

Maryland Board of Cosmetologists Meeting

Monday, October 6, 2025

A meeting of the State Board of Cosmetologists was held on Monday, October 6, 2025, at 10:00 a.m. in-person at 100 S. Charles Street, Baltimore, Maryland and via teleconference.

Board Member Attendees

Ms. Lisa Ennis, *Chairperson*

Ms. Rosalind Hosley, *Cosmetologist Member*

Ms. April Kenney, *Cosmetologist Member*

Ms. Kelly Canty, *Consumer Member*

Mr. Maurice Fains, *Cosmetologist Member*

Ms. Katrina Lee, *Esthetician Member*

Ms. Kyra Jones, *School 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, *Education Coordinator*

Agenda and Minutes

Quorum Announced, and Meeting Called to Order

A quorum was announced by Chairperson Ms. Lisa Ennis and the meeting was called to order at 10:03 a.m.

Approval of Agenda

Chairperson Ms. Lisa Ennis requested a motion for approval of the October 6, 2025, agenda. Ms. April Kenney made a motion to approve the agenda, seconded by Ms. Kelly Canty, and the agenda was unanimously approved.

Approval of August 4, 2025, Minutes

Chairperson Ms. Lisa Ennis requested a motion to approve the minutes from the August 4, 2025, meeting. A motion was made by Ms. April Kenney to approve the last Board meeting minutes which was seconded by Ms. Kelly Canty, and the motion unanimously passed.

New Business

A. RECAP OF AUGUST 4, 2025 MEETING

Chairperson Ms. Lisa Ennis began by providing a brief overview of the August 4, 2025, meeting. In August the Board approved an Apprenticeship Restart for Diena Mai. An update for interested providers of Domestic Violence Awareness Training was announced, which detailed the curriculum submission approval process. During August's meeting it was also announced that regulations for SB617 were still pending approval from the Secretary's Office. Once the proposed regulations gain approval, they will be posted to the register for public comment. Lastly, Director Fletcher gave an overview of the Cosmetology Licensure Compact commission meeting held on July 24-25., The Compact Commission are the government agencies whose membership consists of all States that have enacted this Compact. It aims to streamline reciprocity for licensees moving between participating states. Further details regarding the August 4, 2025 meeting are outlined in the meeting minutes, which have been posted to the Board's website.

B. NEW BOARD MEMBER MS. KYRA JONES

Chairperson Ms. Lisa Ennis then announced new Board member Ms. Kyra Jones. Ms. Jones filled the School Member position that was previously vacant and was in attendance for her first Board meeting in October. Ms. Jones took a moment to introduce herself, noting that she has been in the industry for over twenty-five years and is eager to make a meaningful impact in advancing the cosmetology profession.

C. APPRENTICE RESTART

Apprenticeship Coordinator Jacob Guy began by announcing Hoang Huynh, formerly an Apprentice Limited Nail Technician from July 2024 - July 2025. Mr. Huynh had contacted the Board stating his interest in restarting the program, as he was unable to complete it during the original license timeframe. It was explained to Board Members through a translator that during Mr. Huynh's first attempt at the Limited Nail Technician Apprenticeship there was some confusion about the monthly reporting process. It was explained to Mr. Huynh that this would be his final chance to attempt to become licensed by apprenticeship, and Board members wanted to know what he and his sponsor had planned to make sure that they were successful this time around. In response Mr. Huynh stated that they will stay on top of monthly reports and set reminders to make sure credits are reported. Before moving to a vote Executive Director Ms. Nicole Fletcher wanted to emphasize that apprentice credits are to be recorded by the sponsor only, and their login credentials should be confidential and for their use only. Chairperson Ms. Lisa Ennis then requested a motion to approve the apprenticeship restart for Mr. Huynh. Ms. April Kenney then made a motion to approve, seconded by Ms. Katrina Lee. The motion passed with 4 votes in favor and 2 against. Voting in favor was Ms. April Kenney, Ms. Katrina Lee, Mr. Maurice Fains, and Ms. Kyra Jones. Voting against was Ms. Lisa Ennis and Ms. Kelly Canty.

The next Apprentice to petition for restart was Ms. Martha Pachon Escobar. Ms. Pachon Escobar was previously a licensed Apprentice Limited Nail Technician from November 2007 - November 2008. During that time she received credit for 7 months of training. Through a translator it was explained to the Board that in 2008 as Ms. Pachon Escobar was completing her apprenticeship when she had a child and was no longer able to keep up with the demands of the Nail Technician training. Ms. Thu Ho, who will be sponsoring Ms. Pachon Escobar, also was on the call. It was explained to Ms. Ho that she will be responsible for the training and supervision of the apprentice, as well as the recording of credits. Chairperson Ms. Lisa Ennis then requested a motion to approve the apprenticeship

restart for Ms. Pachon Escobar. Ms. April Kenney then made a motion to approve, seconded by Ms. Kelly Canty. The motion was approved unanimously.

The final apprentice to petition for restart was Hoang Pham. Mr. Pham was previously licensed from July 2024 - July 2025. Mr. Pham had received credit for 5 months of training during his initial license timeframe. In response to being asked why he could not complete the 8 months of training during his license timeframe, Mr. Pham stated that in the middle of his apprenticeship he was forced to travel to Vietnam for personal reasons. Additionally, Mr. Pham and his sponsor stated that they had been on the call and listened to the previous apprentice restarts and are aware of the requirements, and committed to completing the program this time around. Chairperson Ms. Lisa Ennis then requested a motion to approve the apprenticeship restart for Mr. Pham. Ms. April Kenney then made a motion to approve, seconded by Ms. Kelly Canty. The motion was approved unanimously. Each of the three apprentice restarts were approved, and Apprenticeship Coordinator Mr. Jacob Guy stated that he will follow up after the meeting with information regarding their application process.

Old Business

A. LEGISLATIVE UPDATES

i. Eyelash Extension Program - Proposed Regulations, Temporary License

Advice Counsel Mr. Kenneth Sigman opened this portion of the meeting by stating that the Secretary's Office at the Department of Labor intends to institute a temporary eyelash extension license. With schools not yet prepared to teach the eyelash training curriculum and the exam not finalized this will allow the Board to regulate the practice as those items continue to be worked on. The purpose of the temporary license is to provide individuals who are already practicing an opportunity to complete an approved course and successfully pass the required examination.

It essentially offers an extension to those who are making an effort to come into compliance. Those practicing eyelash extension services would have until December 31, 2026 to apply for the temporary license. Executive Director Ms. Nicole Fletcher added that eyelash extension services may only be performed in Board-permitted salons. Those that are not currently practicing in a registered salon will need to apply for a salon Owner's Permit or rent space in a permitted salon. Chairperson Ms. Lisa Ennis then requested a motion to approve the addition of a temporary

Eyelash Extension license to the SB617 proposed regulations. Ms. Kelly Canty then made a motion to approve, seconded by Ms. April Kenney. The motion passed unanimously.

ii. Esthetician Regulations

Advice Counsel Mr. Kenneth Sigman offered insight into the delays in publishing the Esthetician Regulations in the Maryland Register. Mr. Sigman stated that he is still waiting for clarification regarding when they could be published, and depending on the date of publication it is possible the legislation would not go into effect until late November or December.

iii. Continuing Education Program

Chairperson Ms. Lisa Ennis began by introducing Ms. Renee Robertson, Continuing Education Coordinator for the Board of Cosmetologists. Ms. Robertson attended October's meeting to present information regarding legislation going into effect January 1, 2026, requiring all Cosmetology licensees to complete six hours of Continuing Education as a condition of license renewal. Specifically, licensees will be required to complete two Continuing Education hours on the subjects of Health, Safety, Welfare, Sanitation and/or Board Laws and Regulations, and four hours of elective courses concerning business, the practice of cosmetology, esthetics, and nail techniques, or product knowledge.. Upon completion the courses, licensees should be provided with certificates of completion that should be retained by the licensee in the event of an audit.,in a screen share Ms. Robertson demonstrated how to navigate the Board of Cosmetologists' website to locate more information regarding Continuing Education legislation and requirements, a list of approved providers, and answers to Frequently Asked Questions.

iv. Domestic Violence Awareness Training

Executive Director Ms. Nicole Fletcher started by reminding those on the call of HB1547 which requires the State Board of Barbers and the State Board of Cosmetologists, beginning January 1, 2026, to require as a condition for licensure or renewal of a license an applicant or a licensee to complete certain training in domestic violence awareness; requiring the Maryland Department of Labor to approve certain domestic violence awareness training that is offered in person and virtually, includes guidance on certain topics, and has a duration of at least 1 hour.Ms. Fletcher added the update that the one-hour Domestic Violence Awareness Training could be used to satisfy one hour of a required topic in Welfare for the Continuing Education requirement. A list of approved providers is available on the Board of Cosmetologist's website, and that list is growing

as providers continue to submit curricula. Ms. Fletcher went on to clarify that this course will be a one time requirement for licensees to complete prior to their next renewal and original applicants to complete as a training requirement.

B. CURRICULUM APPROVAL

Chairperson Ms. Lisa Ennis announced that six curricula had been approved since the last meeting in August. These included a combination of existing schools adding new training programs and new private career schools pending approval from the Maryland Higher Education Commission. The curricula approved are as follows: YAR Beauty Academy, Hyattsville, MD - Esthetics, Medassage School of Esthetics, Clinton, MD - Eyelash Extensions, Topcurl Beauty Academy, Bowie, MD - Eyelash Extensions, Shawntay's School of Creative Nails, Towson and Hyattsville, MD - Eyelash Extensions, Cecilia's Beauty Academy, Essex, MD - Esthetics, The Maryland Lash Academy, Mount Airy, MD Eyelash Extensions.

C. INSPECTION SUMMARY

Licensing Supervisor Ms. Leslie Braxton provided the Inspection Summary for today's meeting. The data was collected from July 30, 2025 - October 1, 2025.

86	New shop applications received
16	New shops pending inspections - to be assigned
22	Complaints received
6	Complaints - open / to be assigned
26	Complaints - inspections completed
291	Inspections conducted
134	Inspections passed
96	Inspections failed
3	Failed - new shop inspections
13	Failed - late renewal inspections
14	Failed - complaint
5	Failed - per board inspections
61	Failed - routine inspections
52	Closed at time of inspection
9	Permanently Closed
1	Full time inspectors currently on staff (conducts inspections 5 days/week)
4	Per diem inspectors currently on staff (conducts inspections 1 day/week)

Executive Director Nicole Fletcher then addressed the need for more members of the Inspection Staff stating that she will often get an influx of inquiries following Board meetings. Ms. Fletcher stated that as positions become available they will be advertised.

Public Comment

Ana Concepcion - Ms. Concepcion asked for clarification regarding the need for those operating in a salon space within a business style suite to obtain a salon s permit. Licensing Supervisor Ms. Leslie Braxton addressed this by stating that those not operating within a salon style suite space that has a salon permit for the space would need to complete the application process for their own new dalon sermit. Those that operate within a salon suite that holds a salon permit for the entire space would be covered by that permit.

Mariah Jones - Ms. Jones asked for clarification regarding the previous question about salon suites and the need for licensure. Advice Counsel Mr. Kenneth Sigman provided some clarification by stating that cosmetology services must be performed within a Board -permitted salon. If an individual is not practicing within a permitted salon suite, they will need to apply for the necessary permit to be in compliance. In response to Ms. Jones's concerns that individuals may not be aware of these requirements Executive Director Ms. Nicole Fletcher added that the application for temporary Eyelash Extension licensure would direct those that did not work in a permitted salon to obtain a salon permit for their space or rent space in a permitted salon.

Crystal Thomas - Ms. Thomas stated that she is a Senior Cosmetologist who has trained apprentices in the past and wanted to know if the Board intended to increase the number of apprentices a sponsor could train at one time with new licensure being introduced. Executive Director Ms. Nicole Fletcher replied that when the apprentice maximum was previously increased from one to two, that legislation was introduced and approved by the Maryland General Assembly rather than the Board itself. In addition, the apprenticeship program for the Limited Eyelash Technician license is not slated to go into effect until 2027. Ms. Rosiland Hosley offered her thoughts that a limit of 2 apprentices per sponsor keeps the program more manageable and ethical.

Shanay Wiggs - Ms. Wiggs spoke to ask about Board support for streamlining the approval process for schools with their curricula approved awaiting approval from MHEC. Executive Director Ms. Nicole Fletcher replied that she is aware of the backlogs and knows that Maryland Secretary of Labor Portia Wu supports getting the program up and running as soon as possible, and the temporary license will allow the industry to be regulated in some capacity in the meantime. Additionally, Ms. Fletcher is of the belief that Secretary Wu plans to speak with executives at MHEC to ask that the process moves as efficiently as possible.

Angela Wigglesworth - Ms. Wigglesworth asked if salons with existing permits would be required to obtain additional licensure in order to offer eyelash extension services. In response, Executive Director Ms. Nicole Fletcher stated that it would depend on the type of license that the business currently possesses. An Owner Full Service Permit allows the practice to provide the full scope of cosmetic services, thus covering them to legally perform eyelash services. An Owner Limited Service Permit allows the practice to perform services limited to the services specified when the business applies for licensure. Businesses operating with an Owner Limited Service Permit would need to notify the Board if they wish to expand the scope of services offered. Ms. Wigglesworth went on to ask about the requirements for becoming a continuing education provider. In response Ms. Fletcher referred everyone to the Continuing Education page on the Board of Cosmetologist's website where it states that:

At this time, we will only accept applications from the following categories of organizations or institutions:

- Existing, approved Maryland Higher Education Commission (MHEC) Private Career Schools
- Maryland Colleges / Universities including community colleges
- Industry Textbook Publishers

Ms. Fletcher added that these are the requirements to offer Continuing Education classes that would be recognized for credit. Open enrollment to offer Continuing Education occurs twice a year in April and October, during which interested providers can submit a curriculum to the Board for review. There are currently seventeen approved providers, whose certifications will go into effect January 1, 2026. Ms. Fletcher also clarified that there is a two-part approval process, one being through MHEC, and the other being the curriculum approval by the Board of Cosmetologists.

Courtney Hare - Ms. Hare asked if the Board has a plan in place to prohibit programs that have not been approved from advertising and offering eyelash training. Executive Director Ms. Nicole Fletcher responded that there is a pending press release that is intended to guide individuals to the proper channels to become licensed, and approved schools will be promoted. Licensing Supervisor Ms. Leslie Braxton also offered that some onus falls on the licensee to perform the due diligence to ensure they are obtaining training from an accredited institution.

Samara Hasberry - Ms. Hasberry asked for clarification regarding the temporary licensure process, and the need to include a registration number for a permitted salon. Executive Director Ms. Nicole Fletcher replied stating that an individual working within an already licensed salon space would simply need to include that registration number on their application. Ms. Fletcher added that these applications are not yet available, and a communication blast will be sent out when they are. Ms. Fletcher also reiterated that individuals will need to apply for the temporary license by December 31, 2026.

Paris Cimino - Ms. Cimino spoke at October's meeting regarding some general questions about Continuing Education, as well as to offer concern regarding misinformation spread via social media and individuals unaware that they may be operating illegally. In response Advice Counsel Mr. Kenneth Sigman stated that Maryland cosmetology laws and regulations is a permissible topic to teach via Continuing Education and would be offered to licensees. Executive Director Ms. Nicole Fletcher added that while such curricula are vetted by the Board, providers are not instructed on what they must teach. Continuing Education Coordinator Ms. Renee Robertson added that reinforcements are written into law that salon owners ensure their employees are aware of Board laws and regulations, and individuals practicing should be aware of them to begin with. Ms. Fletcher went on to say that a lot of the concern shared by Ms. Cimino refers to unlicensed individuals, and those people can be more difficult to reach. The Board relies on the public to report such practices so that they can be inspected and informed of the law if they are found to be out of compliance. Ms. Fletcher went on to say that the Board is working to improve its communication outreach efforts and find ways to increase awareness. Ms. Cimino then offered concern that people are hesitant to report violating business practices due to not being guaranteed anonymity. Ms. Fletcher stated that she understands the concern however the Board must operate within the confines of the law. Lastly, Ms. Cimino inquired about the cost of continuing education courses as well as the certification submission process. Ms. Fletcher replied that costs can vary greatly, and it is dependent on the provider. Ms. Robertson responded to the inquiry regarding certification submission stating that the provider is to submit certifications through an online portal that has been set up, unless training is earned through Milady. In that case the licensee will be responsible for submitting their certification to the Board via email, and the information will be uploaded by Ms. Robertson. It was also reiterated to members of the public that comprehensive information regarding continuing education is posted on the Board of Cosmetologist's website.

Latrion Fields - Ms. Fields expressed concern that schools are not providing adequate training to licensees and the next generation of technicians tend to be behind once leaving school. Ms. Fields added that this could extend to inadequate training provided by continuing education providers. In response, Executive Director Ms. Nicole Fletcher emphasized that the application process includes extensive review of curricula, and the team reviewing such applications is committed to ensuring that students will receive training that reaches the standards in place by the Board. Ms. Fletcher added that she understands not all providers will be equal in the training that they offer, and some leg work will be required of the licensee to research and determine the quality of the training they will be investing their own time and resources to.

Angela Wigglesworth - Ms. Wigglesworth asked for clarification regarding taking or offering classes not for credit. Executive Director Ms. Nicole Fletcher replied that anyone could offer any training, however, she encourages licensees to focus on vetted and approved course providers to earn credit.

Paris Cimino - Ms. Cimino spoke again after reviewing the Approved Course Providers and asked for clarification regarding the variety of courses offered. Continuing Education Coordinator Ms. Renee Robertson replied citing the requirement for licensees to take two of their accredited courses in the subjects of Health, Safety, Welfare, Sanitation and/or Board Laws and Regulations. The remaining four credits can be devoted to elective topics with relevance to the individual's license type. Additionally, it was clarified for Ms. Cimino that the date to come into compliance with the new continuing education requirements would be dependent upon the individual licensee's first expiration date after January 1, 2026. It was also clarified that practicing eyelash technicians could continue to do so and should be prepared to apply for the temporary license when it becomes available.

Mariah Jones and Shanay Wiggs - Both Ms. Jones and Ms. Wiggs asked for clarification regarding the need to submit additional curricula and applications for courses offered outside of the address listed on the initial application. Ms. Wiggs cited the possibility of the demand for taking classes outgrowing the space initially listed on the application. Ms. Fletcher stated that she did not have an answer at this time and that she would provide an answer offline.

Adjournment

Chairperson Ms. Lisa Ennis requested a motion to adjourn the meeting at 12:03 P.M. Ms. April Kenney made a motion to adjourn the meeting, seconded by Ms. Rosiland Hosley, and then was unanimously approved.

APPROVED BY: _____ on November 3, 2025.