

**CALIFORNIA BOARD OF
BARBERING AND COSMETOLOGY**



MAY 18, 2026

Board Meeting

**Department of Consumer Affairs
1625 North Market Boulevard
HQ1 Hearing Room 102
Sacramento, CA 95834**

**CALIFORNIA BOARD OF
BARBERING AND
COSMETOLOGY
BOARD MEETING NOTICE AND
AGENDA**

*Discussion and action
may be taken on any
item listed on the
agenda.*

BOARD MEMBERS:
Tonya Fairley, President
Danielle Munoz, Vice
President
Anthony Bertram
Michelle Edgar
Megan Ellis
Dr. Yolanda Jimenez
Sinar Lomeli
Tamika Miller
Calimay Pham
Steve Weeks

**May 18, 2026
Department of Consumer Affairs
1625 North Market Blvd
HQ1 Hearing Room #102
Sacramento, CA 95834**

**10:00 am - Until
Completion of Business**

AGENDA

The time and order of agenda items are subject to change at the discretion of the Board President and may be taken out of order. In accordance with the Bagley-Keene Open Meeting Act, all meetings of the Board are open to the public.

OPEN SESSION:

1. Call to Order/ Roll Call/ Establishment of Quorum (**Tonya Fairley**)
2. Petition for Reinstatement Hearing
 - a) Amelia Shawnta Johnson, Petition for Reinstatement of License, License #KK556587

CLOSED SESSION: Pursuant to Government Code section 11126 (c) (3), the Board will meet in Closed Session to Deliberate on and Decide Disciplinary Matters, including the above petition.

RECONVENE OPEN SESSION:

3. Board President's Welcome (**Tonya Fairley**)
4. Board Member Updates – Informational only
5. Department of Consumer Affairs (DCA) Update Which May Include Updates on DCA's Administrative Services, Human Resources, Enforcement, Information Technology, Communications and Outreach, and Legislative, Regulatory, or Policy Matters.

6. Review, Discussion, and Possible Action to Approve Board Members to Standing Committees for 2026
 - a) Apprenticeship Program Sponsor Appeal Committee
 - b) Disciplinary Review Committee
 - c) Diversity, Equity, and Inclusion Committee
 - d) Education and Outreach Committee
 - e) Enforcement and Inspections Committee
 - f) Health and Safety Advisory Committee
 - g) Licensing and Examinations Committee
 - h) Legislation and Budget Committee
7. Discussion and Possible Action to Approve the February 23, 2026 Board Meeting Minutes
8. Discussion and Possible Action to Approve the April 6, 2026 Board Meeting Minutes
9. Executive Management Reports (**Kristy Underwood**)
 - a) Administration and Operations
 - b) Licensing, Examinations, and Disciplinary Review Appeals
 - c) Enforcement, Inspections, and Cite and Fine
 - d) Outreach Update
 - e) Strategic Plan Update
10. Discussion of Updates to the Barber, Cosmetologist, Electrologist, Esthetician, and Manicurist Licensing Exams Effective April 1, 2026
11. Discussion and Possible Action on Proposed Bills:
 - a) [AB-2771](#) (Committee on Business and Professions) - California Private Postsecondary Education Act of 2009
 - b) [SB-1363](#) (Wahab) – Barbering and Cosmetology
12. Discussion and Possible Action Regarding Rulemaking Proposals:
 - a) Update Regarding and Consideration of Rulemaking to Amend Title 16, California Code of Regulations section 972 (Disciplinary Guidelines)
13. Public Comment on Items Not on the Agenda

Note: The Board may not discuss or take any action on any item raised during this public comment section, except to decide whether to place the matter on the agenda of a future meeting (Government Code Sections 11125, 1125.7(a))
14. Suggestions for Future Agenda Items
15. Adjournment

Note: This meeting will be Webcast, provided there are no unforeseen technical difficulties or limitations. To view the Webcast, please visit <https://thedcapage.wordpress.com/webcasts/>. If you wish to participate or to have a guaranteed opportunity to observe, please plan to attend at the physical location listed above or log in via Webex with the instructions below.

*Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Board prior to the Board taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Board, but the Board President may, at their discretion, apportion available time among those who wish to speak. Individuals may appear before the Board to discuss items not on the agenda; however, the Board can neither discuss nor take official action on these items at the time of the same meeting (Government Code sections 11125, 11125.7(a)).

This meeting is available to the public in person, via Webex and webcast. The meeting is accessible to the physically disabled.

A person who needs disability-related accommodation, modification in order to participate in the meeting, or any other information may make a request by contacting:

Monica Burris at (279) 280-8517, email: monica.burris@dca.ca.gov, or send a written request to the Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. Providing your request at least five (5) business days before the meeting will help to ensure availability of the requested accommodations. TDD Line: (916) 322-1700.

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Members of the public may, but are not obligated to, provide their names or personal information as a condition of observing or participating in the meeting. When signing into the Webex platform, participants may be asked for their name and email address. Participants who choose not to provide their names will be required to provide a unique identifier, such as their initials or another alternative, so that the meeting moderator can identify individuals who wish to make a public comment. Participants who choose not to provide their email address may utilize a fictitious email address in the following sample format: [XXXXX@mailinator.com](#).

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Passcode: 222518

Agenda Item

No. 1

No Attachments

Agenda Item

No. 2

Petition for

Reinstatement Hearing

Closed Session

Agenda Item

No. 3

No Attachments

Agenda Item

No. 4

No Attachments

Agenda Item

No. 5

No Attachments



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
 DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
 P.O. Box 944226, Sacramento, CA 94244-2260
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 Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Review and Approval of Board Members to Standing Committees for 2026

Action Required:

The Board by motion, will need to approve the proposed 2026 Board Member Committee Roster.

- Apprenticeship Program Sponsor Appeal
- Disciplinary Review
- Diversity, Equity, and Inclusion
- Education and Outreach
- Enforcement and Inspections
- Health and Safety Advisory
- Legislative and Budget
- Licensing and Examination

A brief overview of the Committees are provided below.

APPRENTICESHIP PROGRAM SPONSOR APPEAL COMMITTEE

The Board may serve an apprenticeship program sponsor with a notice to show cause if the sponsor is not conducting its apprenticeship program in compliance with the Board’s laws and regulations. The purpose of the Apprenticeship Program Sponsor Appeal Committee is to hear appeals from apprenticeship program sponsors contesting a notice to show cause.

DISCIPLINARY REVIEW COMMITTEE

The purpose of the Disciplinary Review Committee is to conduct informal administrative citation review hearings and renders decisions regarding disputed citations. The committee has authority to affirm, modify or dismiss the citations including any fine amounts. The Board President shall annually appoint members of the committee; the appointments will be made concurrently with the annual election of officers. The Board President shall select the dates and locations of the informal citation review hearings held before the disciplinary review committee. The Board may find a need to have an alternate member for the convenience of those members who cannot attend.

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

The purpose of the Diversity, Equity, and Inclusion Committee is to provide the Board with recommendations on ways to strengthen policies, enhance training, and provide opportunities for employee engagement.

EDUCATION AND OUTREACH COMMITTEE

The purpose of the Education and Outreach Committee is to provide recommendations to the Board on the development of informational brochures and other publications, planning of outreach events for consumers and licensees, preparing articles for submission in trade magazines and attending trade shows.

ENFORCEMENT AND INSPECTIONS COMMITTEE

The purpose of the Enforcement and Inspections Committee is to advise the Board on policy matters that relate to protecting the health and safety of consumers. This includes recommendations on how inspections are conducted, the types of violations issued, maintenance of disciplinary guidelines, and other recommendations on the enforcement of the Board's statutes and regulations.

HEALTH AND SAFETY ADVISORY COMMITTEE

The purpose of the Health and Safety Advisory Committee is to provide the Board with advice and recommendations on health and safety issues, as well as ensuring licensees are aware of basic labor laws.

LEGISLATIVE AND BUDGET COMMITTEE

The purpose of the Legislative and Budget Committee is to review and track legislation that affects the Board. The committee shall make recommendations on what position the Board should take on legislation that could potentially affect the operation of the Board, the health and safety of consumers and the Board's licensees. In addition, the committee provides information and recommendations to the Board on potential policy matters relating to the budget.

LICENSING AND EXAMINATION COMMITTEE

The purpose of the Licensing and Examination Committee is to advise the Board on policy matters relating to the examining and licensing of individuals who want to practice barbering and cosmetology in California. The committee may also provide information and recommendations to the Board on issues relating to curriculum and school approval, exam appeals, laws and regulations.

Recommended Motion:

I move to approve the attached committee roster for the Board's standing committees.



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PROPOSED 2026 BOARD’S COMMITTEE MEETINGS

APPRENTICESHIP PROGRAM SPONSOR APPEAL COMMITTEE

- Megan Ellis
- Tonya Fairley
- Yolanda Jimenez
- Tamika Miller

DISCIPLINARY REVIEW COMMITTEE

- Anthony Bertram
- Michelle Edgar
- Megan Ellis
- Tonya Fairley
- Yolanda Jimenez
- Sinar Lomeli
- Tamika Miller
- Danielle Munoz
- Calimay Pham
- Steve Weeks

All members serve on DRC and staff coordinates attendance of 3 members per hearing.

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

- Anthony Bertram
- Tonya Fairley
- Danielle Munoz

EDUCATION AND OUTREACH COMMITTEE

- Megan Ellis
- Yolanda Jimenez
- Sinar Lomeli

ENFORCEMENT AND INSPECTIONS COMMITTEE

- Anthony Bertram
- Tamika Miller
- Danielle Munoz

HEALTH AND SAFETY ADVISORY COMMITTEE

- Michelle Edgar
- Tamika Miller
- Calimay Pham

LEGISLATIVE AND BUDGET COMMITTEE

- Michelle Edgar
- Megan Ellis
- Calimay Pham

LICENSING AND EXAMINATION COMMITTEE

- Yolanda Jimenez
- Tamika Miller
- Steve Weeks

All Committees are limited to a maximum of 6 members.

DRAFT
**California Board of
Barbering and Cosmetology**

**Board Meeting
Minutes of February 23, 2026**

BOARD MEMBERS PRESENT

Tonya Fairley, President
Kellie Funk, Vice President
Anthony Bertram
Michelle Edgar
Megan Ellis
Dr. Yolanda Jimenez
Tamika Miller
Danielle Munoz
Calimay Pham
Steve Weeks

STAFF MEMBERS PRESENT

Carrie Harris, Deputy Executive Officer
Allison Lee, Board Project Manager
Sabina Knight, Legal Counsel
Monica Burris, Executive Analyst

BOARD MEMBERS ABSENT

Sinar Lomeli

1. Call to Order/ Roll Call/ Establishment of Quorum

President Tonya Fairley convened the meeting at approximately 10:00 am. A roll call confirmed the presences of a quorum.

2. Board President's Welcome (Tonya Fairley)

President Fairley acknowledged that February 23, 2026, marked Vice President Kellie Funk's last Board meeting. She thanked Ms. Funk for her service as Vice President over the past year and for her four years of board service as a practicing aesthetician. Ms. Funk delivered prepared remarks reflecting on her tenure, urging licensees to engage with the Board, expressing gratitude to President Fairley for the nomination as Vice President, and commending Board staff. Ms. Funk also noted the removal of the practical examination and called for thoughtful efforts to align esthetician's preparedness with consumer expectations. President Fairley also acknowledged the completion of Colette Kavanaugh's Board term.

3. Department of Consumer Affairs (DCA) Update and Discussion of Same, Which May Include Updates on DCA's Administrative Services, Human Resources, Enforcement, Information Technology, Communications and Outreach, and Legislative, Regulatory, or Policy Matters.

Shelly Jones, Assistant Deputy Director of Board and Bureau Relations, presented the DCA update on behalf of the Department. The following topics were covered:

Leadership Update: Chief Deputy Director Christine Lally has been named Acting Director of DCA following the retirement of Director Kimberly Kirchmeyer. Director Lally has served in multiple leadership roles within DCA since 2013 and will serve until a director is formally appointed by the governor.

License Renewal Fee Relief for LA Fire Survivors: Governor Newsom's executive order allowing a one-year postponement of license renewal fees for Los Angeles fire survivors (fees due January through June 2025) remains in effect. DCA began sending reminder notices in January 2026. Licensees in the BreEZe system can renew online; others must mail payments.

Governor's Reorganization Plan: Enacted July 5, 2025. The Business Consumer Services and Housing Agency will be split into two agencies. The new Business and Consumer Services Agency becomes operative July 1, 2026, with DCA among eight departments within it. DCA is participating in transition workgroups and will keep board leadership apprised.

Travel Reminders: Members should evaluate ride-sharing versus rental cars; carpooling is encouraged. Receipts should be retained for new travel costs such as luggage charges.

Form 700 / Statement of Economic Interest: Members must file within 30 days of assuming or leaving appointment and annually by April 1. The 2026 annual filing covers January 1 through December 31, 2025. The deadline is April 1, 2026; DCA requested e-filing completion by March 20, 2026. Filing must be completed through the FPPC online portal; paper copies are not accepted.

Training Updates: An Unconscious Bias Training module has been developed for board members and will be added to LMS accounts and incorporated into the onboarding process for new members. The Annual President's Training is scheduled for February 24, 2026, from 10:00 a.m. to 12:30 p.m. (virtual, for board presidents and vice presidents). Board Member Orientation dates for 2026: April 1, June 24, and October 21 (must be completed within one year of appointment or reappointment).

Steve Weeks asked about DCA's total staffing. Ms. Jones indicated DCA has several thousand employees; President Fairley noted approximately 3,500.

Public Comment: No public comments were received for this agenda item.

4. Annual Election of Officers

Motion: Steve Weeks nominated Tonya Fairley for Board President. Dr. Yolanda Jimenez seconded. Tonya Fairley accepted the nomination.

Public Comment: There were no public comments received.

Roll Call Vote: Motion to approve the Tonya Fairley as Board President carried: 10 yes, 0 no, and 0 abstain, per the following roll call vote:

- Board Members voted “Yes”: Tonya Fairley, Kellie Funk, Anthony Bertram, Michelle Edgar, Megan Ellis, Dr. Yolanda Jimenez, Tamika Miller, Danielle Munoz, Calimay Pham, Steve Weeks

Motion: Dr. Yolanda Jimenez nominated Danielle Munoz for Vice President. Steve Weeks seconded; President Fairley also seconded. Danielle Munoz accepted the nomination.

Public Comment: There were no public comments received.

Roll Call Vote: Motion to approve the Danielle Munoz as Board Vice President carried: 10 yes, 0 no, and 0 abstain, per the following roll call vote:

- Board Members voted “Yes”: Tonya Fairley, Kellie Funk, Anthony Bertram, Michelle Edgar, Megan Ellis, Dr. Yolanda Jimenez, Tamika Miller, Danielle Munoz, Calimay Pham, Steve Weeks

5. Discussion and Possible Approval of the 2026 Board Member Guidelines and Procedures Manual

Staff presented updates to the 2026 Board Member Guidelines and Procedures Manual, including: reorganization of standing committees listed in alphabetical order; updated defensive driver training link; and updated travel reimbursement mileage rate from 67 cents to 72.5 cents per mile.

Motion: Calimay Pham moved to approve the 2026 Board Member Guidelines and Procedures Manual. Tonya Fairley seconded.

Public Comment: No public comments were received in person or online.

Roll Call Vote: Motion to approve the 2026 Board Member Guidelines and Procedures manual carried: 10 yes, 0 no, and 0 abstain, per the following roll call:

- Board Members voted “Yes”: Tonya Fairley, Kellie Funk, Anthony Bertram, Michelle Edgar, Megan Ellis, Dr. Yolanda Jimenez, Tamika Miller, Danielle Munoz, Calimay Pham, Steve Weeks

6. Discussion and Possible Approval of the November 17, 2025, Board Meeting Minutes

Motion: Tonya Fairley moved to approve the November 17, 2025, Board Meeting Minutes. Danielle Munoz seconded.

Public Comment: No public comments were received in person or online.

Roll Call Vote: Motion to approve the November 17, 2025, Board Meeting Minutes carried: 10 yes, 0 no, and 0 abstain, per the following roll call:

- Board Members voted “Yes”: Tonya Fairley, Kellie Funk, Anthony Bertram, Michelle Edgar, Megan Ellis, Dr. Yolanda Jimenez, Tamika Miller, Danielle Munoz, Calimay Pham, Steve Weeks

7. Executive Management Reports and Discussion of Same (Kristy Underwood)

a. Administration and Operations

The Administration and Operations unit vacancy (Supervisor I) has been filled by Emily Whaley, who is returning to the Board. One vacancy remains: Analyst III / SSM I Specialist (Regulation Specialist). Note: CalHR implemented a generalist classification consolidation project in January 2026, resulting in dual naming of positions (current and prior classification names) throughout the report until staff adjusts to the new designations. Staff training included a Leadership Empowerment Work Group held in early December, bringing all managers together for team building.

Budget: The Board is currently operating in a surplus; months in reserve stand at 19.9.

Steve Weeks inquired about the Board's financial reporting structure and relationship with DCA. Carrie Harris confirmed that DCA handles the majority of financial operations, and the Board maintains a dedicated budget staff member. Budget projections are provided by the governor's office; the Board receives monthly updated spreadsheets of expenses, expenditures, and revenue from DCA.

b. Licensing, Examinations, and Disciplinary Review Appeals

The Licensing unit currently has six vacancies: Staff Services Manager I, Associate Government Program Analyst, Staff Services Analyst, Limited Term Program Technician, and two Seasonal Clerks.

Examination pass rates (Q1 vs. Q2, FY 2025–26): Barber pass rate increased by 1%; Cosmetologist pass rate decreased by 2%. The Board receives approximately 114 emails per day; response time is 1–2 business days, which remains consistent. Applications: 13,511 applications received in Q2 FY 2025–26, a 13% decrease from Q1 (attributed to the holiday period); establishment applications remain consistent with prior years. Licenses issued in Q2: 1,837 (a 17% decrease from Q1). Current licensee population: 664,120.

Overall exam pass rates: Barbers 58%; Cosmetologists 62%; Estheticians 77%; Manicurists 77%; Electrologists 67%; Hairstylists 50%.

Apprentice program overall pass rate: 40% (Barbers 43% versus 62% for school candidates; Cosmetologists 36% versus 66% for school candidates). Out-of-country overall pass rate: 43%.

Renewal survey results: 46% of establishments reported that independent contractors work in their establishments. Of full-time California workers, 38% reported as employees and 42% as independent contractors. President Fairley noted potential confusion in the survey data, observing that California booth renters are classified as independent contractors, which may cause salon owners to undercount booth renters in survey responses. Staff agreed to clarify the survey question language.

DRC (Disciplinary Review Committee): No vacancies. 117 pending appeals in the south; 47 pending in the north. Burbank DRC hearing scheduled for April 20–21. A DRC session is also scheduled for the following morning in Sacramento. President Fairley encouraged all board members to observe a DRC session as an

educational opportunity.

c. Enforcement, Inspections, and Cite and Fine

Enforcement vacancies: Staff Services Manager, Associate Government Program Analyst/Staff Services Analyst, one Special Investigator, one Inspector I/II.

Complaints: 1,728 received in Q2 FY 2025–26, a 7% decrease from the prior quarter. 102 cases pending at the Attorney General's Office. 85 active probation cases; 115 total probationers.

Disciplinary outcomes (last quarter): 7 licenses revoked; 5 placed on probation; 1 license denied.

Schools: 273 approved schools; 44 school cases opened last quarter; 43 open school complaint cases currently pending.

Inspections: 487 inspections conducted in December 2025 by 16 inspectors. Citation processing time: 1 day (credited to full implementation of the mobile inspection platform). Q2 FY 2025–26 totals: 1,203 citations issued; 1,517 total inspections for the quarter.

Citation collections: 1,573 payment notices sent last quarter; backlog reduced to approximately 200 older cases. Payment plans: 158 active plans (increase from prior quarter); 17 plans cancelled last quarter due to non-compliance. Eligible licensees with fines over \$500 may apply for a 12-month payment plan.

Steve Weeks noted that disciplinary outcomes represent a fraction of one-hundredth of a percent of the licensee population, reflecting positively on the overall compliance of California licensees. Ms. Harris concurred, noting that the majority of those referred for formal discipline had received multiple prior citations for the same violation. She noted a slight uptick in consumer harm cases.

d. Outreach Update

Staff attended the Premier Anaheim Trade Show, February 1–2, 2026 (President Fairley attended). Social media following: Instagram 14,200 followers; X (formerly Twitter) 897 followers; Facebook 23,000 followers; Spanish-language Facebook 53 followers; Vietnamese-language Facebook 272 followers. Ms. Harris expressed hope for growth in the Spanish and Vietnamese language page audiences commensurate with the Board's licensee population.

e. Strategic Plan Update

Strategic Plan: Pre-apprentice training course launched July 1, 2025. Spanish version is in final development with the vendor. BarberCosmo Update newsletter: 11th issue expected February 2026. The current strategic plan extends through 2027; planning for a new strategic plan cycle will begin in coordination with DCA.

Public Comment: No public comments were received in person or online.

8. Update on the 2026 Sunset Review Process

Ms. Harris reported that the Sunset Review hearing before the legislature is scheduled for Tuesday, March 10, 2026. A mock hearing with DCA is planned for the following week. Following the hearing, the legislature may submit questions; Board-approved responses must be submitted within 30 days. Ms. Harris noted that an early April Board meeting may be necessary to approve those responses. President Fairley confirmed she will attend the mock hearing.

Public Comment: No public comments were received in person or online.

9. Discussion and Possible Action on a Review of the Spanish Examination Pass Rates

Carrie Harris presented a report on Spanish examination pass rates. Following discussion at the November 2025 Board meeting, members had requested a DIF (Differential Item Functioning) review and an analysis of questions that Spanish-speaking test takers answer at lower rates than English-speaking counterparts. Data presented:

- 2025 pass rates (English vs. Spanish): California school barbers — 64% vs. 41%. English/Spanish apprentice barbers — 47% vs. 23%. Out-of-country barbers — 25% vs. 15%. Cosmetology school candidates — 69% vs. 30%. Cosmetology apprentices — 46% vs. 27%. Out-of-country cosmetology — 45% vs. 16%.
- Of 306 individuals who attended an approved California school and took the exam in Spanish: 130 candidates attended a school approved to teach in Spanish but still failed (nearly 50%); 62 attended a school not approved to teach in Spanish.
- For barbering, 189 individuals attended an approved school and took the exam in Spanish: 42 attended a Spanish-approved school but failed; 65 attended a school not approved to teach in Spanish.
- 55% of barber candidates who took the Spanish exam did not attend a school approved to teach in Spanish. It is unknown whether these schools teach in Spanish without approval, or whether education is delivered in English with candidates electing to test in Spanish.
- The Board has no data on whether apprentices receiving education at Spanish-approved programs are choosing to take the exam in Spanish.

DIF Review: PSI (examination vendor) performed a Differential Item Functioning study evaluating whether test items functioned comparably for English versus Spanish test takers. A small number of items were flagged for linguistic and content review; the number was described as very few. The flagged items do not represent a definitive root cause.

Board Discussion: Members and President Fairley discussed the multifactorial nature of the pass rate disparity, including: dialects and linguistic diversity within the Spanish-speaking population; interrupted formal education; learning style mismatches; school enrollment and admissions practices; and the Board's limited jurisdictional authority over school quality (which falls under BPPE). Dr. Jimenez asked whether any of the 44 open school cases involved schools approved to teach in Spanish; staff agreed to investigate. Steve Weeks expressed concern at the lack of a definitive root cause after years of review and called for more direct engagement with schools.

President Fairley and Ms. Harris noted that the Board lacks authority over student admissions and enrollment standards and therefore cannot compel data from schools on these matters.

Recommendations: (1) Staff will hold a virtual town hall meeting with PSI and all school and apprentice program sponsors on April 13, 2026, to discuss the Spanish exam and provide guidance on improving pass scores. PSI can provide a subject-area breakdown identifying where Spanish test takers underperform relative to English test takers. (2) The Board's Sunset Review request for additional oversight over schools, if granted, would allow the Board to examine the quality of education delivered, including at Spanish-instruction programs.

Public Comment: Fred Jones, Professional Beauty Federation of California, testified that some Spanish-instruction schools recommend their students test in English due to distrust of the Spanish exam translation quality. He referenced the historical use of aggregate scoring (practical plus written) which previously compensated for lower written exam performance, and the statutory language recognizing the hands-on nature of the industry. He called on the Board to demand direct engagement with PSI psychometricians.

Monica Burris clarified that PSI conducted a separate town hall for schools on February 9, 2026, covering upcoming exam changes; the April 13 town hall is a distinct event focused on school administrators and apprentice programs. No additional public comments were received.

10. Discussion and Possible Action Regarding Rulemaking Proposals:

- a. **Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)**
- b. **Update Regarding Rulemaking to Amend Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship)**
- c. **Update Regarding Rulemaking to Amend Title 16, CCR section 931 (Interpreters for Licensing Exams)**
- d. **Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)**
- e. **Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines)**

- f. **Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program)**
- g. **Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety)**

Carrie Harris presented the following regulation updates:

- CCR Section 931 (Interpreter Regulation): Became effective January 1, 2026. Exam candidates may now use an interpreter once per year (previously, once every two years).
- Disciplinary Guidelines (CCR Section 972): Final regulation proposal is being drafted by staff.
- CCR Section 991 (Reciprocity): Regulation proposal is being prepared by staff.
- Pending further development: Apprenticeship regulations; Schools and Externs; Remedial Education Program; Health and Safety.

Public Comment: No public comments were received in person or online.

11. Public Comment on Items Not on the Agenda

Public Comment: No public comments were received in person or online.

12. Suggestions for Future Agenda Items

No suggestions were offered by board members or the public.

Public Comment: No public comments were received.

13. Adjournment

There being no further business to discuss, Steve Weeks requested the Board adjourn in honor of Executive Officer Kristy Underwood's ill family member, extending well-wishes on behalf of the full Board. The meeting was adjourned.

There being no further business to discuss, the meeting adjourned at approximately 11:10 a.m.

DRAFT
**California Board of
Barbering and Cosmetology**

**Board Meeting
Minutes of April 6, 2026**

BOARD MEMBERS PRESENT

Tonya Fairley, President
Danielle, Vice President
Michelle Edgar
Megan Ellis
Dr. Yolanda Jimenez
Tamika Miller
Calimay Pham
Steve Weeks

STAFF MEMBERS PRESENT

Kristy Underwood, Executive Officer
Allison Lee, Board Project Manager
Sabina Knight, Legal Counsel
Monica Burris, Executive Analyst

BOARD MEMBERS ABSENT

Anthony Bertram
Sinar Lomeli

1. Call to Order/ Roll Call/ Establishment of Quorum

President Tonya Fairley convened the meeting at approximately 9:30 am. A roll call confirmed the presences of a quorum.

2. Review, Discussion, and Possibly Approval Regarding the Sunset Review Hearing Responses

President Tonya Fairley opened the discussion by sharing that representing the Board at the Sunset review hearing was an intense and educational experience, describing it as "the most intense 10 minutes of my life". She thanked Kristy Underwood and the staff for their work over the last few years. Ms. Underwood explained that the Board received the legislative questions only the day before the hearing and was legally required to submit formal, Board-approved responses within 30 days of that date.

Issue 1: Duplicative Exam Costs. Ms. Underwood addressed the duplicative costs the Board faces by paying both the exam vendor (PSI) for occupational analysis required by their \$1–2 million contract and the Office of Professional Examination Services (OPES) due to BPC Section 139. She presented a chart showing expenses from 2019 to 2026. President Fairley and Ms. Underwood agreed that this is an unnecessary cost impacting all DCA boards that requires further legislative discussion, noting there appears to be no immediate solution other than to evaluate it.

Issue 2: Timeline and Delays in Regulations. Ms. Underwood responded to inquiries about the slow pace of regulation implementation, citing delays caused by the quarterly board meeting schedule, which necessitates a three-month wait for any language changes. Additional delays stem from the regulations specialist position being vacant

since approximately October of the previous year and currently undergoing reclassification. Councilmember Danielle Munoz asked if a committee could approve changes to expedite the process; Ms. Underwood clarified that changes must return to the full Board.

Issue 3: Licensing Requirements (LLCs). Ms. Underwood discussed supporting explicit authority to license Limited Liability Companies (LLCs) and requiring establishments to demonstrate good standing with the Secretary of State, noting the Board currently oversees over 5,000 LLCs but the law is vague. Councilmember Steve Weeks raised concerns about establishment owners with revoked licenses re-entering the system as managers by using an LLC shield. Ms. Underwood confirmed that once the necessary statutory section is in law, the Board can draft regulations to explicitly prevent revoked individuals from hiding behind corporate entities.

Issue 4: School Oversight Fees. Ms. Underwood proposed new statutory fees for schools—a \$575 initial application fee and a \$175 biennial renewal fee—to offset the approximate \$445,000 annually spent on staff resources for overseeing 273 schools, for which the Board currently receives no dedicated funding. Public commenter Fred Jones argued that the Board's response was "weak sauce" and urged a stronger demand for sole oversight of schools, noting that the BPPE has failed to protect students. The Board later decided to amend its official response to explicitly state that it "wants to emphasize that we are the appropriate entity to have sole oversight of our schools".

Issue 5: Combined Licenses. Ms. Underwood noted that offering combined licenses (Barbering/Cosmetology and Manicuring/Esthetics) has minimal exam development costs since PSI already has the occupational analysis, but could result in a potential \$1.4 million loss in revenue. Less than 1% of the current licensee population holds a combined license, though demand is expected to grow. President Fairley asked if a higher fee could offset the deficit; Ms. Underwood clarified that by law, the Board can only charge the actual cost to process the application.

Issue 6: Licensure by Endorsement Fraud. Ms. Underwood highlighted significant nationwide fraud in licensure by endorsement, noting a massive spike in New York certification letters, which jumped from 187 in 2021 to over 1,000 in 2025. Applicants often fraudulently obtain a New York license from out-of-country and immediately seek a transfer to California, bypassing minimal competency requirements and severely risking consumer harm. Washington state saw a similar problem peak in 2024.

Issue 8: Criminal History and Fingerprinting. The Board strongly opposes mandatory fingerprinting, explaining that it would create a massive barrier for reentry programs, such as those in state correctional facilities, LA Probation, and Napa State Hospital. Ms. Underwood stated that adding the costs of fingerprinting deters potential students with minor convictions from entering school. President Fairley strongly agreed, noting it would be pointless to encourage reentry only to stop them with background checks.

Issue 9: Spanish Examination Pass Rates. Ms. Underwood reported that the Board has exhausted its options, including translations and DIF reports, and believes the root cause

of the pass rate disparity is likely the quality of education, which falls under the BPPE's jurisdiction.

Issue 12: Industry Evolution and Invasive Procedures. The Board detailed its evaluation process for new trends and devices to prevent invasive procedures, noting that the Disciplinary Review Committee (DRC) evaluates specific services and that Sections 7320 and 991 prohibit the practice of medicine and invasive procedures. Councilmember Megan Ellis suggested adding a scope-of-practice disclaimer to license renewals. Public commenter Jaime Schrabek suggested the Board emphasize its use of 'industry bulletins' to quickly clarify safety standards.

Motion: The Board moved to approve the responses to the Sunset Report with the addition to #4 which shall read 'The Board wants to emphasize that we are the appropriate entity to have sole oversight of our schools', to add to #14 at the end of the first sentence 'considering the level of high risks associated with the barbering and cosmetology service', and motion to delegate authority to the executive officer to make any non-substantive changes to the language.

Public Comment: Public comment was received from Fred Jones, who urged the Board to forcefully push back against language framing licensure as a "barrier to employment," arguing that the Board's regulatory oversight is the reason consumer harms aren't more severe.

Roll Call Vote: Motion to approve the amended 2026 Sunset Review Hearing Responses carried: 8 yes, 0 no, and 0 abstain, per the following roll call vote:

- Board Members voted "Yes": Tonya Fairley, Kellie Funk, Michelle Edgar, Megan Ellis, Dr. Yolanda Jimenez, Tamika Miller, Danielle Munoz, Calimay Phan, Steve Weeks

3. Public Comment on Items Not on the Agenda

Public Comment: An unknown male caller (5303) recommended that the Board and lawmakers review the Melanie Armstrong case in Alabama and the movie 'Freedom Hair'. The caller advocated for occupational licensing reforms, stating that deregulation could open up the economy and benefit workers. The Moderator thanked the caller.

4. Adjournment

There being no further business to discuss, the meeting adjourned.



MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	James Zimmerman, Licensing and Operations Chief
SUBJECT	Administration and Operations

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
7	1

We are currently recruiting for one Analyst III, to serve as the Board’s Regulations Specialist.

On March 2, 2026, the Department of Consumer Affairs Office of Human Resources (OHR) launched the Anonymous Hiring initiative. Under this initiative, all personally identifiable information is now hidden on job applications. This will help ensure candidates are evaluated solely on their job-related qualifications. Anonymous Hiring was developed by the California Department of Human Resources (CalHR) in response to [Governor’s Executive Order N-16-22](#). Board managers attended a department-wide town hall on March 9, 2026, to learn about this new process.

Staff Training

Staff attended “Finding Time – Improving Your Time Management Skills” as part of our quarterly training plan.

Budget Projection Reports and Fund Condition

Below is the Budget Report Fiscal Year (FY) 2025-26 Expenditure Projections based on Fiscal Month 9 (FM) (March 2026). Based on these projections, the Board is scheduled to revert \$449,343 back into the Board's Fund.

**Board of Barbering and Cosmetology
FM 9 Fiscal Year 2025/26
Projected Expenditures March 2026**

Personnel Services	ALLOTMENT	BBC Projected Expenditures	Projected Year End Balance
5100 Permanent	\$5,804,000	\$5,167,901	\$636,009
5100 Temporary	\$587,000	\$571,715	\$15,285
5105-5108 Per Diem, Overtime & Lump Sum	\$0	\$10,000	(\$10,000)
5150 Staff Benefits	\$3,521,000	\$3,445,825	\$75,175
5170 Salary Savings	\$0	\$0	\$0
Total of Personnel Services	\$9,912,000	\$9,195,441	\$716,559
Operating Expenses & Equipment (OE&E)	Allotment	BBC Projected Expenditures	Projected Year End Balance
5301 General Expense	\$364,000	\$180,451	\$183,549
5302 Printing	\$250,000	\$445,226	(\$195,226)
5304 Communication	\$21,000	\$36,777	(\$15,777)
5306 Postage	\$232,000	\$35,490	\$196,510
5308 Insurance	\$4,000	\$6,623	(\$2,623)
53202-204 Travel In State	\$73,000	\$81,000	(\$8,000)
53206-208 Travel, Out-of-State	\$0	\$0	\$0
5322 Training	\$11,000	\$6,000	\$5,000
5324 Facilities Operations	\$751,000	\$313,272	\$437,728
53402-53403 Attorney General, OAH, C&P Services Interdept	\$1,672,000	\$1,591,751	\$80,249
53404-53405 Consultant & Professional Svcs. - External	\$1,793,000	\$2,615,338	(\$822,338)
5342 DCA Pro Rata	\$6,544,000	\$6,544,000	\$0
5342 Interagency Services	\$1,000	\$92,994	(\$91,994)
5344 Consolidated Data Center	\$68,000	\$50,464	\$17,536
5346 Information Technology	\$38,000	\$77,194	(\$39,194)
5362-5368 Equipment	\$168,000	\$154,092	\$13,908
5390 Other Items of Expense & Vehicles	\$41,000	\$59,544	(\$18,544)
54 Special Items and Expenses	\$0	\$8,000	(\$8,000)
Total Operating Expenses & Equipment	\$12,031,000	\$12,298,216	(\$267,216)
Total Expenses	\$21,943,000	\$21,493,657	\$449,343
Schedule Reim. Other	-\$57,000	-\$57,000	
Net Appropriation	\$21,886,000	\$21,789,758	\$449,343
SURPLUS/(DEFICIT)			2.05%

The figures above are estimates provided by DCA Budgets, based on recent trends and historical data. If a significant change in spending is observed, the Allotment and Projected Expenditures are adjusted accordingly.

The analysis below analysis of the Board’s Fund Condition projects to have 20.0 months in reserve after FY 2025-26. This means the Board would be able to continue operating for 20.0 months without collecting additional revenue.

**0069 - Barbering and Cosmetology Contingency Fund Analysis of Fund Condition
(Dollars in Thousands)
2026-27 Governor’s Budget w FM 9 Projections**

	Actuals 2024-25	CY 25-26	BY 26-27	BY +1 27-28	BY +2 28-29
BEGINNING BALANCE	\$ 11,926	\$ 39,477	\$ 40,104	\$ 42,088	\$ 43,469
Prior Year Adjustment	\$ -220	\$ -	\$ -	\$ -	\$ -
Adjusted Beginning Balance	\$ 11,706	\$ 39,477	\$ 40,104	\$ 42,088	\$ 43,469
REVENUES, TRANSFERS AND OTHER ADJUSTMENTS					
Revenues					
4121200 - Delinquent fees	\$ 1,281	\$ 1,309	\$ 1,333	\$ 1,333	\$ 1,333
4127400 - Renewal fees	\$ 12,067	\$ 14,146	\$ 14,163	\$ 14,163	\$ 14,163
4129200 - Other regulatory fees	\$ 2,531	\$ 2,680	\$ 2,854	\$ 2,854	\$ 2,854
4129400 - Other regulatory licenses and permits	\$ 5,689	\$ 5,641	\$ 5,935	\$ 5,935	\$ 5,935
4143500 - Miscellaneous Services to the Public	\$ 8	\$ -	\$ -	\$ -	\$ -
4150500 - Interest Income - Interfund Loans	\$ 689	\$ -	\$ -	\$ -	\$ -
4163000 - Income from Surplus Money Investments	\$ 1,675	\$ 1,690	\$ 1,774	\$ 1,832	\$ 1,863
4171400 - Escheat - Unclaimed Checks, Warrants	\$ 31	\$ 20	\$ 20	\$ 20	\$ 20
4171500 - Unclaimed Property	\$ 1	\$ -	\$ -	\$ -	\$ -
4172500 - Miscellaneous Revenues	\$ 7	\$ 4	\$ 4	\$ 4	\$ 4
	\$ 23,961	\$ 25,490	\$ 26,083	\$ 26,141	\$ 26,172
Transfers and Other Adjustments					
Loan Repayment from the General Fund (0001) to the Barbering and Cosmetology Contingent Fund (0069) per Item 1111-011-0069, Budget Act of 2020	\$ 25,000	\$ -	\$ -	\$ -	\$ -
TOTALS, REVENUES, TRANSFERS AND OTHER ADJUSTMENTS					
	\$ 48,961	\$ 25,490	\$ 26,803	\$ 26,141	\$ 26,172
TOTAL RESOURCES	\$ 60,667	\$ 64,967	\$ 66,187	\$ 68,229	\$ 69,641
Expenditures:					
1111 Department of Consumer Affairs (State Operations)	\$ 20,547	\$ 22,534	\$ 22,017	\$ 22,678	\$ 23,358
9892 Supplemental Pension Payments (State Operations)	\$ 100	\$ -	\$ -	\$ -	\$ -
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	\$ 543	\$ 2,329	\$ 2,082	\$ 2,082	\$ 2,082
TOTALS, EXPENDITURES AND EXPENDITURE ADJUSTMENTS					
	\$ 21,190	\$ 24,863	\$ 24,099	\$ 24,760	\$ 25,440
FUND BALANCE					
Reserve for economic uncertainties	\$ 39,477	\$ 40,104	\$ 42,088	\$ 43,469	\$ 44,202
Months in Reserve	19.1	20.0	20.4	20.5	20.8

NOTES:

1. Assumes workload and revenue projections are realized in BY +1 and ongoing.
2. Expenditure growth projected at 3% beginning BY +1.



MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	James Zimmerman, Licensing and Operations Chief
SUBJECT	Licensing, Examinations, and Disciplinary Review Appeals

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
19	2

On April 1st, Angela Hoffman started as our new Supervisor I in Licensing. Angela will be leading our licensing and DRC teams.

The Board is recruiting for one Program Technician II and one Seasonal Clerk.

Process Improvement

Starting February 19th, the Board started mailing out postcards for license renewals instead of letters. This new process is expected to reduce the Board's costs by approximately \$121,000 annually.

Examinations

Pass rates are mostly unchanged. Electrology results showed a decrease from 67% to 58%. Hairstylist pass rate increased from 50% to 89%.

License Type	FY 25/26 Q2 Pass %	FY 25/26 Q3 Pass %
Barber	58%	56%
Cosmetology	62%	65%
Esthetician	77%	76%
Manicurist	77%	77%
Electrology	67%	58%
Hairstylist	50%	89%

*Based on quarter comparison

Emails

The Board receives about 264 emails a day and our response time is one-two business days.

Applications

The Board received 14,302 applications during the third quarter of FY 25/26. This was an increase of 5.9% over the second quarter of 25/26.

The Board has about 1,124 applications pending daily. All applications are being processed within two to three weeks.

Establishment Applications Received

The Board has seen an increase in establishment applications from the last quarter to the current quarter. This increase is in line with the trends from the last three fiscal years.

	Jul - Sep	Oct - Dec	Jan - Mar	Apr - June	YTD
FY 22/23	1,751	1,543	1,712	2,247	7,253
FY 23/24	2,090	1,902	2,303	2,127	8,422
FY 24/25	2,319	1,824	2,167	2,134	8,444
FY 25/26	2,195	1,817	2,174	-	6,186

Licenses Issued

The Board issued 7,718 licenses during the third quarter of FY 25/26. This was a decrease of 1.5% from the second quarter of FY 25/26. The number of barber apprentice licenses issued increased by 42% and the establishment licenses increased by 4.2%.

Our current license population is 669,894.

Performance Measures

Applications Received

Quarterly Applications Received Fiscal Year 25/26

License Type	Jul - Sep	Oct - Dec	Jan - Mar	Apr - June	YTD
Personal Service Permit	41	32	35	-	108
Establishment	2,174	1,817	2,095	-	6,086
Mobile Unit	4	6	3	-	13
Barber					
Initial Application	1,125	1,072	1,168	-	3,365
Re-Exam	1,314	1,093	1,215	-	3,622
<u>Sub-Total</u>	<u>2,439</u>	<u>2,165</u>	<u>2,383</u>	<u>-</u>	<u>6,987</u>
Reciprocity	72	41	79	-	192
Apprentice	445	263	391	-	1,099
Cosmetologist					
Initial Application	2,478	2,194	2,175	-	6,847
Re-Exam	2,122	1,901	1,898	-	5,921
<u>Sub-Total</u>	<u>4,600</u>	<u>4,095</u>	<u>4,073</u>	<u>-</u>	<u>12,768</u>
Reciprocity	592	568	590	-	1,750
Apprentice	263	153	149	-	565
Electrologist					
Initial Application	36	30	38	-	104
Re-Exam	27	19	30	-	76
<u>Sub-Total</u>	<u>63</u>	<u>49</u>	<u>68</u>	<u>-</u>	<u>180</u>
Reciprocity	3	2	1	-	6
Apprentice	-	-	-	-	-
Esthetician					
Initial Application	1,459	1,354	1,471	-	4,284
Re-Exam	859	656	738	-	2,253
<u>Sub-Total</u>	<u>2,318</u>	<u>2,010</u>	<u>2,209</u>	<u>-</u>	<u>6,537</u>
Reciprocity	221	187	182	-	590
Manicurist					
Initial Application	1,378	1,258	1,227	-	3,863
Re-Exam	655	521	543	-	1,719
<u>Sub-Total</u>	<u>2,033</u>	<u>1,779</u>	<u>1,770</u>	<u>-</u>	<u>5,582</u>
Reciprocity	291	304	223	-	818
Hairstylist					
Initial Application	20	22	27	-	69
Re-Exam	2	9	9	-	20
<u>Sub-Total</u>	<u>22</u>	<u>31</u>	<u>36</u>	<u>-</u>	<u>89</u>
Reciprocity	12	9	15	-	36
Total	15,593	13,511	14,302	-	43,406

Written Exam Results

Re-Exams continue to have a lower pass rate than first time test takers. Spanish pass rates for the first time test takers have the lowest pass rate out of all languages all license types, except for esthetician and manicurists. Korean has the lowest first-time test takers pass rate for those license types.

January 1, 2026 - March 31, 2026

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	1	1	0%
English	478	307	785	61%
Korean	3	0	3	100%
Spanish	27	79	106	25%
Vietnamese	6	10	16	38%
Total	514	397	911	56%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
243	463	706	34%
0	0	0	0%
38	153	191	20%
7	12	19	37%
288	628	916	31%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	54	15	69	78%
English	923	423	1,346	69%
Korean	15	9	24	63%
Spanish	37	100	137	27%
Vietnamese	105	63	168	63%
Total	1,134	610	1,744	65%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
26	28	54	48%
337	621	958	35%
12	13	25	48%
65	277	342	19%
62	71	133	47%
502	1,010	1,512	33%

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	25	9	34	74%
English	875	236	1,111	79%
Korean	2	4	6	33%
Spanish	14	20	34	41%
Vietnamese	29	23	52	56%
Total	945	292	1,237	76%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
10	5	15	67%
229	230	459	50%
4	3	7	57%
6	19	25	24%
11	33	44	25%
260	290	550	47%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	32	5	37	86%
English	521	130	651	80%
Korean	2	3	5	40%
Spanish	18	23	41	44%
Vietnamese	320	111	431	74%
Total	893	272	1,165	77%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
5	1	6	83%
97	84	181	54%
1	5	6	17%
12	24	36	33%
115	113	228	50%
230	227	457	50%

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	0	0	0	0%
Korean	19	14	33	58%
Spanish	0	0	0	0%
Vietnamese	0	0	0	0%
Total	19	14	33	58%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
10	17	27	37%
0	0	0	0%
0	0	0	0%
0	0	0	0%
10	17	27	37%

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	2	0	2	100%
English	13	0	13	100%
Korean	0	0	0	0%
Spanish	0	0	0	0%
Vietnamese	1	2	3	33%
Total	16	2	18	89%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	1	1	0%
3	2	5	60%
0	0	0	0%
0	0	0	0%
2	2	4	50%
5	5	10	50%

Written Exam Results by Educational Background

January 1, 2026 - March 31, 2026

Written Exam Results - Apprentice Program

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	64	89	153	42%
Cosmetologist	30	75	105	29%
Electrologist	0	0	0	0%
Total	94	164	258	36%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
64	154	218	29%
49	151	200	25%
0	0	0	0%
113	305	418	27%

Written Exam Results - Out of Country

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	11	38	49	22%
Cosmetologist	36	72	108	33%
Electrologist	0	2	2	0%
Esthetician	17	27	44	39%
Hairstylist	8	1	9	89%
Manicurist	43	29	72	60%
Total	115	169	284	40%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
16	67	83	19%
60	123	183	33%
0	2	2	0%
18	32	50	36%
1	2	3	33%
38	37	75	51%
133	263	396	34%

Written Exam Results - School Program

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	439	270	709	62%
Cosmetologist	1,068	463	1,531	70%
Electrologist	19	12	31	61%
Esthetician	928	265	1,193	78%
Hairstylist	8	1	9	89%
Manicurist	850	243	1,093	78%
Total	3,312	1,254	4,566	73%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
208	407	615	34%
393	736	1,129	35%
10	15	25	40%
242	258	500	48%
4	3	7	57%
192	190	382	50%
1,049	1,609	2,658	39%

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	416	238	654	64%
Korean	3	0	3	100%
Spanish	14	23	37	38%
Vietnamese	6	9	15	40%
Total	439	270	709	62%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
191	342	533	36%
0	0	0	0%
11	54	65	17%
6	11	17	35%
208	407	615	34%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	52	12	64	81%
English	903	376	1,279	71%
Korean	11	8	19	58%
Spanish	16	30	46	35%
Vietnamese	86	37	123	70%
Total	1,068	463	1,531	70%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
12	17	29	41%
305	553	858	36%
10	9	19	53%
26	104	130	20%
40	53	93	43%
393	736	1,129	35%

Out of Country Schools

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	1	1	0%
English	6	9	15	40%
Korean	0	0	0	0%
Spanish	5	27	32	16%
Vietnamese	0	1	1	0%
Total	11	38	49	22%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
2	19	21	10%
0	0	0	0%
13	48	61	21%
1	0	1	100%
16	67	83	19%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	2	3	5	40%
English	9	24	33	27%
Korean	4	1	5	80%
Spanish	2	19	21	10%
Vietnamese	19	25	44	43%
Total	36	72	108	33%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
14	11	25	56%
14	37	51	27%
2	2	4	50%
9	58	67	13%
21	15	36	58%
60	123	183	33%

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	0	2	2	0%
Spanish	0	0	0	0%
Total	0	2	2	0%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
0	2	2	0%
0	0	0	0%
0	2	2	0%

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	6	2	8	75%
English	8	9	17	47%
Korean	1	1	2	50%
Spanish	1	9	10	10%
Vietnamese	1	6	7	14%
Total	17	27	44	39%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
4	2	6	67%
8	17	25	32%
1	0	1	100%
3	3	6	50%
2	10	12	17%
18	32	50	36%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	100%
English	9	8	17	53%
Korean	0	0	0	0%
Spanish	0	2	2	0%
Vietnamese	33	19	52	63%
Total	43	29	72	60%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
9	10	19	47%
0	0	0	0%
2	2	4	50%
27	25	52	52%
38	37	75	51%

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	2	0	2	100%
English	6	0	6	100%
Vietnamese	0	1	1	0%
Total	8	1	9	89%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	1	1	0%
1	1	2	50%
0	0	0	0%
1	2	3	33%

School Programs

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	416	238	654	64%
Korean	3	0	3	100%
Spanish	14	23	37	38%
Vietnamese	6	9	15	40%
Total	439	270	709	62%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
191	342	533	36%
0	0	0	0%
11	54	65	17%
6	11	17	35%
208	407	615	34%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	52	12	64	81%
English	903	376	1,279	71%
Korean	11	8	19	58%
Spanish	16	30	46	35%
Vietnamese	86	37	123	70%
Total	1,068	463	1,531	70%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
12	17	29	41%
305	553	858	36%
10	9	19	53%
26	104	130	20%
40	53	93	43%
393	736	1,129	35%

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
English	19	12	31	61%
Spanish	0	0	0	0%
Total	19	12	31	61%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
10	15	25	40%
0	0	0	0%
10	15	25	40%

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	19	7	26	73%
English	867	227	1,094	79%
Korean	1	3	4	25%
Spanish	13	11	24	54%
Vietnamese	28	17	45	62%
Total	928	265	1,193	78%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
6	3	9	67%
221	213	434	51%
3	3	6	50%
3	16	19	16%
9	23	32	28%
242	258	500	48%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	31	5	36	86%
English	512	122	634	81%
Korean	2	3	5	40%
Spanish	18	21	39	46%
Vietnamese	287	92	379	76%
Total	850	243	1,093	78%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
5	1	6	83%
88	74	162	54%
1	5	6	17%
10	22	32	31%
88	88	176	50%
192	190	382	50%

First Time Test Takers

Re-Exam Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%	0	0	0	0%
English	7	0	7	100%	2	1	3	67%
Vietnamese	1	1	2	50%	2	2	4	50%
Total	8	1	9	89%	4	3	7	57%

Licenses Issued

The total number of licenses issued decreased from 7,837 to 7,718, a 1.5% decrease from the last quarter.

License Type	Jul - Sep	Oct - Dec	Jan - Mar	Apr - June	YTD
Barber	984	858	843	-	2,685
Barber Apprentice	376	243	345	-	964
Cosmetologist	2,537	2,282	2,036	-	6,855
Cosmetologist Apprentice	217	151	156	-	524
Electrologist	36	25	29	-	90
Electrologist Apprentice	-	-	-	-	-
Esthetician	1,715	1,294	1,348	-	4,357
Manicurist	1,527	1,359	1,267	-	4,153
Hairstylist	16	15	26	-	57
Establishment	2,028	1,590	1,657	-	5,275
Mobile Unit	2	4	1	-	7
Personal Service Permit	9	16	10	-	35
Total	9,447	7,837	7,718	-	25,002

License Type	FY 21/22	FY 22/23	FY 23/24	FY 24/25	FY 25/26
Barber	3,036	1,952	3,553	3,937	2,685
Barber Apprentice	1,422	1,398	1,392	1,433	964
Cosmetologist	6,901	6,246	9,270	11,981	6,855
Cosmetologist Apprentice	963	1,035	940	717	524
Electrologist	66	62	94	118	90
Electrologist Apprentice	-	-	-	-	-
Esthetician	7,505	7,601	7,958	7,499	4,357
Manicurist	4,581	4,350	5,597	6,144	4,153
Hairstylist	-	-	25	71	57
Establishment	6,604	6,351	7,754	7,909	5,275
Mobile Unit	12	11	10	11	7
Personal Service Permit	16	116	93	37	35
Total	31,090	29,122	36,686	39,857	25,002

License Population

Compared to the previous quarter, the license population has increased from 664,120 to 669,894.

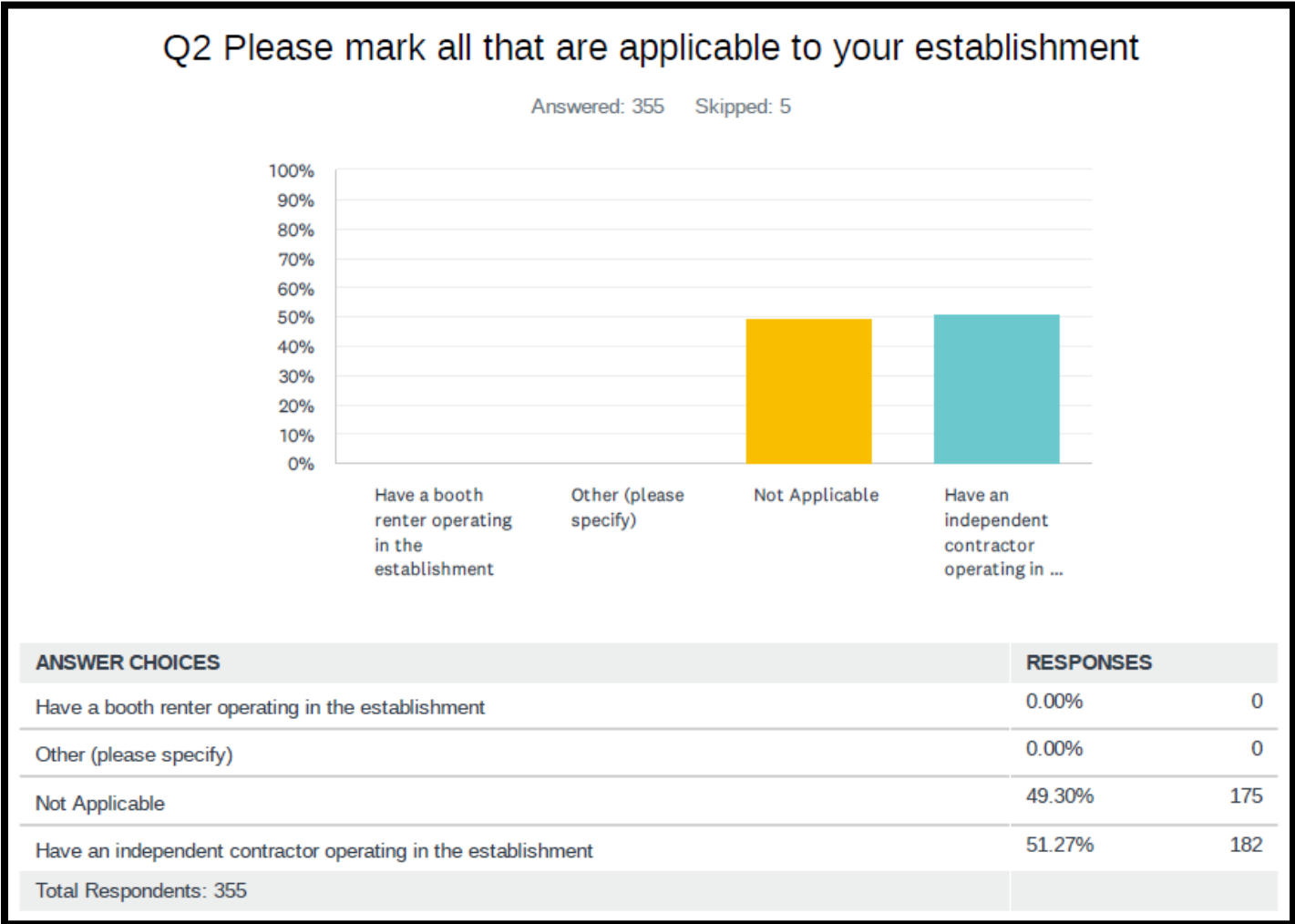
License Population

Barber	44,474
Barber Apprentice	2,125
Cosmetologist	310,012
Cosmetologist Apprentice	1,229
Electrologist	1,697
Electrologist Apprentice	-
Esthetician	116,810
Manicurist	133,021
Hairstylist	150
Personal Service Permit	299
Establishment	59,993
Mobile Unit	84
Total	669,894

Survey Results

Establishments

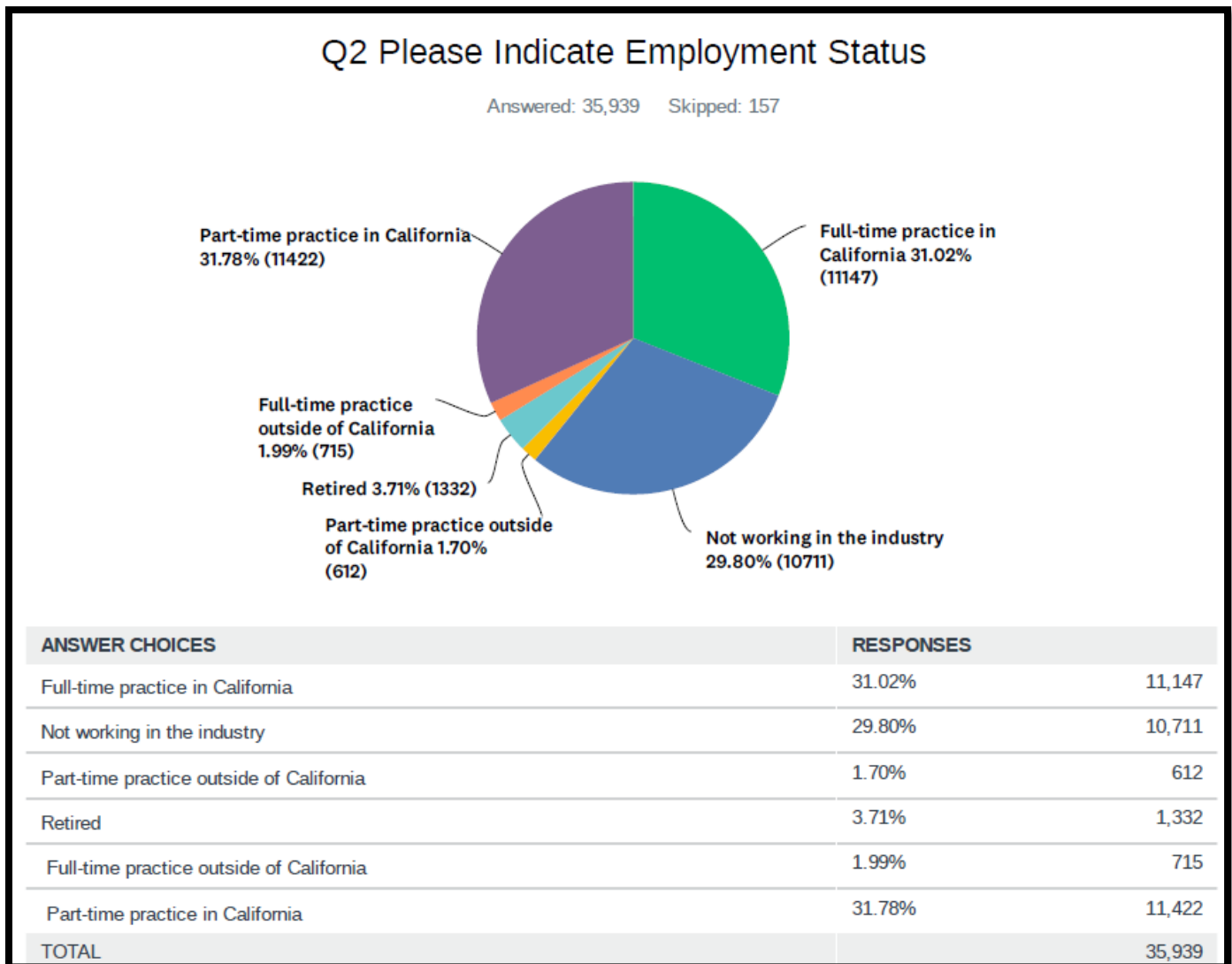
The Board continues to collect information regarding the type of workers within establishments. 51% of respondents report having independent contractors. This is higher than last quarter’s responses of 46% reporting having independent contractors. The other 49% of respondents report these categories of employment as not applicable to their establishment.



Independent licensees

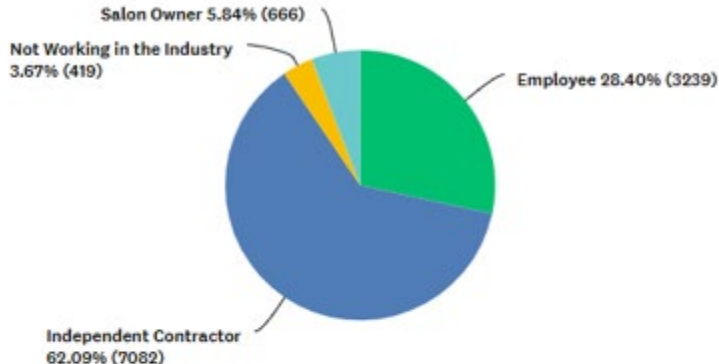
The Board received 35,939 responses to the survey of independent license renewals during the January through March 2026 period. An analysis of the recent quarter’s data shows that employment status responses are as follows: 31% are full-time practice in California, 31.8% are part-time practice in California, while 29.8% are not working in the industry.

Of those licensees working full-time, 42.7% are independent contractors, 37% are employees, and 19.4% are salon owners. Of those licensees reporting working part-time 62% are independent contractors, 28.4% are employees, and 5.8% are salon owners.



Analysis of Licensees Identified as Part-Time

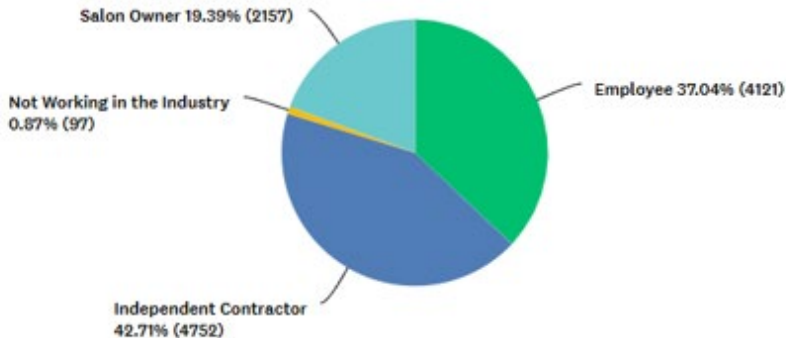
Answered: 11,406 Skipped: 16



ANSWER CHOICES	RESPONSES	
Employee	28.40%	3,239
Independent Contractor	62.09%	7,082
Not Working in the Industry	3.67%	419
Salon Owner	5.84%	666
TOTAL		11,406

Analysis of Licensees Identified as Full-Time

Answered: 11,127 Skipped: 20



ANSWER CHOICES	RESPONSES	
Employee	37.04%	4,121
Independent Contractor	42.71%	4,752
Not Working in the Industry	0.87%	97
Salon Owner	19.39%	2,157
TOTAL		11,127

Disciplinary Review Committee

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
3	0

Disciplinary Review Committee Appeals

Compared to the previous quarter, for the North, the number of appeals received has increased by 15% and the amount pending has decreased by 57%. Compared to the previous quarter, for the South, the number of appeals received decreased 50% and the number of pending increased 26%. The Board has seen an 18% decrease in the number of appeals received at this point compared to last fiscal year.

Disciplinary Review Committee Appeals Fiscal Year 25/26

Northern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	0	0	49	-	49
Received	24	20	23	-	67
Pending ¹	35	47	19	-	19 ²

Southern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	150	56	0	-	206
Received	94	99	50	-	243
Pending ¹	120	117	147	-	147 ²

¹Pending refers to the number of appeals received but not yet heard by DRC.

²Figure represents number of pending requests as of report date 03/31/2026.

The table below shows the number of pending appeals as of 03/31/2026.

Pending	South	North
Pending	147	19

Note: As of 5/1/26 pending for the South is 54 as a hearing was held in April.



MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Addison Beach, Enforcement Chief
SUBJECT	Enforcement, Inspections, and Cite and Fine

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
49.5	8

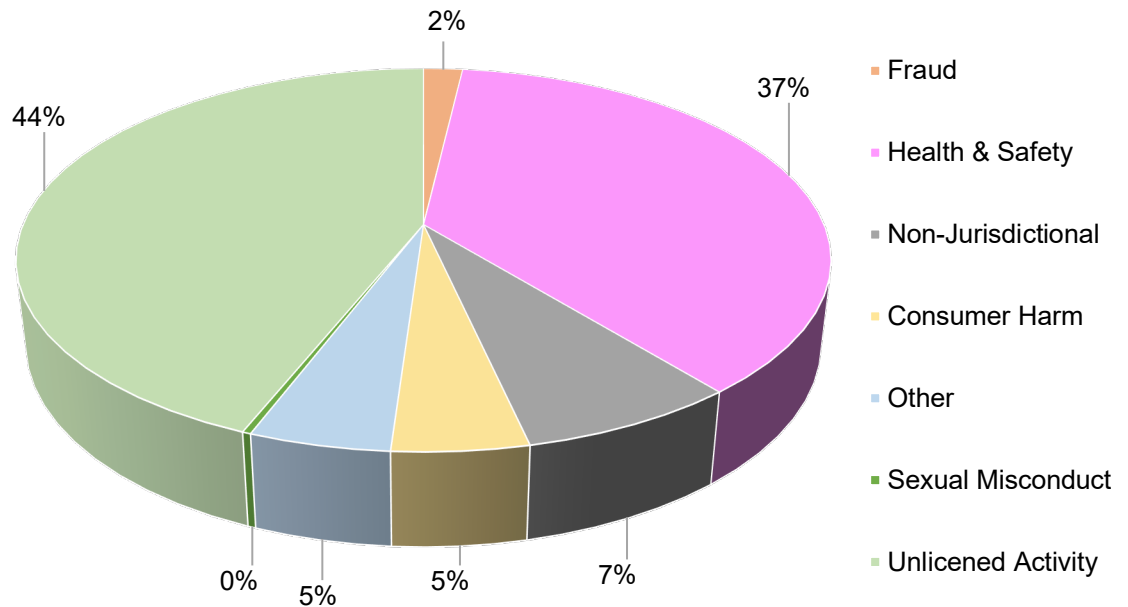
The Board is recruiting for a Supervisor I (Staff Services Manager I), two Analyst I/II (Staff Services Analyst / Associate Governmental Program Analyst), one Analyst I (Staff Services Analyst), two Special Investigators, and two Inspector I/II's for the Enforcement Unit.

Complaint Intake

The Board received 1,732 complaints in the third quarter of FY 25/26. This was a less than a 1% increase from the previous quarter when 1,728 complaints were received. The Enforcement Unit received a total of 5,310 complaints in FY 25/26.

COMPLAINTS RECEIVED				
FY 25/26				
Jul - Sept	Oct - Dec	Jan - Mar	Apr - Jun	YTD
1,850	1,728	1,732	-	5,310

Complaints Received by Complaint Type – January 1, 2026 – March 31, 2026



Attorney General’s Office

The Board referred 33 cases to the Attorney General’s Office in the third quarter of FY 25/26. This is a 65% increase from the previous quarter, when 20 cases were referred to the Attorney General’s Office.

The Board has 105 cases at the Attorney General’s Office.

Probation

PROBATION CASES				
FY 25/26				
	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun
Active Cases	71	85	98	-
Tolled Cases	23	22	22	-
Subsequent Discipline	11	8	9	-
Immediate Suspension	0	0	0	-
Reinstatements	3	0	1	-
Total Cases	108	115	130	-

Enforcement Statistics

COMPLAINTS							
	FY 23/24	FY 24/25	FY 25/26				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Complaints Received	5,624	6,281	1,847	1,718	1,732	-	5,297
Referred to DOI	36	9	2	7	1	-	10
Complaints Closed	6,741	5,330	1,446	1,506	1,125	-	4,077
Total Complaints Pending	1,447	1,625	1,817	1,571	1,809	-	1,809
Average Days to Close (Quarterly)	141	114	89	138	110	-	110

APPLICATION INVESTIGATIONS							
	FY 23/24	FY 24/25	FY 25/26				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Received	4	13	7	10	0	-	17
Pending	1	4	6	7	4	-	4
Closed	8	16	7	9	3	-	19

ATTORNEY GENERAL							
	FY 23/24	FY 24/25	FY 25/26				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Referred	83	128	35	20	33	-	88
Accusations Filed	51	104	15	17	23	-	55
Statement of Issues Filed	4	4	3	2	2	-	7
Total Pending Cases	89	108	115	102	105	-	105

DISCIPLINARY PROCESS							
	FY 23/24	FY 24/25	FY 25/26				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Proposed Decisions	4	8	6	5	6	-	17
Default Decision	22	21	1	5	5	-	11
Stipulation	14	36	12	4	6	-	22

DISCIPLINARY OUTCOMES							
	FY 23/24	FY 24/25	FY 25/26				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Revocation	25	21	5	7	8	-	20
Revoke, Stay, Probation	2	9	1	2	4	-	7
Revoke, Stay, Suspend/Prob	8	24	7	3	3	-	13
Revocation, Stay w/ Suspend	0	0	0	0	0	-	0
Probation Only	1	0	0	0	0	-	0
Suspension Only	0	0	0	0	0	-	0
Suspension & Probation	0	0	0	0	0	-	0
Suspension, Stay, Probation	0	0	0	0	0	-	0
Surrender of License	3	7	5	1	2	-	8
Public Reprimands	1	0	0	0	0	-	0
License Denied	1	1	0	1	0	-	1
Other	0	1	0	2	0	-	2
Total	41	63	18	16	17	-	51

PROBATION							
	FY 23/24	FY 24/25	FY 25/26				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Active	58	64	71	85	98	-	98

Schools

The Board currently has 276 approved schools and 35 open school cases. In the third quarter of FY 25/26, the Board received 64 school complaints.

Externs

The chart below indicates how many schools are participating in the extern program and how many establishments externs are working in.

Extern Programs						
	2022	2023	2024	2025	2026	Total
Number of Schools	13	16	14	14	6	63
Number of Establishments	62	94	54	36	10	256

Inspections and Citations Statistics

The Cite and Fine Unit is at a 1-day turnaround time frame from when an inspection is completed to when the citation is mailed out to the establishment or licensee.

FY 25/26	July 25	Aug 25	Sept 25	Oct 25	Nov 25	Dec 25	Jan 26	Feb 26	Mar 26	April 26	May 26	June 26
Number of Special Investigators	3	3	3	3	3	3	6	6	5	-	-	-
Number of Inspectors	16	16	16	16	16	16	13	13	12	-	-	-
Number of Inspections	653	602	625	655	380	487	457	403	434	-	-	-
Number of Citation Analysts	4	4	4	4	4	4	4	4	4	-	-	-
Inspection Reports Processed												
Number of Days to process Citations	29	5	1	1	1	1	1	1	1	-	-	-

CITATIONS ISSUED							
	FY 23/24	FY 24/25	FY 25/26				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Establishments	3,173	4,398	785	686	672	-	2,143
Barber	319	472	57	121	108	-	286
Barber Apprentice	48	120	14	0	14	-	28
Cosmetologist	602	899	114	117	78	-	309
Cosmetologist Apprentice	14	30	4	0	1	-	5
Electrologist	1	1	0	0	1	-	1
Electrologist Apprentice	0	0	0	0	0	-	0
Manicurist	512	844	184	84	118	-	386
Esthetician	123	153	18	22	7	-	47
Hairstylist	0	0	0	0	0	-	0
Unlicensed Est.	224	235	88	66	59	-	213
Unlicensed Individual	277	400	109	107	75	-	291
Total	5,293	7,552	1,373	1,203	1,133	-	3,709

INSPECTION RESULTS							
	FY 23/24	FY 24/25	FY 25/26				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Establishments With Violations	6,263	3,500	754	661	682	-	2,097
Establishments Without Violations	1,740	1,107	259	204	123	-	586
Out of Business	2,026	1,498	331	275	186	-	792
Closed on Call	3,377	1,907	508	377	292	-	1,177
Total	13,406	8,012	1,852	1,517	1,283	-	4,652

Request For Payment Notices

BBC is actively sending request for payment notices to establishments and individuals that have outstanding fines. First request for payment notices is sent approximately 30 days after the fine was due. Second request for payment notices are sent approximately 30 days after the first notice. Third request for payment notices are sent via certified mail approximately 30 days after the second notice. Citations for licensees that have not paid their fine in full after the third request for payment notice are sent to the Franchise Tax Board. Citations for unlicensed individuals that have not paid their fine in full after the third request for payment notice, are referred to a collection agency.

REQUEST FOR PAYMENT NOTICES SENT - FY 25/26					
	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Total
Request for Payment Notice 1	393	415	550	-	1,358
Request for Payment Notice 2	359	295	411	-	1,065
Request for Payment Notice 3	327	269	421	-	1,017
Referred to Collections	628	443	455	-	1,526
Referred to FTB	144	151	132	-	427
Grand Total	1,851	1,573	1,969	-	5,393

Payment Plans

Per B&P 7408.1 and CCR 974.3 the Board may enter a payment plan for citations with administrative fines that exceed five hundred dollars (\$500.00). The average fine amount per payment plan in the second quarter of FY 25/26 is \$1,200.47.

Payment Plans – FY 25/26					
	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Total
Payment Plan Requested	72	73	60	-	205
Payment Plan Developed	29	63	42	-	134
Paid in Full	8	5	4	-	17
Payment Plan Cancelled	6	17	44	-	67
Total Pending Payment Plans	115	158	150	-	150
Initial Fine Amount Total	\$165,125.00	\$189,675.00	\$197,075.00	-	\$197,075.00
Total Amount Paid	\$61,776.12	\$47,172.97	\$55,786.28	-	\$55,786.28
Current Total Balance	\$103,348.88	\$142,502.03	\$141,288.72	-	\$141,288.72



MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Outreach Update

Outreach Events

- Resource Fair at the Mexican Consulate on February 25, 2026 - Sacramento, CA
- BBC Schools Town Hall on April 13, 2026 – Virtual
- California Municipal Revenue and Tax Association on April 22, 2026 – Lake Elsinore, CA

List Servs

- February 9, 2026, the Board emailed all Licensees and Interested Parties regarding the Renewal Postcards Starting February 19, 2026.
- February 27, 2026, the Board emailed Apprenctice Program Sponsors regarding the Pre-Apprentice Training Course now being available in Spanish.
- February 27, 2026, the Board emailed all Licensees regarding the Colonic Hydrotherapy.
- March 9, 2026, the Board emailed Schools regarding the upcoming Town Hall on April 13, 2026.
- March 26, 2026, the Board emailed Interested Parties regarding the upcoming Board Meeting on April 6, 2026.
- March 27, 2026, the Board emailed Schools regarding the upcoming Town Hall on April 13, 2026.
- April 8, 2026, the Board emailed Schools reminding about the upcoming Town Hall on April 13, 2026.
- April 27, 2026, the Board emailed Apprenctice Programs introducing their new Licensing Point of Contact – Ehson Pirasteh.

- May 6, 2026, the Board emailed Interested Parties regarding the upcoming Board Meeting on May 18, 2026.

Social Media

Since the last Board Meeting, the Board has been focusing on posting more information for licensees, consumers, and applicants. The Board's Instagram has 14,400 followers, X (formerly known as Twitter) has 906 followers, Facebook has 23,000 followers, Spanish Facebook has 57 followers, and Vietnamese Facebook has 271 followers. The Board has posted many different topics since the last Board Meeting which include, but are not limited to, scope of practice refreshers, recruiting subject matter experts, consumer safety tips around prom, and industry bulletins.

Follow the Board on Social Media - Your Link to Updates!

- [Vietnamese Facebook](#) - Hội Đồng Cắt Tóc và Thẩm Mỹ - California
- [Spanish Facebook](#) – Junta De Barbería y Cosmetología
- [Facebook](#) – California State Board of Barbering and Cosmetology
- [Instagram](#) - @cabarbercosmo
- [X](#) (Formerly Known as Twitter) – @ca_bbc



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
P.O. Box 944226, Sacramento, CA 94244-2260
Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Strategic Plan Update

The Board continues to work on the goals and objectives identified in the 2022-2027 Strategic Plan. The Board has participated in the following goal-related activities:

- Task 2.3.3: The pre-apprentice training course went live July 1, 2025. A potential apprentice must complete the Board-offered free pre-apprentice training prior to submitting their application for an apprentice license. The Spanish version of the course went live on February 25, 2026. As of April 2, 2026, 1,863 users have completed the English course, and 54 users have completed the Spanish course.
- Task 6.2.6: Staff are still publishing the quarterly newsletter, *The BarberCosmo Update*. The eleventh issue is expected to be released in May 2026.

Goal 2: Legislation and Regulation			
2.1	Review policies and regulations that advocate for and support consumer protection to ensure consumer safety.		
Success Measure:	Regulations and procedures are updated and current.		
Objectives/Tasks		Target Completion	CurrentStatus
2.1.3	Review and update health & safety regulations. • Regulation updates drafted. Staff working with Reg Counsel.	Q2 2025	Pending
2.1.4	Update school regulation pertaining to health & safety. • Staff reviewing schools and externships language.	Q2 2025	Pending
2.5	Develop regulation packages for on-going regulations that affect the industry to provide clarity on state statutes.		
Success Measure:	Updated regulations filed with OAL.		
Objectives/Tasks		Target Completion	CurrentStatus
2.5.3	Depending on board response, pursue a regulation package.	Q2 2025	Pending
Goal 5: Enforcement			
5.2	Collaborate with the Bureau of Private Post-Secondary Education (BPPE) to conduct quality school investigations, to improve the qualifications of applicants and consumer protection.		
Success Measure:	Joint inspections held.		
Objectives/Tasks		Target Completion	CurrentStatus
5.2.2	Schedule and conduct joint inspections of schools.	Q2 2025 and Ongoing	On Hold
5.3	Investigate unlicensed activity in licensed and unlicensed locations (including phone application/web-based on-demand services) to increase consumer protection.		
Success Measure:	Procedures have been updated and implemented.		
Objectives/Tasks		Target Completion	CurrentStatus
5.3.2	Create and update procedures for forwarding cases to DOI for investigation. • Met with DCA's Division of Investigation January 2023. Updating procedures.	Q1 2023 and Ongoing	Pending
5.4	Explore and collaborate with industry booking platforms to require license verification to enhance consumer protection.		
Success Measure:	Met with at least one booking platform contact.		
Objectives/Tasks		Target Completion	CurrentStatus
5.4.3	Develop standardized language for contacting booking platforms.	Q2 2025	Pending

5.4.4	Attempt to hold meetings with booking platforms contact person.	Q2 2025	Pending
5.4.5	Present request for booking platforms to require license.	Q2 2025	Pending
5.5	Review probationary process and existing remedial education information to ensure remedial education procedure and communication is clear.		
Success Measure:	Report delivered to the Board.		
Objectives/Tasks		Target Completion	CurrentStatus
5.5.3	Review probationary process.	Q2 2025	Pending
5.5.4	Develop and update to the Board.	Q2 2025	Pending
5.6	Develop remedial education material to assist in probationer compliance.		
Success Measure:	Recommendation made to the Board.		
Objectives/Tasks		Target Completion	CurrentStatus
5.6.1	Review existing remedial education requirements.	Q2 2025	Pending
5.6.2	Develop materials to present to the Board.	Q2 2025	Pending
5.6.3	Make recommendation to the Board on new remedial education program for probationers.	Q3 2025	Pending
Goal 6: Outreach			
6.4	Solicit feedback from licensees on a more continuous basis to engage with licensees.		
Success Measure:	Feedback has been received; increased survey responses.		
Objectives/Tasks		Target Completion	CurrentStatus
6.4.1	Continue sending postcard surveys after inspections done and re-examine questions.	Q1 2023 and Ongoing	Pending
<ul style="list-style-type: none"> Reviewing and updating the postcard survey questions. 			
6.4.3	Identify topics of interest.	Q2 2023 and Ongoing	Pending
<ul style="list-style-type: none"> Created a SurveyMonkey link for the public to complete after their interactions with the Board by email. Also exploring the option of an automated phone survey and sending surveys by mail or posting a link to the website. 			

6.4.5	Explore offering a rating of how phone calls went (CIC or Admin).	Q2 2025 and Ongoing	Pending
6.4.6	Request feedback about program area effectiveness.	Q2 2025 and Ongoing	Pending
6.4.8	Conduct a post-town hall survey on the topic addressed, desire for future events.	Q2 2025 and Ongoing	Pending
6.7	Explore within the outreach committee to create Board-specific outreach/media to expand access of information to the public and licensees.		
Success Measure:	Outreach plan has been developed and implemented.		
Objectives/Tasks		Target Completion	Current Status
6.7.4	Re-evaluate outreach plan annually.	Q2 2025 and Ongoing	Pending



MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion of Updates to the Barber, Cosmetologist, Electrologist, Esthetician, and Manicurist Licensing Exams Effective April 1, 2026

Effective April 1, 2026, the Board of Barbering and Cosmetology's exam vendor, PSI, updated the licensing exams with new content, revisions to existing content, and revised translations. These updates were based on the new job analysis results. The specifications were developed with input from subject matter experts that included licensees, regulators, and educators. The content changes by topic area are summarized below.

Barber Examination	% Comparison	
	2020	2026
Topic Area		
Safety and Infection Control	29%	31%
Client Consultation and hair and Skin Analysis	13%	15%
Hairstyling	5%	5%
Haircutting	9%	8%
Haircoloring	0%	7%
Chemical Texture Services	18%	7%
Skin Care	2%	5%
Shaving	24%	22%

Cosmetologist Examination	% Comparison	
	2020	2026
Topic Area		
Safety and Infection Control	25%	30%
Client Consultation and Hair, Skin, and Nail Analysis	17%	19%
Hairstyling	6%	2%
Haircutting	12%	3%
Haircoloring	0%	10%
Chemical Texture Services	15%	12%
Skin Care	6%	4%
Eyelash and Eyebrow	0%	4%
Hair Removal	4%	8%
Nail Care	13%	8%

Esthetician Examination	% Comparison	
Topic Area	2020	2026
Safety and Infection Control	34%	40%
Client Consultation and Skin Analysis	17%	19%
Skin Care	27%	17%
Makeup	4%	3%
Eyelash and Eyebrow	0%	6%
Hair Removal	13%	15%

Manicurist Examination	% Comparison	
Topic Area	2020	2026
Safety and Infection Control	38%	50%
Client Consultation and Nail Analysis	13%	18%
Skin Care	0%	10%
Nail Care	49%	22%

Electrologist Examination	% Comparison	
Topic Area	2020	2026
Safety and Infection Control	40%	36%
Client Consultation and Hair and Skin Analysis	20%	30%
Electrolysis Treatment and Analysis	40%	34%

Note: the hairstylist exam was not included in the updates because it is California specific and is not provided by PSI.

The exam passing percentages were updated as well, as reflected in the table below:

License Type	Passing % Prior to 04-01-2026	Passing % as of 04-01-2026
Cosmetologist	73%	70%
Barber	70%	66%
Esthetician	75%	75%
Manicurist	75%	75%
Hairstylist	75%	75%
Electrologist	75%	75%

The information above was shared with schools on February 9, 2026 and April 13, 2026, at virtual town halls. There were approximately 157 attendees at the first town hall and 76 at the second.

The PowerPoint slides from the presentations are available on the Board's Schools webpage at https://barbercosmo.ca.gov/forms_pubs/publications/schools_town_hall_pp.pdf.



MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action on Proposed Bills: a) AB 2771 (Committee on Business and Professions) - California Private Postsecondary Education Act of 2009 b) SB 1363 (Wahab) – Barbering and Cosmetology

Legislation is amended, statuses are updated, and analyses are added frequently; thus, hyperlinks, identified in [blue, underlined text](#), are provided throughout this document to ensure Board members and the public have access to the most up-to-date information.

a) **[Assembly Bill 2771 \(Committee on Business and Professions\) – California Private Postsecondary Education Act of 2009](#)**

Version: 4/7/26

Status: 4/21/26 From committee: Do pass and re-refer to Com. on APPR. (Ayes 19. Noes 0.) (April 21). Re-referred to Com. on APPR.

Bill Analysis: 4/17/26 – Assembly Business and Professions

Hearing Date: None

Summary: This bill extends the Bureau for Private Postsecondary Education’s sunset date to January 1, 2031 and updates the California Private Postsecondary Education Act. Among many other amendments to the BPPE, it has one section that will impact Board schools (though not the Board directly). This section amends the Education Code as follows:

94897.

An institution shall not do any of the following:

- (a) Use, or allow the use of, any reproduction or facsimile of the Great Seal of the State of California on a diploma.
- (b) Promise or guarantee employment, or otherwise overstate the availability of jobs upon graduation.
- (c) Advertise concerning job availability, degree of skill, or length of time required to learn a trade or skill unless the information is accurate and not misleading.
- (d) Advertise, or indicate in promotional material, without including the fact that the educational programs are delivered by means of distance education if the educational programs are so delivered.
- (e) Advertise, or indicate in promotional material, that the institution is accredited, unless the institution has been accredited by an accrediting agency.

- (f) Solicit students for enrollment by causing an advertisement to be published in “help wanted” columns in a magazine, newspaper, or publication, or use “blind” advertising that fails to identify the institution.
- (g) Offer to compensate a student to act as an agent of the institution with regard to the solicitation, referral, or recruitment of any person for enrollment in the institution, except that an institution may award a token gift to a student for referring an individual, provided that the gift is not in the form of money, no more than one gift is provided annually to a student, and the gift’s cost is not more than one hundred dollars (\$100).
- (h) Pay any consideration to a person to induce that person to sign an enrollment agreement for an educational program.
- (i) Use a name in any manner improperly implying any of the following:
- (1) The institution is affiliated with any government agency, public or private corporation, agency, or association if it is not, in fact, thus affiliated.
 - (2) The institution is a public institution.
 - (3) The institution grants degrees, if the institution does not grant degrees.
- (j) In any manner make an untrue or misleading change in, or untrue or misleading statement related to: a test score, grade or record of grades, attendance record, record indicating student completion, placement, employment, salaries, or financial information; a financial report filed with the bureau; information or records relating to the student’s eligibility for student financial aid at the institution; or any other record or document required by this chapter or by the bureau.
- (k) Willfully falsify, destroy, or conceal any document of record while that document of record is required to be maintained by this chapter.
- (l) Use the terms “approval,” “approved,” “approval to operate,” or “approved to operate” without stating clearly and conspicuously that approval to operate means compliance with state standards as set forth in this chapter. An institution may not state or imply either of the following:
- (1) The institution or its educational programs are endorsed or recommended by the state or by the bureau.
 - (2) The approval to operate indicates that the institution exceeds minimum state standards as set forth in this chapter.
- (m) Direct any individual to do any of the following:
- (1) Perform an act that violates this chapter.
 - (2) Refrain from reporting unlawful conduct to the bureau or another government agency.
 - (3) Engage in any unfair act to persuade a student not to complain to the bureau or another government agency.
- (n) Compensate an employee involved in recruitment, enrollment, admissions, student attendance, or sales of educational materials to students on the basis of a commission, commission draw, bonus, quota, or other similar method related to the recruitment, enrollment, admissions, student attendance, or sales of educational materials to students, except as provided in paragraph (1) or (2):
- (1) If the educational program is scheduled to be completed in 90 days or less, the institution shall pay compensation related to a particular student only if that student completes the educational program.
 - (2) For institutions participating in the federal student financial aid programs, this subdivision shall not prevent the payment of compensation to those involved in recruitment, admissions, or the award of financial aid if those payments are in conformity with federal regulations governing an institution’s participation in the federal student financial aid programs.

- (o) Require a prospective student to provide personal contact information in order to obtain, from the institution's internet website, educational program information that is required to be contained in the school catalog or any information required pursuant to the consumer information requirements of Title IV of the federal Higher Education Act of 1965, and any amendments thereto.
- (p) Offer an associate, baccalaureate, master's, or doctoral degree without disclosing to prospective students before enrollment whether the institution or the degree program is unaccredited and any known limitation of the degree, including, but not limited to, all of the following:
 - (1) Whether a graduate of the degree program will be eligible to sit for the applicable licensure exam in California and other states.
 - (2) A statement that reads: "A degree program that is unaccredited or a degree from an unaccredited institution is not recognized for some employment positions, including, but not limited to, positions with the State of California."
 - (3) That a student enrolled in an unaccredited institution is not eligible for federal financial aid programs.
- (q) In any manner commit fraud against, or make a material untrue or misleading statement to, a student or prospective student under the institution's authority or the pretense or appearance of the institution's authority.
- (r) Charge or collect any payment for institutional charges that are not authorized by an executed enrollment agreement.
- (s) Violate Section 1788.93 of the Civil ~~Code~~. *Code or withhold documentation required pursuant to Section 909 of Title 16 of the California Code of Regulations because the student owes a debt or as a tool for debt collection.*
- (t) Require a prospective, current, or former student or employee to sign a nondisclosure agreement pertaining to their relationship to, or experience with, the institution, except that an institution may use a nondisclosure agreement to protect the institution's intellectual property and trade secrets. Any nondisclosure agreement in violation of this section is void and not enforceable at law or in equity.
- (u) Fail to maintain policies related to compliance with this chapter or adhere to the institution's stated policies.

The change in this section will prevent a school from withholding a Proof of Training based on a student owing a debt to the school.

Staff Recommended Position: Watch

Comments: The Board has a unique process by requiring a Board specific form (the Proof of Training/POT). Other regulatory Boards require official transcripts. Current law requires a school to provide a transcript if they leave school. A student leaving one of the Board's schools would receive a transcript but there is no law that requires them to receive a proof of training. If a student has not paid their full tuition, a school must still provide a transcript but is not required to provide a POT.

Support: The Institute for College Access and Success, Legal Aid Foundation of Los Angeles, Northern California College Promise Coalition

Opposition: None received

Fiscal Impact: None for the Board

Action: The Board may choose to make a motion to take a position on AB 2771. The options are:

- Support
- Support if Amended
- Oppose
- Oppose Unless Amended
- No position (staff will continue to watch)

b) Senate Bill 1363 (Wahab) – Barbering and Cosmetology

Version: 4/15/26

Status: 4/15/26 From committee with author's amendments. Read second time and amended. Re-referred to Com. on B. P. & E.D.

Bill Analysis: 4/17/26 – Senate Business, Professions and Economic Development

Hearing Date: None

Summary: This is the Board's Sunset Bill and will make the following amendments to the Board's statutes:

1. This bill would extend the Board's sunset date to January 1, 2031.
2. Clarify that the Board shall issue a license to a federally recognized tribe as described.
3. Adds partnerships and LLCs to section 7317 to clarify ownership.
4. Clarifies in the definition of an apprentice that they are an "employee".
5. Requires an apprentice program sponsor to apply for approval to the Board with an application and a fee.
6. Requires proof of Division of Apprenticeship Standards to be included with the application.
7. Requires submission of an outline of the training plan for both on-the-job training and theory education.
8. Requires a copy of the agreement between the program sponsor and the Local Education Agency (LEA).
9. States that only one LEA can be associated with a single program sponsor.
10. States that the LEA must be in the same geographical area of the program sponsor.
11. Requires a copy of the agreement between the apprentice and program sponsor be submitted.
12. Requires a program sponsor to provide the Board with a list of related training locations and to notify the board within 10 days of any changes.
13. Clarifies that the applicant shall not have committed any acts or crimes that are grounds for denial pursuant to section 480.
14. States that the approval of a program sponsor must be renewed with a fee every two years.
15. Clarifies that the Board can revoke, suspend or deny a program sponsors approval in a preceding conducted in accordance with the Government Code.
16. Adds grounds for denial, suspension or revocation including repeated failure to comply with the rules adopted by the Board for the operation of an apprentice program and failure to provide information pertinent to the processing of an apprentice license.
17. States that the only fees to be charged to an apprentice are the actual cost of books and minimum equipment.
18. Prohibits an approved program sponsor for franchising, sponsoring, or loaning their approval out.
19. Clarifies that apprentice agreement must be between the sponsor and the apprentice.

20. Requires that the sponsor ensure that the establishment has workers comp.
21. Requires that the sponsor ensures that the establishment offers all services within the scope of practice of the apprentice.
22. Requires that the sponsor ensure that the apprentice is receiving an hourly wage.
23. States that there cannot be a financial contract between a sponsor and an apprentice.
24. Clarifies that the apprentice shall not be paid by commission, be required to rent a booth or be an independent contractor.
25. States that violations of #17 through #24 above are considered egregious.
26. Requires the apprenticeship agreement be included with an initial apprentice application.
27. Specifies requirements for trainers and establishments including that neither shall have any pending disciplinary action.
28. Allows the Board to withdraw approval of a trainer or establishment.
29. Clarifies that the establishment must carry workers compensation insurance.
30. Clarifies that the establishment must pay the apprentice an hourly wage.
31. Allows for disciplinary action, citation and fine, or prohibition for participation in the program by trainers, establishments and program sponsors for failure to comply with the chapter.
32. Adds LLC and partnership to the application for an establishment license.
33. Clarifies that an establishment owner can be the licensee in charge.
34. Changes the requirement for remedial education from board-offered to board-approved.

Staff Recommended Position: Support

Comments: This is the Board's Sunset bill. Many of the provisions in this bill are already in place, for example, this bill clarifies that an LLC can be the owner of an establishment and that an establishment owner can be the licensee in charge.

The bill makes significant improvements to the apprenticeship program that will allow the Board to increase enforcement efforts as well as charge a fee for the application to support the workload.

The bill does not include all aspects from the sunset review report that were requested by the Board. Staff will continue to work with legislative staff to promote the remaining new issues noted in the sunset report.

Support: None received

Opposition: None received

Fiscal Impact: Approximately \$55,000

Action: The Board may choose to make a motion to take a position on SB 1363. The options are:

- Support
- Support if Amended
- Oppose
- Oppose Unless Amended
- No position (staff will continue to watch)



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MEMORANDUM

DATE	May 18, 2026
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action Regarding Rulemaking Proposals: Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines)

This memorandum provides a general update for the Board's pending regulations.

The following final regulation proposal was submitted to the Office of Administrative Law on March 24, 2026, and staff anticipates it will become effective July 1, 2026:

- Title 16, CCR section 972 (Disciplinary Guidelines)

Agenda Item

No. 13

No Attachments

Agenda Item

No. 14

No Attachments

Adjournment