRST TIME			RE-EXAM			TOTAL EXAMINEES SCHEDULED
		EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	EXAMS TAKEN	EXAMS PASSED	PERCENT PASSED	
FEB-MARCH 2019	10	06	60.00%							10

1st CBT
Exams for
Practical



**Board for Hearing Aid Specialists and Opticians
April 10, 2019**

**Guidance Document: 18 VAC 80-30-20 – Approved Related
Technical Instruction**

Board Regulation 18 VAC 80-30-20.5.b establishes the training option of completion of a registered apprenticeship with a minimum of one year of related technical instruction. The following related technical instruction curriculums are approved by the Board:

Ophthalmic Career Progression Program

National Academy of Opticianry

<https://www.nao.org/cpp/>

Opticians Apprenticeship Career Studies

Reynolds Community College

http://www.reynolds.edu/onlinecatalog/current/academic-programs/degrees-career-studies/opticians_apprenticecsc_160-04.aspx

YOUTH REGISTERED APPRENTICESHIP OVERVIEW

DIVISION OF REGISTERED APPRENTICESHIP





Virginia Registered Apprenticeship Program

Registered Apprenticeship was established in Virginia in 1938 with the signing of the Virginia Apprenticeship Act with the Virginia Department of Labor and Industry (DOLI) designated as the State Apprenticeship Agency. Registered Apprenticeship is an employment training solution that helps the business community to attract employees and provide mentorship and industry specific training creating skilled, productive journeyworkers. DOLI currently has thousands of registered apprentices working to serve the private and public sectors and within our military forces. Employers across the Commonwealth drive our voluntary program through participating as Sponsors of Registered Apprenticeship.

Registered Apprenticeship Basics

An employer registers with DOLI as a sponsor in one or more occupations that are approved apprenticeable occupations. The employer recruits and selects their apprentices in the manner of their choosing and in accordance with state and federal hiring regulations. Apprentices receive wages (at least the minimum federal hourly wage) when they begin work, and receive pay increases as they meet benchmarks for skill attainment. This rewards and motivates apprentices as they advance through their training.

Structured On-the-Job Training

Apprenticeship always includes an on-the-job training (OJT) component. Apprentices receive hands-on training from an experienced mentor at the job site in the specified occupation. A registered apprentice completes a minimum of 2,000 hours of supervised OJT. Workplace training focuses on the skills and knowledge an apprentice must learn during the program to be fully proficient on the job. This training is based on national industry standards customized to the needs of the particular employer. Work hours are recorded by the apprentice and approved by their supervisor.

Related Technical Instruction

One of the unique aspects of a Registered Apprenticeship (RA) Program is that it combines OJT with Related Technical Instruction (RTI) which provides occupation-specific instruction correlating to the occupation. DOLI's RA Education Specialist and Consultants collaborate with business to source the curriculum, which often incorporates established national-level skill standards. A minimum of 144 hours of related technical instruction is recommended for each year of an apprenticeship. The related instruction may be provided by community colleges, technical schools, online or on-site by the company/sponsor.

Nationally Recognized Credential

Upon completion of a Registered Apprenticeship program, the apprentice receives a nationally recognized credential which consists of a Completion Certificate and journeyworker card. This is a

portable credential that signifies to employers that applicants with the journeyworker status are fully qualified for the job.

Virginia Youth Registered Apprenticeship

Youth Registered Apprenticeship expands the state’s skilled workforce by providing young people with career opportunities while completing their high school education. Part-time student apprenticeship is available to students where programs have been established in accordance with agreements with local public school divisions. The chart below shows the shared elements of RA and YRA and includes the RTI component.

Registered Apprenticeships High School Programs		
	YRA	RA
• High School curriculum may be applicable at the employers discretion	✓	✓
• Safety Education	✓	✓
• Exposure to Industry	✓	✓
• Paid on-the-job work experience that meets occupational program requirements	✓	✓
• Skilled mentors assigned to train students	✓	✓
• Industry-developed skill standards	✓	✓
• Related classroom instruction	✓	✓
	*Received from high school CTE programs and will count toward RTI requirements for RA *Must be occupation specific	*Provided by technical schools, community colleges, online, or on-site by employer/sponsor *Must be occupation specific

Youth Registered Apprenticeship: A Stepping Stone to a Career

Youth Registered Apprenticeship (YRA) integrates school-based and work-based learning to help students gain employability and occupational skills. Local school programs provide training based on statewide YRA curriculum guidelines, endorsed by business and industry. Students are instructed by qualified teachers and skilled journeyworker occupational experts.

Students are simultaneously enrolled in academic classes to meet high school graduation requirements and in occupation specific related instruction classes. Once an employer becomes an approved YRA sponsor, the student is hired and registered as an apprentice. The participating sponsor/employer provides supervision by a skilled mentor and the student continues on with the Career Technical Education (CTE) training at his/her school.

Youth Registered Apprenticeship Features and Benefits

- Industry-developed skill standards
- Safety education
- Exposure to industry
- Skilled mentors assigned to train the apprentices (students)
- Paid on-the-job work experience that meets occupational program requirements
- Related classroom instruction concurrent with work-based learning
- Curriculum guidelines for all programs
- Performance evaluation of demonstrated competencies
- State-issued YRA Certificate of Participation is an entrance to Registered Apprenticeship Program

High school juniors or seniors may be eligible for employment with a company depending on the hours and skill sets that may be required. Establishing a YRA program begins a process of building a career pathway for a student with the possibility of obtaining several credentials or working toward college degrees. Part-time employment and hours worked will be determined by the company. All work hours will be documented and will be credited toward the completion of a Registered Apprenticeship program. There are no minimum or maximum work hour requirements in the program. The RTI will start from the high school CTE programs and will count toward the related instruction required for a RA Program.

A DOLI **Registered Apprenticeship Consultant** will work with each school division in conjunction with business and industry partners, students and parents to ensure that the objectives are met for each program. Once job opportunities have been identified, the school will facilitate the hiring process working with the employers' needs. To locate a RA Consultant in your area please visit our website at <https://www.doli.virginia.gov/apprenticeship/apprenticeship-consultants/>.

Youth Registered Apprenticeship Facts

1. An occupation, in order to be apprenticeable is defined as:
 - a. learned in a practical way;
 - b. clearly identifiable and recognized throughout an industry;
 - c. involves manual, mechanical or technical skills which require at least 2000 hours of on the job training; and
 - d. recommends a minimum of 144 hours of Related Technical Instruction.
2. YRA programs are subject to the same ratios of supervision which are applicable in the Registered Apprenticeship Program (typically one journeyworker to one apprentice).
3. Youth apprentices must be employed in occupations not considered hazardous or in one of the occupations considered hazardous containing a regulatory exception for apprentices and student learners (further guidelines provided).
4. Wages are based on a progressive wage schedule.

5. The following apply to high school apprentices:
 - a. The minimum age is 16;
 - b. Apprenticeship may be part-time or full-time (school breaks and summer hours);
 - c. Upon graduation, apprentices may continue as full-time adult apprentices, subject to all standard on-the-job and related instruction requirements, if they and their employer agree;
 - d. Apprentices must be in good standing with their educational institution and must maintain passing grades and have satisfactory attendance;
 - e. Youth apprenticeship participation will be cancelled if the student leaves school;
 - f. YRA requires an Apprenticeship Agreement and all registration requirements as in a standard apprenticeship;
 - g. Youth must be enrolled in CTE programs that support the occupation;
 - h. Students must have a Training Agreement form (Department of Education) signed by the student, parent, employer, teacher, coordinator and school administrator prior to registration; and
 - i. YRA certificates, which recognize participation in an apprenticeship program, are prepared by DOLI and presented to students and sponsors.

Virginia's Child Labor Laws Regarding Youth Employment

The Virginia Department of Labor and Industry and the U.S. Department of Labor are committed to helping young workers find positive and early employment experiences that can be important to their development, but the work must be safe. The youth employment provisions were enacted to ensure that when young people work, the work does not jeopardize their health, well-being or educational opportunities.

Both Federal and State laws govern the employment of young workers and when both are applicable, the law with the stricter standard must be obeyed.

Statutory authority for Youth Registered Apprenticeship programs can be found in the Code of Virginia, Chapter 5 (Child Labor) Sections 40.1-78 through 40.1-116 and Chapter 6 (Voluntary Apprenticeship) Sections 40.1-117 through 40.1-126.

Child Labor Law Resources

- Code of Virginia 16VAC15-30-20. Index of hazardous occupations:
<http://leg1.state.va.us/cgi-bin/legp504.exe?000+reg+16VAC15-30-20>
- U.S. Department of Labor Wage and Hour Division's Child Labor Law Guidance:
<http://www.dol.gov/whd/childlabor.htm>
- U.S. Department of Labor Wage and Hour Division's Child Labor Requirements in Nonagricultural Occupations Under the Fair Labor Standards Act (FLSA), contains certain exemptions on hazardous activities and wages for minor apprentices working in nonagricultural occupations:
<https://www.dol.gov/whd/regs/compliance/childlabor101.pdf>
- U.S. Department of Labor Wage and Hour Division's Child Labor Requirements in Agricultural Occupations Under the Fair Labor Standards Act (FLSA), contains regulations

for minors engaged in agricultural occupations:

<https://www.dol.gov/whd/regs/compliance/childlabor102.pdf>

- Youth Rules! Website: <http://www.youthrules.gov>.
- Resources on States' Child Labor Laws: <http://www.dol.gov/whd/state/state.htm>.

Planning and Partnerships

Virginia's Youth Registered Apprenticeship (YRA)

Career and Technical Education Centers (CTE):

- Contact a Registered Apprenticeship Consultant from the Division of Registered Apprenticeship in your area by visiting our website at the following link: <https://www.doli.virginia.gov/apprenticeship/apprenticeship-consultants/>
- Determine the CTE programs that will be highlighted to local employers
- Work with employers on hiring CTE students with industry specific interest
- Market YRA Program to parents, students, partners, employers, and community
- Recruit students
- Coordinate student enrollment
- Integrate YRA classroom and worksite training into student's education program
- Ensure two semesters per year of Related Technical Instruction
- Participate in regular Progress Reviews
- Ensure student is on track for graduation
- Grant high school graduation credit

Employers:

- Contact a Registered Apprenticeship Consultant from the Division of Registered Apprenticeship in your area
<https://www.doli.virginia.gov/apprenticeship/apprenticeship-consultants/>
- Register with a DOLI Consultant
- Comply with child labor laws
- Interview and hire student(s) for your YRA program
- Pay apprentices at least federal minimum wage
- Provide OJT training to YRA apprentices
- Ensure worksite training with a mentor
- Participate in progress reviews of YRA Apprentices

Registered Apprenticeship Consultant, Division of Registered Apprenticeship:

- Visit and maintain commitment with participating high schools, technical schools colleges and local businesses
- Provide information on Registered Apprenticeship requirements to all parties
- Register the sponsor and their selected apprentices
- Maintain the apprentices' records, coordinate changes, cancellations, reinstatements, and completions
- Provide formal approval of work processes, competencies (if necessary) and Related Technical Instruction schedules
- Promote equal opportunities for women and minorities in Registered Apprenticeship. Complete EEO Evaluations as they become necessary
- Award certificates of participation to the persons who finish the Youth Registered Apprenticeship Program

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: ReBecca Bennett
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: _____

I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

I am able to participate in this transaction fairly, objectively, and in the public interest.

or

I did not participate in the transaction.

6. I do not have a personal interested in any transactions taken at this meeting.



Signature

10 Apr 2019

Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

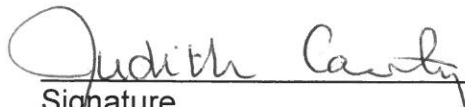
TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: Judith M. Canty
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: _____

I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

- I am able to participate in this transaction fairly, objectively, and in the public interest.
- or
- I did not participate in the transaction.
6. I **do not** have a personal interested in any transactions taken at this meeting.



Signature

4-10-19

Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: Pamela S. Chavis, MD
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

None

Nature of Personal Interest Affected by Transaction: _____

I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

- I am able to participate in this transaction fairly, objectively, and in the public interest.
- or
- I did not participate in the transaction.

6. I do not have a personal interested in any transactions taken at this meeting.

Pamela S. Chavis
Signature

April 10, 2019
Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: Beth Lynn Connors, AuD
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: _____

I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

- I am able to participate in this transaction fairly, objectively, and in the public interest.
- or
- I did not participate in the transaction.
6. I **do not** have a personal interested in any transactions taken at this meeting.

Beth Connors
Signature

4-10-2019
Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: Edward L. DeGennaro
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: _____

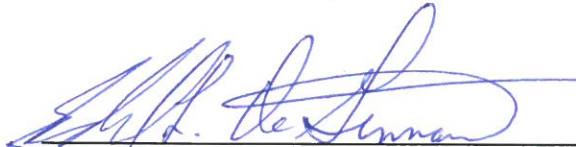
I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

I am able to participate in this transaction fairly, objectively, and in the public interest.

or

I did not participate in the transaction.

6. I **do not** have a personal interested in any transactions taken at this meeting.


Signature

4/10/19
Date

STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: Mark Grohler
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

N/A

Nature of Personal Interest Affected by Transaction: _____

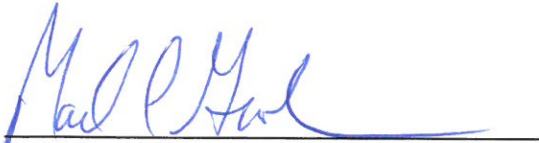
I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

I am able to participate in this transaction fairly, objectively, and in the public interest.

or

I did not participate in the transaction.

6. I do not have a personal interest in any transactions taken at this meeting.



Signature

4/10/19

Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: Laura Lee Kleiner
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: _____

I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

- I am able to participate in this transaction fairly, objectively, and in the public interest.
- or
- I did not participate in the transaction.
6. I **do not** have a personal interested in any transactions taken at this meeting.



Signature

4/10/19

Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government


1. Name: Lakshminarayanan (Alan) Krishnan
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: None

I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

None

- I am able to participate in this transaction fairly, objectively, and in the public interest.
- or
- I did not participate in the transaction.
6. I do not have a personal interest in any transactions taken at this meeting.



Signature

4/10/2019

Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: David M. Lambert
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: _____

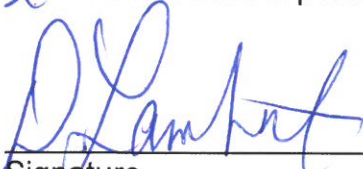
I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

I am able to participate in this transaction fairly, objectively, and in the public interest.

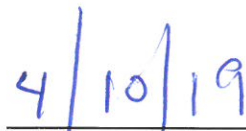
or

I did not participate in the transaction.

6. I do not have a personal interest in any transactions taken at this meeting.



Signature



Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

**TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government**

1. Name: Debra Ogilvie, AuD
2. Title: Board Member
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: _____

I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

- I am able to participate in this transaction fairly, objectively, and in the public interest.
or
 I did not participate in the transaction.

6. I **do not** have a personal interested in any transactions taken at this meeting.

Debra Ogilvie
Signature

4-10-19
Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government

1. Name: Bruce R. Wagner
2. Title: Board Chair
3. Agency: Board for Hearing Aid Specialists and Opticians
4. Meeting/IFF Date: April 10, 2019
5. I have a personal interest in the following transaction:

Nature of Personal Interest Affected by Transaction: _____

I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

- I am able to participate in this transaction fairly, objectively, and in the public interest.
- or
- I did not participate in the transaction.
6. I do not have a personal interest in any transactions taken at this meeting.

Bruce R. Wagner
Signature

4-10-19
Date