



**VIRTUAL/TELECONFERENCE
COSMETOLOGY EXAMINING BOARD
Virtual, 4822 Madison Yards Way, Madison
Contact: Will Johnson (608) 266-2112
October 13, 2026**

The following agenda describes the issues that the Board plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a record of the actions of the Board.

AGENDA

9:30 AM

OPEN SESSION – CALL TO ORDER – ROLL CALL

- A. Adoption of Agenda (1-4)**
- B. Approval of Minutes of July 28, 2026 (5-7)**
- C. Reminders: Conflicts of Interest, Scheduling Concerns**
- D. Introductions, Announcements and Recognition**
- E. Administrative Matters – Discussion and Consideration**
 - 1. Department, Staff, and Board Updates
 - 2. Board Members – Term Expiration Dates
 - a. Beckett, Dutch W.V. – 7/1/2027
 - b. Blake, Melissa K. – 7/1/2028
 - c. Cwojdzinski, Kayla M. – 7/1/2028
 - d. George, Fawn J. – 7/2/2027
 - e. Hoepfner, Ann M. – 7/1/2027
 - f. Jackson, Megan A. – 7/1/2027
 - g. McIntosh, Dana – 7/1/2027
 - h. Watkins, Alexis – 7/1/2027
- F. Administrative Rule Matters – Discussion and Consideration (8-22)**
 - 1. Final Rule Draft: Cos 1, 2, 4, 5 and 6, Relating to Education and Approved Formal Training (9-17)
 - 2. Preliminary Rule Draft: Cos 1 to 4, Relating to Definitions and Establishment Requirements (18-21)
 - 3. Pending and Possible Rulemaking Projects (22)
- G. Legislative and Policy Matters – Discussion and Consideration**
- H. DSPS Interdisciplinary Advisory Committee – Update**
- I. Speaking Engagement(s), Travel, or Public Relation Requests – Discussion and Consideration**

- J. Deliberation on Items Added After Preparation of Agenda**
1. Introductions, Announcements and Recognition
 2. Election of Officers, Appointment of Liaison(s), Delegation of Authorities
 3. Administrative Matters
 4. Education and Examination Matters
 5. Credentialing Matters
 6. Practice Matters
 7. Legislative and Policy Matters
 8. Administrative Rule Matters
 9. Liaison Reports
 10. Public Health Emergencies
 11. Board Liaison Training and Appointment of Mentors
 12. Informational Items
 13. Division of Legal Services and Compliance (DLSC) Matters
 14. Presentations of Petitions for Summary Suspension
 15. Petitions for Designation of Hearing Examiner
 16. Presentation of Stipulations, Final Decisions and Orders
 17. Presentation of Stipulations and Interim Orders
 18. Presentation of Proposed Final Decision and Orders
 19. Presentation of Interim Orders
 20. Petitions for Re-Hearing
 21. Petitions for Assessments
 22. Petitions to Vacate Orders
 23. Requests for Disciplinary Proceeding Presentations
 24. Motions
 25. Petitions
 26. Appearances from Requests Received or Renewed
 27. Speaking Engagement(s), Travel, or Public Relation Request(s)

K. Public Comments

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigations with administrative warnings (ss. 19.85 (1)(b), and 440.205, Stats.); to consider individual histories or disciplinary data (s. 19.85 (1)(f), Stats.); and to confer with legal counsel (s. 19.85(1)(g), Stats.).

L. Deliberation on Division of Legal Services and Compliance (DLSC) Matters

1. **Administrative Warnings**
 - a. 22 BAC 028 – A.G., K.N.S. (23-31)
 - b. 23 BAC 132 – N.H.N., L.N.S. (32-37)
 - c. 24 COS 0052 – R.L.S. (38-48)
 - d. 25 COS 0031 – T.L.G. (49-53)
 - e. 25 COS 0088 – S.C. (54-69)
2. **Case Closings**
 - a. 22 BAC 002 and 22 BAC 041 – D.N.S.S., H.K.P. (70-77)
 - b. 22 BAC 026 – V.N.W.I. (78-83)
 - c. 22 BAC 038 – D.R. (84-88)
 - d. 22 BAC 038 – M.H. (89-93)
 - e. 23 BAC 046 – P.Q.N. (94-98)
 - f. 23 BAC 055 – A.N., T.D. (99-105)
 - g. 23 BAC 096 – J.H.D. (106-113)
 - h. 24 COS 0020 – R.N. (114-117)
 - i. 24 COS 0029 – A.L.P. (118-121)
 - j. 24 COS 0054 – E.T., E.T., T.J.F. (122-130)
 - k. 24 COS 0081 – K.H., S.P.N.S.L. (131-145)
 - l. 24 COS 0108 – T.N.N.S. (146-162)
 - m. 25 COS 0001 – T.B. (163-168)
 - n. 25 COS 0023 – C.M. (169-173)

- o. 25 COS 0065, 25 COS 0080 and 25 COS 0081 – K.V., T.N.S., T.N. (174-181)
- p. 25 COS 0088 – K.H., S.P.N.S.L. (182-196)
- q. 25 COS 0093 – K.H., L.M., S.P.N.S.L. (197-211)
- r. 25 COS 0150 – T.T., K.L.S. (212-215)
- s. 26 COS 0021 – H.T.V., C.H.T., H.N.A.S. (216-220)
- 3. **Proposed Stipulations, Final Decisions and Orders**
 - a. 23 BAC 012 and 24 COS 0052 – Modern Gents of Wausau Inc. (221-228)
 - b. 23 BAC 044 – Alex-Xuan Nguyen (229-234)
 - c. 23 BAC 067 – Hoi Xuan Nguyen (235-241)
 - d. 25 COS 0068 – Brooke R. Behm (242-248)
- 4. **Deliberation on Proposed Final Decision and Order of Default**
 - a. 23 BAC 012 – Jacqueline A. Phillips (249-254)
 - b. 23 BAC 029 – Kristina E. Demopoulos, Hair by Ava LLC (255-260)
 - c. 23 BAC 109 – Jagruti Khatri, Salon Mayfair (261-267)
 - d. 26 COS 0009 – Nakeyla C. Sheridan (268-274)

M. Deliberation of Items Added After Preparation of the Agenda

- 1. Education and Examination Matters
- 2. Credentialing Matters
- 3. DLSC Matters
- 4. Monitoring Matters
- 5. Professional Assistance Procedure (PAP) Matters
- 6. Petitions for Summary Suspension
- 7. Petitions for Designation of Hearing Examiner
- 8. Proposed Stipulations, Final Decision(s) and Order(s)
- 9. Proposed Final Decision(s) and Order(s) of Default
- 10. Proposed Interim Orders
- 11. Administrative Warnings
- 12. Review of Administrative Warnings
- 13. Proposed Final Decisions and Orders
- 14. Orders Fixing Costs/Matters Related to Costs
- 15. Case Closings
- 16. Board Liaison Training
- 17. Petitions for Assessments and Evaluations
- 18. Petitions to Vacate Orders
- 19. Remedial Education Cases
- 20. Motions
- 21. Petitions for Re-hearings
- 22. Appearances from Requests Received or Renewed

N. Consulting with Legal Counsel

RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

- O. Vote on Items Considered or Deliberated Upon in Closed Session, if Voting is Appropriate
- P. Open Session Items Noticed Above Not Completed in the Initial Open Session

ADJOURNMENT

NEXT MEETING: TBD, 2027

MEETINGS AND HEARINGS ARE OPEN TO THE PUBLIC, AND MAY BE CANCELLED WITHOUT NOTICE.

Times listed for meeting items are approximate and depend on the length of discussion and voting. All meetings are held virtually unless otherwise indicated. In-person meetings are typically conducted at 4822 Madison Yards Way, Madison, Wisconsin, unless an alternative location is listed on the meeting notice. To confirm a meeting or to request a complete copy of the board's agenda, please visit the Department website at <https://dps.wi.gov>. The board may also consider materials or items filed after the transmission of this notice. Times listed for the commencement of any agenda item may be changed by the board for the convenience of the parties. The person credentialed by the board has the right to demand that the meeting at which final action may be taken against the credential be held in open session. Requests for interpreters for the hard of hearing, or other accommodations, are considered upon request by contacting the Affirmative Action Officer. Alternatively, reach the Meeting Staff by calling 608-267-7213.

**VIRTUAL/TELECONFERENCE
COSMETOLOGY EXAMINING BOARD
MEETING MINUTES
JULY 28, 2026**

PRESENT: Dutch Beckett, Melissa Blake (*excused at 10:33 a.m.*), Fawn George (*arrived at 9:08 a.m.*), Ann Hoepner, Megan Jackson, Dana McIntosh, Alexis Watkins (*arrived at 9:18 a.m.*)

ABSENT: Kayla Cwojdzinski

STAFF: Will Johnson, Executive Director; Joseph Ricker, Legal Counsel; Jacob Pelegrin, Administrative Rule Coordinator; Tracy Drinkwater, Board Administration Specialist; and other Department staff.

CALL TO ORDER

Megan Jackson, Chairperson, called the meeting to order at 9:02 a.m. A quorum was confirmed with six (6) members present.

ADOPTION OF AGENDA

MOTION: Dutch Beckett moved, seconded by Ann Hoepner, to adopt the Agenda as published. Motion carried unanimously.

APPROVAL OF MINUTES OF APRIL 21, 2026

MOTION: Ann Hoepner moved, seconded by Dana McIntosh, to approve the Minutes of April 21, 2026, as published. Motion carried unanimously.

INTRODUCTIONS, ANNOUNCEMENTS AND RECOGNITION

Fawn George arrived at 9:08 a.m.

Introduction and Welcome: DSPS Secretary Hereth

MOTION: Dana McIntosh moved, seconded by Ann Hoepner, to acknowledge and thank Secretary Hereth, for their appearance to the Board. Motion carried unanimously.

ADMINISTRATIVE RULE MATTERS

Alexis Watkins arrived at 9:18 a.m.

Drafting Proposals: Cos 1 to 4, Relating to Definitions and Establishment Requirements

MOTION: Ann Hoepner moved, seconded by Fawn George, to authorize Alexis Watkins to work with DSPS staff on rule drafting for Cos 1 to 4 relating to Definitions and Establishment Requirements. Motion carried unanimously.

Melissa Blake excused at 10:33 a.m.

CLOSED SESSION

MOTION: Ann Hoepfner moved, seconded by Dutch Beckett, to convene to closed session to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigation with administrative warning (ss. 19.85(1)(b), Stats. and 440.205, Stats.); to consider individual histories or disciplinary data (s. 19.85(1)(f), Stats.); and, to confer with legal counsel (s. 19.85(1)(g), Stats.). Megan Jackson, Chairperson, read the language of the motion. The vote of each member was ascertained by voice vote. Roll Call Vote: Dutch Beckett-yes; Fawn George-yes, Ann Hoepfner-yes; Megan Jackson-yes; Dana McIntosh-yes; and Alexis Watkins-yes. Motion carried unanimously.

The Board convened into Closed Session at 10:48 a.m.

DELIBERATION ON DIVISION OF LEGAL SERVICES AND COMPLIANCE (DLSC) MATTERS

Administrative Warnings

25 COS 0079 – M.V., I.N.L.

MOTION: Ann Hoepfner moved, seconded by Dutch Beckett, to issue an Administrative Warning in the matter of M.V., I.N.L., DLSC Case Number 25 COS 0079. Motion carried unanimously.

Case Closings

MOTION: Ann Hoepfner moved, seconded by Magan Jackson, to close the following DLSC Cases for the reasons outlined below:

1. 22 BAC 035 – X.O.N.C. – Prosecutorial Discretion (P5)
2. 23 BAC 003 – K.D., N.A.S. – Lack of Jurisdiction (L2)
3. 23 BAC 004 – K.N.B., N.H.N., S.C. – No Violation
4. 23 BAC 070 – K.N. – Lack of Jurisdiction (L2)
5. 23 BAC 101 – K.M.K. – Insufficient Evidence
6. 23 BAC 130 – S.D, G.B.C. – Prosecutorial Discretion (P1)
7. 24 COS 0017 – J.R.L., K.B.S., J.A.L. – Prosecutorial Discretion (P1)
8. 24 COS 0026 – Q.N., A.A.T., C.C.T. – Insufficient Evidence
9. 24 COS 0046 – T. – Prosecutorial Discretion (P5)
10. 24 COS 0104 – J.R.L. – Insufficient Evidence

Motion carried unanimously.

22 BAC 038 – D.R.

MOTION: Megan Jackson moved, seconded by Ann Hoepner, to refer back to DLSC, DLSC Case Number 22 BAC 038 – D.R., against D.R., for further investigation. Motion carried unanimously.

Proposed Stipulations, Final Decisions and Orders

MOTION: Ann Hoepner moved, seconded by Dutch Beckett, to adopt the Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings of the following cases:

1. 23 BAC 004 and 23 BAC 065 – Sinh Chu
2. 23 BAC 045 – Thi-Anh-Dieu Nguyen
3. 24 COS 0046 – Angie R. Sheehan
4. 24 COS 0067 – Anthony P. Pham

Motion carried unanimously.

RECONVENE TO OPEN SESSION

MOTION: Ann Hoepner moved, seconded by Alexis Watkins, to reconvene into open session. Motion carried unanimously.

The Board reconvened into Open Session at 11:06 a.m.

VOTING ON ITEMS CONSIDERED OR DELIBERATED ON IN CLOSED SESSION

MOTION: Dana McIntosh moved, seconded by Ann Hoepner, to affirm all motions made and votes taken in Closed Session. Motion carried unanimously.

(Be advised that any recusals or abstentions reflected in the closed session motions stand for the purposes of the affirmation vote.)

ADJOURNMENT

MOTION: Ann Hoepner moved, seconded by Dana McIntosh, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 11:07 a.m.

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Nilajah Hardin Administrative Rules Coordinator		2) Date when request submitted: 10/1/26 Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting											
3) Name of Board, Committee, Council, Sections: Cosmetology Examining Board													
4) Meeting Date: 10/13/26	5) Attachments: ☒ Yes ☐ No	6) How should the item be titled on the agenda page? Administrative Rule Matters – Discussion and Consideration 1. Final Rule Draft: Cos 1, 2, 4, 5 and 6, Relating to Education and Approved Formal Training 2. Preliminary Rule Draft: Cos 1 to 4, Relating to Definitions and Establishment Requirements 3. Pending or Possible Rulemaking Projects											
7) Place Item in: ☒ Open Session ☐ Closed Session	8) Is an appearance before the Board being scheduled? <i>(If yes, please complete Appearance Request for Non-DSPS Staff)</i> ☐ Yes ☒ No	9) Name of Case Advisor(s), if required: N/A											
10) Describe the issue and action that should be addressed: Attachments: -Cos 1, 2, 4, 5, and 6 Final Rule Draft -Cos 1 to 4 Preliminary Rule Draft -Rule Projects Chart Copies of current Board Rule Projects Can be Viewed Here: https://dsps.wi.gov/Pages/RulesStatutes/PendingRules.aspx													
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">11) Authorization</td> <td style="width: 40%;"></td> </tr> <tr> <td style="border-bottom: 1px solid black;"> </td> <td style="border-bottom: 1px solid black; text-align: right;">10/1/26</td> </tr> <tr> <td style="text-align: right;">Signature of person making this request</td> <td style="text-align: right;">Date</td> </tr> <tr> <td style="border-bottom: 1px solid black;"> Supervisor (if required)</td> <td style="border-bottom: 1px solid black; text-align: right;">Date</td> </tr> <tr> <td colspan="2" style="border-bottom: 1px solid black; text-align: right;"> Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date </td> </tr> </table>				11) Authorization			10/1/26	Signature of person making this request	Date	 Supervisor (if required)	Date	Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date	
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	10/1/26												
Signature of person making this request	Date												
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Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date													
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.													

STATE OF WISCONSIN
COSMETOLOGY EXAMINING BOARD

IN THE MATTER OF RULEMAKING	:	PROPOSED ORDER OF THE
PROCEEDINGS BEFORE THE	:	COSMETOLOGY
COSMETOLOGY	:	EXAMINING BOARD
EXAMINING BOARD	:	ADOPTING RULES
	:	(CLEARINGHOUSE RULE 26-020)

PROPOSED ORDER

An order of the Cosmetology Examining Board to ***amend*** Cos 2.025 (2) (c) 1. and 2., (2m) (intro.), Cos 4 (title), Cos 4.03 (1), Cos 5 Figure 5.02 row IX, Figure 5.04 rows I and IV and V and VI and VII and VIII, Figure 5.05 row I, and Figure 5.06 row I; and to ***create*** Cos 2.025 (2) (am), (2m) (bm), and Cos 4.12 to 4.17 relating to Education and Approved Formal Training.

Analysis prepared by the Department of Safety and Professional Services.

ANALYSIS

Statutes interpreted: Sections 440.62 (5) (b) 1., 454.01 (7m), and 454.04 (1) (a), Stats.

Statutory authority: Sections 15.08 (5) (b), 227.11 (2) (a), 440.62 (5) (b) 1., and 454.075, Stats.

Explanation of agency authority:

Section 15.08 (5) (b), Stats., provides that each examining board “[s]hall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.”

Section 227.11 (2) (a), Stats., provides that “Each agency may promulgate rules interpreting the provisions of any statute enforced or administered by the agency, if the agency considers it necessary to effectuate the purpose of the statute, but a rule is not valid if the rule exceeds the bounds of correct interpretation.”

Section 440.62 (5) (b) 1., Stats., states that “[t]he cosmetology examining board shall promulgate rules prescribing the subjects required to be included in courses of instruction at schools of cosmetology and specialty schools and establishing minimum standards for courses of instruction and instructional materials and equipment at schools of cosmetology and specialty schools.”

Section 454.075, Stats., states that “[t]he examining board shall identify by rule the accrediting agencies it approves to accredit schools for the purpose of satisfying

educational requirements for an initial license or a license renewal under this subchapter.”

Related statute or rule: None.

Plain language analysis:

The proposed rule adds “laser skin rejuvenation services” and “eyelash perming” to the list of delegated medical procedures under Cos 2.025 (2) and (2m). The procedures listed under Cos 2.025 (2) are delegated medical procedures regardless of the training of the licensee. The procedures listed under Cos 2.025 (2m) are delegated medical procedures unless the licensee has received approved formal training and the treatment does not impact a skin layer below the stratum corneum. Specifics of formal training requirements for the delegated medical procedures under Cos 2.025 (2m) were added to Cos 4. Additionally, the sterilization requirements in Cos 4.03 (1) were updated to make clear they apply to mobile establishments, dermaplaning, and microblading. The syllabi in Cos 5.02, 5.04, 5.05, and 5.06 were amended to add new topics on “tax reporting.” The syllabus in Cos 5.04 was also amended with changes to theory and practical hours.

Summary of, and comparison with, existing or proposed federal regulation: None.

Comparison with rules in adjacent states:

Illinois: The Barber, Cosmetology, Esthetics, Hair Braiding, and Nail Technology Act of 1985 contains the statutory requirements for the practice of cosmetology, barbering, esthetics, and nail technology in Illinois. In Illinois, cosmetology does not include the services of an electrologist. Additionally, cosmetologists may not use any practice or service that affects the living layers of the skin. The practice of esthetics does not include the services provided by a cosmetologist or an electrologist except to the extent specifically described in statutes. Estheticians are also prohibited from using any practice or service that affects the living layers of the skin [225 Illinois Compiled Statutes Chapter 410 Sections 3-1 and 3A-1].

Administrative rules of the Illinois Department of Financial and Professional Regulation also include requirements for the practice of cosmetology, barbering, esthetics, and nail technology in Illinois [68 Illinois Administrative Code Part 1175]. The curriculum for cosmetologists includes the topic of “bookkeeping.” The curriculum for estheticians includes 25 hours on “business practices,” 150 hours on “scientific concepts,” and 500 hours on “practices and procedures.” The nail technology curriculum also includes 25 hours on “business practices” [68 Illinois Administrative Code Part 1175 Sections 1175.530, 1175.835, 1175.1135].

Iowa: Iowa statutes include requirements for barbering and cosmetology. Except for hair removal and nail technology services, licensees may not provide any service where “human tissue is cut, shaped, vaporized, or otherwise structurally altered.” Additionally, “intense pulsed light devices” can only be utilized for hair removal [Iowa Code Title IV Chapter 157 Sections 157.2]. Rules of Iowa’s Inspection and Appeals Department also include requirements for barbering and cosmetology. For initial licensure, each licensee must complete 150 hours in “core life sciences” which includes

topics on human anatomy, infection control, basic chemistry. Safety and hygiene, professional ethics and state and federal laws, among many others. Additional course requirements vary depending on the type of license being applied for [481 Iowa Administrative Code Chapter 941 Section 481.941.14]. In Iowa, a licensee may perform shaving, microdermabrasion, chemical exfoliation, laser services, and intense pulsed light treatments after completing additional training prescribed by administrative rule. A licensee must complete 40 hours of training specific to each laser or intense pulsed light machine or model that they intend to use in their practice. Cosmetologists licensed after July 1, 2005 are prohibited from using laser products or intense pulsed light treatments. Cosmetologists licensed prior to July 1, 2005 and all electrologists and estheticians performing laser or intense pulsed light treatments must work under the general supervision of a physician [481 Iowa Administrative Code Chapter 940 Section 481.940.5].

Michigan: Michigan statutes include requirements for cosmetology practice and licensure. Of those requirements, cosmetologists and estheticians may not practice electrology unless they are also licensed as an electrologist. An esthetician or a cosmetologist may perform skin care services limited to the stratum corneum such as dermaplaning, high frequency treatments, eyebrow lamination and tinting, eyelash extension and tinting, and nonmedical grade chemical peels and hydro dermabrasion. Light therapy treatments must be approved by the US Food and Drug Administration and cannot penetrate the living layers of skin [Michigan Compiled Laws Chapter 399 Sections 339.1203a and 339.1210].

Administrative rules of the Michigan Department of Licensing and Regulatory Affairs also include requirements for cosmetology. In Michigan, the cosmetology, electrology, esthetics, and manicuring curriculums for initial licensure includes hours on the topic of “salon management.” The esthetics curriculum also includes hours in “sanitation and patron protection,” “laws and rules,” “personal hygiene,” “mechanical and electrical equipment safety,” “anatomy and disorders,” “artistic principles and makeup,” “facial and skin care techniques,” “chemistry and occupational safety and health administration,” and “temporary removal of hair” [Michigan Administrative Code R 338.2126a, 338.2161, 338.2162, 338.2163, and 338.2163a].

Minnesota: Minnesota statutes chapter 155A includes requirements for cosmetology practice in Minnesota. Cosmetology includes services for cosmetic care of the hair, nails, and skin for compensation. An esthetician may only perform services for cosmetic care of the skin. An advanced practice esthetician may perform services for cosmetic care of the skin including mechanical or electrical appliances used on the epidermal layer of skin [Minnesota Statutes, Chapter 155A.23].

Minnesota administrative rules also provide requirements for cosmetology education. In Minnesota, the first 240 hours of the cosmetology curriculum include topics on “safety procedures relating to the practice of cosmetology,” “Minnesota Statutes and rules which pertain to the regulation of the practice of cosmetology,” and “elementary service skills.” The first 120 hours of the esthetician curriculum includes topics on anatomy and dermatology related to skin care and state statutes and rules related to skin care practice. For the advanced practice esthetician curriculum, topics include

dermaplaning, chemical peels, electrical energy services, and skin needling. Additionally, for all license types there must be instruction in “business practices and in the Minnesota laws regulating those practices and labor relations” [Minnesota Rules, Chapter 2105 and Sections 2110.0500 to 2110.0580].

Summary of factual data and analytical methodologies:

The proposed rules were created by the Board reviewing Wisconsin Administrative Code Chapters Cos 1, 2, 4, 5, and 6, and making changes as needed.

Analysis and supporting documents used to determine effect on small business or in preparation of economic impact analysis:

The proposed rules were posted for a period of 14 days to solicit public comment on economic impact, including how the proposed rules may affect businesses, local government units, and individuals. No comments were received.

Fiscal Estimate and Economic Impact Analysis:

The Fiscal Estimate and Economic Impact Analysis is attached.

Effect on small business:

These proposed rules do not have an economic impact on small businesses, as defined in s. 227.114 (1), Stats. The Department’s Regulatory Review Coordinator may be contacted by email at Jennifer.Garrett@wisconsin.gov or phone at 608-266-2112.

Agency contact person:

Nilajah Hardin, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, P.O. Box 14497, Madison, Wisconsin 53708-0497; email at DSPSAdminRules@wisconsin.gov.

TEXT OF RULE

SECTION 1. Cos 2.025 (2) (am) is created to read:

Cos 2.025 (2) (am) Laser skin rejuvenation services.

SECTION 2. Cos 2.025 (2) (c) 1. and 2. and (2m) (intro.) are amended to read:

Cos 2.025 (2) (c) 1. Alpha hydroxyl acids of 30% or less, with a ~~pH~~pH of not less than 2.0.

2. Salicylic acids of 20% or less, with a ~~pH~~pH of not less than 2.0.

(2m) The following are delegated medical procedures unless the licensee has received formal training in the procedure as part of a board-approved curriculum or separate board-approved education course and the treatment, as performed, does not impact a skin layer below the stratum corneum:

SECTION 3. Cos 2.025 (2m) (bm) is created to read:

Cos 2.025 (2m) (bm) Eyelash perming.

SECTION 4. Cos 4 (title) is amended to read:

Chapter Cos 4

SANITATION, AND SAFETY, AND FORMAL TRAINING

SECTION 5. Cos 4.03 (1) is amended to read:

Cos 4.03 (1) Sterilization in ss. Cos 4.07, 4.09 ~~and~~ 4.10, 4.11, 4.12, and 4.15 shall be accomplished by use of a dry heat or steam sterilizer cleared for marketing by the food drug administration, used according to manufacturer's instructions. If steam sterilization, moist heat, is utilized, heat exposure shall be at a minimum of 121° C., 250° F., for at least 30 minutes. If dry heat sterilization is utilized, heat exposure shall be at a minimum of 171° C., 340° F., for at least 60 minutes.

SECTION 6. Cos 4.12 to 4.17 are created to read:

Cos 4.12 Dermaplaning. (1) Estheticians performing dermaplaning shall have completed formal training in dermaplaning that does not impact a skin layer below the stratum corneum consisting of at least 6 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene and sterilization.
 - (b) Removal of facial hair.
 - (c) Methodology and procedures.
 - (d) Treatment contraindications.
 - (e) Instrument use and disposal.
 - (f) Post depilation treatments.
- (2) Estheticians performing dermaplaning shall do all of the following:
- (a) Wear disposable protective gloves and comply with the requirements for hand washing under s. Cos 4.01 (2). These gloves shall be changed between patrons and disposed of after each use.
 - (b) Use sterilized dermaplaning tools for each patron, in accordance with s. Cos 4.03. Dermaplaning tools that cannot be sterilized shall be disposed of following each use.
 - (c) Dispose of sharps in a puncture-resistant container specifically designed for disposal. Full sharps containers shall be disposed of as directed by the manufacturer of the container.

4.13 Eyelash and eyebrow tinting. (1) EYELASH TINTING. (a) Licensees performing eyelash tinting shall have completed formal training in eyelash tinting consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

1. Hygiene and sterilization. *Should the education on sterilization still be required, if these tools only need to be cleaned and disinfected? Should this instead say "1. Hygiene, cleaning, and disinfection."? Or, perhaps, "Hygiene, disinfection, and decontamination." as in proposed Cos 4.16 (1) (a) and 4.17 (1) (a)?*

- 2. Methodology and procedures.
- 3. Treatment contraindications.

4. Instrument use and disposal.
- (b) Licensees performing eyelash tinting shall do all of the following:
 1. Wear disposable protective gloves and comply with the requirements for hand washing under s. Cos 4.01 (2). These gloves shall be changed between patrons and disposed of after each use.
 2. Use cleaned and disinfected eyelash tools for each patron, in accordance with s. Cos 4.03. Eyelash tinting tools that cannot be cleaned and disinfected shall be disposed of following each use.
- (2) EYEBROW TINTING. (a) Licensees performing eyebrow tinting shall have completed formal training in eyebrow tinting that does not impact a skin layer below the stratum corneum consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:
 1. Hygiene and sterilization. *Should the education on sterilization still be required, if these tools only need to be cleaned and disinfected? Should this instead say "1. Hygiene, cleaning, and disinfection."?*
 2. Methodology and procedures.
 3. Treatment contraindications.
 4. Instrument use and disposal.
- (b) Licensees performing eyebrow tinting shall do all of the following:
 1. Wear disposable protective gloves and comply with the requirements for hand washing under s. Cos 4.01 (2). These gloves shall be changed between patrons and disposed of after each use.
 2. Use cleaned and disinfected eyebrow tinting tools for each patron, in accordance with s. Cos 4.03. Eyebrow tinting tools that cannot be cleaned and disinfected shall be disposed of following each use.

4.14 Eyelash perming. (1) Licensees performing eyelash perming shall have completed formal training in eyelash perming consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene and sterilization. *Should the education on sterilization still be required, if these tools only need to be cleaned and disinfected? Should this instead say "(a) Hygiene, cleaning, and disinfection."?*
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.
- (2) Licensees performing eyelash perming shall do all of the following:
 - (a) Wear disposable protective gloves and comply with the requirements for hand washing under s. Cos 4.01 (2). These gloves shall be changed between patrons and disposed of after each use.
 - (b) Use cleaned and disinfected eyelash tools for each patron, in accordance with s. Cos 4.03. Eyelash perming tools that cannot be cleaned and disinfected shall be disposed of following each use.

4.15 Microblading. (1) Licensees performing microblading shall have completed formal training in microblading that does not impact a skin layer below the stratum corneum consisting of at least 40 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (e) Hygiene and sterilization.
- (f) Methodology and procedures.
- (g) Treatment contraindications.
- (h) Instrument use and disposal.

(2) Licensees performing microblading shall do all of the following:

- ~~(a)~~ Wear disposable protective gloves and comply with the requirements for hand washing under s. Cos 4.01 (2). These gloves shall be changed between patrons and disposed of after each use.
- (b) Use sterilized microblading tools for each patron, in accordance with s. Cos 4.03. Microblading tools that cannot be sterilized shall be disposed of following each use.
- (c) Dispose of sharps in a puncture-resistant container specifically designed for disposal. Full sharps containers shall be disposed of as directed by the manufacturer of the container.

4.16 Utilization of electromagnetic radiation and electric current. (1) Licensees performing electromagnetic radiation or electric current treatments shall have completed formal training in utilization of electromagnetic radiation or electric current that does not impact a skin layer below the stratum corneum consisting of at least 4 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene, disinfection, and decontamination.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

(2) Licensees performing electromagnetic radiation or electric current treatments shall do all of the following:

- (a) Wear disposable protective gloves and comply with the requirements for hand washing under s. Cos 4.01 (2). These gloves shall be changed between patrons and disposed of after each use.
- (b) Prior to use, all reusable instruments shall be disinfected.
- (c) Comply with requirements for handling of disinfectants under s. Cos 4.02 (5).

4.17 Utilization of thermal energy. (1) Licensees performing thermal energy treatments shall have completed formal training in utilization of thermal energy that does not impact a skin layer below the stratum corneum consisting of at least 8 hours in a board approved curriculum or separate board approved education course that includes all of the following topics:

- (a) Hygiene, disinfection, and decontamination.
- (b) Methodology and procedures.
- (c) Treatment contraindications.
- (d) Instrument use and disposal.

- (2) Licensees performing thermal energy treatments shall do all of the following:
- (a) Wear disposable protective gloves and comply with the requirements for hand washing under s. Cos 4.01 (2). These gloves shall be changed between patrons and disposed of after each use.
 - (b) Prior to use, all reusable instruments shall be disinfected.
 - (c) Comply with requirements for handling of disinfectants under s. Cos 4.02 (5).

SECTION 7. Cos 5 Figure 5.02 row IX is amended to read:

IX.	Laws, rules, <u>tax reporting</u> , professional ethics and history of cosmetology.	18	0
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SECTION 8. Cos 5 Figure 5.04 rows I and IV and V and VI and VII and VIII amended to read:

FIGURE 5.04

	SUBJECTS	THEORY HOURS	PRACTICAL HOURS
I.	Introduction		
	Law and Code, Bookkeeping, <u>Tax Reporting</u> , Business Management, History, and Ethics	~~26~~ <u>60</u>	
IV.	Chemistry, Treatments and Process, <u>and Treatment-product and techniques</u>	~~24~~ <u>56</u>	<u>96</u>
~~V.~~	~~Treatment-product and techniques~~	~~32~~	<u>96</u>
VI.	Electricity, Machines and Equipment	~~40~~ <u>20</u>	35
VII.	Make-up and Color Analysis	~~12~~ <u>20</u>	~~20~~ <u>35</u>
VIII.	Individual Student Needs and Electives (Hours may include structured visits conducted by the school outside of the classroom at one or more cosmetology or aesthetics establishments.)	~~65~~ <u>18</u>	~~50~~ <u>30</u>
	TOTAL HOURS:	~~229~~ <u>234</u>	~~221~~ <u>216</u>

SECTION 9. Cos 5 Figure 5.05 row I is amended to read:

I.	Introduction		
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Law and Code, Bookkeeping, <u>Tax Reporting</u> , Business Management, History and Ethics	30
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SECTION 10. Cos 5 Figure 5.06 row I is amended to read:

I.	Introduction	
	Law and Codes, Bookkeeping, <u>Tax Reporting</u> , Business Management, History and Ethics	36

SECTION 11. EFFECTIVE DATE. The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

(END OF TEXT OF RULE)

STATE OF WISCONSIN
COSMETOLOGY EXAMINING BOARD

IN THE MATTER OF RULEMAKING	:	PROPOSED ORDER OF THE
PROCEEDINGS BEFORE THE	:	COSMETOLOGY EXAMINING
COSMETOLOGY	:	BOARD ADOPTING RULES
EXAMINING BOARD	:	(CLEARINGHOUSE RULE)

PROPOSED ORDER

A proposed order of the Cosmetology Examining Board to *amend* Cos XXX; and to *create* Cos XXX relating to Definitions and Establishment Requirements.

Analysis prepared by the Department of Safety and Professional Services.

ANALYSIS

Statutes interpreted: Sections 454, Stats.

Statutory authority: Sections 15.08 (5) (b), 227.11 (2) (a), and 454.08 (4), Stats.

Explanation of agency authority:

Section 15.08 (5) (b), Stats., provides that each examining board “[s]hall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.”

Section 227.11 (2) (a), Stats., provides that “Each agency may promulgate rules interpreting the provisions of any statute enforced or administered by the agency, if the agency considers it necessary to effectuate the purpose of the statute, but a rule is not valid if the rule exceeds the bounds of correct interpretation.”

Section 454.08 (4), Stats., states that “[t]he examining board shall, by rule, establish minimum standards concerning the maintenance, equipment, plans, and specifications for licensed establishments as they relate to the public health and safety.”

Related statute or rule: None.

Plain language analysis:

The objective of the proposed rule is to review existing definitions and requirements surrounding safe practice in cosmetology establishments and potentially make updates or changes to align with current practice in the profession. Wisconsin Administrative Code Chapters Cos 1 to 4 currently cover definitions and various requirements for cosmetology establishments. The board has identified the need to update some of the definitions and other requirements relating to safety after working on a recent project on Mobile Establishments under CR 24-088.

Summary of, and comparison with, existing or proposed federal regulation: None.

Comparison with rules in adjacent states:

Illinois: Illinois law requires registration for cosmetology establishments and barber shops [225 ILCS 410 sec. 3D-5]. These fall into the categories of cosmetology, esthetics, hair braiding, or nail technology salons or barber shops. Illinois Administrative Code provides sanitary standards for practice and establishments [68 Ill. Adm. Code 1175.115]. “All tools, implements and items that come in direct contact with a client shall be cleaned and disinfected or disposed of after use on each client. All non-disposable manicure tools and implements shall be cleaned and disinfected with a hospital grade disinfectant after use on each client. All items designed to be disposed of after a single use, such as orangewood sticks, cotton, gauze, neck strips, nail wipes, tissues, sponges, paper towels, wooden applicators and spatulas, emery boards or porous nail files, buffer blocks, pumice stones, sanding bands or sleeves and disposable nail bits shall be disposed of after each use. New and/or disinfected and cleaned tools shall be stored separately from all others” [68 Ill. Adm. Code 1175.115 (b) 3 to 6].

Iowa: Iowa law requires licensure for cosmetology and barbering establishments [Section 157.11 Iowa Code]. All establishments are subject to the same regulations for licensure, safety, and sanitation. Iowa Administrative Code further specifies sanitation requirements [645 IAC chapter 63]. Universal precautions are required similar to those of Wisconsin administrative code. Rules for disinfecting and sterilizing equipment go into detail depending on the type of equipment. Porous instruments and supplies that cannot be disinfected are allowed to be single-use only.

Michigan: Michigan statutes require licensure to operate a cosmetology establishment and require passing an inspection for sanitation and equipment [MCL 339.1204]. Michigan Administrative Code provides requirements for health and safety [Mich. Admin. Code R 338.2171 and 338.2171a to c]. Basic requirements are set for cleaning, disinfecting, and sterilizing. Adequate equipment and supplies are required for maintenance of sanitary conditions and waste disposal. A large amount of detail is given for disinfecting and sterilizing requirements in rule R 338.2171a.

Minnesota: Minnesota statutes require cosmetology salons to be licensed [Minnesota Statutes section 155A.29]. Minnesota code provides further details on salon physical requirements, salon operational requirements, infection control requirements, and salon prohibitions [Minnesota Administrative Rules, part 2105.0360 to 2105.0377]. A large amount of detail is given on physical requirements to ensure basic safety and sanitary conditions of the building. Thorough details for hand washing, cleaning, and disinfecting are given. Sterilization is required for any tool or implement that is designed to puncture or invade the skin. Safety and infection control practices are detailed and thorough. Electrical tools have their own cleaning requirements. A large list is given for single-use items and specified that they must be immediately disposed of after each use.

Summary of factual data and analytical methodologies: The proposed rules were developed by the board conducting a review of ch. 454 Wis. Stats., chs. Cos 1 to 4, and determining where updates were needed.

Analysis and supporting documents used to determine effect on small business or in preparation of economic impact analysis: The proposed rules will be posted for a period of 14 days to solicit public comment on economic impact, including how the proposed rules may affect businesses, local government units, and individuals.

Fiscal Estimate and Economic Impact Analysis: The Fiscal Estimate and Economic Impact Analysis will be attached upon completion.

Effect on small business:

These proposed rules do not have an economic impact on small businesses, as defined in s. 227.114 (1), Stats. The Department's Regulatory Review Coordinator may be contacted by at Jennifer.Garrett@wisconsin.gov or 608-266-2112.

Agency contact person:

Nilajah Hardin, Administrative Rules Coordinator, Department of Safety and Professional Services, Office of Chief Legal Counsel, 4822 Madison Yards Way, P.O. Box 14497, Madison, Wisconsin 53708; email at DSPSAdminRules@wisconsin.gov.

Place where comments are to be submitted and deadline for submission:

Comments may be submitted to Nilajah Hardin, Administrative Rules Coordinator, Department of Safety and Professional Services, Office of Chief Legal Counsel, 4822 Madison Yards Way, P.O. Box 14497, Madison, Wisconsin 53708; or by email to DSPSAdminRules@wisconsin.gov. Comments must be received at or before the public hearing to be included in the record of rule-making proceedings.

TEXT OF RULE

SECTION 1. Cos 2.046 (3) is created to read:

Cos 2.046 (3) In this section, "affiliated with an establishment" means is a current volunteer at an establishment.

SECTION 2. Cos 2.046 (1) (a) is amended to read:

Cos 2.046 (1) (a) The licensee owns, manages, is employed by, or ~~affiliated~~ is a current volunteer with an establishment that is licensed to provide services under s. 454.08 (2), Stats.

SECTION 3. Cos 4.045 is amended to read:

Cos 4.045 Prohibited materials. Cosmetologists, aestheticians, electrologists, or manicurists may not use pumice stones, ~~or~~ credo razors, or other tools that cannot be properly cleaned and disinfected when providing services. This does not include items allowed under s. Cos 4.01 (3r) that are designed to be disposed of after a single use.

SECTION 4. Cos 2.05 (2) is amended to read:

Cos 2.05 (2) An establishment shall either post a list of cost of services in a conspicuous place, post instructions to access the list electronically, or display a sign which states:
“All establishment patrons have the right to be informed of the cost of services before the services are provided.”

SECTION 5. Cos 2.05 (3) is created to read:

Cos 2.05 (3) Clients that make reservations electronically shall be informed of the cost of services at the time of booking.

SECTION 6. Cos 3.01 (7m) is created to read:

Cos 3.01 (7m) All garbage cans shall have lids.

SECTION 7. EFFECTIVE DATE. The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

(END OF TEXT OF RULE)

Cosmetology Examining Board
Rule Projects(updated 10/1/26)

Clearinghouse Rule Number	Scope #	Scope Expiration	Code Chapter Affected	Relating clause/ Summary	Current Stage	Next Step
CR 26-020	101-24	4/14/2027	Cos 1, 2, 4, 5, 6	Education and Approved Formal Training. The Board would like to consider reviewing and updating the education requirements in the Cosmetology code, and consider updating the requirements for approved formal training in chapter Cos 4.	Final Rule Draft Reviewed at 10/13/26 Meeting	Final Rule and Legislative Report to Governor's Office for Approval
Not Assigned Yet	063-25	03/28/2028	Cos 1 to 4	Definitions and Establishment Requirements: The Board would like to review definitions and requirements for the establishment license relating to safety and client protection.	Preliminary Rule Draft Reviewed at 10/13/26 Meeting	Preliminary Rule Draft Posted for EIA Comment and Clearinghouse Review