

1 BEFORE THE OHIO STATE BOARD OF COSMETOLOGY

2 - - -

3
4 Board Meeting

5
6 - - -

7 TRANSCRIPT OF PROCEEDINGS

8 - - -

9 THOMAS TANEFF,

10 Chairman, Presiding

11 - - -

12
13 Tuesday, May 12, 2015
14 1:01 p.m.
15 Ohio State Board of Cosmetology
16 1929 Gateway Circle
17 Grove City, Ohio 43123

18 - - -

19 JILLIAN M. VOGEL,
20 PROFESSIONAL COURT REPORTER

21 - - -

22 ANDERSON REPORTING SERVICES, INC.
23 3242 West Henderson Road
24 Columbus, Ohio 43220
25 (614) 326-0177
FAX (614) 326-0214

1 APPEARANCES:

2 FEDERICO G. BARRERA III, Assistant Attorney General
3 Ohio Attorney General's Office
4 30 East Broad Street
5 26th Floor
6 Columbus, Ohio 43215
7 Telephone: (614) 466-2833
8 Fax: (614) 728-9470
9 E-mail: Rico.Barrera@OhioAttorneyGeneral.gov

10 On behalf of The Ohio State Board of
11 Cosmetology.

12 - - -

13 BOARD MEMBERS PRESENT:

14 Christopher Logsdon, Executive Director
15 Thomas Taneff, Chairman
16 Valerie Benfer
17 Luke Hanks
18 Tasha Sheipline
19 Dr. Shalini Gupta
20 Charles Penzone

21 ALSO PRESENT:

22 Lori Flanery, Administrative Assistant
23 Lori Pearson, Supervisor of Education and Examinations

1 TUESDAY AFTERNOON SESSION
2 May 12, 2015
3 1:01 p.m.

4 - - -

5 P R O C E E D I N G S

6 - - -

7 BE IT REMEMBERED THAT, on the 12th day of May, 2015, this
8 cause came on for hearing before Chairman Thomas Taneff. And,
9 the parties appearing in person and/or by counsel, as
10 hereinafter set forth, the following proceedings were had:

11 - - -

12 CHAIRMAN TANEFF: Call the regular meeting to order,
13 please.

14 Roll call, please.

15 MS. FLANERY: Ms. Osterhage?

16 Dr. Gupta?

17 Mr. Hanks?

18 MR. HANKS: Here.

19 MS. FLANERY: Mr. Taneff?

20 CHAIRMAN TANEFF: Here.

21 MS. FLANERY: Mr. Penzone?

22 MR. PENZONE: Here.

23 MS. FLANERY: Ms. Benfer?

24 MS. BENFER: Here.

25 MS. FLANERY: Ms. Sheipline?

MS. SHEIPLINE: Here.

1 MS. FLANERY: Mr. Thompson?

2 CHAIRMAN TANEFF: Next, would you please arise for the
3 Pledge of Allegiance.

4 (Pledge of Allegiance recited.)

5 CHAIRMAN TANEFF: Next item is the adoption of the
6 proposed meeting agenda.

7 Mr. Logsdon, I'm assuming we need a motion for this?

8 DIRECTOR LOGSDON: Yes, sir, we do.

9 MR. HANKS: Move to adopt the agenda.

10 CHAIRMAN TANEFF: Do we have a second?

11 MS. BENFER: Second.

12 CHAIRMAN TANEFF: Any board member comments or discussion
13 on the motion that's been seconded to adopt the agenda?
14 Barring none, closed.

15 Roll call, please.

16 MS. FLANERY: Ms. Benfer?

17 MS. BENFER: Yes.

18 MS. FLANERY: Mr. Taneff?

19 CHAIRMAN TANEFF: Yes.

20 MS. FLANERY: Mr. Penzone?

21 MR. PENZONE: Yes.

22 MS. FLANERY: Ms. Sheipline?

23 MS. SHEIPLINE: Yes.

24 MS. FLANERY: Mr. Hanks?

25 MR. HANKS: Yes.

1 CHAIRMAN TANEFF: Next item on the agenda will be the
2 adoption of the previous board minutes of April, the 14th, of
3 2015. Do we have a motion to approve the minutes?

4 MR. PENZONE: So moved.

5 CHAIRMAN TANEFF: Do we have a second?

6 MS. SHEIPLINE: Second.

7 CHAIRMAN TANEFF: Seconded by Ms. Sheipline. Any board
8 member comments or discussion on the minutes?

9 Mr. Hanks, anything?

10 MR. HANKS: Nope.

11 CHAIRMAN TANEFF: Barring none, closed.

12 Roll call, please.

13 MS. FLANERY: Ms. Benfer?

14 MS. BENFER: Yes.

15 MS. FLANERY: Mr. Taneff?

16 CHAIRMAN TANEFF: Yes.

17 MS. FLANERY: Mr. Penzone?

18 MR. PENZONE: Yes.

19 MS. FLANERY: Ms. Sheipline?

20 MS. SHEIPLINE: Yes.

21 MS. FLANERY: Mr. Hanks?

22 MR. HANKS: Yes.

23 CHAIRMAN TANEFF: Next on the agenda, Chairperson's
24 report. I don't have anything to report.

25 Next on the agenda would be the Executive Director's

1 report.

2 Mr. Logsdon.

3 DIRECTOR LOGSDON: Mr. Chairman, thank you. I included a
4 written report in your packet dated May 12th, 2015. The
5 material presented here is as complete or as effective as of
6 the dates that are shown.

7 In terms of financial activity, just very briefly, we
8 plan on completing this budget well within our budget
9 allotment, and we should be fine; so there is a detailed
10 expenditure report that's available down below. If you have
11 any questions about that or any of the expenditures or current
12 budget balances, I'd be happy to address those.

13 Moving on to Page 2, human trafficking education
14 initiative. I'm happy to announce that the human trafficking
15 online course became available on April 20, 2015. We did send
16 out a notice by Listserv. Over the next couple months, we'll
17 continue to monitor that program collecting any comments that
18 we get from users simply to try to make it better. So if we
19 get an opportunity, we'll do that.

20 We are also exploring the option of creating a DVD
21 version of the course for license, career tech and private
22 schools. We hope to get that out by the end of year as well.

23 2016-2017 budget hearings. We completed our budget
24 hearings in the Senate very recently. It's concerning the
25 recommendations for the Board contained in Substitute House

1 Bill 64, though recommendations, by the way, are the same as
2 they were in the executive budget recommendations that went
3 through. So we're hopeful that we will also hold steady
4 through The Ohio Senate. The final version has not come out
5 to conference committee yet, so we're still awaiting that
6 news.

7 I do have to announce that currently we've had some
8 meetings with The Ohio Department of Administrative Services,
9 The Division of Real Estate Services. We first met with them
10 on May 4th, 2015, concerning the Board's current lease on this
11 building, which expires on June 30th. At this point, the DAS
12 report says negotiations of the current lease have not
13 concluded, so I cannot tell you with absolute certainty at
14 this point in time; but indications currently would lead us to
15 believe that that contract might be in jeopardy. And so we do
16 have a scheduled day coming up in the next week to begin
17 looking at new properties just as options. So I'll continue
18 to keep the board members informed as I have new details on
19 that issue, but that is a possibility at this point.

20 In terms of project updates, records retention schedule,
21 we have completed a records retention schedule review, and
22 that is attached under new business. We are going to be
23 asking for adoption of the records retention schedule from the
24 Board.

25 LienOhio. We've also met with LienOhio, and we're going

1 to begin that process of engagement. Lien staff will be
2 meeting with me over the next week or two to address specific
3 objectives that we would like LienOhio to look at in terms of
4 process and process management; and, again, we will keep the
5 Board informed of those process recommendations as they are
6 derived at the LienOhio process.

7 Internet conversion. We are currently in the process of
8 moving our website to the State's servers behind their
9 firewall and upgrading our production environment also in the
10 process. We believe that's going to take approximately a
11 month to convert all of our web content over to the new web
12 format and the new environment, so you should see some changes
13 at some point.

14 In terms of the exam questions update and the Senate's
15 database project, we are moving along quite well and updating
16 the test questions for the basic cosmetology exam. That
17 process includes a review of all current exam questions
18 contained in the current database. We were looking at
19 amending the current questions, also adding new questions to
20 align with current standards based on new testing material and
21 new material that's available and that's being taught in the
22 educational process. So we are completing that draft rewrite.
23 We're working with internal exam staff in terms of reviewing
24 that.

25 The next step is going to be stakeholders. We're going

1 to be reaching out to stakeholders and having them help with
2 that process. So at some point, we'll be coming back to the
3 Board to meet with you in some type of process. We haven't
4 quite configured that yet, but we'll be looking for Board
5 input on the final basic exam.

6 Career tech overview. The Board is scheduled to meet
7 with career tech schools on June 1, 2015, to review the
8 current curriculum requirements for test matrix and test for
9 the Board. Ms. Pearson's going to be heading that up. We're
10 happy about that.

11 One additional project I need to talk to the Board about.
12 Members have recently expressed interest in understanding the
13 violation guidance as used by staff and how we determine what
14 type of sanction that we administer. The current inspection
15 violation guidance document is scheduled for a review and
16 amendment based upon our core principles that were outlined in
17 2015-2017 strategic plan; and I am recommending -- and I hope
18 in support of the chair -- that the Board consider appointing
19 a few members to work with us on that project. That concludes
20 my report. If you have any questions, I'll be happy to answer
21 them.

22 MR. PENZONE: I have a question, and it has nothing to do
23 with your report. Do we have a quorum?

24 DIRECTOR LOGSDON: We have five members, and that is a
25 quorum.

1 MR. BARRERA: We have a quorum.

2 MR. PENZONE: Okay.

3 CHAIRMAN TANEFF: Any other board member comments or
4 discussions regarding the Executive Director's report?

5 I also wanted to echo Mr. Logsdon's comments about
6 revisiting the inspection violation guidance process. I know
7 that's part of the agency's strategic plan that this document
8 is scheduled to be reviewed.

9 DIRECTOR LOGSDON: Right.

10 CHAIRMAN TANEFF: How often are we doing that?

11 DIRECTOR LOGSDON: It was reviewed at the end of 2013,
12 moving into 2014, so it had some upgrades.

13 CHAIRMAN TANEFF: Okay.

14 DIRECTOR LOGSDON: And that was based upon, sort of, a
15 project of what they considered to be reasonable inspection
16 standards. They were looking at grading things based upon the
17 degree of violation and adjusting accordingly. We're carrying
18 that one step further because we're looking at what's the
19 business impact of our standards and trying to carry that word
20 "reasonable" one additional step so that the standards that we
21 use are consistent, they're applied to each and every
22 circumstance appropriately and that they do take into
23 consideration the degree of the sanction, particularly as it
24 would relate to safety and welfare.

25 CHAIRMAN TANEFF: I know that I would like to see, you

1 know, this topic reviewed to make sure that it's aligned with
2 our core objectives and that we balance the effective
3 regulation with limited impact on individuals and businesses
4 out there, because I know that this current document, it
5 drives the staff recommendations on the level of sanctions
6 that are imposed on violators, fine amounts, et cetera. So I
7 think that philosophically speaking, it's time for this Board
8 to revisit this issue.

9 MR. HANKS: I'd be happy to be a part of that if --

10 CHAIRMAN TANEFF: When do we want to put that committee
11 together, and how many members would you recommend that we
12 have?

13 DIRECTOR LOGSDON: Probably the first of next month.

14 CHAIRMAN TANEFF: Okay. And how many board members would
15 you suggest that we have?

16 DIRECTOR LOGSDON: Two.

17 CHAIRMAN TANEFF: Two. All right.

18 MR. PENZONE: I'd do it.

19 CHAIRMAN TANEFF: I'm sorry?

20 MR. PENZONE: I'd do it.

21 CHAIRMAN TANEFF: Okay. I suppose we need a motion then
22 to appoint the --

23 DIRECTOR LOGSDON: That's fine, sir.

24 CHAIRMAN TANEFF: -- committee. I'm hoping someone can
25 make a motion that Mr. Hanks and Mr. Penzone be on that

1 committee.

2 MS. SHEIPLINE: I'd like to make a motion that Mr. Hanks
3 and Mr. Penzone be part of these strategic plannings or
4 strategic planning committee for the 2015 through 2018 --

5 MS. BENFER: I'll second.

6 CHAIRMAN TANEFF: Board member comments or discussion?
7 Okay. Barring none, roll call on the motion that was
8 seconded, please.

9 MS. FLANERY: Ms. Benfer?

10 MS. BENFER: Yes.

11 MS. FLANERY: Mr. Taneff?

12 CHAIRMAN TANEFF: Yes.

13 MS. FLANERY: Mr. Penzone?

14 MR. PENZONE: Yes.

15 MS. FLANERY: Ms. Sheipline?

16 MS. SHEIPLINE: Yes.

17 MS. FLANERY: Mr. Hanks?

18 MR. HANKS: Yes.

19 CHAIRMAN TANEFF: Mr. Logsdon, I'll also attend. Even
20 though I'm not on the committee, I'll also plan on attending.

21 And the next item then -- let's see. Before we move on,
22 I think we need a motion to approve the Executive Director's
23 report.

24 Before that, let the record reflect that Dr. Gupta has
25 shown up for the board meeting.

1 Ms. Flanery, if you'll also pass back the sign-in sheet.
2 Do we have a motion to approve the Executive Director's
3 report?
4 MS. SHEIPLINE: So moved.
5 CHAIRMAN TANEFF: And do we have a second?
6 MR. PENZONE: Second.
7 CHAIRMAN TANEFF: Motion made by Ms. Sheipline. Second
8 by Mr. Penzone. Any further board member comments? Barring
9 none, closed.
10 Roll call, please.
11 MS. FLANERY: Ms. Benfer?
12 MS. BENFER: Yes.
13 MS. FLANERY: Mr. Taneff?
14 CHAIRMAN TANEFF: Yes.
15 MS. FLANERY: Mr. Penzone?
16 MR. PENZONE: Yes.
17 MS. FLANERY: Ms. Sheipline?
18 MS. SHEIPLINE: Yes.
19 MS. FLANERY: Mr. Hanks?
20 MR. HANKS: Yes.
21 MS. FLANERY: Dr. Gupta?
22 DR. GUPTA: Yes.
23 CHAIRMAN TANEFF: Next, the Administrative Action
24 Committee report.
25 Mr. Logsdon, would you like to start with that?

1 DIRECTOR LOGSDON: Yes, Mr. Chairman. The Administrative
2 Action Committee met on May 5th at 3:10 p.m. to review case
3 closures, current administrative -- I'm sorry -- current
4 notices of opportunity for hearing and/or amendments to those
5 notices of opportunity for hearing based upon additional
6 information or extensive review by staff or by our AAG at
7 times as well. So we brought a number of those forward. The
8 cases you see contained in the report were reviewed in total
9 by the committee with a high degree of input on each and every
10 case. And we are recommending the action contained in this
11 report -- and that is the action that was affirmed by the
12 appointed board member as well -- and we're seeking
13 confirmation by the Board on the actions contained therein.
14 If you'd like me to go through them in total, I'd be happy to
15 do that.

16 Beginning with Page 1: Cases 2015344, 345, 347, we're
17 recommending they be closed with no additional action.

18 Page 2: 348, 385, 386, 397, 398, those all begin with
19 the 2015 year. We also recommend that those cases be closed
20 with no additional action for the reasons contained therein.
21 Case 2015410 also closed with no action. 411, 414, 428 and
22 436 we also recommend to be closed with no additional action.

23 Notices of opportunity for hearing review begins with
24 Case 2015168. We recommend that that case be withdrawn and
25 case closed. Cases 2015185, 403, 934, 275 and 225 also -- I'm

1 sorry. Excuse me. Back up. 2015185, 2015403, 2014934, we
2 recommend that those cases be withdrawn and the case closed,
3 so withdraw the notice and close the case.

4 2015275, the committee recommends that we proceed with
5 the current notice of opportunity for hearing as it stands.

6 Case 2015225, withdraw that opportunity for hearing and
7 close the case.

8 Notices of opportunity for hearing for amendment cases
9 2015335, 2015337. We are recommending that we amend the
10 citation that came in the notice of opportunity for hearing by
11 citing only practicing without a current managing license.

12 That concludes the actions of that committee.

13 CHAIRMAN TANEFF: Do we have a motion to confirm the
14 Administrative Action Committee report?

15 MR. PENZONE: So moved.

16 CHAIRMAN TANEFF: Do we have a second?

17 MS. BENFER: Second.

18 CHAIRMAN TANEFF: Any board member comments or
19 discussion? Barring none, closed.

20 Roll call, please.

21 MS. FLANERY: Ms. Benfer?

22 MS. BENFER: Yes.

23 MS. FLANERY: Dr. Gupta?

24 DR. GUPTA: Yes.

25 MS. FLANERY: Mr. Taneff?

1 CHAIRMAN TANEFF: Yes.

2 MS. FLANERY: Mr. Penzone?

3 MR. PENZONE: Yes.

4 MS. FLANERY: Ms. Sheipline?

5 MS. SHEIPLINE: Yes.

6 MS. FLANERY: Mr. Hanks?

7 MR. HANKS: Yes.

8 CHAIRMAN TANEFF: Let's see. The Curriculum Committee
9 report if any. Clara is not here.

10 The License Taskforce report, if any. Mr. Thompson is
11 not here.

12 Next on the agenda, public testimony. According to my
13 notes here, we have a Lou Ann Music requesting a waiver from
14 paying a renewal late fee. Okay. Lou Ann D. Music? Going
15 once, twice.

16 DIRECTOR LOGSDON: Mr. Chairman, all we have, that we're
17 aware of, is the letter that is presented. And based upon a
18 review of the current rules of the Board and the State
19 statutes, from a staff perspective, we could not find
20 authority to waive that fee. So there's not necessarily any
21 action that you can take; however, if waiving fees like that
22 is something that the Board wishes to consider, those are
23 things that we can address as a rule as those rules begin to
24 come back up again. And I would recommend that the Board
25 certainly give their input on the situations as to be brought.

1 CHAIRMAN TANEFF: Okay. So do we need any action on this
2 letter at this point?

3 DIRECTOR LOGSDON: In my opinion, no.

4 CHAIRMAN TANEFF: Okay. Any board member comments on
5 this item?

6 MR. PENZONE: How would we -- Mr. Logsdon, how would we
7 go about getting the authority to waive something? You said
8 we don't have that now, correct?

9 DIRECTOR LOGSDON: I can't find anything in the rules
10 that address that specific issue. There is authority in some
11 rules to waive fees under certain circumstances, and I think
12 it's something that -- if it's something that the Board wishes
13 to do, and for consistency sake, that we adopt a rule to do
14 that with the specific conditions addressed within the rule so
15 that when cases come in, we can align that with the standards
16 and determine whether they meet the conditions of the waiver.

17 MR. PENZONE: In your opinion, do you think that would be
18 a good thing?

19 DIRECTOR LOGSDON: I think in some cases it makes a lot
20 of sense. There are cases of hardship that the Board can
21 consider, and we have built that into at least one rule that I
22 do know of; and so it's definitely worth considering and it's
23 -- I see it -- I have seen it with other State licensing
24 boards. Again, the conditions have to be fairly well
25 specified because you don't want do get into this is -- my

1 personal opinion is this to the chair and to the board
2 members: Is that you don't want to get into one-off decisions
3 that lead to inconsistency in applications, and that's where
4 I'm concerned about just single waivers.

5 MR. PENZONE: So what -- if we wanted to look further
6 into this, what would you recommend? How would you recommend
7 we do this?

8 DIRECTOR LOGSDON: Well, we have a process that we're
9 engaged in -- engaged in it right now with Ms. Sheipline and
10 also with Board Member Osterhage where we're starting to look
11 at a number of rules, but we're going to be getting into a
12 consistency of looking at all the rules again over this next
13 year; and as those things come up, we'll start sticking on
14 them. We have a lot of things that we have on our list of
15 to-dos, but we can put those ideas on the list and begin
16 considering that language as we begin to look at draft
17 changes.

18 MR. PENZONE: Okay. So we should just probably sit and
19 wait until you come forth --

20 DIRECTOR LOGSDON: That's what I would recommend. I
21 mean, eventually, they're going to come back up before you.
22 And as you see, these types of rules, particularly as it
23 relates to this type of stuff -- if it's not there, definitely
24 ask these types of questions. Okay.

25 MR. PENZONE: Okay. Now, I did have one more question

1 about quorums. It's two-thirds of the Board, right? You must
2 have two-thirds of a board present?

3 MR. BARRERA: Majority of those appointed.

4 MR. PENZONE: Majority of those appointed.

5 CHAIRMAN TANEFF: That's five.

6 MR. PENZONE: Okay. I thought it was two-thirds. Okay.

7 CHAIRMAN TANEFF: Okay. Next on the agenda would be
8 unfinished business. The Taylor Pursel case, 2015218 case
9 review.

10 Mr. Logsdon.

11 DIRECTOR LOGSDON: Mr. Chairman, we were asked at the
12 last board meeting to table this matter and bring this back up
13 to the Board along with additional information relative to the
14 request. Just to kind of lead you back, what the Board had
15 before at the last meeting was simply the letter that's
16 contained on Page 2; and you essentially asked for a copy of
17 the case file to see what the issue was, when it happened,
18 what was being -- how much the individual was being
19 sanctioned, et cetera; and so we tried to put that together
20 for you. We gave a background synopsis, and we're here to
21 answer any questions that you may have concerning that case.

22 CHAIRMAN TANEFF: It looks like Ms. Pursel signed the
23 settlement agreement.

24 DIRECTOR LOGSDON: Yes, sir.

25 CHAIRMAN TANEFF: All right. And so, therefore, she's

1 agreeing to a fine of \$375.

2 DIRECTOR LOGSDON: Yes, sir.

3 CHAIRMAN TANEFF: Okay. You need a motion then for us to
4 approve the settlement agreement?

5 DIRECTOR LOGSDON: The actual motion to approve the
6 settlement agreement -- the settlement agreement is actually
7 on your AA list for approval today.

8 CHAIRMAN TANEFF: Okay. But we don't need to do anything
9 momentarily for this?

10 DIRECTOR LOGSDON: I don't believe so, unless the Board
11 still has any specific questions.

12 CHAIRMAN TANEFF: Do any board members have any
13 discussion on this item?

14 Next on the agenda would be under old business,
15 amendments to the policy manual.

16 Mr. Logsdon, any comment?

17 DIRECTOR LOGSDON: Two comments. The first is the
18 recommendation contained in the letter that was sent to you in
19 advance of the board meeting was modified slightly by adding,
20 under No. 8, a change to Board's Corrective Action Grid under
21 insubordination and willful disobedience of a direct order.
22 So let me explain basically what this is.

23 So at the Board's March 10, 2015, meeting, the Board
24 approved its current office policies; and those policies were
25 then sent to the Office of Collective Bargaining and also to

1 the Ohio Civil Service Employee Association for review. They
2 have sent back some suggested changes and some amendments. We
3 took into consideration their recommendations, and the changes
4 that you see listed are the only changes that we're
5 recommending to the policy manual. It explains exactly what
6 change we're asking for; and if adopted, this is the only
7 change.

8 And we will do this anytime we change a policy. It will
9 be presented to the Board in a format somewhat like this
10 explaining why we're changing and for what reason we're
11 changing a specific policy.

12 CHAIRMAN TANEFF: Okay. Do we have a motion to approve
13 the amendments to the policy manual?

14 MR. HANKS: Move to approve the amendments to the policy
15 manual.

16 CHAIRMAN TANEFF: Do we have a second?

17 MS. SHEIPLINE: Second.

18 CHAIRMAN TANEFF: Seconded by Ms. Sheipline. Motion made
19 by Mr. Hanks. Any board member comments or discussions?
20 Barring none, closed.

21 Roll call, please.

22 MS. FLANERY: Ms. Benfer?

23 MS. BENFER: Yes.

24 MS. FLANERY: Dr. Gupta?

25 DR. GUPTA: Yes.

1 MS. FLANERY: Mr. Taneff?

2 CHAIRMAN TANEFF: Yes.

3 MS. FLANERY: Mr. Penzone?

4 MR. PENZONE: Yes.

5 MS. FLANERY: Ms. Sheipline?

6 MS. SHEIPLINE: Yes.

7 MS. FLANERY: Mr. Hanks?

8 MR. HANKS: Yes.

9 CHAIRMAN TANEFF: Next on the agenda would be new
10 business, the retention schedule approval.

11 Mr. Logsdon.

12 DIRECTOR LOGSDON: Mr. Chairman, the attached document
13 summarizes the recommendations of staff following a complete
14 review of its current file records retention schedule. For
15 members that are not familiar with the term "record retention
16 schedule," essentially all State agencies are required to file
17 and have approved a series of schedules for records that they
18 maintain in the normal course of business. The State has a
19 number of schedules that are called general schedules that the
20 -- any State agency can use; and if your records are not
21 contained within the general schedule, you can then file your
22 own records retention schedule to address records that you've
23 created and maintained in the ordinary course of business.

24 The Board's last review of its records retention schedule
25 was some time ago. We have updated the schedule by

1 recommending that a number of schedules be scheduled for
2 obsolescence because the record itself no longer exists and
3 it's a record that the Board no longer produces or retains.

4 In addition to that, we have identified a number of new
5 schedules and/or existing schedules that we would like to
6 amend to address the availability of electronic scanning, and
7 it's probably the biggest change that you'll see on here; and
8 that allows us to eliminate the paper and keep the electronic
9 records and then maintain that as the record for the purpose
10 of the Board.

11 So schedule contained, we believe, is pretty complete and
12 we're asking for adoption of this schedule. I will say,
13 though, that once the Board moves to adopt this, we will then
14 file these with The Department of Administrative Services; and
15 then they have to go through a series of review by The DAS
16 State Archivist and The State Auditor's Office. So they have
17 yet to sign off on these, so there's no guarantee that they
18 won't come back to us for some amendment; but we're hopeful
19 that those are good schedules.

20 CHAIRMAN TANEFF: Okay. Do we have a motion to approve
21 the records retention schedule summaries?

22 MS. SHEIPLINE: So moved.

23 CHAIRMAN TANEFF: Do we have a second?

24 DR. GUPTA: Second.

25 CHAIRMAN TANEFF: Motion was made by Ms. Sheipline,

1 seconded by Dr. Gupta. Any board member comments or
2 discussion? Barring none, closed.

3 Roll call, please.

4 MS. FLANERY: Ms. Benfer?

5 MS. BENFER: Yes.

6 MS. FLANERY: Dr. Gupta?

7 DR. GUPTA: Yes.

8 MS. FLANERY: Mr. Taneff?

9 CHAIRMAN TANEFF: Yes.

10 MS. FLANERY: Mr. Penzone?

11 MR. PENZONE: Yes.

12 MS. FLANERY: Ms. Sheipline?

13 MS. SHEIPLINE: Yes.

14 MS. FLANERY: Mr. Hanks?

15 MR. HANKS: Yes.

16 CHAIRMAN TANEFF: Next under new business agenda would be
17 the preschedule policy procedures.

18 Mr. Logsdon, back to you.

19 DIRECTOR LOGSDON: Mr. Chairman, thank you. The Board
20 currently has a policy or a procedure -- it is not a written
21 procedure, it is not a procedure that is in rule, but it is a
22 standing process that they call prescheduling; and essentially
23 what they do is -- this primarily affects career tech schools.
24 We would preschedule their students for exams. Over the time
25 that this board staff has been using this standard procedure,

1 it's been recognized that it's become a little bit
2 problematic, particularly when there are cancellations which
3 unfortunately lockup positions that we can no longer fill and
4 maximize the day that we have available. So, for example, if
5 we have 30 slots open to take a test and 8 of those people
6 cancelled, those are 8 seats that can no longer be filled for
7 that day, so we're not maximizing the potential for the day so
8 it's become problematic.

9 I've met with staff and had long discussions,
10 particularly with Ms. Pearson and scheduling staff that
11 perform this function; and we're proposing to eliminate that
12 as a whole.

13 CHAIRMAN TANEFF: Okay. Do we have a motion to approve
14 the preschedule program -- or termination of the preschedule
15 program?

16 MR. PENZONE: So moved.

17 CHAIRMAN TANEFF: Do we have a second?

18 MS. BENFER: Second.

19 CHAIRMAN TANEFF: Any board member --

20 DIRECTOR LOGSDON: To approve terminating or not approve
21 terminating?

22 CHAIRMAN TANEFF: You're recommending we terminate,
23 correct?

24 DIRECTOR LOGSDON: I'm recommending that you approve
25 terminating.

1 CHAIRMAN TANEFF: Yeah, that's what I said. I think I
2 said motion to approve terminating the prescheduling program.
3 I'm pretty sure I said that.

4 DIRECTOR LOGSDON: Okay.

5 MR. PENZONE: So moved.

6 CHAIRMAN TANEFF: We have a motion made by Mr. Penzone.
7 It was seconded by Ms. Benfer. Any board member comments or
8 discussion?

9 MS. SHEIPLINE: I would just like to say that this is a
10 policy that Ms. Pearson has looked over for a very long time,
11 and I think last year we kind of looked at going away with it
12 and then we tried to bring it back; and although it works well
13 for some schools, for a lot of other schools it's really
14 pushing back the exam date.

15 I mean, we have a lot of empty spots right now when this
16 is really crunch time to get a lot of schools, both private
17 and career tech, in. So it's not an easy decision to get rid
18 of it because it does work well for some people. But I think
19 she's really put in the legwork to really pull in the data and
20 look at everything pretty thoroughly, so I do think it's in
21 the best interest of the majority. Maybe it might not be well
22 received by everyone, but it is in the best interest of the
23 majority.

24 CHAIRMAN TANEFF: Any board member comments or
25 discussion? Barring none, closed.

1 Roll call, please.

2 MS. FLANERY: Ms. Benfer?

3 MS. BENFER: Yes.

4 MS. FLANERY: Dr. Gupta?

5 DR. GUPTA: Yes.

6 MS. FLANERY: Mr. Taneff?

7 CHAIRMAN TANEFF: Yes.

8 MS. FLANERY: Mr. Penzone?

9 MR. PENZONE: Yes.

10 MS. FLANERY: Ms. Sheipline?

11 MS. SHEIPLINE: Yes.

12 MS. FLANERY: Mr. Hanks?

13 MR. HANKS: Yes.

14 CHAIRMAN TANEFF: Next, under new business agenda,
15 Hearing Officer Report and Recommendation regarding the matter
16 of MANS.060868, Case No. 2014-1160.

17 Any discussion? Do we have a motion to approve --

18 MS. SHEIPLINE: I'd like to make a motion to approve the
19 Findings of Fact in the matter of QNails MANS.060868,
20 Case No. 2014-1160.

21 CHAIRMAN TANEFF: Do we have a second?

22 MS. BENFER: Second.

23 CHAIRMAN TANEFF: Okay. Any board member comments or
24 discussion?

25 Roll call, please.

1 MS. FLANERY: Ms. Benfer?

2 MS. BENFER: Yes.

3 MS. FLANERY: Dr. Gupta?

4 DR. GUPTA: Yes.

5 MS. FLANERY: Mr. Taneff?

6 CHAIRMAN TANEFF: Yes.

7 MS. FLANERY: Mr Penzone?

8 MR. PENZONE: Yes.

9 MS. FLANERY: Ms. Sheipline?

10 MS. SHEIPLINE: Yes.

11 MS. FLANERY: Mr. Hanks?

12 MR. HANKS: Yes.

13 CHAIRMAN TANEFF: Next, under new business, correction to
14 the board order Item Nos. 1 through 3.

15 DIRECTOR LOGSDON: I'm sorry. Mr. Chairman, there's two
16 other motions above that.

17 CHAIRMAN TANEFF: Sorry about that. Let me retract that.

18 Next we have a -- do we have a motion to approve the
19 Conclusions of Law in the matter of QNails, MANS.060868,
20 Case No. 2014-1160?

21 MR. PENZONE: So moved.

22 CHAIRMAN TANEFF: Do we have a second?

23 MS. SHEIPLINE: Second.

24 CHAIRMAN TANEFF: Board member comments or discussion?
25 Barring none, closed.

1 Roll call, please.

2 MS. FLANERY: Ms. Benfer?

3 MS. BENFER: Yes.

4 MS. FLANERY: Dr. Gupta?

5 DR. GUPTA: Yes.

6 MS. FLANERY: Mr. Taneff?

7 CHAIRMAN TANEFF: Yes.

8 MS. FLANERY: Mr. Penzone?

9 MR. PENZONE: Yes.

10 MS. FLANERY: Ms. Sheipline?

11 MS. SHEIPLINE: Yes.

12 MS. FLANERY: Mr. Hanks?

13 MR. HANKS: Yes.

14 CHAIRMAN TANEFF: Do we have a motion to approve the
15 order to impose a \$500 fine in the matter of QNails,
16 MANS.060868, Case No. 2014-1160, and impose a 14-day
17 suspension?

18 MR. PENZONE: So moved.

19 CHAIRMAN TANEFF: Do we have a second?

20 MS. SHEIPLINE: Second.

21 CHAIRMAN TANEFF: Any board member comments or
22 discussion? Barring none, closed.

23 Roll call, please.

24 MS. FLANERY: Ms. Benfer?

25 MS. BENFER: Yes.

1 MS. FLANERY: Dr. Gupta?
2 DR. GUPTA: Yes.
3 MS. FLANERY: Mr. Taneff?
4 CHAIRMAN TANEFF: Yes.
5 MS. FLANERY: Mr. Penzone?
6 MR. PENZONE: Yes.
7 MS. FLANERY: Ms. Sheipline?
8 MS. SHEIPLINE: Yes.
9 MS. FLANERY: Mr. Hanks?
10 MR. HANKS: Yes.
11 CHAIRMAN TANEFF: Next, under new business agenda, do we
12 have a motion to correct the board orders on specific Items 1
13 through 3?
14 MS. SHEIPLINE: So moved.
15 CHAIRMAN TANEFF: Do we have a second?
16 MR. PENZONE: Second.
17 CHAIRMAN TANEFF: Any board member comments or
18 discussion? Barring none, closed.
19 Roll call, please.
20 MS. FLANERY: Ms. Benfer?
21 MS. BENFER: Yes.
22 MS. FLANERY: Dr. Gupta?
23 DR. GUPTA: Yes.
24 MS. FLANERY: Mr. Taneff?
25 CHAIRMAN TANEFF: Yes.

1 MS. FLANERY: Mr. Penzone?

2 MR. PENZONE: Yes.

3 MS. FLANERY: Ms. Sheipline?

4 MS. SHEIPLINE: Yes.

5 MS. FLANERY: Mr. Hanks?

6 MR. HANKS: Yes.

7 CHAIRMAN TANEFF: Next under the new business agenda
8 would be board orders to approve settlement agreements Item
9 Nos. 4 through 73.

10 MS. SHEIPLINE: So moved.

11 CHAIRMAN TANEFF: Do we have a second?

12 MS. BENFER: Second.

13 CHAIRMAN TANEFF: Any board member comments or
14 discussion? Closed.

15 Roll call, please.

16 MS. FLANERY: Ms. Benfer?

17 MS. BENFER: Yes.

18 MS. FLANERY: Dr. Gupta?

19 DR. GUPTA: Yes.

20 MS. FLANERY: Mr. Taneff?

21 CHAIRMAN TANEFF: Yes.

22 MS. FLANERY: Mr. Penzone?

23 MR. PENZONE: Yes.

24 MS. FLANERY: Ms. Sheipline?

25 MS. SHEIPLINE: Yes.

1 MS. FLANERY: Mr. Hanks?

2 MR. HANKS: Yes.

3 CHAIRMAN TANEFF: Next, under new business agenda, board
4 orders to approve settlement agreements, Item Nos. 4 through
5 73 -- did we already do that?

6 MR. PENZONE: We already did that.

7 CHAIRMAN TANEFF: I'm sorry. I'm trying to look at two
8 different things. We are at board orders to enforce notices
9 of opportunity for hearing for Item Nos. 74 through 96.

10 MS. SHEIPLINE: So moved.

11 CHAIRMAN TANEFF: Do we have a second?

12 MS. BENFER: Second.

13 CHAIRMAN TANEFF: Any board member comments or
14 discussion? Closed.

15 Roll call, please.

16 MS. FLANERY: Ms. Benfer?

17 MS. BENFER: Yes.

18 MS. FLANERY: Dr. Gupta?

19 DR. GUPTA: Yes.

20 MS. FLANERY: Mr. Taneff?

21 CHAIRMAN TANEFF: Yes.

22 MS. FLANERY: Mr. Penzone?

23 MR. PENZONE: Yes.

24 MS. FLANERY: Ms. Sheipline?

25 MS. SHEIPLINE: Yes.

1 MS. FLANERY: Mr. Hanks?

2 MR. HANKS: Yes.

3 CHAIRMAN TANEFF: Okay. We don't have any other items on
4 the agenda under new business, but I did want to bring
5 something to the public's attention and to the board members'
6 attention. I'm sure that, hopefully, most of you saw the
7 front page featured article in The New York Times, which was
8 followed up with an article in this morning's Dispatch on the
9 exploitation of underpaid and unprotected workers.

10 What's happening, I guess, in the industry, is you have a
11 lot of folks out there that are -- especially in the nail
12 salon industry, that are essentially either underpaid or not
13 being paid. Some of this stems from the fact that some of
14 them may be illegal immigrants. Clearly, we want the general
15 public and we want this Board to be aware of this issue. We
16 want people to be diligent about it. We want people to make
17 this issue known to the proper authorities, which could
18 include either the Ohio Attorney General's Office and/or this
19 Board and/or even the prosecutor's office.

20 We don't know whether or not this issue is as big in Ohio
21 as it is in -- appears to be in New York. One of the comments
22 that was made by Mike DeWine, our Ohio Attorney General, was
23 that, you know, a lot of the focus is on sex trafficking; and
24 with the staff being stretched as thin as possible, there
25 simply aren't enough resources to look into this issue of the

1 exploitation, the labor exploitation, the wage exploitation
2 that appears to be happening out there in the industry.

3 So, again, I bring that to everybody's attention. It's
4 an issue that we should be aware of and be diligent about it.
5 I didn't know if any of the board members had any comments
6 that they wanted to make.

7 Mr. Logsdon, I didn't know if you had any comments that
8 you wanted to make before we closed.

9 DIRECTOR LOGSDON: Just briefly. I mean -- and I think
10 people have heard this before, and they certainly have heard
11 it backed by a number of my board members. The Board and the
12 Governor's Office take very seriously the matter of human
13 trafficking, and human trafficking comes in a number of
14 different forms. Sex trafficking is the one that everybody
15 thinks about when they think about human trafficking victims,
16 but there's a whole unknown underground system of labor
17 trafficking out there; and, you know, there are aspects of
18 community industry that certainly have -- and in a number of
19 articles and pieces done by the press that have identified
20 aspects of this industry.

21 And so, you know, it's on behalf of the Board and on
22 behalf of the Governor's Office, we just ask individuals that
23 have been trained on the recognition of human trafficking to
24 keep their eyes and ears open to identify those things, to
25 report those things as they feel necessary and to let the

1 authorities in to take over and take a look at things. It's
2 simply shocking, to be honest with you, when you read the
3 number of these stories.

4 CHAIRMAN TANEFF: One of the things that The New York
5 Times article pointed out is -- or one of the signs to look
6 for is typically -- in this investigation that was done by The
7 Times reporter was that when they had seen what appeared to be
8 rock-bottom prices for either manicures, pedicures or other
9 nail type of services, that usually translated into what they
10 were concerned was a wage theft, underpaid or not paid.
11 That's about it.

12 MR. PENZONE: I have a question, Mr. Chairman.

13 Mr. Logsdon, are the inspectors coming back here and
14 talking about seeing things that are a little sketchy or -- I
15 mean, I would think they're out making inspections --

16 DIRECTOR LOGSDON: They are.

17 MR. PENZONE: -- throughout the year and they're going
18 into types of different operations. They would probably see
19 it more than the typical salon owner would.

20 CHAIRMAN TANEFF: If I can interject, one of the things
21 that happens when the investigators show up to look into this
22 is some of these people then get up and walk right out the
23 back door; and a lot of these people are simply reluctant to
24 want to talk to an investigator because of the obvious
25 ramifications of talking to an investigator about being either

1 underpaid or unpaid.

2 MR. PENZONE: Are they seeing anything out there?

3 DIRECTOR LOGSDON: I think that's probably true is
4 there's a lack of willingness to engage or inspectors to
5 report observing individuals literally getting up and leaving;
6 and, you know, that's problematic and it's a hard thing to
7 enforce and it's a hard thing to address.

8 I think that the public actually has probably a better
9 opportunity in a more relaxed setting to observe and see
10 what's going on inside of salons because they're not prepared
11 as they may be when inspectors show up.

12 The other thing that my inspectors tell me often is that
13 when they're in an area, they have a feeling -- and, again, I
14 rely on the expertise of my inspectors -- but they have a
15 feeling that the word gets around that they're in the area,
16 so --

17 MR. PENZONE: Thanks.

18 CHAIRMAN TANEFF: All right. Before we adjourn, I have
19 one question.

20 Mr. Logsdon, how long have you been on the job now?

21 DIRECTOR LOGSDON: Since November 2nd.

22 CHAIRMAN TANEFF: Well done. Well done.

23 Any other board member comments or discussion? Do we
24 have a motion to adjourn?

25 MR. PENZONE: So moved.

1 CHAIRMAN TANEFF: Do we have a second?

2 MS. BENFER: Second.

3 CHAIRMAN TANEFF: Board member comments or discussion?

4 None? Closed.

5 Roll call, please.

6 MS. FLANERY: Dr. Gupta?

7 DR. GUPTA: Yes.

8 MS. FLANERY: Mr. Hanks?

9 MR. HANKS: Yes. She changed up the order there.

10 MS. FLANERY: Mr. Taneff?

11 CHAIRMAN TANEFF: Yes.

12 MS. FLANERY: Mr. Penzone?

13 MR. PENZONE: Yes.

14 MS. FLANERY: Ms. Benfer?

15 MS. BENFER: Yes.

16 MS. FLANERY: Ms. Sheipline?

17 MS. SHEIPLINE: Yes.

18 - - -

19 And, thereupon, the hearing was concluded at
20 approximately 1:45 p.m.

21 - - -

22

23

24

25

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

C-E-R-T-I-F-I-C-A-T-E

I do hereby certify that the foregoing is a true, correct and complete written transcript of the proceedings in this matter, taken by me on the ____ day of _____, _____, and transcribed from my stenographic notes.

Jillian M. Vogel
Professional Reporter and
Notary Public in and for the
State of Ohio

My commission expires on February 13, 2016.

<u>WORD INDEX</u>	2015-2017	32:4	actions	affirmed
< \$ >	9:17	403 14:25	14:13	14:11
\$375 20:1	2015218	411 14:21	15:12	AFTERNOON
\$500 29:15	19:8	414 14:21	activity	3:1
	2015225	428 14:21	6:7	agencies
< 1 >	15:6	43123 1:15	actual	22:16
1 9:7	2015275	43215 2:4	20:5	agency
14:16	15:4	43220 1:23	adding	22:20
28:14	2015335	436 14:22	8:19	agency's
30:12	15:9	466-2833	20:19	10:7
1:01 1:13	2015337	2:4	addition	agenda
3:2	15:9	4th 7:10	23:4	4:6, 9, 13
1:45 37:20	2015344		additional	5:1, 23,
10 20:23	14:16	< 5 >	9:11	25 16:12
12 1:13	2015403	5th 14:2	10:20	19:7
3:1	15:1		14:5, 17,	20:14
12th 3:6	2015410	< 6 >	20, 22	22:9
6:4	14:21	614 1:24,	19:13	24:16
13 38:16	2016 38:16	24 2:4, 5	address	27:14
14-day	2016-2017	64 7:1	6:12 8:2	30:11
29:16	6:23		16:23	31:7
14th 5:2	2018 12:4	< 7 >	17:10	32:3 33:4
1929 1:14	225 14:25	728-9470	22:22	ago 22:25
	26th 2:3	2:5	23:6 36:7	agreeing
< 2 >	275 14:25	73 31:9	addressed	20:1
2 6:13	2nd 36:21	32:5	17:14	agreement
14:18		74 32:9	adjourn	19:23
19:16	< 3 >		36:18, 24	20:4, 6, 6
20 6:15	3 28:14	< 8 >	adjusting	agreements
2013 10:11	30:13	8 20:20	10:17	31:8 32:4
2014 10:12	3:10 14:2	25:5, 6	administer	align
2014-1160	30 2:3		9:14	8:20
27:16, 20	25:5	< 9 >	Administrati	17:15
28:20	30th 7:11	934 14:25	ve 2:15	aligned
29:16	3242 1:23	96 32:9	7:8	11:1
2014934	326-0177		13:23	Allegiance
15:1	1:24	< A >	14:1, 3	4:3, 4
2015 1:13	326-0214	AA 20:7	15:14	allotment
3:1, 6	1:24	AAG 14:6	23:14	6:9
5:3 6:4,	345 14:16	absolute	adopt 4:9,	allows
15 7:10	347 14:16	7:13	13 17:13	23:8
9:7 12:4	348 14:18	Action	23:13	amend
14:19	385 14:18	13:23	adopted	15:9 23:6
20:23	386 14:18	14:2, 10,	21:6	amending
2015168	397 14:18	11, 17, 20,	adoption	8:19
14:24	398 14:18	21, 22	4:5 5:2	amendment
2015185		15:14	7:23	9:16
14:25	< 4 >	16:21	23:12	15:8
15:1	4 31:9	17:1	advance	23:18
		20:20	20:19	

amendments	23:20	Attorney	Barring	24, 25
14:4	25:13, 20,	2:2, 2	4:14	30:20, 21
20:15	20, 24	33:18, 22	5:11	31:12, 16,
21:2, 13,	26:2	Auditor's	12:7	17 32:12,
14	27:17, 18	23:16	13:8	16, 17
amounts	28:18	authorities	15:19	37:2, 14,
11:6	29:14	33:17	21:20	15
ANDERSON	31:8 32:4	35:1	24:2	best
1:19	approved	authority	26:25	26:21, 22
Ann 16:13,	20:24	16:20	28:25	better
14	22:17	17:7, 10	29:22	6:18 36:8
announce	approximatel		30:18	big 33:20
6:14 7:7	y 8:10	availability	based	biggest
answer	37:20	23:6	8:20	23:7
9:20	April 5:2	available	9:16	Bill 7:1
19:21	6:15	6:10, 15	10:14, 16	bit 25:1
anytime	Archivist	8:21 25:4	14:5	BOARD 1:1,
21:8	23:16	awaiting	16:17	4, 14 2:5,
APPEARANCES	area	7:5	basic	9 4:12
2:1	36:13, 15	aware	8:16 9:5	5:2, 7
appeared	article	16:17	basically	6:25
35:7	33:7, 8	33:15	20:22	7:18, 24
appearing	35:5	34:4	Beginning	8:5 9:3,
3:8	articles		14:16	4, 6, 9, 11,
appears	34:19	< B >	begins	18 10:3
33:21	asked	back 9:2	14:23	11:7, 14
34:2	19:11, 16	13:1	behalf	12:6, 25
	asking	15:1	2:5	13:8
applications	7:23	16:24	34:21, 22	14:12, 13
18:3	21:6	18:21	believe	15:18
applied	23:12	19:12, 14	7:15	16:18, 22,
10:21	aspects	21:2	8:10	24 17:4,
appoint	34:17, 20	23:18	20:10	12, 20
11:22	Assistant	24:18	23:11	18:1, 10
appointed	2:2, 15	26:12, 14	Benfer	19:1, 2,
14:12	Association	35:13, 23	2:11	12, 13, 14
19:3, 4	21:1	backed	3:22, 23	20:10, 12,
appointing	assuming	34:11	4:11, 16,	19, 23
9:18	4:7	background	17 5:13,	21:9, 19
appropriatel	attached	19:20	14 12:5,	23:3, 10,
y 10:22	7:22	balance	9, 10	13 24:1,
approval	22:12	11:2	13:11, 12	19, 25
20:7	attend	balances	15:17, 21,	25:19
22:10	12:19	6:12	22 21:22,	26:7, 24
approve	attending	Bargaining	23 24:4,	27:23
5:3	12:20	20:25	5 25:18	28:14, 24
12:22	attention	BARRERA	26:7	29:21
13:2	33:5, 6	2:2 10:1	27:2, 3,	30:12, 17
20:4, 5	34:3	19:3	22 28:1,	31:8, 13
21:12, 14			2 29:2, 3,	32:3, 8,

13 33:5, 15, 19 34:5, 11, 11, 21 36:23 37:3 boards 17:24 Board's 7:10 20:20, 23 22:24 briefly 6:7 34:9 bring 19:12 26:12 33:4 34:3 Broad 2:3 brought 14:7 16:25 budget 6:8, 8, 12, 23, 23 7:2 building 7:11 built 17:21 business 7:22 10:19 19:8 20:14 22:10, 18, 23 24:16 27:14 28:13 30:11 31:7 32:3 33:4 businesses 11:3 < C > Call 3:11, 13 4:15 5:12 12:7 13:10	15:20 21:21 24:3, 22 27:1, 25 29:1, 23 30:19 31:15 32:15 37:5 called 22:19 cancellation s 25:2 cancelled 25:6 career 6:21 9:6, 7 24:23 26:17 carry 10:19 carrying 10:17 case 14:2, 10, 21, 24, 24, 25 15:2, 3, 6, 7 19:8, 8, 17, 21 27:16, 20 28:20 29:16 cases 14:8, 16, 19, 25 15:2, 8 17:15, 19, 20 cause 3:7 certain 17:11 certainly 16:25 34:10, 18 certainty 7:13 C-E-R-T-I-F- I-C-A-T-E 38:5	certify 38:7 cetera 11:6 19:19 chair 9:18 18:1 Chairman 1:10 2:10 3:7, 11, 19 4:2, 5, 10, 12, 19 5:1, 5, 7, 11, 16, 23 6:3 10:3, 10, 13, 25 11:10, 14, 17, 19, 21, 24 12:6, 12, 19 13:5, 7, 14, 23 14:1 15:13, 16, 18 16:1, 8, 16 17:1, 4 19:5, 7, 11, 22, 25 20:3, 8, 12 21:12, 16, 18 22:2, 9, 12 23:20, 23, 25 24:9, 16, 19 25:13, 17, 19, 22 26:1, 6, 24 27:7, 14, 21, 23 28:6, 13, 15, 17, 22, 24 29:7, 14, 19, 21 30:4, 11, 15, 17, 25 31:7, 11, 13, 21	32:3, 7, 11, 13, 21 33:3 35:4, 12, 20 36:18, 22 37:1, 3, 11 Chairperson' s 5:23 change 20:20 21:6, 7, 8 23:7 changed 37:9 changes 8:12 18:17 21:2, 3, 4 changing 21:10, 11 Charles 2:13 Christopher 2:10 Circle 1:14 circumstance 10:22 circumstance s 17:11 citation 15:10 citing 15:11 City 1:15 Civil 21:1 Clara 16:9 Clearly 33:14 close 15:3, 7 closed 4:14 5:11 13:9 14:17, 19, 21, 22, 25 15:2, 19	21:20 24:2 26:25 28:25 29:22 30:18 31:14 32:14 34:8 37:4 closures 14:3 collecting 6:17 Collective 20:25 Columbus 1:23 2:4 come 7:4 16:24 17:15 18:13, 19, 21 23:18 comes 34:13 coming 7:16 9:2 35:13 comment 20:16 comments 4:12 5:8 6:17 10:3, 5 12:6 13:8 15:18 17:4 20:17 21:19 24:1 26:7, 24 27:23 28:24 29:21 30:17 31:13 32:13 33:21 34:5, 7
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

36:23	consider	COSMETOLOGY	decisions	35:16
37:3	9:18	1:1, 14	18:2	36:3, 21
commission	16:22	2:7 8:16	definitely	Director's
38:16	17:21	counsel	17:22	5:25
committee	consideratio	3:8	18:23	10:4
7:5	n 10:23	couple	degree	12:22
11:10, 24	21:3	6:16	10:17, 23	13:2
12:1, 4,	considered	course	14:9	discussion
20 13:24	10:15	6:15, 21	Department	4:12 5:8
14:2, 9	considering	22:18, 23	7:8 23:14	12:6
15:4, 12,	17:22	COURT 1:18	derived	15:19
14 16:8	18:16	created	8:6	20:13
community	consistency	22:23	detailed	24:2
34:18	17:13	creating	6:9	26:8, 25
complete	18:12	6:20	details	27:17, 24
6:5	consistent	crunch	7:18	28:24
22:13	10:21	26:16	determine	29:22
23:11	contained	current	9:13	30:18
38:8	6:25	6:11	17:16	31:14
completed	8:18	7:10, 12	DeWine	32:14
6:23 7:21	14:8, 10,	8:17, 18,	33:22	36:23
completing	13, 20	19, 20	different	37:3
6:8 8:22	19:16	9:8, 14	32:8	discussions
concerned	20:18	11:4	34:14	10:4
18:4	22:21	14:3, 3	35:18	21:19
35:10	23:11	15:5, 11	diligent	25:9
concerning	content	16:18	33:16	disobedience
6:24	8:11	20:24	34:4	20:21
7:10	continue	22:14	direct	Dispatch
19:21	6:17 7:17	currently	20:21	33:8
concluded	contract	7:7, 14	Director	Division
7:13	7:15	8:7 24:20	2:10 4:8	7:9
37:19	conversion	curriculum	6:3 9:24	document
concludes	8:7	9:8 16:8	10:9, 11,	9:15
9:19	convert		14 11:13,	10:7
15:12	8:11	< D >	16, 23	11:4
Conclusions	copy 19:16	DAS 7:11	14:1	22:12
28:19	core 9:16	23:15	16:16	doing
conditions	11:2	data 26:19	17:3, 9,	10:10
17:14, 16,	correct	database	19 18:8,	door 35:23
24	17:8	8:15, 18	20 19:11,	Dr 2:12
conference	25:23	date 26:14	24 20:2,	3:15
7:5	30:12	dated 6:4	5, 10, 17	12:24
configured	38:7	dates 6:6	22:12	13:21, 22
9:4	correction	day 3:6	24:19	15:23, 24
confirm	28:13	7:16	25:20, 24	21:24, 25
15:13	Corrective	25:4, 7, 7	26:4	23:24
confirmation	20:20	38:9	28:15	24:1, 6, 7
14:13		decision	34:9	27:4, 5
		26:17		

28:3, 4	essentially	explaining	financial	22, 24
29:4, 5	19:16	21:10	6:7	32:1, 16,
30:1, 2,	22:16	explains	find	18, 20, 22,
22, 23	24:22	21:5	16:19	24 33:1
31:18, 19	33:12	exploitation	17:9	37:6, 8,
32:18, 19	Estate 7:9	33:9	Findings	10, 12, 14,
37:6, 7	et 11:6	34:1, 1, 1	27:19	16
draft	19:19	exploring	fine 6:9	Floor 2:3
8:22	eventually	6:20	11:6, 23	focus
18:16	18:21	expressed	20:1	33:23
drives	everybody	9:12	29:15	folks
11:5	34:14	extensive	firewall	33:11
DVD 6:20	everybody's	14:6	8:9	followed
< E >	34:3	eyes 34:24	first 7:9	33:8
ears 34:24	exactly	< F >	11:13	following
East 2:3	21:5	Fact	20:17	3:9 22:13
easy 26:17	exam 8:14,	27:19	five 9:24	foregoing
echo 10:5	16, 17, 23	33:13	19:5	38:7
Education	9:5 26:14	fairly	Flanery	format
2:15 6:13	Examinations	17:24	2:15	8:12 21:9
educational	2:15	familiar	3:14, 18,	forms
8:22	example	22:15	20, 22, 24	34:14
effective	25:4	FAX 1:24	4:1, 16,	forth 3:9
6:5 11:2	exams	2:5	18, 20, 22,	18:19
either	24:24	featured	24 5:13,	forward
33:12, 18	Excuse	33:7	15, 17, 19,	14:7
35:8, 25	15:1	February	21 12:9,	front 33:7
electronic	Executive	38:16	11, 13, 15,	function
23:6, 8	2:10	FEDERICO	17 13:1,	25:11
eliminate	5:25 7:2	2:2	11, 13, 15,	further
23:8	10:4	fee 16:14,	17, 19, 21	10:18
25:11	12:22	20	15:21, 23,	13:8 18:5
E-mail 2:5	13:2	feel 34:25	25 16:2,	< G >
Employee	existing	feeling	4, 6	Gateway
21:1	23:5	36:13, 15	21:22, 24	1:14
empty	exists	fees	22:1, 3, 5,	General
26:15	23:2	16:21	7 24:4, 6,	2:2
enforce	expenditure	17:11	8, 10, 12,	22:19, 21
32:8 36:7	6:10	file	14 27:2,	33:14, 22
engage	expenditures	19:17	4, 6, 8, 10,	General's
36:4	6:11	22:14, 16,	12 28:1,	2:2 33:18
engaged	expertise	21 23:14	3, 5, 7, 9,	getting
18:9, 9	36:14	fill 25:3	11 29:2,	17:7
engagement	expires	filled	4, 6, 8, 10,	18:11
8:1	7:11	25:6	12, 24	36:5
environment	38:16	final 7:4	30:1, 3, 5,	give 16:25
8:9, 12	explain	9:5	7, 9, 20,	go 14:14
especially	20:22		22, 24	17:7
33:11			31:1, 3, 5,	23:15
			16, 18, 20,	

going 7:22, 25 8:10, 25, 25 9:9 16:14 18:11, 21 26:11 35:17 36:10	11:9, 25 12:2, 17, 18 13:19, 20 16:6, 7 21:14, 19 22:7, 8 24:14, 15 27:12, 13 28:11, 12 29:12, 13 30:9, 10 31:5, 6 32:1, 2 33:1, 2 37:8, 9	high 14:9 hold 7:3 honest 35:2 hope 6:22 9:17 hopeful 7:3 23:18 hopefully 33:6 hoping 11:24 House 6:25 human 6:13, 14 34:12, 13, 15, 23	individuals 11:3 34:22 36:5 industry 33:10, 12 34:2, 18, 20 information 14:6 19:13 informed 7:18 8:5 initiative 6:14 input 9:5 14:9 16:25 inside 36:10 inspection 9:14 10:6, 15 inspections 35:15 inspectors 35:13 36:4, 11, 12, 14 insubordinat ion 20:21 interest 9:12 26:21, 22 interject 35:20 internal 8:23 Internet 8:7 investigatio n 35:6 investigator 35:24, 25 investigator s 35:21 issue 7:19 11:8	17:10 19:17 33:15, 17, 20, 25 34:4 item 4:5 5:1 12:21 17:5 20:13 28:14 31:8 32:4, 9 Items 30:12 33:3 its 20:24 22:14, 24 < J > jeopardy 7:15 JILLIAN 1:15 38:14 job 36:20 June 7:11 9:7 < K > keep 7:18 8:4 23:8 34:24 kind 19:14 26:11 know 10:6, 25 11:1, 4 17:22 33:20, 23 34:5, 7, 17, 21 36:6 known 33:17 < L > labor 34:1, 16 lack 36:4
good 17:18 23:19 Governor's 34:12, 22 grading 10:16 Grid 20:20 Grove 1:15 guarantee 23:17 guess 33:10 guidance 9:13, 15 10:6 Gupta 2:12 3:15 12:24 13:21, 22 15:23, 24 21:24, 25 23:24 24:1, 6, 7 27:4, 5 28:3, 4 29:4, 5 30:1, 2, 22, 23 31:18, 19 32:18, 19 37:6, 7	happened 19:17 happening 33:10 34:2 happens 35:21 happy 6:12, 14 9:10, 20 11:9 14:14 hard 36:6, 7 hardship 17:20 heading 9:9 heard 34:10, 10 hearing 3:7 14:4, 5, 23 15:5, 6, 8, 10 27:15 32:9 37:19 hearings 6:23, 24 help 9:1 Henderson 1:23 hereinafter 3:9	< I > ideas 18:15 identified 23:4 34:19 identify 34:24 III 2:2 illegal 33:14 immigrants 33:14 impact 10:19 11:3 impose 29:15, 16 imposed 11:6 include 33:18 included 6:3 includes 8:17 inconsistenc y 18:3 indications 7:14 individual 19:18	inside 36:10 inspection 9:14 10:6, 15 inspections 35:15 inspectors 35:13 36:4, 11, 12, 14 insubordinat ion 20:21 interest 9:12 26:21, 22 interject 35:20 internal 8:23 Internet 8:7 investigatio n 35:6 investigator 35:24, 25 investigator s 35:21 issue 7:19 11:8	jeopardy 7:15 JILLIAN 1:15 38:14 job 36:20 June 7:11 9:7 < K > keep 7:18 8:4 23:8 34:24 kind 19:14 26:11 know 10:6, 25 11:1, 4 17:22 33:20, 23 34:5, 7, 17, 21 36:6 known 33:17 < L > labor 34:1, 16 lack 36:4
< H > Hanks 2:11 3:16, 17 4:9, 24, 25 5:9, 10, 21, 22				

language 18:16	14 11:13, 16, 23	16 33:11, 23 35:23	26:15 34:9 35:15	modified 20:19
late 16:14	12:19	Lou 16:13, 14	meet 9:3, 6 17:16	momentarily 20:9
Law 28:19	13:25	Luke 2:11	Meeting 1:4 3:11 4:6 8:2	monitor 6:17
lead 7:14 18:3 19:14	14:1 16:16 17:3, 6, 9, 19 18:8, 20 19:10, 11, 24	< M > maintain 22:18 23:9	20:19, 23	month 8:11 11:13
lease 7:10, 12	20:2, 5, 10, 16, 17	maintained 22:23	meetings 7:8	months 6:16
leaving 36:5	22:11, 12 24:18, 19 25:20, 24 26:4 28:15 34:7, 9 35:13, 16 36:3, 20, 21	Majority 19:3, 4 26:21, 23	member 4:12 5:8 10:3 12:6 13:8 14:12 15:18 17:4 18:10 21:19 24:1 25:19 26:7, 24 27:23 28:24 29:21 30:17 31:13 32:13 36:23 37:3	morning's 33:8
legwork 26:19	20:2, 5, 10, 16, 17	making 35:15	management 8:4	motion 4:7, 13 5:3 11:21, 25 12:2, 7, 22 13:2, 7 15:13 20:3, 5 21:12, 18 23:20, 25 25:13 26:2, 6 27:17, 18 28:18 29:14 30:12 36:24
letter 16:17 17:2 19:15 20:18	24:18, 19 25:20, 24 26:4 28:15 34:7, 9 35:13, 16 36:3, 20, 21	management 8:4	managing 15:11	morning's 33:8
level 11:5	25:9	managing 15:11	manicures 35:8	motion 4:7, 13 5:3 11:21, 25 12:2, 7, 22 13:2, 7 15:13 20:3, 5 21:12, 18 23:20, 25 25:13 26:2, 6 27:17, 18 28:18 29:14 30:12 36:24
license 6:21 15:11 16:10	long 25:9 26:10 36:20	MANS.060868 27:16, 19 28:19 29:16	MANS.060868 27:16, 19 28:19 29:16	morning's 33:8
licensing 17:23	longer 23:2, 3 25:3, 6	MANUAL 20:15 21:5, 13, 15	MANUAL 20:15 21:5, 13, 15	motion 4:7, 13 5:3 11:21, 25 12:2, 7, 22 13:2, 7 15:13 20:3, 5 21:12, 18 23:20, 25 25:13 26:2, 6 27:17, 18 28:18 29:14 30:12 36:24
Lien 8:1	look 8:3 18:5, 10, 16 26:20	March 20:23	March 20:23	Move 4:9 12:21 21:14
LienOhio 7:25, 25 8:3, 6	longer 23:2, 3 25:3, 6	material 6:5 8:20, 21	material 6:5 8:20, 21	motions 28:16
limited 11:3	look 8:3 18:5, 10, 16 26:20	matrix 9:8	matrix 9:8	moved 5:4 13:4 15:15 23:22 25:16 26:5 28:21 29:18 30:14 31:10 32:10 36:25
list 18:14, 15 20:7	looking 7:17 8:18 9:4 10:16, 18 18:12	matter 19:12 27:15, 19 28:19 29:15 34:12 38:9	matter 19:12 27:15, 19 28:19 29:15 34:12 38:9	motions 28:16
listed 21:4	looked 26:10, 11	maximize 25:4	maximize 25:4	Move 4:9 12:21 21:14
Listserv 6:16	looking 7:17 8:18 9:4 10:16, 18 18:12	maximizing 25:7	maximizing 25:7	moved 5:4 13:4 15:15 23:22 25:16 26:5 28:21 29:18 30:14 31:10 32:10 36:25
literally 36:5	looks 19:22	mean 18:21	mean 18:21	motions 28:16
little 25:1 35:14	Lori 2:15, 15			MEMBERS 2:9 7:18 9:12, 19, 24 11:11, 14 18:2 20:12 22:15 33:5 34:5, 11 met 7:9, 25 14:2 25:9 Mike 33:22 minutes 5:2, 3, 8
lockup 25:3	lot 17:19 18:14 26:13, 15,			MEMBERS 2:9 7:18 9:12, 19, 24 11:11, 14 18:2 20:12 22:15 33:5 34:5, 11 met 7:9, 25 14:2 25:9 Mike 33:22 minutes 5:2, 3, 8
Logsdon 2:10 4:7, 8 6:2, 3 9:24 10:9, 11,				MEMBERS 2:9 7:18 9:12, 19, 24 11:11, 14 18:2 20:12 22:15 33:5 34:5, 11 met 7:9, 25 14:2 25:9 Mike 33:22 minutes 5:2, 3, 8

Moving 6:13 8:8, 15 10:12	notice 6:16 15:3, 5, 10	25 19:6, 6, 7 20:3, 8 21:12	overview 9:6	15:15 16:2, 3
Music 16:13, 14	notices 14:4, 5, 23 15:8 32:8	23:20 25:13 26:4 27:23 33:3	owner 35:19	17:6, 17 18:5, 18, 25 19:4, 6 22:3, 4
< N >	November 36:21	old 20:14	< P > p.m 1:13 3:2 14:2 37:20	24:10, 11 25:16 26:5, 6
nail 33:11 35:9	number 14:7 18:11 22:19 23:1, 4 34:11, 13, 18 35:3	once 16:15 23:13	packet 6:4 Page 6:13 14:16, 18 19:16 33:7	27:8, 9 28:7, 8, 21 29:8, 9, 18 30:5, 6, 16 31:1, 2, 22, 23 32:6, 22, 23 35:12, 17 36:2, 17, 25 37:12, 13
necessarily 16:20		one-off 18:2	paid 33:13 35:10	
necessary 34:25		online 6:15	paper 23:8 part 10:7 11:9 12:3	
need 4:7 9:11 11:21 12:22 17:1 20:3, 8	< O > objectives 8:3 11:2	open 25:5 34:24	particularlly 10:23 18:22 25:2, 10	people 25:5 26:18 33:16, 16 34:10 35:22, 23
negotiations 7:12	observe 36:9	operations 35:18	parties 3:8	perform 25:11
new 7:17, 18, 22 8:11, 12, 19, 20, 21 22:9 23:4 24:16 27:14 28:13 30:11 31:7 32:3 33:4, 7, 21 35:4	observing 36:5	opinion 17:3, 17 18:1	pass 13:1 paying 16:14	person 3:8 personal 18:1
negotiations 7:12	obsolescence 23:2	opportunity 6:19 14:4, 5, 23 15:5, 6, 8, 10 32:9 36:9	parties 3:8	perspective 16:19
new 7:17, 18, 22 8:11, 12, 19, 20, 21 22:9 23:4 24:16 27:14 28:13 30:11 31:7 32:3 33:4, 7, 21 35:4	obvious 35:24	option 6:20	pass 13:1 paying 16:14	philosophical 11:7
news 7:6 Nope 5:10	Office 2:2 20:24, 25 23:16 33:18, 19 34:12, 22	options 7:17	Pearson 2:15 25:10 26:10	pieces 34:19
normal 22:18	Officer 27:15	order 3:11 20:21 28:14 29:15 37:9	Pearson's 9:9	planning 12:4
Nos 28:14 31:9 32:4, 9	OHIO 1:1, 14, 15, 23 2:2, 4, 5 7:4, 8 21:1 33:18, 20, 22 38:16	orders 30:12 31:8 32:4, 8	pedicures 35:8	plannings 12:3
Notary 38:15	Okay 10:2, 13 11:14, 21 12:7 16:14 17:1, 4 18:18, 24,	ordinary 22:23	Penzone 2:13 3:20, 21 4:20, 21 5:4, 17, 18 9:22 10:2 11:18, 20, 25 12:3, 13, 14 13:6, 8, 15, 16	plan 6:8 9:17 10:7 12:20
notes 16:13 38:10		Osterhage 3:14 18:10		please 3:12, 13 4:2, 15 5:12
		outlined 9:16		

12:8	16:17	production	question	16:24
13:10	21:9	8:9	9:22	18:6, 6, 20
15:20	Presiding	PROFESSIONAL	18:25	recommendati
21:21	1:10	1:18	35:12	on 20:18
24:3	press	38:15	36:19	27:15
27:1, 25	34:19	program	questions	recommendati
29:1, 23	pretty	6:17	6:11	ons 6:25
30:19	23:11	25:14, 15	8:14, 16,	7:1, 2
31:15	26:3, 20	26:2	17, 19, 19	8:5 11:5
32:15	previous	project	9:20	21:3
37:5	5:2	7:20	18:24	22:13
Pledge	prices	8:15	19:21	recommending
4:3, 4	35:8	9:11, 19	20:11	9:17
point	primarily	10:15	quite	14:10, 17
7:11, 14,	24:23	proper	8:15 9:4	15:9
19 8:13	principles	33:17	quorum	21:5
9:2 17:2	9:16	properties	9:23, 25	23:1
pointed	private	7:17	10:1	25:22, 24
35:5	6:21	proposed	quorums	recommends
policies	26:16	4:6	19:1	15:4
20:24, 24	Probably	proposing	< R >	record
policy	11:13	25:11	ramification	12:24
20:15	18:18	prosecutor's	s 35:25	22:15
21:5, 8,	23:7	33:19	reaching	23:2, 3, 9
11, 13, 14	35:18	public	9:1	records
24:17, 20	36:3, 8	16:12	read 35:2	7:20, 21,
26:10	problematic	33:15	Real 7:9	23 22:14,
positions	25:2, 8	36:8	really	17, 20, 22,
25:3	36:6	38:15	26:13, 16,	22, 24
possibility	procedure	public's	19, 19	23:9, 21
7:19	24:20, 21,	33:5	reason	reflect
possible	21, 25	pull 26:19	21:10	12:24
33:24	procedures	purpose	reasonable	regarding
potential	24:17	23:9	10:15, 20	10:4
25:7	proceed	Pursel	reasons	27:15
practicing	15:4	19:8, 22	14:20	regular
15:11	PROCEEDINGS	pushing	received	3:11
prepared	1:7 3:9	26:14	26:22	regulation
36:10	38:8	put 11:10	recited	11:3
preschedule	process	18:15	4:4	relate
24:17, 24	8:1, 4, 4,	19:19	recognition	10:24
25:14, 14	5, 6, 7, 10,	26:19	34:23	relates
preschedulin	17, 22	< Q >	recognized	18:23
g 24:22	9:2, 3	QNails	25:1	relative
26:2	10:6	27:19	recommend	19:13
PRESENT	18:8	28:19	11:11	relaxed
2:9, 14	24:22	29:15	14:19, 22,	36:9
19:2	produces		24 15:2	reluctant
presented	23:3			
6:5				

35:23	6, 23	17:13, 14,	26:13, 13,	sense
rely 36:14	16:18	21 24:21	16	17:20
REMEMBERED	19:9	rules	seats 25:6	sent
3:6	21:1	16:18, 23	second	20:18, 25
renewal	22:14, 24	17:9, 11	4:10, 11	21:2
16:14	23:15	18:11, 12,	5:5, 6	series
report	reviewed	22	12:5	22:17
5:24, 24	10:8, 11		13:5, 6, 7	23:15
6:1, 4, 10	11:1 14:8	< S >	15:16, 17	seriously
7:12	reviewing	safety	21:16, 17	34:12
9:20, 23	8:23	10:24	23:23, 24	servers
10:4	revisit	sake 17:13	25:17, 18	8:8
12:23	11:8	salon	27:21, 22	Service
13:3, 24	revisiting	33:12	28:22, 23	21:1
14:8, 11	10:6	35:19	29:19, 20	SERVICES
15:14	rewrite	salons	30:15, 16	1:19 7:8,
16:9, 10	8:22	36:10	31:11, 12	9 23:14
27:15	Rico.Barrera	sanction	32:11, 12	35:9
34:25	@OhioAttorne	9:14	37:1, 2	SESSION
36:5	yGeneral.gov	10:23	seconded	3:1
REPORTER	2:5	sanctioned	4:13 5:7	set 3:9
1:18	rid 26:17	19:19	12:8	setting
35:7	Right	sanctions	21:18	36:9
38:15	10:9	11:5	24:1 26:7	settlement
REPORTING	11:17	saw 33:6	see 8:12	19:23
1:19	18:9	says 7:12	10:25	20:4, 6, 6
request	19:1, 25	scanning	12:21	31:8 32:4
19:14	26:15	23:6	14:8	sex 33:23
requesting	35:22	schedule	16:8	34:14
16:13	36:18	7:20, 21,	17:23	Shalini
required	Road 1:23	23 22:10,	18:22	2:12
22:16	rock-bottom	14, 21, 22,	19:17	sheet 13:1
	35:8	24, 25	21:4	Sheipline
requirements	Roll 3:13	23:11, 12,	23:7	2:12
9:8	4:15	21	35:18	3:24, 25
resources	5:12	schedule,	36:9	4:22, 23
33:25	12:7	22:16	seeing	5:6, 7, 19,
retains	13:10	scheduled	35:14	20 12:2,
23:3	15:20	7:16 9:6,	36:2	15, 16
retention	21:21	15 10:8	seeking	13:4, 7,
7:20, 21,	24:3	23:1	14:12	17, 18
23 22:10,	27:1, 25	schedules	seen	16:4, 5
14, 15, 22,	29:1, 23	22:17, 19,	17:23	18:9
24 23:21	30:19	19 23:1,	35:7	21:17, 18
retract	31:15	5, 5, 19	Senate	22:5, 6
28:17	32:15	scheduling	6:24 7:4	23:22, 25
review	37:5	25:10	Senate's	24:12, 13
7:21	rule	schools	8:14	26:9
8:17 9:7,	16:23	6:22 9:7	send 6:15	27:10, 11,
15 14:2,		24:23		18 28:9,

10, 23 29:10, 11, 20 30:7, 8, 14 31:3, 4, 10, 24, 25 32:10, 24, 25 37:16, 17 shocking 35:2 show 35:21 36:11 shown 6:6 12:25 sign 23:17 signed 19:22 sign-in 13:1 signs 35:5 simply 6:18 19:15 33:25 35:2, 23 single 18:4 sir 4:8 11:23 19:24 20:2 sit 18:18 situations 16:25 sketchy 35:14 slightly 20:19 slots 25:5 somewhat 21:9 sorry 11:19 14:3 15:1 28:15, 17 32:7 sort 10:14	speaking 11:7 specific 8:2 17:10, 14 20:11 21:11 30:12 specified 17:25 spots 26:15 staff 8:1, 23 9:13 11:5 14:6 16:19 22:13 24:25 25:9, 10 33:24 stakeholders 8:25 9:1 standard 24:25 standards 8:20 10:16, 19, 20 17:15 standing 24:22 stands 15:5 start 13:25 18:13 starting 18:10 STATE 1:1, 14 2:5 16:18 17:23 22:16, 18, 20 23:16, 16 38:16 State's 8:8 statutes	16:19 steady 7:3 stems 33:13 stenographic 38:10 step 8:25 10:18, 20 sticking 18:13 stories 35:3 strategic 9:17 10:7 12:3, 4 Street 2:3 stretched 33:24 students 24:24 stuff 18:23 Substitute 6:25 suggest 11:15 suggested 21:2 summaries 23:21 summarizes 22:13 Supervisor 2:15 support 9:18 suppose 11:21 sure 11:1 26:3 33:6 suspension 29:17 synopsis 19:20 system 34:16 < T >	table 19:12 take 8:10 10:22 16:21 25:5 34:12 35:1, 1 taken 38:9 talk 9:11 35:24 talking 35:14, 25 TANEFF 1:9 2:10 3:7, 11, 18, 19 4:2, 5, 10, 12, 18, 19 5:1, 5, 7, 11, 15, 16, 23 10:3, 10, 13, 25 11:10, 14, 17, 19, 21, 24 12:6, 11, 12, 19 13:5, 7, 13, 14, 23 15:13, 16, 18, 25 16:1, 8 17:1, 4 19:5, 7, 22, 25 20:3, 8, 12 21:12, 16, 18 22:1, 2, 9 23:20, 23, 25 24:8, 9, 16 25:13, 17, 19, 22 26:1, 6, 24 27:6, 7, 14, 21, 23 28:5, 6, 13, 17, 22, 24	29:6, 7, 14, 19, 21 30:3, 4, 11, 15, 17, 24, 25 31:7, 11, 13, 20, 21 32:3, 7, 11, 13, 20, 21 33:3 35:4, 20 36:18, 22 37:1, 3, 10, 11 Tasha 2:12 Taskforce 16:10 taught 8:21 Taylor 19:8 tech 6:21 9:6, 7 24:23 26:17 Telephone 2:4 tell 7:13 36:12 term 22:15 terminate 25:22 terminating 25:20, 21, 25 26:2 termination 25:14 terms 6:7 7:20 8:3, 14, 23 test 8:16 9:8, 8 25:5 testimony 16:12 testing 8:20 thank 6:3 24:19
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

