



Nebraska State Rehabilitation Council

500 S. 84th St., 2nd Floor PO Box 94987 • Lincoln, Nebraska 68509-4987

"A consumer-controlled council committed to ensuring quality rehabilitation services."

SRC Draft Meeting Minutes
Firespring Conference Room
1201 Infinity Ct.
Lincoln, NE 68512

Tuesday, October 11, 2022
10:00 a.m. to 2:00 p.m.

- MEMBERS PRESENT:** Lonnie Berger, Crystal Booker, Jerry Bryan, Jason Gieschen, Gayle Hahn
MEMBERS PRESENT (virtually): Gloria Eddins, Catrina Gray
MEMBERS ABSENT: Andrew Barritt, Michael Bursaw, Jeremy Daffern, Theresa Hayes, Matt Kaslon, Lisa Kent-Scheer, Michael Tufte
VR STAFF PRESENT: Lindy Foley, Tobias Orr, Mary Matusiak, Victoria Rasmussen, Angela Fujan, Lupe Stevens, Cinda Wacker
VR STAFF PRESENT (virtually): Diane Owen-Downs
INTERPRETERS PRESENT: Margie Propp, Ben Sparks
VISITOR: Sharon Elliott, PTI, Sue Gieschen, Sarah Chapin

The meeting of the State Rehabilitation Council (SRC) commenced at 10:15 a.m.

I. Approve Agenda

Gayle moved to approve the agenda. Jason seconded. Passed 5-0

II. Approval of Prior Meeting Minutes

Gayle moved to approve the minutes. Jerry seconded. Passed: 5-0

III. ACTION — Follow-up to action items from last meeting:

A. Additional Member for Executive Committee (Lonnie) Gayle, Matt, and Lonnie are on the Executive Committee. Gloria Eddins was added to the Executive Committee.

B. February Senators Outreach Volunteers (Angela) The next SRC meeting, 2/7/23, will include the Senators Outreach meeting. Who would like to volunteer for the outreach meeting? Angela can organize w/ Zoom. Sarah Chapin is automatically a volunteer. The 2022 meeting was virtual with attendees from Senators, their offices, and employers. Options for the February meeting are going door-to-door with thank yous to Senators, a table in the Capitol Rotunda of SRC and Nebraska VR information, in-person event. What is the direction you would like to go? Sarah wondered what the meeting space and meeting w/ Senators would look like. How about connecting in a variety of ways?

Podcasts? Currently Sarah is writing up a plan for podcasts and maybe have a track for SRC, i.e., people receiving services, employers. How about emails? Constant contact is not a way for notifying Senators as the listserv isn't received very well. Thank you notes cannot be handed out by state agency staff. Michael forwarded the awards ceremony to legislative contacts. How about videos? VR produced a 14 minute video of award winners for today's event. VR could slice the 14 minute video into several videos. What will be the condition of the State Capitol in February? Will it be possible to make the rounds in the Capitol in February? There is a ton of construction going on, not all floors are accessible, lots of moving around of staff, not sure how great it would work to make the rounds at the Capitol. How about another digital event, not in-person? SRC has had success with a lunch break event (lunch and drop-in). The State Office Building has a new space in the basement which has been received with good response. Would Senators walk to the State Office Building? Having Senators attend at the State Capitol with a lunch event is probably the best for attendance vs. walking to the State Office; however, there is construction at the State Capitol so State Office would be an idea. Pre-pandemic events with lunch were attended by only a few Senators. In the past, SRC partnered with another agency for an event at the Capitol.

Any volunteers? Crystal offered to volunteer but not sure she could attend on the date of the event. Sarah, Angela, Jerry and Tobias could help with planning.

C. 2023 Meeting Dates Vote (Lonnie) — 2nd Tuesday of February, May, August, October

Lonnie suggested SRC meet on the 1st Tuesday of the month for SRC — 2/7/23, 5/2/23, 8/1/23, 10/3/23. With meeting on the 1st Tuesday of the month, it would avoid meeting on Valentine's Day and the day following Columbus Day. 2 meetings have to be in-person. Crystal moved that the 2023 meetings be moved to the first Tuesday of the month with February and October being in-person. Jerry seconded the motion. Passed: 5-0 passed

IV. Council Membership:

A. New Members: Catrina Gray & Andrew Barritt: Thank you to Catrina and Andrew as new members.

B. Terms Ending 2023: Sept (Mike Bursaw & Gayle Hahn) Nov (PTI Representative): Mike and Gayle are terming out. The SRC will have an employer opening and 2nd employer opening by the end of the year. Brainstorm for possible replacements. Michael Tufte, PTI representative, is terming out. He will be replaced by Sharon Elliott. The SRC could use more agency representatives. A suggestion is to send inquiries to VR counselors asking if there are VR clients that have been closed that would like to apply as SRC members. It was suggested to contact NYLC asking if anyone is interested. Contacting former clients and ones that have filled out the satisfaction survey are possible SRC applicants. Information is sent to teachers. Could teachers or parents/family members/community partners be involved? Could someone from the Olmstead group be involved with the SRC? Paige Rose attends Olmstead. Agency staff

attend but not always employers. If you think of anyone who is interested, Angela could send you the application w/ information and you forward or she could send to the potential applicant as well.

C. Recruitment Reminder: Need for Employer

V. Discussion:

A. Robert's Rule Review (Lonnie) It is Lonnie's intent to conduct meetings in a professional way. Lonnie isn't offended if you call him on something. Michael was a professional example for us to follow.

B. Member Feedback on Written Reports:

1. ATP (Tobias Orr) See attached report.
2. CAP (Jerry Bryan) See attached report.
3. Deaf & Hard of Hearing (Jeremy Daffern) No report.
4. NESILC (Matt Kaslon) See attached report. NESILC is always looking for new members.
5. Ombudsman (no report) No report.
6. Youth Leadership Council (report only) See attached report.

C. Member Feedback on VR (Chair) No feedback from Lonnie.

D. Director's Report (Lindy Foley): Lindy is always energized when she organizes her notes for the SRC because of all the good work being done in Nebraska VR.

Team Tour: Victoria and Lindy visit VR field offices twice a year to meet with staff which VR refers to as the team tour. It is a chance for staff to ask questions of Victoria and Lindy. It is an opportunity for Lindy and Victoria to offer feedback, how they can be of support to staff, hear of any issues, bring updates with the big focus of responding to staff's inquiries. Lindy and Victoria are half-way through team tour.

RSA Monitoring Visit Corrective Action Plan: Nebraska VR is currently under a Corrective Action Plan (CAP) with 4 findings (fiscal and program area) from the 2021 RSA monitoring visit. There were no surprises when VR received the CAP. Timely development of plans is one area which VR has been working on. The first quarterly update was submitted to RSA. RSA is pleased with the progress and offered suggestions to the first quarterly update. The second update is at the end of October. VR is always working on services, both fiscally and programmatically, behind the scenes. There is a core group working on the CAP. If all is well and good in May, performance of indicators, 90 day development is 90%, timely plan written for them or extension. Pleased to see we were meeting the 90% this past quarter.

Rules 71 & 72: Nebraska VR has Rule 71 (appeal process that outlines impartial hearing process) and Rule 72 (cost containment). VR must have a written policy on services and costs to pay for those services. All of our costs are in Rule 72. RSA wondered if we could remove the appendix from Rule 72 which is the Fee Schedule for Services, Goods, and Supports. If the appendix is removed, it could be moved to Rule 71. VR will have a rate methodology study for certain services. If VR would like to change something in Rule right now, VR has to amend the Rule which takes a year. A VR committee reviewed Rule 72 several months ago which found everything is in the VR Program Manual except the appendix. VR is repealing Rule 72 and updating Rule 71. VR is wanting the SRC to be aware of what VR is going to do. The next step is to take the Rules to the State Board of Education. There will be draft recommendations which will be brought back to SRC asking for SRC's input. Crystal asked if the SRC gives approval for this, then what are the next steps. VR must have a public hearing and obtain approval from the State Board of Education. Then the Rules are submitted to the Governor's Office where it could sit for a year especially with a new Governor coming in or heads of departments changing. VR will bring recommendations to SRC in February with the hope of having the Rule process completed by July. Any concerns with this direction? There were none. Minutes will reflect consensus and support for moving forward with these Rules.

Order of Selection (OOS): VR has been in OOS since 12/2017 which more or less means VR didn't have the resources and funding for services. Lindy is thrilled to report Priority Group (PG) 1 and 2 are open, PG3 is cleared weekly which means no one is waiting for services. PG3 is not formally opened; however, capacity is being monitored. Each week we pull 3-4 clients to serve in PG3. 1,455 have been removed since 1/1/21 and approximately 5,600 since Nebraska VR entered into OOS in 12/2017. There is a lot of work in finding out if clients still want to work with VR.

CPAP 2.0 Grant: Nebraska VR was 1 of 8 agencies approved for the CPAP 2.0 grant which is coming upon the end of the first year.

Staffing: Staffing is always a concern. As employers, VR is very mindful of how we can take care of staff we have and recruit new staff. Since 10/2021, VR has filled 36 positions, 15 positions are open. VR has hired awesome staff. Victoria and Lindy meet 2 times w/ new staff. The VR Leadership Council (VR LC) has a Retention and Recruitment (R&R) subgroup. The subgroup is looking at strategies to keep staff, recruitment of new staff, and have worked with HR on those strategies. Staff work hard so VR is always trying to find ways to honor staff and recognize staff for what they do. SRC may be able to help with recognizing staff. Caseload sizes are building back up. Lindy could share comments from the R&R subgroup. Last year's turnover rate for VR was 11%. NDE has a 14% turnover rate. Prior to COVID and the OOS, Nebraska VR's turnover rate was closer to 9%. There were 35 vacancies with some of those vacancies because VR was in a hiring freeze. We were looking at numbers before Covid. Crystal thinks VR's turnover is not bad at all. Depending on the industry and occupation, turnover rate is 28% (hospitality). Insurance and financial services is about 21% turnover

rate. Some turnover is due to culture, working remote vs. pay. Some say it's not about the pay and flexibility but it is. Gayle mentioned more and more that people want to work from home. VR staff are asking for that flexibility which VR does offer a 3 days/remote and 2 days/office option. That option helps VR stay competitive. NDE HR is completing a study of all NDE positions using the SilverStone Group. NAPE bargaining meetings start this week where discussions will happen about salaries.

Commissioner of Nebraska Department of Education: Matt Blomstedt has resigned his position as Commissioner. The State Board accepted his recognition. Dr. Deborah Frison will assume his duties as interim. Would SRC accept honoring Commissioner Blomstedt with a plaque as Dr. Blomstedt has always been in total support of Nebraska VR? Jerry made a motion to honor Dr. Blomstedt with a plaque. Gayle seconded the motion. Passed: 5-0. Sarah will make the certificate and plaque.

E. SRC Annual Report and Pictures (Sarah): Sarah is in need of pictures of all SRC members if we are going to use pictures in the report. Cinda will send a roster of members to Sarah. Sarah will start working on the SRC Annual Report. Sarah asked the Committee Chairs to send her a summary of their committee happenings (10/1/21-9/30/22). A fact sheet will be made for Senators as well. Does a hard copy need to be made of the SRC Annual Report? Crystal feels like we should not simplify the report as it is a really good report. Sarah needs everything by the end of November/beginning of December except for data. Additional comments: Could make the report more colorful, make it pop. Angela will send reminders to committee chairs to submit their reports.

84th St. NDE/VR/ATP location: Tobias gave a brief update on the 500 S 84th location where NDE has moved. The 2nd floor where NDE and the administrative offices of Nebraska VR office are close to move-in in the next month or so. The 1st floor will be for VR and ATP staff to serve clients. The 1st floor is almost done with plans and then will go out for bids. That floor will not be ready for the February SRC meeting. Maybe next year at this time the SRC will meet @ 500 S 84th.

VI. Working Lunch: Committee Meetings and Reports:

A. Client Services Committee (Matt): Jerry reported on the client satisfaction survey. See the attached CAP report. Recommendation: Flagging jobs that are cutting hours. Recommendation: Maybe keep case open after 90 days. Recommendation: Adding a question to the customer satisfaction survey asking if the person completing the survey would like more information about the SRC. Recommendation: Celebrate successful cases and bring to the table and require to submit successful cases. Don't focus on staff but focus on client success. Recommendation: Bring YTD report to the Counselor Committee. Recommendation: Bring recommendations of any changes to the survey.

B. Employer Services Committee (Lonnie): SRC is in need of more members on the Employer Services Committee. Today is the big day of celebration for this committee.

C. Transition Services Committee: Sharon Elliott will replace Michael Tufte representing

PTI. PTI has hired a Spanish speaking person. Had FEAT training over the weekend. Jason is part of the DD Council. Jason has started a new job @ West Central Joint Housing Committee in Ogallala. Jason has distributed the pamphlet, Along the Way, at his job. He had been at ESU 16 for 21 years.

Lupe reported there were 19 summer transition programs. There are 5 Job Expos over the 2022-23 school year.

D. Executive Committee (Chair): Lonnie reported the Executive Committee plans the agenda for meetings via Zoom.

VII. Public Comment/Announcements

Angela reported 3 councils (Brain Injury Advisory Council, SRC, and ATP Council) are looking for a recorder which would be a contract position. The SRC recorder would record minutes at SRC meetings, work with reimbursements, keep the roster up-to-date, make hotel reservations. Angela will send job duties of this contract position to staff inquiring if there are clients or others that might be interested. The duties would be performed remote except for in-person meetings. Crystal has someone in mind. Angela will send job duties to SRC members.

Jason started with West Central Joint Housing Committee. Jason went through testing with Social Security and he still has autism. Lindy said there's a lot going on with housing which would be very helpful to hear from Jason at the SRC.

Gloria reported there is a lot going on with Affordable **and Accessible** Housing.

Crystal Booker moved to adjourn the meeting. Gayle seconded. 5-0 passed.

VIII. 1:00-2:00 Disability Employment and Inclusion Awards 2022

Program: See the attached flyer or <http://vr.nebraska.gov/src/2022Program.pdf>

Disability Employment and Inclusion Awardees & Nominees (see attached powerpoint of awardees):

Disability Employment and Inclusion Entrepreneur Award: Donato Medina, Medina's Carriers LLC, Grand Island, NE

Other Nominees: Stacy Spotanski, Spotanski Creative Building Design and Drafting, LLC, Grand Island

Nick Natale, Cryptic Tattoos, Scottsbluff

Disability Employment and Inclusion New Business Partner Recognition Award: Best Western Plus North Platte Inn & Suites, North Platte, NE

Other Nominees: St. Joseph's Hillside Villa, Norfolk

Goodwill Industries of Greater Nebraska, Scottsbluff

Disability Employment and Inclusion Small Business Recognition Award: KLM Products

Group/Candy Barn Express, Scottsbluff, NE
Other Nominees: Graybeal's Foods, Norfolk
SubConn Inc., Kearney
J & C Company, Lincoln

Disability Employment and Inclusion Large Business Recognition Award: Mutual of Omaha,
Omaha

Other Nominees: Main Street Market – A Division of Panhandle Coop, Scottsbluff
Bureau of Sociological Research, University of Nebraska-Lincoln
Country Kitchen Restaurant, Scottsbluff
The Salvation Army, Norfolk
Cabela's LaVista, LaVista
Norfolk Family YMCA, Norfolk

Champion for Disability Employment and Inclusion Award: Jon Lierman, Wayne