



STATE OF NEVADA
BOARD OF EXAMINERS FOR SOCIAL WORKERS
4600 Kietzke Lane, Suite C121, Reno, Nevada 89502
775-688-2555

PUBLIC NOTICE OF BOARD MEETING

Friday, January 24, 2020 9:00 am

**University of Nevada, Reno
System Computing Services (SCS) Building, Room 47
Building 133 - off 16th Street entrance to campus
Reno, NV 89557**

Some members of the Board may be attending the meeting and other persons may observe the meeting and provide testimony, through a simultaneous videoconference conducted at the following location:

**Mojave Mental Health
6375 W. Charleston Blvd., Suite A100
Las Vegas, Nevada 89146**

Please Note: The Board of Examiners for Social Workers may address agenda items out of sequence, combine the agenda items, pull or remove the agenda items, in order to aid the efficiency or effectiveness of the meeting or to accommodate persons appearing before the Board. The Board may continue agenda items to the next meeting as needed. (NRS 241.020)

Public comment is welcomed by the Board and will be heard at the beginning of the Board meeting following the Call to Order and Roll and at the end of the agenda prior to the adjournment of the Board meeting. Public comment may be limited to three (3) minutes per person. The Board meeting Chair may allow additional time to be given a speaker as time allows and at his/her sole discretion. Once all items on the agenda are completed the meeting will adjourn. Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the Board may refuse to consider public comment. See NRS 233B.126.

AGENDA

1. Call to Order and Roll.
2. Public Comment.
Note: No vote may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020). Public comment may be limited to three (3) minutes.
3. Board Operations.
 - A. (For Possible Action) Review, Discussion and Possible Approval of Request for Restoration of License (LSW) as per G19-25 for Rebecca Robinson.
 - B. Closed Session.
 - i. (For Possible Action) Review, Discussion and Possible Approval of Application for License (LSW) as per Screening Policy for Todd Edwards.
 - C. (For Possible Action) Review, Discussion and Possible Approval of Public Meeting Minutes for December 13, 2019.
 - D. (For Possible Action) Review, Discussion and Possible Approval of Board Meeting Minutes for December 13, 2019.
 - E. (For Possible Action) Review, Discussion and Possible Approval of Second Quarter Financials for Quarter Ending December 31, 2019.

- F. (For Possible Action) Review, Discussion and Possible Approval of Annual Audit for Year Ending June 30 2019.
 - G. (For Possible Action) Review, Discussion and Possible Approval of Executive Director to Attend Association of Social Work Board's 2020 Education Meeting "Embracing Regulatory Research" to be held April 23-25 2020 in Chicago.
 - H. (For Possible Action) Review, Discussion and Possible Approval of BESW "Safe and Healthy Workplace Policy" and Capitol Police Assessment of BESW Building Security.
 - I. Review and Discussion of 2nd Quarter Statistics
 - i. December 31 2019 Licensing Statistics
 - ii. December 31 2019 Compliance Unit Statistics
 - J. Executive Director's Report:
 - i. Recent Meetings:
 - a. Legislative Commission – Approved BESW NAC changes on December 30, 2019
 - 1. Update email to all licensees
 - 2. Updated information on website
 - 3. Fee increases went into effect January 15, 2020
 - 4. Internship changes went into effect January 1, 2020
 - b. Handout for Sunset Committee Meeting on January 10, 2020
 - c. Community Advisory Board – UNLV
 - d. Community Advisory Board – UNR
 - 5. Save the Date Handout for March 10, 2020 School of Social Work Event – *Celebrating Social Work Leaders*
 - ii. Next Board Meeting March 13, 2020
 - iii. Future Agenda Item Ideas.
4. Public Comment.
- Note: No vote may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020). Public comment will be limited to three (3) minutes.*
5. (For Possible Action) Adjournment.

Please contact Karen Oppenlander, LISW at (775) 688-2555 for supporting materials regarding the meeting. Supporting materials can be picked up at 4600 Kietzke Lane, Suite C-121, Reno, Nevada 89502.

We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the Board of Examiners for Social Workers, 4600 Kietzke Lane, C121, Reno, Nevada 89502, or call (775) 688-2555, as soon as possible.

The Board may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person. (NRS 241.030)

This notice has been posted at the office of the Board of Examiners for Social Workers; the Board's Web Site www.socwork.nv.gov; the State of Nevada's Public Notice Website <http://notice.nv.gov>; University of Nevada, Reno, System Computing Center, Mojave Adult Clinic, Las Vegas and the following locations:
-Washoe County Social Services, 350 S. Center Street, Reno, Nevada
-Clark County Social Services, 1600 Pinto Lane, Las Vegas, Nevada
-University of Nevada, Las Vegas, School of Social Work, Las Vegas, Nevada
-University of Nevada, Reno, School of Social Work, Anasari Business Building, Reno, Nevada.

3A

RESTORATION APPLICATION CHECKLIST

G19-25

LICENSING LEVEL & NO.	DEGREE	EXAMINATION TAKEN
<u>2577-S</u>	<u>BSW</u>	<u>Basic</u>

RECEIVED

12/19/19 COMPLETED RESTORATION APPLICATION

N/A EVIDENCE OF REQUIRED CONTINUING EDUCATION HOURS

✓ APPROPRIATE FEES (CHECK MONEY ORDER EFT)

\$200.00 Restoration Fee

\$100.00 Renewal Fee For 2019

\$100.00 Renewal Fee For _____

Total Fee Enclosed \$ 300-

12/19/19 FINGERPRINT CARDS, WAIVER & MONEY ORDER RECEIVED

12/10/19 SUBMITTED TO DPS

1/10/20 BACKGROUND REPORT RECEIVED Clear CAR

DATE OF APPLICATION REVIEW 1/15/2020 CAR

Approved Denied Pending

EXAMINATION REQUIRED yes no

CONTINUING EDUCATION HOURS SATISFIED yes no

ADDITIONAL COMMENTS:

FINAL APPROVAL DATE _____

EFF. DATE _____

December 20, 2019

State of Nevada
Board of Examiners for Social Workers
4600 Kietzke Lane, #C-121, Reno, NV 89502

RECEIVED

DEC 23 2019

NV BOARD OF EXAMINERS
FOR SOCIAL WORKERS

Re: Case: G-19-25-License 2577-S (expired)

To whom it may concern,

This letter is in response to the letter I received on December 17, 2019 from the Board of Examiners for Social Workers notifying me of accusations regarding the status of my Social Work License.

I have had my Social Work License since May of 1998. Each year I have received a renewal application by mail and have responded accordingly. In August 2019, I did not receive a renewal application or notification by mail to renew my Social Work License; therefore, I did not remember to submit the fees or renewal application at that time.

On November 27, 2019 I finally remembered and I contacted the State of Nevada Board of Examiners for Social Workers that day. In addition, I immediately stopped practicing the general duties of Social Work. During my call, I was verbally told to follow steps for renewal that included completing finger print cards, sending a money order to NV DPS, and completing a new licensing application/restoration packet. I was told that I would be sent a link via email to these documents. On 12/2/2019 I received an email from Caroline Rhuys, legal secretary for the Board of Examiners for Social Workers for the State of Nevada informing me that the Board needed a written statement from me to request the Restoration Packet. I completed the written request on 12/6/19 and received an email from Caroline Rhuys regarding the documents that I needed to complete, which included the following:

1. Submit a notarized and completed application for Restoration of License. This was notarized on 12/6/2019 and this was submitted to the Board of Examiners for Social Workers on 12/6/2019. Verification included.
2. Pay all past due renewal fees of \$100 for 2019 renewal year and \$200 Restoration fee. A check was written on 12/6/2019 and this was submitted to the Board of Examiners for Social Workers with the completed packet on 12/6/2019. Verification included.
3. Submit a copy of my current driver's license. This was submitted to the Board of Examiners for Social Workers with the completed packet on 12/6/2019. Verification included.
4. Complete a fingerprint packet. This was completed and submitted to the Board of Examiners for Social Workers with the completed packet on 12/6/2019. Verification included.
5. Complete two signed finger print cards. This was completed on 11/27/2019 and submitted to the Board of Examiners for Social Workers with the completed packet on 12/6/2019. Verification included.
6. Complete a money order to the NV Department of Public Safety in the amount of \$40.25, this was purchased on 12/6/2019 and submitted to the Board of Examiners for Social Workers with the completed packet on 12/6/2019. Verification included.
7. Complete a signed Fingerprint Background Waiver. This was signed on 12/6/19 and submitted to the Board of Examiners for Social Workers with the completed packet on 12/6/2019. Verification included.

I received the above referenced letter from the Social Work board on the evening of December 18, 2019. I contacted the Board the following day for further clarification as to what specific duties I could and could not continue. I plan to follow the guidelines that I have been informed of.

I do apologize for the oversight of my renewal application. I take pride in my work and I deeply care about professionalism and aiding clients. I understand that I am not to practice Social Work until my Social Work License is reinstated. I do hope that my twenty years of renewing my Social Work License and completion of Continued Education Hours without delinquency will be taken into consideration. Although proof of Continued Education Hours is not due in 2019, I have included verification that I have continued pursuing my professional hours this year in anticipation to submit verification in August 2020, when proof is required. Please note that my supervisor and manager are aware of my current situation and both can validate that I am not practicing Social Work.

Sincerely,


Rebecca Robinson

Brian Potts

From: Brian Potts
Sent: Wednesday, January 15, 2020 8:23 AM
To: Koppenlander@besw.nv.gov
Subject: Letter of recommendation for Becky Robinson

To whom it may concern,

My name is Brian Potts, and I am a licensed social worker in Nevada who has been working at the Clark County Department of Family Services in the adoption unit now for over 15 years. I have known Becky Robinson for the last ten years, first working just down the hall from her when she was in licensing, and later, working in adoptions with her. She has worked in the adoption recruitment unit for about five years. I have worked closely with Becky, having shared some cases with her, and being in close proximity of her office cubicle. I have found Becky to be an excellent worker. She cares deeply for the safety and well-being of the children and families she serves. From the contacts I have had with her professionally, I have found her to practice good ethics. I have never questioned her decisions regarding the children on her case load. She is a team player, always including all the team members such as the permanency worker, CAP attorney, CASA, Therapists, and other treatment providers when making life- changing decisions for children. In the years I have known Becky, I have always noticed that she is a hard worker and very dedicated to her career as a Social Worker.

Sincerely,

Brian Potts, LSW

 LSW
Brian Potts, LSW Social Worker II

Department of Family Services

Adoptions

Clark County Department of Family Services

301 E. Clark Avenue 4th floor

Las Vegas, NV 89101

Phone: (702) 455-1759

Fax: (702) 380-9866

CONFIDENTIALITY NOTICE:

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January 15, 2020

State of Nevada Board of Examiners for Social Workers
4600 Kietzke Lane, #C121
Reno, NV 89502

To Whom It May Concern,

I am writing for the purpose of being a character witness for Mrs. Becky Robinson in her position as an Adoption Recruitment Social Worker for the Department of Family Services, and to advocate for the reinstatement of her Social Work Licensure. It would be a long-term benefit to her clients, her co-workers and her place of employment for this to occur.

I have had the great fortune to have the opportunity to work with Mrs. Robinson for the 8 ½ years, first as a Foster Parent Licensure worker, then as an Adoption Recruitment Social Worker, where she worked tirelessly recruiting adoptive resources for the hardest to place children in the foster care system, and repetitively, successfully matching children and families to achieve permanency. Regardless of the constraints placed on her in her current position (high caseloads, limited resources, restrictive time frames, chronically changing policies and procedures, etc), Mrs. Robinson has never been observed to lower her standards or compromise the level of service to her clients, often giving up her own time and resources to ensure their service needs have been met.

Mrs. Robinson embraces all core Social Work values, which is evident in how she conducts herself daily when performing her job functions, not just towards her clients, but as also observed in her interactions with co-workers, community partners and other professionals. She demonstrates honesty, integrity and practices in an ethical manner. Mrs. Robinson has repeatedly been observed to engage, empower and actively listen to and support her clients as they embark on the goal of obtaining permanency through adoption. Mrs. Robinson recognizes the value of a "village raising a child" and actively fosters the development of support systems for her clients, that will remain intact when the public agency is no longer involved. Mrs. Robinson tirelessly advocates for her client's best interest and is creative in identifying solutions to barriers as they arise. Mrs. Robinson is just as diligent in her interaction with co-workers in the adoption unit, offering assistance when ever the need arises, providing training, and mentoring student interns and new employees alike. Mrs. Robinson is well liked and professionally respected by her peers/co-workers.

While acknowledging that Mrs. Robinson failed to submit paperwork timely to ensure the continuation of her licensure status, it should be noted that this had not stopped her from ongoing participation in not only licensure required continuing education units, but also in other agency identified and personally pursued educational curriculums for the purpose of enhancing her daily practice skills and to continue to promote best practice standards in Social Worker for the betterment of her clients. The combination of caseload demands, required and voluntary attendance at training, and participation in Department/Program Specific policy redesign, most likely contributed to Mrs. Robinson's distraction and delay in the timely submission of documentation for licensure renewal.

In conclusion, I believe based on my years of working with Mrs. Robinson, that her efforts for reinstatement are sincere and to approve this, would truly be a benefit to the children and families she serves.

Thank you for your time and consideration to this letter of reference.

Sincerely,


Beth-Ann Nelson, LASW.

To: Social Work Board

Concerning: Becky Robinson

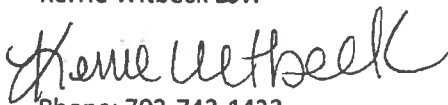
I am a Social Work Specialist and have worked with Becky Robinson for over five years. She is a woman of integrity and one of the hardest working individuals I know. She is honest in the work place. For example, she does not go over her allowed half hour break for lunch and often times works through her lunch. She is known at work for being kind and hard working. There is not one co-worker that does not like Becky or think highly of her. She does not get involved in any of the work place gossip and is very strength based with her co-workers and her clients. She has such a good work ethic that she sets her alarm every night so that she will remember to clock out and go home. She is always concerned about the children on her case load and wants to make sure she can help them find a forever home. She has found very difficult children wonderful homes and stands by the belief that every child is adoptable and deserves a home.

Becky taught me by her example how to be an excellent adoption recruiter. She was very patient with me as I learned my new role as an adoption recruiter. I feel I am a better worker because of her ability to train me well. I have been on several home visits with her and the children trust her. Her interaction with her clients is very healthy and she sets good boundaries with them. She works hard to learn about the children and get to know their needs, so that she can find them a good home. She is patient with her clients and is knowledgeable in all aspects of her job.

On a personal note, she has been very supportive of me and my life. She recently gave me a sweet note, due to a family loss and it helped me get through the day. She seems to always be in tune with the needs of others.

If you have any other questions, please feel free to call me.

Kerrie Witbeck LSW



Phone: 702-743-1423

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STATE OF NEVADA
BOARD OF EXAMINERS FOR SOCIAL WORKERS
PUBLIC MEETING
VIDEO CONFERENCE WITH LAS VEGAS

LCB FILE NUMBER: RO55-19
FRIDAY, DECEMBER 13, 2019
RENO, NEVADA

Job No.: 590010

Reported by: CAROL HUMMEL, RPR, CCR #340

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BOARD MEMBERS

PRESENT IN RENO, NEVADA

Vikki Erickson, MSW, LCSW, CPM, President
Susan Neilsen, Secretary/Treasurer
Sandy Lowery, LCSW, LCADC Deputy Director
Karen Oppenlander, LISW, Executive Director
Monica Hoover, Capital Partners
Rota Rosaschi, Nevada Public Health
Monique Normand
Diana Ramirez

PRESENT BY VIDEO CONFERENCE

Monique Harris, Vice-President
Asheesh Bhalla, Esq. Deputy Attorney General
Stefani Maplethorpe
Jenna Grant
Deborah Romes
Tara Baker
Mary Ann Deriendo

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2 FRIDAY, DECEMBER 13, 2019, 9:00 A.M.

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5 MS. ERICKSON: Good morning. We'll call the
6 meeting to order. It is the public, I guess the public
7 hearing. And it is December 13th, 2019, at 9:15 A.M.

8 And let's take roll call.

9 My name is Vikki Erickson. I'm the board
10 president.

11 MS. NEILSEN: Susan Neilsen. I'm the public
12 member and secretary-treasurer.

13 MS. ROSASCHI: Rota Rosaschi with the Nevada
14 Public Health Foundation, which is just a public member, I
15 guess.

16 MS. RAMIREZ: I am Diana Ramirez, and I'm a
17 public member.

18 MS. NORMAND: My name is Monique Normand. I'm
19 a clinical social worker intern, public member.

20 MS. HOOVER: Monica Hoover with Capital
21 Partners. I represent the Board of Social Workers.

22 MS. LOWERY: Sandy Lowery, Deputy Director.

23 MS. OPPENLANDER: Once again, I'm Karen
24 Oppenlander, Executive Director for the Board of Examiners

1 for Social Workers. If we can do the same thing in
2 Las Vegas.

3 MS. HARRIS: Monique Harris, Vice Chair.

4 MS. DERIENDO: I'm Mary Ann Deriendeo,
5 D-e-r-i-e-n-d-o.

6 MS. OPPENLANDER: And your first name?

7 MS. DERIENDO: Is Mary Ann.

8 MS. OPPENLANDER: And Ann is spelled how?

9 MS. DERIENDO: A-n-n. No hyphen, just a
10 space.

11 MS. GRANT: I'm Jenna Grant. I'm a clinical
12 social worker.

13 MS. ROMES: I'm Deborah Romes. I'm a clinical
14 social worker.

15 MS. BAKER: I'm Tara Baker. I'm a social
16 worker. I work for Clark County School District but I'm
17 here on behalf of myself.

18 MR. BHALLA: Asheesh Bhalla, Deputy District
19 Attorney General, and Board counsel.

20 MS. ERICKSON: Thank you. Welcome.

21 So let's do Agenda Item 2, public comments.
22 No vote may be taken upon a matter raised under this
23 matter of the agenda until the matter has been
24 specifically included on the agenda as an item upon which

1 action may be taken.

2 Hearing none, let's move to Agenda Item 3, for
3 possible action, review, discussion and for possible
4 approval of agenda.

5 MS. OPPENLANDER: Thank you, President
6 Erickson. We have no changes on the agenda.

7 MS. ERICKSON: So we don't need to take
8 action; is that correct?

9 MS. OPPENLANDER: You can take an action. I
10 don't know what Dag Bhalla would say. I believe the
11 agenda is correct as presented.

12 Do we have to take a motion there?

13 MR. BHALLA: It's not required, but since it's
14 on the agenda, I would suggest making a simple motion to
15 approve the agenda as-is and proceed.

16 MS. NEILSEN: I move that we accept the agenda
17 as presented.

18 MS. ERICKSON: Can I get a second, please,
19 with your name.

20 MS. HARRIS: Monique Harris. I'll second.

21 MS. ERICKSON: All in favor, with your name.
22 Erickson, aye.

23 MS. NEILSEN: Aye.

24 MS. HARRIS: Aye.

1 MS. DERIENDO: Aye.

2 MR. BHALLA: Sorry. Have all the board
3 members up there voted?

4 MS. ERICKSON: Yes.

5 Any opposed?

6 Hearing none, motion passes. Thank you.

7 Agenda Item 4. Mr. Bhalla, I'm open to
8 feedback and guidance as well. Just to let you know that,
9 sir.

10 MR. BHALLA: Of course.

11 MS. ERICKSON: Agenda Item 4, review and
12 discussion, summary of public comments received during the
13 Board public workshops conducted in Reno, Nevada, on
14 September 11th, 2019, and Las Vegas, Nevada, on September
15 12th, 2019, pertaining to proposed regulations contained
16 in LCB file number R055-19.

17 Board minutes, as transcripts, from the
18 workshops were approved at the October 11th, 2019,
19 meeting.

20 MS. OPPENLANDER: Karen Oppenlander for the
21 record. Many of the following items I'm going to
22 summarize right now are posted on our Website, and have
23 been, because they're things that have occurred. And many
24 of you that I see from a distance, when I was in Las Vegas

1 I saw you down there before, and here I've seen people
2 before too, so this should be familiar terrain for many.

3 In July, after the legislative session was
4 complete, the Board held a workshop that was a two-day
5 workshop, on July 30th, 2019, with 12 people in attendance
6 to prepare to create NAC changes. I'll explain NAC in
7 just a second.

8 The next day the Board continued in their
9 workshop on July 31st, 2019, with 14 people in attendance
10 to create those NAC changes.

11 NAC changes are the Nevada Administrative
12 Code. We refer to them lovingly as NACs. And what those
13 two days of workshop created was something that would
14 become known as R55-19. And we're here today with the
15 intent, if you look at the entire agenda, and you get to
16 the end of it, to ask for adoption of R55-19.

17 Moving R55-19, although it wasn't called that
18 at the time, the first step was having a public workshop
19 in Reno, which some of you were at, on September 11th,
20 2019, and there were 21 people in attendance.

21 The next step was to have a public workshop in
22 Las Vegas. And some of you, I believe down there, were at
23 that, and there were 10 people in attendance. And did I
24 say September 12th, 2019? I meant to.

1 The following day -- and the things I'm going
2 to summarize here pertain to all three days. The
3 following day I went and made a presentation to the
4 Department of Public and Behavioral Health, and we were on
5 their agenda on September 13th, 2019. And the content of
6 what we said there is in their minutes on their Website.

7 So the topics that we talked about at both
8 public workshops on September 11th and September 12th at
9 the Board of Health, and at the Department of Public and
10 Behavioral Health, on their agenda, were as follows.

11 We talked about what became known as R55-19,
12 and we talked about general provisions. And we were
13 suggesting that changes would be made to the NAC, Nevada
14 Administrative Code, for the definition of LASW, Licensed
15 Associate Social Worker, and LSW, Licensed Social Worker,
16 reversing changes made in 2017.

17 Moving forward we brought forward the Board's
18 suggestions for NAC change in licensing and supervision,
19 including the length of time an application for licensure
20 would stay open. Removing the option for an MSW graduate
21 to take the bachelor's exam. Changing the time frames for
22 when a failed exam may be retaken. Reducing the period
23 for restoration of an expired license from three to two
24 years. Stipulating educational requirements for a

1 Provisional "B" license. The length of time for an exam
2 and expiration for a Provisional "A" license. Increasing
3 fees for applications, initial licensure, endorsement, and
4 renewals. And disallowing payments by cash.

5 Under the heading in our NACs around
6 postgraduate internships the Board had moved forward
7 removing substantially equivalent language on hours being
8 counted from an internship in another state. Asked to
9 increase the number of interns a supervisor could have
10 from three to four. And reducing the frequency or
11 postgraduate internship progress reports from quarterly to
12 every six months.

13 Under continuing education. Specifying that a
14 retired licensee must still complete suicide prevention
15 CEUs for renewal of a license.

16 And last, we moved forward under Standards of
17 Practice adding information regarding what is considered
18 unprofessional conduct.

19 So in all of these meetings that I outlined to
20 you, there were many opportunities, and many people took
21 us up on those opportunities, as well as phone calls and
22 emails, to clarify what I just said. What did it mean?
23 My goodness. So we talked and talked and talked and
24 talked and got it all clarified for those people.

1 So as we moved forward from that point
2 forward, there was not a lot of pushback to the Board any
3 more as people understood why these changes were being
4 recommended by the Board, they accepted that. So we are
5 not expecting a lot of pushback today on R55-19.

6 However, I welcome everybody today. I thank
7 you for being here and for coming to us. We have gone out
8 quite a bit. But at this point, as we have a public
9 hearing with the intent of adopting R55-19, it's really
10 nice that you come in so that we can consider if you have
11 anything new that the Board might need to think about.
12 It's very kind of you to come to this public hearing and
13 help us out that way.

14 Having said that, I think the other thing
15 that's worthy of note. In this particular process we went
16 through there was a six-month period at the beginning of
17 the year to get fee ceilings increased. That was a
18 legislative process under Senate Bill 502. And there was
19 a lot of misunderstanding thinking that at that moment we
20 were trying to increase fees.

21 So during the first six months of the year we
22 had hundreds and hundreds and hundreds of interactions
23 across the state of Nevada to discuss, although we didn't
24 intend to discuss fee increases at that point, we found

1 ourselves discussing them.

2 So in addition to this period after the
3 legislation was signed into law by the governor, we kept
4 going out and talking about anything anybody wanted to
5 talk about. So this has been an extreme outreach, heavy
6 process for the Board, and so hopefully we've been able to
7 talk to most people through the process.

8 The next step for us in the Administrative
9 Rule Making Guide when you are going to change NACs -- and
10 if I sound too educational here, I know that some of the
11 people that are attending are attending for CEUs in ethics
12 today so I'm trying to take time to spell it out. So for
13 those of you that are very familiar with this process,
14 know that I am speaking to those of you that are educating
15 yourself on how the process works.

16 So the next part of the Administrative Rule
17 Making Guide takes us into a process where we take
18 everything that was gathered. And, by the way, there were
19 Board meetings all the way through here where the Board
20 was listening to all the changes that were taking place.
21 And we moved forward with R55-19 to the Legislative
22 Council Bureau attorneys.

23 As we were trained, and as was the case, once
24 we got to the LCB attorneys, there was negotiations that

1 took place. And I didn't see that coming. It was very
2 interesting to me. One of the areas where we were
3 considering removing the option for MSW graduates to take
4 the bachelor's exam could not get through the LCB
5 attorneys.

6 So I was trying to understand what they were
7 talking about to me since they were talking about a
8 constitutional problem that we would, perhaps, be creating
9 if we tried to run this NAC through. And I said, gosh, we
10 don't want a constitutional problem of any sort.

11 So I called up our then Deputy Attorney
12 General, Dag Detmer. And Dag Detmer said, they're right,
13 it's wrong, and we did not catch that during the Board
14 workshop in July.

15 So subsequent to that the President of the
16 Board joined the Director of the Board, as well as the
17 Deputy Director of the Board, along with several members
18 of the Association of Social Work Boards, and we had a
19 conference call. And we determined that we're going to
20 have to go a different route during the legislative
21 session in 2021.

22 So without further ado on that one, that one
23 was taken out of the R55-19 that was in place at the time.
24 So R55-19 is minus that, that change was made, and it is

1 no longer part of it.

2 The next thing we did on November 20th was
3 make a paper presentation to the legislative committee on
4 healthcare. And as it turned out, they accepted our paper
5 presentation. And other boards had to go to the table and
6 speak in Carson City, we did not. So at that point we
7 come here.

8 So that's my summary of Item Number 4 on the
9 agenda. I'm going to pause for a second before we move to
10 Item 5.

11 We're now on Item 5 on the agenda which is
12 reviewing and discussing a summary of a written public
13 comment submitted to the Board electronically pertaining
14 to the proposed regulation contained in LCB file number
15 R55-19.

16 We received a written comment from Sylvie
17 Clemons about the proposed regulation changes. I'm going
18 to read it into the record.

19 "Good morning. Prior to the Board vote, and
20 if not too late, I would like to suggest the fees for
21 retired social workers and associates who are not
22 practicing remain the same \$100 as opposed to being
23 increased to \$175. This fee is substantial, especially if
24 someone is not practicing but wants to maintain their

1 license, retired and not practicing social worker. The
2 fees for retired clinical social workers who are not
3 practicing remain the same, \$150. Thank you for your
4 attention to this matter. Silva Clemons, license number
5 3002S, retired LSW, not practicing."

6 Through an analysis of this matter I would
7 like to quickly turn to our Deputy Director and have her
8 let you know how and why the Board would attend to this
9 differently than through NAC changes.

10 Sandy.

11 MS. LOWERY: Lowery for the record. The
12 proposal suggested by Ms. Clemons is not something that
13 can be addressed in our NACs. What it has done is invite
14 us, and in fact reinforced our awareness of needing to
15 establish a new licensure category of inactive license.
16 And because that is not something that can be addressed in
17 our NACs, that is one of the agenda items, I guess you
18 could say, that we will be addressing in the 2021
19 legislative session as we will have NRS changes to be put
20 forth to the legislature.

21 So that particular issue is not addressable in
22 our NACs, but will be carried forward with and reinforce
23 our intent to establish an inactive licensure status.

24 MS. ERICKSON: Thank you.

1 Let's move on to Agenda Item 6, which is
2 review and discussion, summary of information obtained
3 from solicitation of input from Nevada small businesses
4 and licensees pertaining to possible economic impact and
5 copies of submitted responses.

6 Ms. Oppenlander.

7 MS. OPPENLANDER: Karen Oppenlander for the
8 record. Before I turn this over to Sandy Lowery, I wanted
9 to introduce the topic a little bit.

10 Our Board went through a discussion,
11 particularly at the staff level, and with Miranda Hoover
12 from Capital Partners, about how we could do the best
13 possible outreach for the small business impact survey.

14 So when you're following the Administrative
15 Rule Making Guide for how you get one of these R55-19s
16 through the process, you have to do a small business
17 impact survey. In the past, historically, we haven't had
18 really great feedback success. So we did a number of
19 things to become more successful.

20 But beyond that, some things happened during
21 the Board workshop that went on for two days on July 30th
22 and 31st, and that was some real interesting discussions.
23 There were four Board members when we had 12 members one
24 day and 14 the next, and the rest were other people,

1 including public members, including from the University of
2 Nevada, Reno, and University of Las Vegas.

3 And there was a lot of discussion about how
4 can we help incentivize this process to make it more
5 successful for social workers? So we wanted to ask a lot
6 of questions after we left that Board workshop, in
7 addition to small business impact questions. So we're
8 going to come out with a lot of that information in the
9 spring of 2021 -- excuse me, 2020.

10 We're still analyzing the feedback from the
11 surveys we sent out. But today Sandy is going to give you
12 the feedback from the small business impact survey portion
13 of it, as well as the staff analysis of some of the
14 comments we received.

15 Sandy.

16 MS. LOWERY: Okay. Lowery for the record. As
17 Karen said, we historically get very poor response rates
18 from small business impact surveys. So this year, as
19 Karen was detailing, a number of the meetings and the
20 other pieces of efforts that we made to have contact with
21 our constituents, we also sent out small business impact
22 surveys.

23 We took a different tactic this year. We
24 started by identifying 360 licensed social workers that

1 self-identified as having small businesses. So we
2 submitted to them electronically a small business impact
3 survey in hopes that they would, as an identified small
4 business owner, respond to the information we were
5 requesting.

6 The second thing we did is that we looked at
7 our database, and we identified all of the employers of
8 the social workers in the state of Nevada based on social
9 workers telling us who they work for. We took that list
10 and culled it down to 342 businesses that employed 150 or
11 less employees. That is the benchmark for the small
12 business impact survey. Anything over 150 employees is
13 considered a large business. So that gave us 342
14 businesses.

15 We sent out paper surveys to those 342
16 businesses requesting the same small business impact
17 information that we had sent out to the licensees that
18 identified themselves as small business owners. So in
19 total that meant we reached out to 702 individuals that
20 identified as small business owners or directly to small
21 business owners.

22 Out of that 702 surveys that were distributed,
23 we received 28 back. That was a four percent return. So
24 within the 28 that we received back, the data analysis

1 showed us that 62 percent of those small businesses
2 required their employees to manage their own licensing
3 fees. Therefore, they were not reporting any small
4 business impact from the proposed fee increases.

5 Ten small businesses reported paying for the
6 renewal of their employees. And six of those ten reported
7 zero, minimal, or only moderate impact of the proposed fee
8 increases.

9 The remaining four small businesses reported
10 high impact. And I will be noting the comments that they
11 made in relation to the proposed fee increases.

12 So Comment 1 was, and I quote, "Negatively,
13 and would impact our budget."

14 The agency that submitted the report is a
15 small business that reported 100 total employees, of which
16 our database showed only five social workers. So the
17 proposed fee increase would be related to three LSWs and
18 two LCSWs. So for this particular small business there
19 would be a net fiscal increase of \$150 per year.

20 The second comment was, quote, "We are a
21 nonprofit depending on private donations; therefore, any
22 increases affect us adversely." End quote.

23 Our analysis of this particular business noted
24 that it had 38 employees of which our database show only

1 two social workers, one LSW, and one LCSW. So the net
2 increase to that business of the fee increases was going
3 to be \$62.50 annually.

4 The third comment was, and I quote, "I am a
5 one-person agency that offers low-cost counseling. This
6 change would be a burden financially." End quote.

7 The analysis of this is that as a sole
8 business owner the individual agency is an LCSW, so it
9 would result in a net fee increase per year of \$37.50.

10 The fourth comment was, quote, "It would
11 increase benefit payout to the employee which impacts our
12 annual budget." End quote.

13 Our staff analysis of this response was that
14 the agency had three total employees, and our database
15 showed three social workers, one LSW and two LCSWs which
16 would create a net fiscal increase of \$100 per year to
17 that agency.

18 So in summary, in analyzing the four
19 businesses that self-identified as having a high impact
20 from these proposed fee increases, the total net increase
21 for these four businesses was \$350 a year impacting 11
22 social workers out of the 142 employees represented in
23 those four agencies.

24 So the impact of the small business -- the

1 impact of the fee increases on small businesses appears to
2 be minimal. Thank you.

3 The other piece of the small business impact
4 survey is to identify how we would utilize the fees
5 obtained through the fee increases. And I'm going to
6 defer that to Karen so that she can speak to that.

7 MS. OPPENLANDER: Karen Oppenlander for the
8 record. Regarding the use of money for fee increases, and
9 these are things that I'm reiterating that have come up
10 over the last month in these public meetings. In the
11 course of a fiscal year, the total increase in income from
12 fee increases will be approximately \$72,000. This money
13 will be used in several ways. The Board of Examiners for
14 Social Workers will become fully compliant with 2015
15 legislative mandates to have all licensing applications
16 online. Thus far we have met the first phase of the
17 requirement by moving licensing renewals to an online
18 platform. These additional fees will allow for the second
19 phase, moving the initial applications to the online
20 platform.

21 Additionally, following considerable work with
22 auditors from the executive branch and auditors from the
23 Legislative Council Bureau branch of government and their
24 recommendation, the Board will begin to set aside reserves

1 in 2020. This Board currently has no reserves.
2 Recommendations, depending on the branch of government,
3 has been anywhere from four to 12 months of reserves.
4 This Board has a strategic plan to hit five months of
5 reserve by 2023, meeting the 2015 mandate that's in place
6 from the State of Nevada.

7 And our intent using fee increases is to
8 address the compliance unit backlog by hiring a full-time
9 investigator, along with the increased and attendant
10 attorney's fees that are associated with analyzing and
11 prosecuting disciplinary cases. So for those of you that
12 are newer to this process, today, as we have discussed
13 before, we have a backlog that reaches back to 2009.

14 So our intent is to, as we're mandated to do,
15 address that backlog more efficiently and effectively than
16 we are currently doing.

17 In conclusion, the Board has stated in prior
18 Board meetings that it believes that the benefits of the
19 proposed NAC changes outweigh the cost. With that, we
20 are, from a staff level anyway, complete with Item Number
21 6 on the agenda.

22 Thank you, Madam President.

23 MS. ERICKSON: Thank you. Let's move on to
24 Item 7 for possible action, review, discussion for

1 possible approval of adoption of LCB file number R055-19.

2 Reviewed documents shall include:

3 A. The LCB file number R055-19. Revised
4 proposed regulations of the Board of Examiners for Social
5 Workers.

6 B. Notice of intent to act upon a regulation,
7 notice of hearing for the adoption of LCB file number
8 R110-17.

9 MS. OPPENLANDER: That's an error. I
10 apologize. That should be R055-19.

11 MS. ERICKSON: Thank you. That threw me off
12 for a bit. I was like uh-oh. Thank you for that
13 correction.

14 C. Minutes from the September 11, 2019, and
15 September 12, 2019, public workshops conducted in Reno and
16 Las Vegas, Nevada.

17 And D. Board small business impact
18 statements.

19 So at this point we'll now take any oral
20 comments prior to hearing any motion for this action.

21 MS. ROSASCHI: You want it from the public or
22 just from the Board?

23 MS. ERICKSON: Public.

24 MR. BHALLA: This would be the time for

1 comments from the public, if there are any.

2 MS. ERICKSON: Thank you.

3 MS. ROSASCHI: Actually, I would like to say
4 something. For the record, Rota Rosaschi. I appreciate
5 the opportunity to work, or to join in and participate in
6 the workshop in July and again in September. I appreciate
7 the efforts of the Board and your willingness to listen to
8 the licensees and to work through some of the issues and
9 matters and concerns that we have and have appreciated the
10 changes that you have made accordingly.

11 So I would like to go on record to thank
12 everybody for all that effort.

13 MS. ERICKSON: Thank you.

14 MS. HARRIS: Thank you.

15 MS. ERICKSON: Your participation is much
16 appreciated as well. Thank you.

17 Las Vegas, do you have any comments from the
18 public?

19 MR. BHALLA: No public comments down here,
20 Madam President.

21 MS. ERICKSON: Thank you, Mr. Bhalla.

22 Hearing none, we can move for a Board vote --
23 go ahead.

24 MS. OPPENLANDER: Karen Oppenlander for the

1 record. I just went to my second in a year and a half, my
2 second board in commissions training, and I was really
3 keying in on public hearings since I hadn't been part of
4 one yet. And for the four Board members that are part of
5 this meeting, if you could self-identify your license
6 level as you work through the parts of this process.

7 For example, let's say you've made a motion
8 and so forth and so on, and it's time to vote. And
9 somebody like Madam President here would say, Vikki
10 Erickson. I'm a licensed clinical social worker, and I
11 vote aye. It would be in that kind of a process where you
12 identify your license level, if that's appropriate.

13 Obviously, the public members won't do that.
14 I just wanted to add that little thing because we don't
15 typically do that, but in a public hearing we must. Just
16 thought I would throw that in. Thank you.

17 MS. ERICKSON: Thank you for the
18 clarification.

19 If I could ask for a motion to approve the
20 adoption of LCB file number R055-19.

21 MS. HARRIS: We couldn't hear you. We heard
22 Vikki. We didn't hear you.

23 MS. NEILSEN: I thought maybe I shouldn't be
24 the one to second this because I'm a public member. I

1 don't --

2 MS. ERICKSON: You're a member of the Board.

3 MS. OPPENLANDER: You would be firsting it
4 anyway if you start now.

5 MS. NEILSEN: I move that we approve the
6 proposed regulations R055-19, proposed regulations for
7 social workers.

8 MS. ERICKSON: Your name and your license
9 level -- or not license level.

10 MS. NEILSEN: My name is Susan Neilsen. I'm a
11 public member of the Board, and I do not practice in the
12 field of social work.

13 MS. ERICKSON: Thank you.

14 Can I get a second, please.

15 MS. HARRIS: Monique Harris, licensed clinical
16 social worker. I second.

17 MS. ERICKSON: All in favor?

18 Vikki Erickson, Licensed Clinical Social
19 Worker, aye.

20 MS. NEILSEN: Susan Neilsen, aye.

21 MS. MAPLETHORPE: Stefine Maplethorpe, LCSW,
22 aye.

23 MS. HARRIS: Monique Harris, LCSW, aye.

24 MS. ERICKSON: Any opposed?

1 Hearing none, looks like the motion passes.

2 Thank you.

3 MS. HARRIS: I have a question before we
4 adjourn. We had two people come in during the
5 conversation or during the meeting. Do they need to be
6 added to the record?

7 MR. BHALLA: They can just sign in and that
8 will do it.

9 MS. ERICKSON: Thank you. So we'll move to
10 Item 8, public comment. No vote may be taken upon a
11 matter raised under this item of the agenda until the
12 matter itself has been specifically included on an agenda
13 as an item upon which action may be taken.

14 Do we have any public comments?

15 MR. BHALLA: There is no public comment down
16 here in Las Vegas, Madam President.

17 MS. ERICKSON: Thank you. Seeing none here in
18 Reno either. Thank you.

19 So let's move to Item 9. Can I get a motion
20 for adjournment, please.

21 MS. HARRIS: Monique Harris, LCSW, motion to
22 adjourn.

23 MS. MAPLETHORPE: Stefani Maplethorpe, LCSW.
24 I second that motion.

1 MS. ERICKSON: Thank you.

2 All in favor?

3 Vikki Erickson, LCSW, aye.

4 MS. NEILSEN: Susan Neilsen, aye.

5 MS. HARRIS: Monique Harris, aye.

6 MS. MAPLETHORPE: Stefani Maplethorpe, aye.

7 MS. ERICKSON: Any opposed?

8 Hearing none, we're now adjourned. Motion
9 carries. Thank you.

10 (Proceedings concluded at 10:00 A.M.)

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3D



STATE OF NEVADA

BOARD OF EXAMINERS FOR SOCIAL WORKERS

4600 Kietzke Lane, Suite C121, Reno, Nevada 89502

MINUTES OF BOARD MEETING

Friday, December 13, 2019

MEETING CALLED TO ORDER: The meeting of the Board of Examiners for Social Workers (BESW) was called to order by Vikki Erickson, Board President, at 10:07 a.m. The meeting was held at the University of Nevada, Reno (UNR) System Computing Services Building, Room 47, in Reno, Nevada, 89557. There was a simultaneous audioconference conducted at Mojave Mental Health, 6375 W. Charleston Blvd., Suite A100, Las Vegas, Nevada 89146. President Erickson noted that the meeting had been properly posted and that the Board members present constituted a quorum.

ROLL CALL: Roll call was initiated by President Erickson, with the following individuals present:

Members Present:

Vikki Erickson, LCSW, President (**Erickson**)
Monique Harris, LCSW, Vice President (**Harris**)
Stefaine Maplethorpe, LCSW, Board Member (**Maplethorpe**)
Susan Nielsen, Secretary / Treasurer (**Nielsen**)

Staff, Advisors Present:

Karen Oppenlander, Executive Director (**Oppenlander**)
Sandy Lowery, Deputy Director (**Lowery**)
Asheesh Bhalla, Esq., Board Counsel (**Bhalla**)
Miranda Hoover, Capitol Partners (**Hoover**)

Public Present:

Robyn Isaacson, MSW
Jenna Grant
Tara Baker
Deborah Romes
Mary Ann DeRienzo

Board members and Board staff will be identified by the above bolded means throughout the minutes.

Erickson turned to Agenda Item 2, Public Comment.

PUBLIC COMMENT: There was no public comment.

REGULAR AGENDA:

Board Operations

Erickson turned to Agenda Item 3A. (For Possible Action) Review, Discussion and Possible Approval of Board Meeting Minutes for October 11, 2019.

Nielsen made a motion to approve the Board Minutes for October 11, 2019; Harris seconded the motion. Ayes: Erickson, Nielsen, Harris and Maplethorpe. Passed unanimously.

Erickson turned to Agenda Item 3B. (For Possible Action) Review, Discussion and Possible Approval of First Quarter Financials for Quarter Ending September 30, 2019. Lowery stated that the financials are for the first quarter of the year (25%) and that the Board income is on target. Regarding the Board's expenses, salary expenses are at 25% and other expenses are at 18%; therefore, the net total for expenses is 22%. Restated, the Board is running below projections for the first quarter.

Harris asked for clarification and Oppenlander explained that the Fund Balance starting number for the 2019/ 2020 Budget will be adjusted when the Board receives it's finalized audit for June 30, 2019. While the draft audit was submitted to the State of Nevada by the due date (December 1, 2019), we will bring the finalized audit to the Board's January 2020 meeting for review. Harris asked if the financials presented today are a draft or the actual numbers for the quarter. Oppenlander responded while the numbers today are "actuals", they may be slightly adjusted by when the audit is finalized. Her suggestion to Harris was to wait until adjustments are made prior to making a decision to begin setting aside reserves.

Nielsen made a motion to Approve of First Quarter Financials for Quarter Ending September 30, 2019; Maplethorpe seconded the motion. Ayes: Erickson, Nielsen, Harris and Maplethorpe. Passed unanimously.

Erickson proceeded to Agenda Item 3C (For Possible Action) Review, Discussion and Possible Approval of Next Step in Administrative Rulemaking Process: Submit Approved Language to Interim Legislative Commission for Final Approval (NRS Chapter 233B).

Oppenlander pointed out that there is a section in the Board members' packet, on Administrative Rule Making. When this packet had to be posted, this was the current version available on the State of Nevada website. Oppenlander went on to say that she included this in the Board packet because she wasn't sure we would get the motion passed that happened in the Public Hearing. Therefore, we are pleased to announce that the Board can move forward now that we've adopted R055-19. Lowery added that Legislative Commission may make their final review of 641B NAC Changes during their December 2019 meeting. Erickson thanked Lowery, Oppenlander, and Hoover of Capital Partners for their help.

Erickson turned to Agenda Item 3D, Review, Discussion of Delegate Report from ASWB's 2019 Annual Meeting of the Delegate Assembly, Orlando, Florida by Vikki Erickson. Erickson said that as with previous delegate assemblies there were different forums. The Executive Director Forum met, and then the Board Member Exchange occurred where the board members across the U.S. and Canada met to discuss "hot" topics. We learned that all

Boards are facing similar problems e.g. levels of licensure, reciprocity, fee increases, continuing education approvals, etc. In the Executive Director Forum, there were elections for some of the ASWB positions. The retirement of Mary Jo Monahan, the executive director of the ASWB, was announced. **Erickson** said that she doesn't believe they have announced a replacement yet. Mary Jo Monahan has done a wonderful job for the ASWB and she'll be greatly missed.

Erickson moved on to **Agenda Item 3E Executive Director's Report**. **Oppenlander** stated that prior to this meeting she circulated to Board members a copy of an article about the Governor's probe into one of the State Boards. Knowing that the Executive Branch Audit Committee, serves the Governor to provide research, she made an effort to go to the next EBAC meeting. She included materials from the EBAC meeting in the Board members' packet.

Oppenlander then stated that **Hoover** accompanied her to the Legislative Committee on Healthcare Interim meeting on November 20, 2019. Included was a copy of the Agenda to give Board members a sense of the items discussed.

She went on to discuss the Attorney General's training for Boards and Commissions (which was her second time going through this training). All Board members have been trained. There were no substantive changes from prior year.

Next, **Oppenlander** mentioned that she and another staff member recently attended the Nevada E-Records Forum which was concerning digital archives and retention.

Following, **Oppenlander** brought up a conference call with **Erickson**, **Lowery** and ASWB staff regarding our Board meeting ASWB's terms by June 30, 2021, so that the Board can continue using ASWB examinations. If BESW goes forward successfully during the 2021 Legislative Session, the Board may be able to add a fourth licensing category. The intent would be to add a licensed master's social work category (LMSW), in addition to LSW, LISW and LCSW. Our four categories would then match the ASWB's four levels of examination. **Hoover** is already beginning to work on this effort. She believes that we could get a bill and corresponding NRS and NAC changes done within the January to June timeframe of 2021 to meet the requirements of the ASWB. **Erickson** confirmed that the ASWB folks really appreciate that we're working hard to try to meet their requirements that they've issued to each of the boards in the U.S. and Canada. She added that at the ASWB conference last month, there were two or three States that are in the same predicament that we're in; and, that ASWB acknowledged that Nevada is working together with them on this issue.

Then, **Oppenlander** moved on to the 2020 strategic plan update handout. She indicated that Goal 1 is being handled by **Maplethorpe**, along with Goal 2A. Goal 2B will be **Nielson**; Goal 3, **Harris**; Goal 4A, **Erickson**; Goal 4B, **Erickson**; Goal 5A **Nielsen**; and Goal 5B **Harris**. The only changes to the strategic plan framework are Board members' and staff members' names. With these changes in assignments, we can jointly bring items forward to Board meetings. Also, in the Board packet is an abbreviated color copy of the strategic plan and where it stands today that will be posted on our website. Last, she discussed a handout from Harvard Business Review on how strategic shouldn't be left on the shelf. It is important for the Board to use it. The HBR discusses that we can think about a strategic plan as fluid.

Oppenlander moved on to the upcoming Board meeting dates. She discussed the types of items that could be on the January 2020 agenda. The items discussed would be topics like Reserves and related Financial Policies, Second Quarter Year End Financials, Second Quarter

Year End Licensing Statistics, Compliance Unit Statistics and Trends, and How to Fund Reserves.

Oppenlander suggested that the Board may be able to extend the audit contract for 2020. She will also be working on a leasing contract during April 2020 for an August 1st start date.

We also would want to share an in-depth analysis of the data gathered from our Business Impact and Licensee Survey. **Hoover** will be helping to bring that information forward to you. **Oppenlander** asked if Board members have any other ideas for future Board agendas. Hearing none, she turned the meeting back to **Erickson**.

Erickson moved on to **Item 4 A, Closed Session. (For Possible Action) Review, Discussion and Possible Approval of Request for Reinstatement of License (LSW) as per G19-04 Consent Decree for Robyn Isaacson.** At the conclusion of the closed session, the Board continued with the regular Board meeting.

Maplethorpe made a motion to Approve the Request for Reinstatement of License (LSW) as per G19-04 Consent Decree for Robyn Isaacson. Nielsen seconded the motion. Ayes: Erickson, Nielsen, Maplethorpe, and Harris. Passed unanimously.

Oppenlander stated that she will move forward for a monitor consultant, to provide a short list for Ms. Isaacson to choose from. She said that she will talk with several candidates for that role and speak with Ms. Isaacson about getting the process in motion.

Erickson moved on to **Agenda Item 5 Public Comment.**

PUBLIC COMMENT: There was no public comment.

Erickson turned to **Agenda Item 6 Adjournment.**

Maplethorpe made a motion for Adjournment. Harris seconded the motion. Ayes: Erickson, Nielsen, Harris, and Maplethorpe. Passed unanimously.

Meeting adjourned at 11:06 a.m.

Meeting Minutes Respectfully Submitted by Caroline Rhuys, Legal Secretary II.

3E

December	Annual Budget FY 19/20	Monthly Budget - December	Monthly Actual - December	Monthly Variance Dollars	Monthly Variance Percent	Annual Year to Date	Annual Variance Dollar	Annual Variance Percent
Fund Balance	\$ 91,709.88					50%		
INCOME								
40000 · RENEWAL FEES	348,602.25	29,050.19	24,300.00	4,750.19	84%	169,850.00	-178,752.25	49%
41000 · APPLICATION FEE	25,750.00	2,145.83	1,320.00	825.83	62%	10,400.00	-15,350.00	40%
42000 · INITIAL LICENSE FEE	58,645.00	4,887.08	3,150.00	1,737.08	64%	24,300.00	-34,345.00	41%
43000 · ENDORSEMENT FEE	14,025.00	1,168.75	800.00	368.75	68%	6,100.00	-7,925.00	43%
44000 · PROVISIONAL LICENSE FEES	2,000.00	166.66	0.00	166.66	0%	-70.00	-2,070.00	-4%
45000 · RENEWAL LATE FEE	2,000.00	200.00	100.00	100.00	50%	900.00	-1,100.00	45%
46000 · RESTORATION OF LICENSE	0.00	0.00	400.00	-400.00	0%	1,000.00	1,000.00	0%
47000 · DISCIPLINARY COSTS	4,000.00	333.33	500.00	-166.67	150%	4,150.00	150.00	104%
48000 · MISCELLANEOUS	10,000.00	833.33	700.00	133.33	84%	4,728.00	-5,272.00	47%
49000 · INTEREST	10.50	0.87	0.00	0.87	0%	0.00	-10.50	0%
Total Income	\$ 465,032.75	\$ 38,786.04	\$ 31,270.00	\$ 7,516.04	81%	\$ 221,358.00	\$ (243,674.75)	48%
Sub-Account Total	\$ 556,742.63					\$ 313,067.88		

EXPENSES								
50050 · Wages	230,731.00	19,227.58	18,592.80	634.78	97%	100,617.94	-130,113.06	44%
50102 · Group Health Insurance	35,664.00	2,972.00	3,072.14	-100.14	103%	18,317.72	-17,346.28	51%
50103 · Ins Regis	3,500.00	291.67	445.15	-153.48	153%	3,262.79	-237.21	93%
50104 · Medicare	3,346.00	278.83	275.85	2.98	99%	1,647.44	-1,698.56	49%
50105 · PERS-Employer paid	30,025.00	2,502.09	2,554.12	-52.03	102%	25,664.74	-4,360.26	85%
50106 · Unemployment Ins	1,850.00	154.16	35.01	119.15	23%	686.04	-1,163.96	37%
50300 · Workman's Comp.	4,000.00	0.00	701.50	-701.50	0%	1,584.50	-2,415.50	40%
Sub Account Total	\$ 309,116.00	\$ 25,426.33	\$ 25,676.57	\$ (250.24)	101%	\$ 151,781.17	-157,334.83	49%
61050 · Contract-Labor	15,000.00	1,250.00	884.40	365.60	71%	6,752.39	-8,247.61	45%
61100 · Contract-Auditor	10,000.00	833.33	5,075.00	-4,241.67	609%	5,075.00	-4,925.00	51%
61150 · Contract-Legal	32,500.00	2,708.33	308.72	2,399.61	11%	9,570.32	-22,929.68	29%
61200 · Contract-Lobbyist	18,000.00	1,500.00	1,500.00	0.00	100%	9,000.00	-9,000.00	50%
61250 · Contract-Payroll Service	1,500.00	125.00	225.00	-100.00	180%	1,350.00	-150.00	90%
61300 · Court Reporting	4,500.00	375.00	0.00	375.00	0%	1,276.50	-3,223.50	28%
61350 · Investigations	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
61400 · LCB	1,500.00	125.00	0.00	125.00	0%	0.00	-1,500.00	0%
62000 · Operating Costs	6,520.00	543.34	435.89	107.45	80%	4,043.53	-2,476.47	62%
62050 · Printing	3,000.00	250.00	714.69	-464.69	286%	4,071.98	1,071.98	136%
62100 · Copying	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
62150 · TORT Claim Fund	1,200.00	0.00	0.00	0.00	0%	786.93	-413.07	66%
62200 · Rent	20,400.00	1,700.00	1,700.00	0.00	100%	10,162.50	-10,237.50	50%
62250 · B and G Assessment	650.00	0.00	0.00	0.00	0%	50.91	-599.09	8%
62300 · Records Storage	480.00	40.00	-10.00	50.00	-25%	-10.00	-490.00	-2%
62350 · Postage	5,500.00	458.33	699.02	-240.69	153%	5,031.74	-468.26	91%
62400 · Telephone	1,750.00	145.83	112.65	33.18	77%	926.64	-823.36	53%
62450 · Internet	2,000.00	166.66	347.13	-180.47	208%	1,531.46	-468.54	77%
62500 · Computer Software	9,100.00	8,200.00	8,200.00	0.00	100%	8,987.25	-112.75	99%
62550 · Transcription	0.00	0.00	34.70	-34.70	0%	210.20	210.20	0%
63050 · Dues & Registration	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
63100 · Professional Dues (ASWB)	250.00	0.00	0.00	0.00	0%	0.00	-250.00	0%
64050 · Bank Charges	120.00	10.00	0.00	10.00	0%	5.00	-115.00	4%
64100 · Credit Card Processing	1,500.00	125.00	548.55	-423.55	439%	3,029.05	1,529.05	202%
65000 · Host Fund	800.00	66.67	0.00	66.67	0%	474.70	-325.30	59%
66050 · In State Travel	7,000.00	583.33	532.94	50.39	91%	2,373.19	-4,626.81	34%
66100 · Out of State Travel	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
67000 · Training	0.00	0.00	0.00	0.00	0%	175.00	175.00	0%
68050 · Furniture	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
68100 · Computers	13,000.00	8,108.34	7,491.61	616.73	92%	7,491.61	-5,508.39	58%
Sub Account Total	\$ 156,270.00	\$ 27,314.16	\$ 28,800.30	\$ (1,486.14)	105%	\$ 82,365.90	\$ (73,904.10)	53%
Total Expenses	\$ 465,386.00	\$ 52,740.49	\$ 54,476.87	\$ (1,736.38)	103%	\$ 234,147.07	\$ (73,754.10)	50%

Net Position *	-353.25	-13,954.45	-23,206.87			-12,789.07		
Net Position - Adjusted **	91,356.63					78,920.81		
* Net Position	Income and Expenses without Fund Balance							
**Net Position - Adjusted	Income and expenses with prior year Fund Balance							

CASH BALANCES								
Checking						48,246.96		
Savings						5,246.47		
Reserve Funds						25,427.38		
Total Cash Balance						\$ 78,920.81		

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State of Nevada Board of Examiners for Social Workers (BESW)

BESW Safe and Healthy Workplace Policy

DISCLAIMER

Nevada Revised Statute (NRS) 618.383 and Nevada Administrative Code (NAC) 618.540 establish requirements for a written workplace safety program that applies to all employers with 10 or more employees who do business within the State of Nevada.

Today, the Board of Examiners for Social Workers (BESW) has six (6) employees for a total of 4.2 FTEs and is exempted from the provisions of this section.

In the interest of health and safety, the BESW Safe and Healthy Workplace Policy voluntarily provides general topics, information and guidance for employees in a modified format. While this policy does not fully meet the intent of the program requirements for a larger employer as contained in the State of Nevada NRS and NAC, the BESW Safe and Healthy Workplace Policy is tailored to its current worksite as of January 3, 2020.

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BESW Safe and Healthy Workplace Policy

The State of Nevada Board of Examiners for Social Workers (BESW) is committed to working with all of its employees to provide a safe and healthy workplace, but this can't be accomplished without the cooperation and help of each person. We expect every employee of the BESW to make every effort to integrate safety and health considerations into every part of their daily activities. The effectiveness of our Safe and Healthy Workplace Policy is a shared responsibility.

The objective policy is to keep injuries and illnesses to a minimum every year. Management is charged with the responsibility for assuring that each employee is provided with the tools and resources necessary to accomplish their job tasks in a safe manner consistent with established procedures, safety and health rules and criteria. Every employee is encouraged to identify unsafe conditions and be assured that prompt action will follow to solve identified safety concerns. Each employee can also feel confident that identifying unsafe conditions will not result in any type of reprisal to them. The prevention of accidents and mishaps is crucial to the success of the BESW. If every employee does their part, we will all continue to have a safe place to work.

Karen Oppenlander, Executive Director

Board of Examiners for Social Workers

Responsibilities

Director

- Responsible for the BESW Workplace Safe and Healthy Policy.
- Provides resources necessary to effectively implement the policy.
- Provides direction and leadership to ensure that the policy is effectively implemented in compliance with all applicable federal, state, and local safety and health requirements.

Deputy Director

- Ensures effective execution of the policy within their areas of responsibility.
- Reports and investigates injury and illnesses and property damage accidents.
- Maintains required records and documentation.

Employees

- Are active participants in creating, maintaining a safe and healthy workplace.
- Perform all tasks in accordance with established policies, procedures and safe work practices.
- Perform a safety evaluation of his or her work space daily or as conditions warrant.
- Promptly report any identified hazards.
- Promptly report any injury, illness or incident to the Director or Deputy Director or other appropriate person.

Training

Every employee will receive safety and health training to include:

- Employee Safety Rights and Responsibilities
- BESW Safe and Healthy Workplace Policy.

Other Training Topics

Additionally, the following training topics are available through the Department of Industrial Relations, held on a monthly basis at 4600 Kietzke Lane, Suite E-144. If you are interested in attending any of the classes below, please make arrangements with your supervisor and then register online at www.4safenv.state.nv.us or call (775) 688-3730.

- Workplace Emergency & Evacuation
- Workplace Violence Awareness.

GENERAL SAFETY RULES

The following general safety rules establish some broad guidelines for employee conduct on the job:

- Employee will follow published safety and health rules and regulations.
- Torn, frayed, or loose clothing can be hazardous when working around machinery.
- No roughhousing or horseplay.
- Employees using prescription or over-the-counter medicine that cause drowsiness or impairment must report that use to the supervisor before start of work.
- Do not handle/ tamper with any machinery/ equipment that is not part of your assigned duties.
- Do not start machinery, operate valves or switches unless you have been trained and are qualified to do so.
- Obey warning signs.
- Keep work areas clean and orderly. If you spill it or drop it, clean it up
- Wash hands after handling hazardous chemicals.
- No eating or drinking in areas where hazardous chemicals are being used.
- Never use a defective tool or machine.
- No tools, equipment, etc., will be brought onto the site without approval of the Director or Deputy Director.
- Extension cords will be used for temporary (less than one day) use. Cords will not be placed where they create a tripping hazard or be damaged by passing employees or equipment in use.
- Store materials and equipment only in approved storage locations.
- Avoid stacking supplies and materials on top of cabinets and other office furniture.
- Open only one drawer of a filing cabinet at a time. Never leave a drawer open unattended.
- Scissors, staplers, letter openers, etc. will only be used for their intended purposes.
- Keep floors clean and dry whenever possible.
- Get help when lifting or moving heavy objects.
- Never substitute anything for a ladder.

SAFETY MEETING/ TRAINING

TOPIC _____

DATE/TIME _____

TRAINER/SUPERVISOR _____

EMPLOYEES ATTENDED

ACCIDENT INVESTIGATION REPORT

TO BE FILLED OUT BY SUPERVISOR IMMEDIATELY AFTER INJURY,
AND TURNED IN TO THE SAFETY OFFICE FOR REVIEW BY
MANAGEMENT.

NAME OF
INJURED _____

DATE AND TIME OF
INJURY _____

LOCATION _____

WITNESSES _____

SUPERVISOR _____

HOW ACCIDENT OCCURRED _____

MEDICAL TREATMENT _____

CORRECTIVE ACTION _____

CORRECTION DUE
DATE _____

STEPS TAKEN TO PREVENT
RECURRENCE _____

NOTES:

ALL ACCIDENTS (NO MATTER HOW SMALL) MUST BE REPORTED IMMEDIATELY TO
SUPERVISOR.

NOTICE OF SAFETY INFRACTION

We consider the safety of our employees to be very important. Therefore, to prevent accidents, it is our policy to strictly enforce company safety rules. Infractions of safety rules will result in the following:

1st – Written / Verbal Warning

3rd Infraction – 3 to 5 days suspension

2nd Infraction – Written Warning

4th Infraction – Dismissal

(Name) _____, you have been observed working in the following unsafe manner, contrary to company safety rules:

This is your 1st _____ 2nd _____ 3rd _____ 4th _____ infraction.

Action taken, therefore is:

Supervisor: _____ Date:

Employee: _____ Date:

PRECAUTIONARY LOCKDOWN

When you receive the order, "Precautionary lockdown", take the following actions:

1. Try to remain calm.
2. Realize Police Officers will not have time to give details.
3. Close and lock all doors.
4. Remain in your office. Once locked down, you will be allowed to move about the building (restroom, water breaks). If you leave the building, you assume all risks of leaving a secure environment during an unknown situation.
5. If not in your typical surroundings, proceed to a room that can be locked.
6. Do not shelter in open areas such as hallways or corridors. Go to the nearest room that can be locked or barricaded.
7. All non-Police employees shall enter through the front main doors.
8. Use office phones only for emergency notification to 911 or City of Reno Police, or to relay information to other affected agencies near the emergency or that are under your direct responsibility.
9. If you hear nearby gunshots, flee the area, if possible. If you can't flee, hide in your locked office and lay on the floor and use heavy objects as cover (filing cabinets, desks).
10. Do not unlock doors until instructed to do so by Police Officers or Firefighters. Ignore any fire alarms unless you see actual flames or smoke.

FULL LOCKDOWN

If you hear gunshots or receive the order, "Full lockdown", take the following actions:

1. Try to remain calm.
2. Realize Police Officers will not have time to give details.
3. Close and lock all doors.
4. Turn off all lights.
5. Remain silent.
6. Silence all cell phones.
7. Turn off all radios or other devices that make sound.
8. Remain in your office or safe room. Once locked down, you will not be allowed to move about the building. You will not be allowed to leave the building until an "All clear" order has been given.
9. Do not let any non-Police Officers into the building.
10. Occupants should be seated below window level, toward the middle of the room, away from windows and doors.
11. If not in your typical surroundings, proceed to a room that can be locked.
12. Do not shelter in open areas such as hallways or corridors. Go to the nearest room that can be locked or barricaded.
13. Use office phones only for emergency notification to 911 or to City of Reno Police or to relay information to other affected agencies near the emergency or that are under your direct responsibility.
14. If you hear nearby gunshots, flee the area, if possible. If you can't flee, hide in your locked office and lay on the floor and use heavy objects as cover (filing cabinets, desks).
15. Do not unlock doors or attempt to leave until instructed to do so by Police Officers or Firefighters. Ignore any fire alarms unless you see actual flames or smoke.

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Licensing Numbers for 4th / 2019 Quarter

QUARTER SUMMARY	Added	Lost	Total
LCSW	45	[9]	1274
LISW	0	[1]	16
LSW	45	[38]	2033
LSW Provisional	0	0	4
LASW	0	[1]	61
TOTAL	90	[49]	3388

Number of Licenses Issued this Quarter via Endorsement:

LSW – 3
LCSW – 15

Number of Disciplinary Action this Quarter: 0

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Presentation for the
**Sunset Committee of the
Legislative Commission**
for the 2019-2020 Interim
January 10, 2020

**Board of Examiners for Social Workers
Progress in Complying with
the Provisions of Assembly Bill 457
through December 31, 2019**

AB 457 Sec. 18: On or before February 16 of each year, the Board shall submit to the Legislative Committee on Health Care a report which must include:

1. The number of complaints received, investigations completed, cases dismissed, cases settled and cases for which hearings were held within the immediately preceding calendar year; and
2. The number of applications for the issuance or renewal of a license received by the Board during the immediately preceding calendar year and the number of those applications for which the Board conducted additional review beyond the standard review regularly conducted by the Board.

AB457	Complaints					Applications for Licensure			
	Sect. 18(1) # of Complaints Filed	Sect. 18 (1) # of Investigations Completed	Sect. 18 (1) # of Cases Dismissed	Sect. 18 (1) # of Cases Settled	Sect. 18 (1) # of Cases to Hearing	Sect. 18 (2) # of Applications for Initial Licensing	Sect. 18 (2) # of Applications Requiring Additional Review	Sect. 18 (2) # of Applications for Renewal	Sect. 35.5 # of Endorsed Licenses
2018	35	25	23	2	0	497	10	2771	102

Board & Commissions Training for

Board Members and Executive Director(s)

AB457, Sec. 19:

Require each new member of the Board to complete orientation within 60 days after his or her appointment to the Board. The orientation must include, without limitation, instruction concerning:

(a) The purposes of the Board and the duties of its members;

(b) Applicable laws and regulations, including, without limitation, the provisions of NRS 641B.400 to 641B.450, inclusive, and section 22 of this act and the importance of complying with applicable laws and regulations in a timely manner; and (c)

Requirements concerning managing the finances of the Board.

- Vikki Erickson, President, LCSW, March 2018
- Monique Harris, Vice President, LCSW, March 2018
- Susan Nielsen, Secretary/ Treasurer, Public Member, March 2018
- Stefaine Maplethorpe, Board Member, LCSW, March 2018
- One Open Board Position
- Sandy Lowery, Interim Director, LCSW, March 2018
- Karen Oppenlander, Executive Director, LISW, October 2018 & November 2019

AB457 Sec. 20: May enter into an agreement with the Dept. of Health and Human Services or a division thereof to provide services to carry out or improve any function of the Board.

1. Technical Assistance – August 2018

- Recommendation made to reach out to the Nursing Board re: successful implementation of their application process.
- Suggestions made re: Board of Examiners for Social Workers upcoming implementation of online renewals and future implementation of online applications:
 - Add renewal application form (pdf) to website so that licensee can have easier access to it.
 - Team gave positive feedback re: application checklist and application form as they are concise and to the point.
 - Discussion re: the decrease/ refinement of statistical data that is asked of social workers.

5. Assistance in Identifying Resources For Improving the Operations of the Board – June 2019

- BSW requested additional training on financial oversight to increase Board accountability and reduce risk of mismanagement.
- Technical assistance provided: Team looked at current trainings that might work for the Board:
 - <https://alison.com/courses/finance>;
 - <https://www.dol.gov/agencies/ebsa/employers-and-advisers/plan-administration-and-compliance/fiduciary-responsibilities/fiduciary-education-campaign>;
 - <https://financialsocialwork.com/resources>

AB 457 Sec. 21: The Board shall prescribe forms for applying for the issuance or renewal of a license.

The forms must:

- 1. Be available to be completed on the Internet website maintained by the Board;
- 2. Provide immediate, automatic feedback to the applicant concerning whether the applicant has submitted all required information; and
- 3. Automatically store the data submitted by the applicant upon completion of the application.

AB 457 Sec. 21: Online Renewals Implemented February 2019

This is a Sample of the Renewal Login Page

Renewal Information

IMPORTANT

- **NEVADA HAS NO GRACE PERIOD FOR RENEWALS** - A licensee whose license becomes delinquent or expires may NOT engage in the practice of social work until the license has been renewed or restored
- Nevada has no "inactive" status; licenses must be renewed annually

Completed renewal applications and fees must be received by June 31, 2019 to be considered timely. A late fee will be assessed for all renewals received after July 28, 2019. After July 28, 2019 the license becomes "delinquent".

See <http://www.nv.gov> for more information and fees associated with renewals, delinquent licenses and restoration of a license

RENEWAL FEES

- \$100.00 for Social Worker (LSW) or Associate in Social Work (LASW)
- \$150.00 for Clinical (LCSW) and Independent (LISW)

After you have completed the renewal, please take a minute to complete a short satisfaction survey. The link to the survey will be on the receipt page. Thank you!

While you are in the renewal process please do NOT use the back button in your browser. If at any time you wish to exit the renewal process, please click the "Exit" button located at the bottom of the page.

Login

Please login to the renewal form below. remember to include the hyphen in the license number. Example: 1234-C

Last Name* Last 4 Digits or SSN* License Number*

AB 457 Sec. 21: Online Renewals - Credit Cards are Now Accepted Mockup of the Payment Information Page

Payment Information

Amount:
\$100.00

Card Details

Card Number*

CVV, 3 or 4 digit CVV or CVC code usually located on the back of your card. American Express cards have a 4 digit code on the front of the card.

Expiration Date*

Please select / Please select

First Name on Card:

TESDA

Last Name on Card:

TEST

Billing Address

Please enter your information exactly as it appears on your credit card statement

Street Address:

111 TEST DRIVE

City:

RENO

State:

NEVADA

ZIP Code:

11111

Country:

USA

[Submit & Continue](#) [Exit](#)

AB 457 Sec. 21:

Online Renewals are Easy to Use – Only 7 Pages Sample of Last Page: Receipt, Upload CEUs, Satisfaction Survey

Receipt

Your confirmation number is 19257

Name:	Testing Testing
Total:	\$ 100.00
Card:	*****1111
Date/Time:	6/4/2019 6:43:51 AM

A copy of this receipt will be sent to your email address. If you are connected to a printer, you may print this receipt for your records by clicking the link [Print](#)

When the Download PDF button turns green, click below to either print or download/save a PDF copy of your renewed document

Note: This may take several minutes to finish

[Download PDF](#)

If you uploaded Suicide Prevention CEUs and/or answered "Yes" to any of the Screening Questions, please allow the board office 5-7 business days to review your renewal. Your license certificate will not have the updated licensure dates until the renewal has been approved. You will receive an email once your renewal has been approved.

Otherwise, click on the Print button below to print your license certificate.

License will be in a PDF file in the bottom left hand of the screen

Print

Please complete a short satisfaction survey. The [link](#) will take you to Survey Monkey in a separate window. After you have finished the survey please print your license from the renewal window. Thank you

Please use the Exit button after you have printed your license

Print Exit

AB457 Sec. 22.

There was a Standing Division of Public and Behavioral Health Agenda Item to Discuss Appeals that the Commission May Have Received; **The Board of Examiners for Social Workers Did Not Have An Appeal During Period** Prior to the Expiration of This Section By Limitation On December 31, 2019

AB457 Sec. 22. 1. Not later than 30 days after the Board denies an application for the issuance or renewal of a license or issues an order imposing disciplinary action against a licensee, the applicant or licensee aggrieved by the order may submit an appeal to the Commission on Behavioral Health. The Commission shall 2 notify the Board not later than 10 days after receiving such an appeal.

AB 457 Sec. 23. 2.

Board of Examiners for Social Workers Provided an Overview to the Division of Public and Behavioral Health of Proposed Language Changes to Nevada 641B NACs on September 13, 2019

AB 457 Sec. 23. 2. On the date that the Board gives notice pursuant to NRS 12 233B.060 of its intent to adopt, amend or repeal a regulation, the Board shall submit the regulation to the Commission on Behavioral Health for review. The Commission shall review the regulation and make recommendations to the Board concerning the advisability of adopting, amending or repealing the regulation and any changes that the Commission deems advisable.

Of Note to the Sunset Committee:

The Legislative Commission Made the Final Review of 641B NAC Changes on December 30, 2019

BOARD OF EXAMINERS FOR SOCIAL WORKERS
A REGULATION revising various provisions relating to
social workers

ADOPTED REGULATION OF THE BOARD OF EXAMINERS FOR
SOCIAL WORKERS LCB File No. [R055-19A](#)

LEGISLATIVE REVIEW OF ADOPTED REGULATIONS AS REQUIRED
BY NRS 233.B.066 LCB FILE NO. [R055-19S](#)

IMPACT ON SMALL BUSINESSES – NRS 233B.0608 and
NRS 233B.0609 [R055-19B](#)

THESE NAC CHANGES WILL MEAN THAT ...

BESW Annual Fee Increases Will Be Approximately \$72,000

In the course of a fiscal year, the total increase in income from fee increases will be used in several ways:

- Becoming fully compliant with 2015 legislative mandate to have all licensing applications online. Thus far, the Board has met the first phase of this requirement by moving licensing renewals to an online platform. The additional money will allow the **second phase, moving initial applications to the online platform.**
- Following Executive Branch and Legislative Counsel Bureau recommendations, the **Board will begin to set aside reserves in 2020.**
- Board will better **address Compliance Unit backlog by hiring a full-time investigator; also, will have money for related attorney fees** (DAG) associated with analyzing and prosecuting disciplinary cases.

Do You Have Questions?

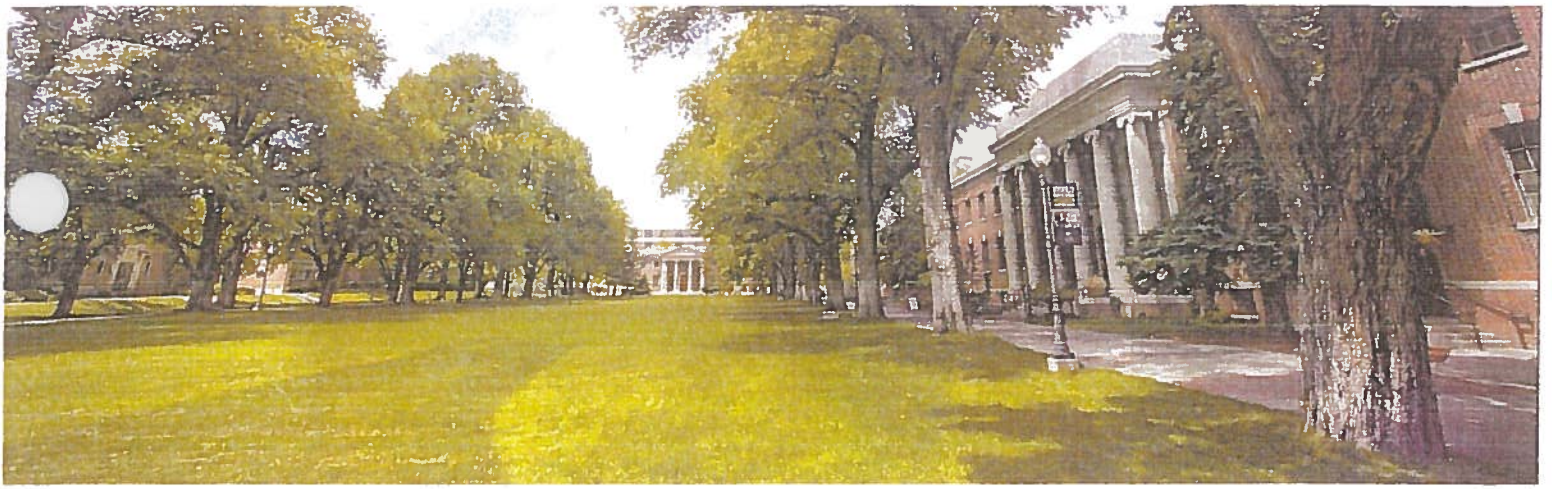
Please Contact:

Karen Oppenlander
Board of Examiners for Social Workers
Executive Director

(775) 688-2555 Work
KOppenlander@besw.nv.gov

4600 Kietzke Lane C-121
Reno, NV 89502

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PLEASE JOIN US



School of Social Work

"CELEBRATING SOCIAL WORK LEADERS"

March 10, 2020

5:00-7:30 pm

SAVE

Nugget Casino and Resort

**No-cost networking reception
for community partners,
alumni, friends of the school
and current students**

THE

DATE

**Variety of awards will be
given**

**You could win 2 Toby Keith
concert tickets for July 11,
2020!**

Limited number of tickets available.
Register at: nphf.org/unr-ssw-event-2020