

Barbers' Board Meeting

Monday, August 11, 2025

A meeting of the State Board of Barbers was held Monday, August 11, 2025, at 10:00 a.m. in-person at 100 S. Charles Street, Baltimore. Maryland, and via teleconference.

Board Member Attendees

Mr. Larry Franklin - *Chairperson*

Mr. Andrew Campbell - *Industry Member*

Mr. Wade Menendez - *Industry Member*

Ms. Toni Wallace - *Industry Member*

Mr. Channing Trent- *Industry Member*

Ms. Lanine Swann, *Consumer Member*

Ms. Yasmine Young- *Consumer Member*

Other Staff Attendees

Ms. Nicole Fletcher- *Executive Director*

Ms. Breona Scott- *Assistant Executive Director*

Ms. Leslie Braxton- *Licensing Supervisor*

Mr. Jacob Guy- *Board Administrator*

Mr. Kenneth Sigman- *Advice Counsel*

Ms. Renee Robertson- *Continuing Education Coordinator*

Agenda

Quorum Announced, and Meeting Called to Order

A quorum was announced by Chairperson Mr. Larry Franklin and the meeting was called to order at 10:01 A.M.

Approval of Agenda

Before the approval of the agenda, Industry Member Mr. Channing Trent proposed an amendment adding Item D. Mobile Booking Sites to New Business. Ms. Toni Wallace made a motion to approve the amended agenda, seconded by Ms. Lanine Swann, and the agenda was unanimously approved.

Approval of June 16, 2025 Minutes

Chairperson Mr. Larry Franklin then asked for a motion to approve the June 16, 2025, meeting minutes. A motion was made by Ms. Toni Wallace to approve the minutes, seconded by Mr. Channing Trent and the motion unanimously passed.

New Business

A. RECAP OF JUNE 16, 2025 MEETING

Chairperson Mr. Larry Franklin opened June's meeting by providing a recap of June's Board meeting. As a reminder, Board members previously voted unanimously in favor of moving the previously scheduled October 13, 2025 meeting to October 20, 2025, as the original date fell on a state-observed holiday. During June's meeting, an Apprenticeship Restart was approved for Mr. Placide Youmbi. Additionally, Board members heard from Mr. Jessee Skittrall, an Apprenticeship Ambassador at the Department of Labor National Office. Mr. Skittrall informed Board members of the Registered Apprenticeship Program, which would create more structure to the apprenticeship program and take the administrative duties off of the Board's administrative team.

B. FINE APPROPRIATION

The discussion about fine appropriation was brought forth by Industry Member Ms. Toni Wallace. Ms. Wallace wanted to explore the possibility of holding individual licensees accountable for violations. Assistant Executive Director Ms. Breona Scott explained that during her tenure, the onus has always fallen on shop owners to ensure that anyone working in their shop is in compliance with State licensing regulations and sanitation requirements. Several other Board members spoke up in support of issuing penalties to individual license holders, including Mr. Andrew Campbell and Mr. Channing Trent. Mr. Trent stated that as a shop owner himself, he is constantly trying to educate his employees and check up on them, however, this is likely not the norm among shop owners, in addition to the fact that there are days when he can not be in the shop. Ms. Wallace added that many barbers are contractors paying booth rent, which adds a layer of difficulty in enforcement of certain rules for shop owners. In response, Licensing Supervisor Ms. Leslie Braxton and Advice Counsel Mr. Kenneth Sigman each made points regarding the shop owner's right to include stipulations in contract that create a fine for the individual if the licensee is found to be in violation of Board regulations.

Assistant Executive Director Ms. Breona Scott explained that violations that result in a fine create flags in a salon/shops license file, and the conversation then shifted to at what point does the Board consider further action for a shop that has repeatedly violated laws governing the industry. Advice Counsel Mr. Kenneth Sigman explained that there is likely not a specified number of flags that would result in revocation of licensure, however, through a formal hearing process the Board would have the right to take such action. Executive Director Ms. Nicole Fletcher added that the Board would need to consider the specific parameters of progressing disciplinary action for repeat offenders. Ms. Fletcher added that administratively the Board is constantly trying to balance taking an educational approach towards violating parties, while also not allowing those people to take advantage of their chances. In response Mr. Sigman cited what is already written into statute §4-513. (ii) To determine the amount of penalty imposed under this subsection, the Board shall consider the following:

1. the seriousness of the violation;
2. the good faith of the violator;
3. the violator's history of previous violations;
4. the deleterious effect of the violation on the complainant, the public, and the barber industry; and

5. any other factors relevant to the determination of the financial penalty.

After making note of that, Mr. Sigman advised against establishing parameters for disciplinary action, and treating each violation on a case by case basis. Board members and staff members understood and supported how the statute is currently written and agreed to move forward with the educational approach to try to encourage industry wide compliance.

C. PUBLIC HEALTH INITIATIVE

Industry Member Ms. Toni Wallace headed the discussion surrounding the Public Health Initiative and began stating her belief barbershops can be community hubs and have the potential to bring many people together. Ms. Wallace continued on stating that she would like to see the Board of Barbers partner with other state and local agencies/organizations to push certain information and perform community outreach. Mr. Channing Trent responded with some findings he uncovered in researching different initiatives. This included BBHOP, (Black Barbershop Health Outreach Program) and a mental health initiative where barbers would receive training in mental health in some capacity. Executive Directive Ms. Nicole Fletcher agreed that such collaborations could be mutually beneficial and assist in getting the Board of Barbers' message out to the public. There was a consensus among Board members that they would be willing to contribute by meeting with different organizations and advocating for these kinds of collaborations.

D. MOBILE BOOKING SITES

The discussion around Mobile Booking Sites was introduced by Industry Member Mr. Channing Trent, who stated that he was alarmed by how easy it was for him to sign up for a mobile application used for booking haircuts. Mr. Trent stated that he would like to see verification of licensure as a step in the process. Executive Directive Ms. Nicole Fletcher responded stating that this could be a very nuanced issue citing that these apps are used nationwide, and depending on the services an individual wishes to provide, they may not need licensure. Industry Member Ms. Toni Wallace added that if booking applications wish to operate in Maryland the onus should fall on them to ensure that they are compliant with Maryland's statutes. Ms. Yasmine Young then pointed out that in booking through such sites there is likely no disclaimer stating that there is a possibility that the barber listed is not licensed. Ms. Wallace continued stating that any and all actors looking to get in on the business should be held liable for adherence to the law. In response Ms. Fletcher and Licensing Supervisor Ms. Leslie Braxton both made points that it is very difficult for the law to keep up with modern trends and the ever changing ways in which business is conducted in the industry.

Ms. Wallace then asked if enforcing such a requirement for these apps would require new legislation, or could it be done as written. Mr. Trent stated that, as an app developer himself, something as simple as an email to booking applications stating that they must comply with the Board's regulations should raise enough flags for them to want to comply with the state's laws. Ms. Fletcher then followed up with her belief that there must be an enforcement and disciplinary action piece attached to simply informing the app developers of the law.

Industry Member Wade Menendez spoke up to make the point that many of these app creators and owners are simply in the business to make money, it is possible that they are not aware of licensing requirements and may have never even thought about including a verification process. Mr. Menendez went on to say that just having that conversation with the developers could make a big difference as the threat of having disciplinary action cut into their business would motivate them to come into compliance. Ms. Fletcher tied this conversation to the previous topic of fine appropriation, stating that there's more at stake for owners, which is why enforcing compliance from the top down has been the Board's approach. There is likely more at stake for a business owner, whereas, an individual licensee has the ability to move around from shop to shop. Ms. Fletcher then put a bow on the topic stating that she heard a lot of great ideas from Board members and thinks that reaching out to these companies can be a great starting point.

Old Business

A. PSI AUTHORIZED SIGNATURE INITIATIVE

Executive Director Ms. Nicole Fletcher introduced the topic by stating that she had reached out to Board members to gauge their interest in introducing an authorized signature requirement on testing applications. Ms. Fletcher further explained that while there is no indication that it has happened in Maryland, some other states have experienced attempted fraud in testing applications. In an effort to be proactive, PSI reached out to Ms. Fletcher about implementing an authorized signature requirement as an additional layer of verification to help confirm the legitimacy of applications submitted for test takers. Industry Member Mr. Andrew Campbell was able to speak to his personal experience as an educator within the public school system. Mr. Campbell stated that he believes the best practice is for the actual instructor to be the one to sign off on an application. Industry Member Ms. Toni Wallace stated she agrees that there should be one person signing off on the application, and that person should be someone closely connected to the student with direct knowledge of their training. Industry Member Mr. Channing Trent also supported this notion. Mr. Campbell raised the question of turnover rates and signatures being reviewed, which PSI's representative Mr. Shawn Conder answered by stating that signatures are reviewed on an annual basis. As there has been no indication of fraud in Maryland applications,

there was a consensus among Board members to leave the signature requirement for Barber testing to instructors.

B. PSI EXAM OUTLINE

During previous meetings the Board had discussed adopting PSI's national exam which would alter exam topics slightly from how they are currently written. Board members noted that the main change in the National Exam outline is that Chemical Services is reduced from 18% to 7%, and Hair Coloring gets an additional 7%. Industry Member Mr. Wade Menendez spoke in support of this reduction, stating that many barbers are not regularly providing chemical services and are solely interested in cutting hair. In response, Industry Member Ms. Toni Wallace stated that as a licensed barber herself she is often using chemicals in every day practice and is against reducing test requirements for that section. Ms. Wallace also pointed out that the Board has already implemented a barber stylist license for those not interested in providing chemical services. Licensing Supervisor Ms. Leslie Braxton added that scope of practice for a barber license allows these services to be provided, and thus applicants should be tested on it. In response to the point made by Mr. Menendez, Ms. Braxton added that it can be very difficult to predict trends, and just because chemical services may not be popular amongst a majority of barbers today does not mean it will not be in the future.

Executive Director Ms. Nicole Fletcher also pointed out to Board members that the new testing standards would lower a passing score from a 70% to a 65%. There was a consensus among Board members that they would be against lowering the passing score for test takers. Mr. Channing Trent spoke to a specific case of a student he had mentored who failed his test by a few points. Mr. Trent stated that the student did not have a complete grasp of the information he was being tested on and revisiting the information was beneficial for him. Lowering the bar for students like the one Mr. Trent referenced may allow them to pass without gaining a full understanding of the material. Ms. Fletcher then requested that a Board member make a motion regarding their vote for or against adopting the PSI National Exam. Ms. Toni Wallace then made a motion not to adopt PSI's National Exam, seconded by Mr. Larry Franklin. The motion passed unanimously.

C. LEGISLATIVE UPDATES

i. HB1547 Domestic Violence Training Awareness Provider Requirements

Executive Director Ms. Nicole Fletcher began by reminding those on the call about the Domestic Violence Awareness training that will be a one time requirement for initial licensure and current licensees to complete as a condition of renewal effective January 1, 2026. Ms. Fletcher went on to state that those interested in becoming an approved provider of this training must submit a curriculum to the Board. The curriculum must meet the requirements outlined in the bill to gain approval. Ms. Fletcher then went over the requirements: the course needs to be offered either in person or virtually, it must include guidance on recognizing the signs of domestic violence, strategies to navigate conversations with clients who may be victims, how to listen to and communicate with victims of domestic violence, and finally, how to connect clients with resources and support groups for victims of domestic violence. The course must have a duration of at least an hour. Ms. Fletcher went on to say that existing schools will still be required to submit a curriculum to the Board for approval, so that their courses may be offered for credit. Additionally, Ms. Fletcher advised providers that they must provide certificates of completion to their students. The Board's process for enforcing adherence to this new requirement is still to be determined.

D. INSPECTION SUMMARY

Licensing Supervisor Ms. Leslie Braxton provided an Inspection Summary for today's meeting. The data was collected from June 4, 2025 - August 7, 2025.

15	New shop applications received
1	New shops pending inspections - to be assigned
0	Complaints received
0	Complaints - open / to be assigned
1	Complaints - inspections completed
70	Inspections conducted
15	Inspections passed
17	Inspections failed
3	Failed - new shop inspections
6	Failed - late renewal inspections
1	Failed - complaint
1	Failed - per board inspections
6	Failed - routine inspections
5	Closed at time of inspection
33	Permanently Closed

Public Comment

There was no public comment during the August 11, 2025 meeting.

Adjournment

Chairperson Mr. Larry Franklin requested a motion to call the meeting to adjournment at 11:40 A.M. Ms. Toni Wallace made a motion to adjourn the meeting, seconded by Ms. Lanine Swann and the motion unanimously passed.

APPROVED BY: _____ on October 20, 2025.