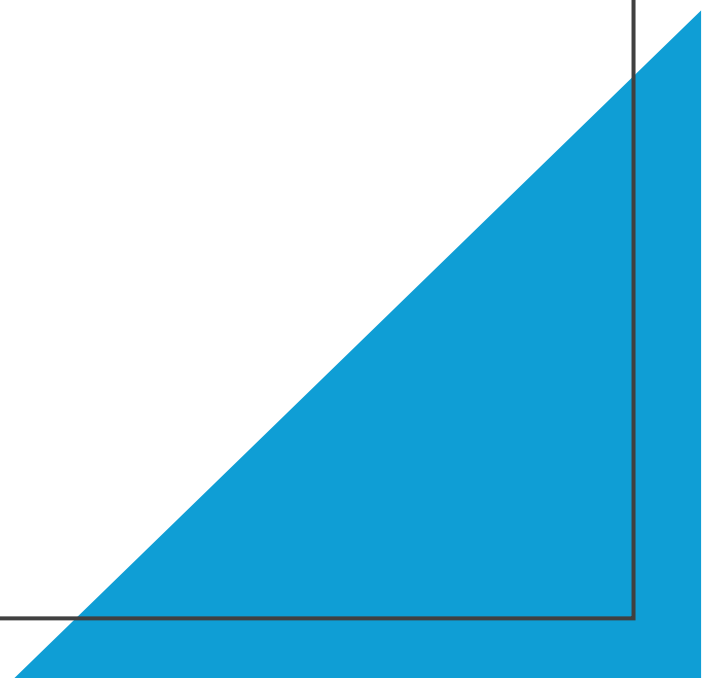


Cosmetology/Barber Meeting

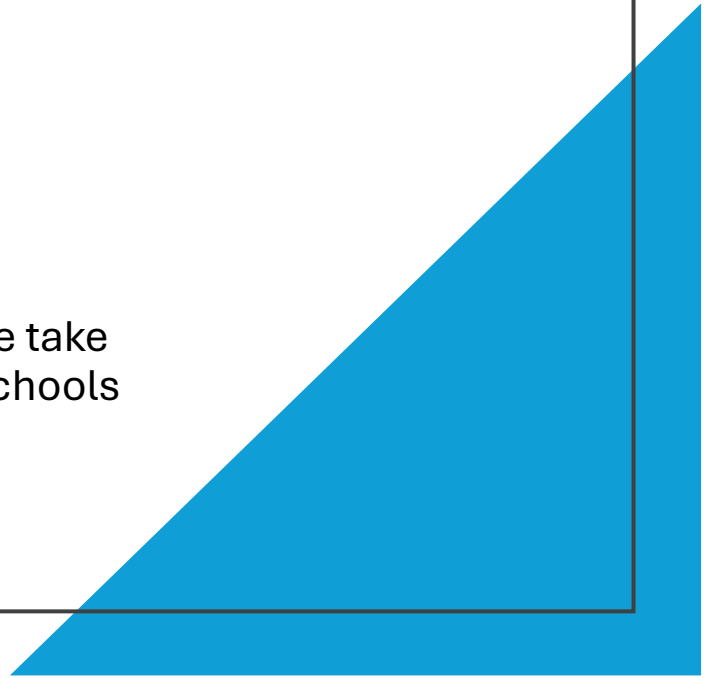
July 21, 2026

Lancaster Marriott Penn Square



Thank you to our Sponsors

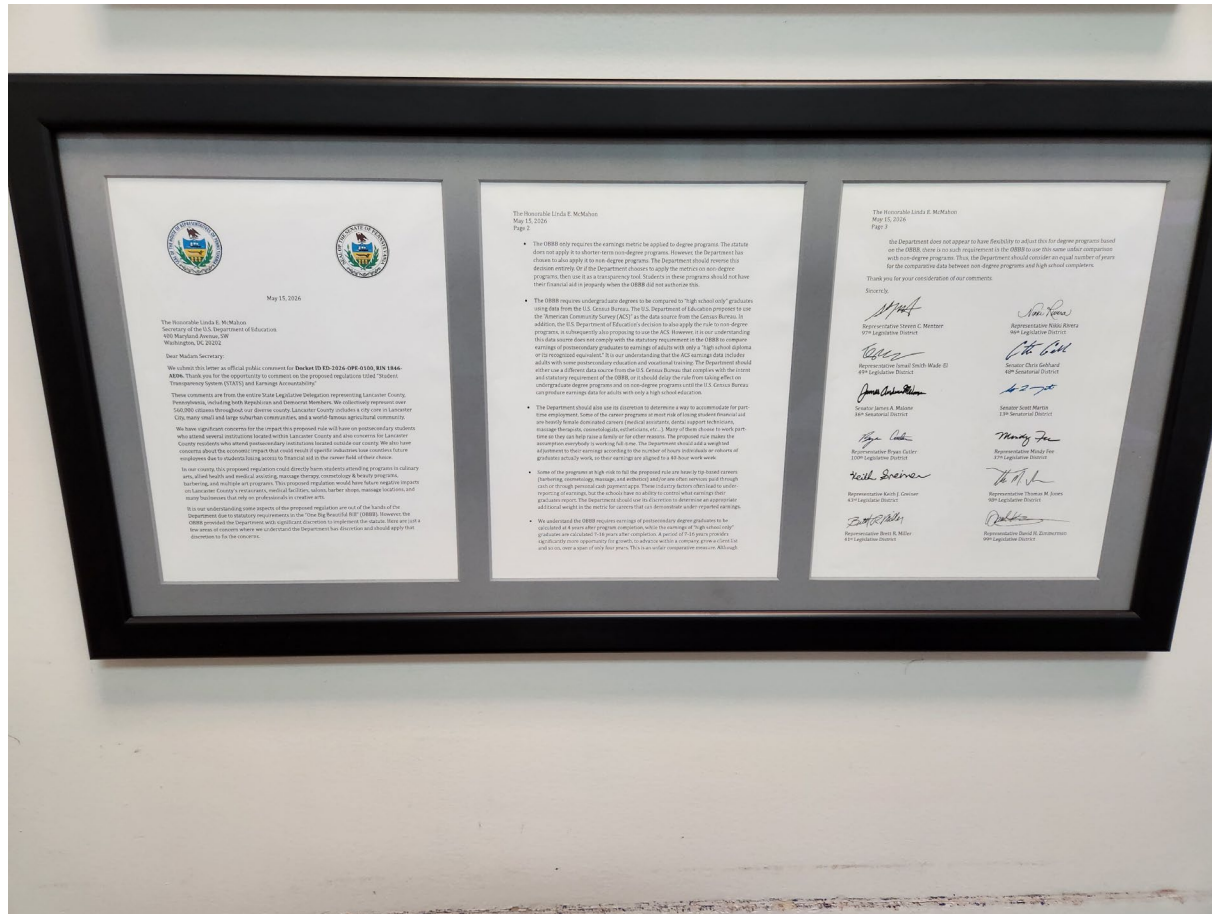
- Milady/Cengage
 - Burmax
 - PMD Beauty
 - Oozle Media
- Each sponsor will be making a brief presentation during the meeting. Please take the time to speak with our sponsors. They all offer many options to assist schools and students with their success. Feel free to sit with them during lunch.



Welcome to our Special Guests

- State Representative Nikki Rivera
 - State Representative Steve Mentzer
 - State Representative Ismail Smith-Wade-El
-
- We owe these three an amazing show of gratitude for their work in helping us point out the flaws in the most recent Gainful Employment/Do No Harm comments.
 - All three currently sit on the Professional Licensure committee in Pennsylvania and all three are from Lancaster County.

Here it is!!!



Agenda

- Federal Updates – Time allows a brief overview. For detailed information, please register for the conference.
- Litigation Updates
- State Updates
 - Pennsylvania
 - New Jersey
 - Maryland
 - Delaware
 - West Virginia

Federal

- 90/10 – There is renewed interest in eliminating this regulation. Congressman Mark Harris introduced legislation to repeal the 90/10 rule.
- Plus Loans - These are capped at 20K per student per year for undergraduates.
- Prorate loans – Set lower limits for part-time students which aligns with how the Pell grant is distributed. Still working on more clarification for this.
- Schools are now permitted to set lower loan limits as long as they do so consistently within programs.
- Simplify loan repayment for new borrowers.
- Streamline income-driven repayment for existing borrowers.
- Streamline deferments. Limit forbearances.
- Allows borrowers to rehabilitate defaulted loans twice instead of once.
- If a student has a full scholarship, they are no longer permitted to receive Pell grant.

Federal - Continued

- Workforce Pell – Pennsylvania Cosmetology and related programs are not included in the first year of program selection. We should not assume that beauty and wellness programs will ever be included.
- As of today, the only state that may have included beauty and wellness programs is North Carolina.

The Elephant in the Room



Gainful Employment/Do No Harm/Earnings Accountability or the most ridiculous regulation ever attempted has been delayed for our schools for a year. Let's here a huge shout out to everyone who helped get this delayed.



The delay is intended for earnings from such programs to be measured using data from 2026 tax year or later, allowing for OBBB's "no tax on tips" policy to be reflected in the earnings data.



During this delay, if your program showed as passing or failing in the initial reports, that designation will not be published and no sanctions will be implemented for failing programs.



However, ED will continue to publish earnings data for these programs for informational purposes. The data can already be found on College Navigator and for some schools, right on the FAFSA.



When the rule is implemented for our programs, there are fewer reporting requirements.

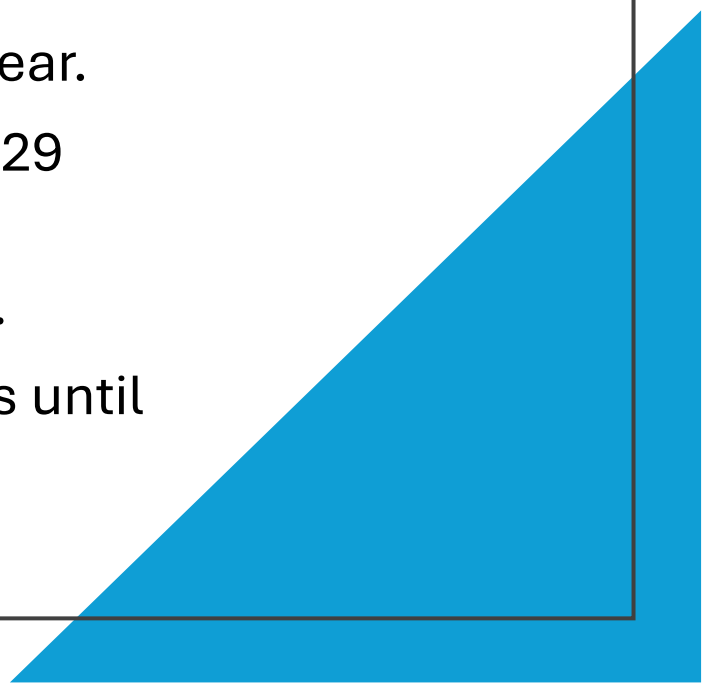
GE/Do No Harm/Earnings Accountability - continued

- ED's projections suggest that fewer beauty, barber, and wellness programs are anticipated to fail the Earnings Premium test under the Final Rule versus the Earnings Premium under the FVT/GE Rule. This is because, as previewed in the proposed rule, earnings would be measured in the fourth year following program completion, rather than the third year under the FVT/GE Rule. Further, the Final Rule includes in the program completers group only the earnings of working individuals, while the FVT/GE Rule includes the earnings of all completers, whether or not they are working.
- Debt to earnings metric is eliminated in the final rule.
- The Final Rule exempts programs from the accountability framework's sanctions when those programs have not received Direct Loans for the five most recently completed awards years or if an institution voluntarily agrees to forego disbursing Direct Loans to students in that program for at least five years. This means that such programs would not be at risk of losing all Title IV eligibility (including Pell Grants) under the new administrative capability standard, even if such programs are deemed to have "low-earning outcomes."
- The Final Rule includes a program teach-out option following the first year a program fails the Earnings Premium test. During the teach-out or for up to three award years (whichever is shorter), programs would be able to maintain Title IV eligibility (including Pell Grants).

And more....

- The final rule still includes non-degree programs even though non-degree programs were not included in OBBB.
- Limited appeals process.
- The Final Rule has the effect of comparing the earnings of students who completed a nondegree program in beauty, barber, or wellness to the same high school graduate cohort as it does with the earnings of students who completed a bachelor's degree in aerospace engineering. Many groups and individuals asked ED to adopt a proportional comparator group for nondegree programs (*i.e.*, individuals without a high school diploma or equivalent), but ED declined to adopt this suggestion.
- Still no accommodation for part-time workers or wage discrimination or the fact that so many beauty and wellness fields are moving to cash only.
- Still no accommodation for geographic discrepancies.

Timing

- Our **best guess** for sanctions is:
 - First calculation is early 2027 applying 2027-2028 award year.
 - School to provide warnings to students would be 2028-2029 award year.
 - Designated low-earnings programs 2029-2030 award year.
 - Total loss of Title IV eligibility may not impact our programs until 2030-2031 award year.
- 
- A large blue right-angled triangle is positioned in the bottom right corner of the slide, pointing towards the top right.

FVT/GE Reporting

- Schools (CIP Codes) on the one-year delay must do the regular FVT/GE reporting this year.

July 1, 2026 – FVT/GE annual reporting opens for the final cycle

October 1, 2026 – Final submission deadline for FVT/GE data

- Do not wait until October 1st to submit your reports
- NSLDS errors must be corrected prior to the Oct 1st deadline

After October 1, 2026 – FVT/GE framework ends; STATS will replace it with timing shown on previous slide

Directly from the Department

URGENT

- “We have made several fields optional for the October 1, 2026, reporting as of July 1, 2026. We consider an institution’s decision not to report data in the optional fields to be an indication of its intent to “early-implement” STATS. Institutions that want to remain under the FVT/GE regulations can still report on any of the optional fields and, if reported, accurate information is expected. To early-implement removal of the fields, an institution can simply omit data in some or all of the optional fields. All institutions will be required to submit either data under STAT or FVT/GE by October 1, 2026.”
- NOTE: If you do not have all errors corrected by October 1, 2026 to your FVT/GE data, USDE will assume you want to opt in early to the new STATS/Earnings Accountability Metric. This is serious so begin to work on this NOW.

FVT/GE Litigation

- There is still litigation concerning the former GE regulation. If you are a MAACS member, you will continue to receive updates on this and how it can affect your school.
- If you are not a MAACS member, you can join today. See me or Beth or Kameron for more information.
- If we win the litigation, we assume the Department will still force our schools into the new earnings metric as they think we are included in the OBBS.
- If USDE wins the litigation, the next 6 – 12 months are crucial to get a metric that does not destroy our programs and the student's right to choose.



BDR – Borrower Defense to Repayment



Many schools are seeing their first BDR claims and other schools are receiving even more.



This is due to graduates or drops realizing their loans were not forgiven, and they are now in default, and their credit rating has been hurt.



If you are receiving claims and need resources to assist, please contact the MAACS office.

OBBB – Other Items

- There are many additional aspects to OBBB that could affect your school. If you have not already discussed the OBBB with your accountants and/or auditors, you should plan to do that as soon as you return to your school.
- Each school has different components that could be affected by OBBB which is why you should speak with your accountants and/or auditors to make sure you are compliant.



????????????

- Is your head spinning yet???

Want to Know More?

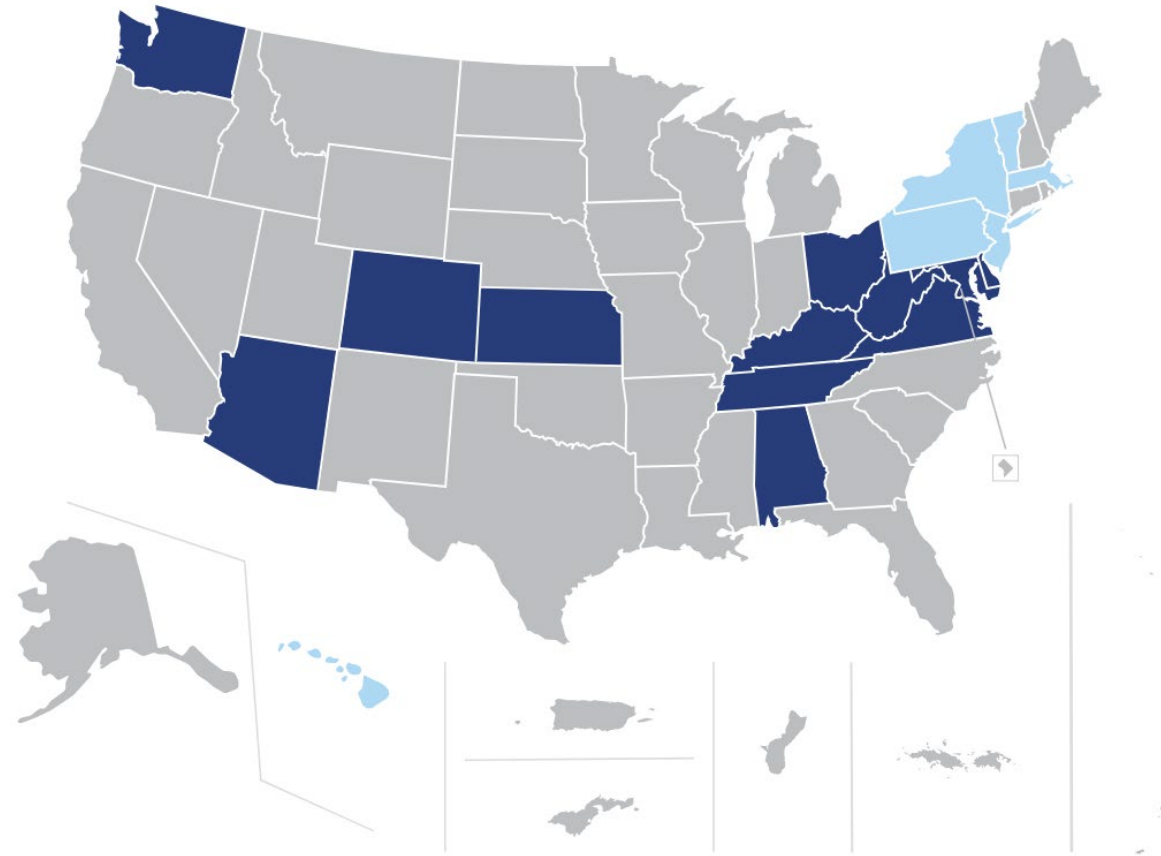
- If you would like more detailed information concerning any of the federal issues reviewed today, these will be covered in detail during the MAACS conference. If you have not registered, you may want to consider doing so.

Pennsylvania

- Cosmetology Compact – This is fully supported by both the House and the Senate. It is sitting on final passage in the House with both chambers unanimously supporting it so far.
- Current states with enacted Cosmetology Compacts are: Washington, Arizona, Colorado, Kansas, Alabama, Tennessee, Kentucky, Ohio, West Virginia, Virginia, Maryland, Delaware
- Current states with active legislation: Pennsylvania, New Jersey, New York, Massachusetts, Vermont

The Map

Dark Blue – Enacted
Light Blue – Active Legislation



Board Discussion

- Aaron spoke at the last State Board of Cosmetology meeting to address the Shapiro administration's desire to decrease the hour requirement for Cosmetology.
- The points made are as follows:
 - Nationally, there are 45 states with higher hours than Pennsylvania, and 4 states with lower hours than Pennsylvania.
 - Of the bordering states to Pennsylvania, 2 of them (NY and NJ) have lower hours, but the other 4 (MD, WV, OH, DEL) have higher hours.
 - The national median average for all states is 1500 hours, which Pennsylvania is already well under.
 - The highest hour state is 2100.
- As you know MAACS has never supported decreasing hours as we believe it is a consumer safety issue and a detriment to the student.

Department of State Analysis

- Governor Shapiro's office requested a comprehensive analysis comparing Pennsylvania's licensure requirements with those of neighboring states. Here is what they showed:
 - License types found in PA that do not exist in neighboring states are Barber Manager and Esthetician Teacher
 - Pennsylvania requires 1250 hours of education for licensure as a Barber. By comparison, New York requires 540 hours, New Jersey requires 900 hours, and Maryland requires 1200 hours.
 - Pennsylvania requires an 8th grade education for licensure as a Barber. By comparison, New York requires a 6th grade education, and Maryland has no education requirement.
 - Pennsylvania requires High school diploma or equivalent for licensure as a Barber Teacher . By comparison, Ohio requires an 8th grade education.
 - For a Barber Teacher, 5+ years of experience in a licensed shop OR earned 500 hours in a licensed Barber/Cosmetology school as a teacher trainee while holding a barber or a barber manager license. Whereas, West Virginia requires a teaching techniques certificate from an approved institution, Ohio requires 18 months of shop experience or 1 year as a licensed barber teacher assistant, New York requires 2 years of experience, and Delaware requires 500 hours of teacher training or 2 years of experience plus 250 instructional hours.
 - Pennsylvania requires 500 hours of instructor training for licensure as Esthetician Teacher . By comparison, West Virginia requires completing and passing a course in teaching techniques at a post-secondary level.
 - Most states have nail technician instruction under the scope of practice of Cosmetology Teachers.
 - Pennsylvania requires 1250 hours of education for licensure as a Cosmetologist. By comparison, New York requires 1000 hours, New Jersey requires 1200 hours.
 - Pennsylvania requires a 10th grade education for licensure as an esthetician. By comparison, Maryland requires a 9th grade education, and New York has no education requirement.
 - Pennsylvania requires a 10th grade education for licensure as a nail technician. By comparison, Maryland requires a 9th grade education, and New York has no education requirement.

Any Further Steps

MAACS met with staff from the Department of State and the Governor's office to explain some of the differences and to share our concerns.

This is currently information for you in case it moves in another direction such as legislation.

Information from 2025 Meeting - PA

- **House Bill 87** – Legislation proposed to allow salon owners with 10 years of experience to teach apprentices in their salon. Tabled on May 6, 2025. MAACS is in discussion with the legislator who introduced the bill. MAACS has opposed this. The legislator is asking if we have any alternatives to suggest. She is open to that.
- **House Bill 58** – Legislation proposed to require the Department of State to expedite salon change location application approvals. No movement since January 14, 2025. In House Professional Licensure Committee. MAACS supports this.
- **House Bill 59** – Legislation proposed to require state inspectors to be licensed cosmetologists for at least 5 years. No movement since January 14, 2025. In House Professional Licensure Committee. MAACS does not support this.
- **House Bill 61** – Legislation proposes to allow the use of blades by estheticians. No movement since January 14, 2025. In House Professional Licensure Committee. MAACS does not supports this.

PA Continued – Previous Year

- **House Bill 644** – Legislation proposed to end current prohibition of booth rental in salons and spas. There has been no movement since February 2025. It is in Professional Licensure Committee. MAACS does not support this.
- **House Bill 1082** – Legislation proposed to allow licensees to work in mobile salons. There has been no movement since April 2025. MAACS has not taken a position on this. It is in Professional Licensure Committee.
- **House Bill 1083** – This bill amends the Barbers' License Law to update definitions and regulations related to barber shops with a specific focus on mobile barber units. There has been no action since April 2025. The bill is in committee.
- **House Bill 1646** – A bill was introduced to keep the Board of Barbering Examiners operating smoothly. The board has had difficulty reaching a quorum of six board members required in current law. This has prevented the Board from completing needed work. This bill requires a majority of the board vote. At least 19 other boards under the Department of State have this same requirement rather than a quorum. This bill is about to move forward and MAACS does support this.

PA Continued – New Information

- SB892 amends the Cosmetology Law to clarify and expand definitions of beauty related services such as blow-dry styling, braiding, eyelash extensions, makeup application and threading to the point that they may not need a full cosmetology license to practice. The bill has been in committee since June 2025. MAACS does not support this action.
- SB1329 amends the Cosmetology Law to require 10 hours of continuing education every two years with at least eight hours in professional skills and techniques, one hour in health and sanitation and one hour in legal matters, regulatory issues or ethics for anyone holding a Teacher's License. MAACS had not taken a position on this as the State Board of Cosmetology still has not moved on requiring continuing education of all licensees. This bill is in committee as of May 2026.

New Jersey

- A627/S795 - This bill extends a three-year pilot program in New Jersey for an additional three years, allowing individuals who previously provided barbering services in states or foreign countries that do not issue licenses for such services to qualify for a provisional permit. This has been signed, enacted and adopted as of January 2026.
- A975/S792 - This bill allows individuals licensed in other states or foreign countries to have their teaching experience considered by the New Jersey State Board of Cosmetology and Hairstyling when applying for a New Jersey license, potentially fulfilling some or all of the three years of practical experience typically required in a licensed shop. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee.
- A1377 - This bill modifies the language requirements for professional licensing examinations administered by the New Jersey State Board of Cosmetology and Hairstyling, expanding options beyond English. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee.
- A1378 - This bill allows individuals to become licensed manicurists through an apprenticeship program, in addition to the traditional route of attending a cosmetology school. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee.
- A1380 - This bill clarifies that existing laws requiring private career schools to have plans for closure, known as "teach-out plans," now specifically apply to certain schools licensed by the New Jersey State Board of Cosmetology and Hairstyling, such as those teaching cosmetology, hairstyling, barbering, and other beauty-related fields. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee.

New Jersey - Continued

- A1653/S3445 - This bill modifies the composition of the New Jersey State Board of Cosmetology and Hairstyling by reducing the number of public members from three to two, and it will now include one representative from public school vocational programs and one from private licensed cosmetology schools, replacing the previous requirement for a licensed teacher. The bill also broadens the qualifications for six of the professional board members, allowing them to be licensed in any profession regulated by the board, rather than being limited to cosmetologist-hairstylists, beauticians, or barbers, while still requiring two members to be owners or operators of hair braiding shops and retaining one State executive department member. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee. For the Senate the last action was 6/30/2026 and received by the Assembly Regulated Professions Committee.
- A1975 - This bill mandates that the New Jersey State Board of Cosmetology and Hairstyling (the Board) integrate training on working with "textured hair" into the existing curricula of licensed schools that teach cosmetology-hairstyling, beauty culture, barbering, and hair braiding. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee.
- A2600/S3752 - This bill establishes an optional special needs training program for professional and shop licensees of the New Jersey State Board of Cosmetology and Hairstyling, which oversees licenses for services like cosmetology, hairstyling, barbering, manicuring, and skin care. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee. Last action in the Senate was 3/5/2026 and referred to Senate Commerce Committee.
- A3380/S3636 - This bill enacts the Cosmetology Licensure Compact, allowing New Jersey to join other states in a system where a cosmetologist licensed in one member state can practice in any other member state by meeting certain requirements, aiming to improve public access and safety while reducing licensing burdens. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee. Last action in the Senate was 2/24/2026 and referred to Senate Commerce Committee.

New Jersey - Continued

- A3391/S3501 - This bill expands the New Jersey State Board of Cosmetology and Hairstyling from 13 to 15 members to better represent various aspects of the beauty industry. It will now include two representatives from public school vocational programs and two from private licensed cosmetology and hairstyling schools, replacing the previous requirement of one licensed teacher from a beauty school. Last action was 1/13/2026 and was referred to Assembly Regulated Professions Committee. Last action in the Senate was 2/12/2026 and was referred to Senate Commerce Committee.
- A4254 - This bill establishes limits on transcript release restrictions at institutions of higher education and certain proprietary institutions. This has been enacted as of 1/20/2026. As a reminder, federal regulation prohibits any postsecondary school from providing a transcript based on what is owed. Also, Pennsylvania requires all transcript requests to be honored with no exceptions.
- A4299 - This bill establishes a new "general barber" license and a barbering apprenticeship program, while also setting a limit of 550 hours for general barber training. Last action was 2/19/2026 and was referred to Assembly Regulated Professions Committee.
- S2808 - This bill establishes a new "general barber" license and a barbering apprenticeship program, with a two-year duration for apprenticeships. To become an apprentice, individuals must be at least 17 years old, of good moral character, and free of communicable diseases. Last action was 1/13/2026 and was referred to the Senate Commerce Committee.
- S3503 - This bill allows individuals licensed by the New Jersey State Board of Cosmetology and Hairstyling in professions other than cosmetology and hairstyling, such as barbering, beauty culture, manicuring, hair braiding, or skin care, to teach in private schools of cosmetology and hairstyling, provided they meet certain requirements. Last action was 2/12/2026 and was referred to the Senate Commerce Committee.

New Jersey – Continued (again)

- Pre-Filed Senate 2275 bans carcinogens, reproductive toxicants, flame resistant chemicals and volatile organic compounds from certain hair products. Further, to the extent such products have been used or sold in the past, school/salon must post notification to patrons and students that these products have been used in the past for a 24-month period following finalization of rule. Introduced pending technical review by legislative counsel.

Maryland

- HB420/SB242 - This bill allows active duty service members and their spouses to practice their professions in Maryland using a license from another state, provided they meet certain conditions and apply to the relevant state licensing authority, which may issue a temporary license if the full review takes longer than 30 days. Signed, enacted and adopted on 5/26/2026
- HB1025 - This bill, effective October 1, 2026, amends Maryland law concerning limited licenses for cosmetology services, specifically impacting those seeking to provide eyelash extension services. Previously, applicants for a limited license to provide eyelash extension services could qualify by either completing a minimum of 3 months of apprenticeship or 100 hours of instruction at an approved cosmetology school, or by passing a practical and written examination administered by the State Board of Cosmetology. This bill removes the option of passing the examination as a pathway to obtaining this limited license, meaning applicants will now solely need to meet the specified training requirements. This has been signed, enacted and adopted on 4/28/2026.
- HB1120/SB418 - This bill, titled "Professional Licensing Portability - Members of the Foreign Service and Spouses," allows members of the Foreign Service and their spouses to practice their professions in Maryland using a license issued in another state, provided they meet certain conditions. Signed, enacted and adopted on 5/12/2026.
- HB1286/SB852 - This bill, applicable only in Anne Arundel County, authorizes holders of a barbershop and beauty salon license to serve not only beer and wine but also up to 1.7 ounces of liquor per customer visit for on-premises consumption. Signed, enacted and adopted on 5/26/2026.



Almost
there.....

West Virginia



- HB5087 - This bill establishes the Interstate Cosmetology Licensure Compact, allowing West Virginia to join other states in a system where licensed cosmetologists can practice in multiple member states with a single multistate license, aiming to improve public access to services and reduce licensing burdens. Signed, enacted and adopted on 4/1/2026.

Delaware

- SB217 - This bill establishes the Cosmetology Licensure Compact, a framework for member states to facilitate the interstate practice and regulation of cosmetology, aiming to improve public access to and safety of cosmetology services while reducing licensing burdens. Signed, enacted, adopted on 6/10//2026.



Other Discussion Items/Questions



- This is your chance to bring up any items you think need to be discussed or any additional questions that have not been answered.



What You Can Do

- Invite your state and federal legislators in to visit your school and meet with students, graduates, employers. It is the most effective way to show them our success, and this will help during legislative discussions.
- If you are not a MAACS member, become one. By being a member, you can stay up to date with state and federal legislative and regulatory issues. We can help you become a member today.
- If you want more detail on legislative and legal current events, attend the conference which begins immediately following lunch. If you are not registered, you will need to do so. You can register for one day or both. The registration desk is available at the top of the elevators.



What to remember in these challenging times:

- We are the best at what we do.
 - Educating students!
 - Graduating students!
 - Licensing students!
 - Putting our graduates to work in outstanding positions!
- Our schools are the key to.....



Now, a word from our Sponsors/Special Guests

- Milady/Cengage
 - Burmax
 - PMD Beauty
 - Oozle Media
 - AACCS
-
- We will then move to lunch.

