



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

MINUTES OF BOARD MEETING  
April 21, 2017

*(AGENDA ITEM 1)* The meeting of the Board of Examiners for Social Workers was called to order by Rod Smith, Board President, at 9:07 a.m. The meeting was held at Mojave Mental Health: Reno, 745 W. Moana Lane, Suite 100, in Reno, Nevada. There was a simultaneous videoconference conducted at Mojave Adult Clinic, 4000 E. Charleston Blvd., Suite B-230, Las Vegas, Nevada.

President Smith noted that the meeting had been properly posted and that the Board members present constituted a quorum. Roll call was initiated by President Smith, with the following individuals present at the following location(s):

Members Present:

Rod Smith, Board President, Reno  
Jodi Ussher, LCSW, Board Member, Reno  
Annie Wilson, LSW, Board Vice President, Las Vegas

Staff Present:

Kim Frakes, LCSW, Director of Social Work Practice, Reno  
Henna Rasul, Senior Deputy Attorney General, Reno  
Paula Berkley, Board Lobbyist, Reno  
Caroline A. Rhuys, Board Staff, Reno

Public Attendees:

Laura Hale, State Division of Behavioral Health

*(AGENDA ITEM 2)*

**PUBLIC COMMENT**

There was not anyone from the public at either the Reno or Las Vegas location to offer public comment.

*(AGENDA ITEM 3)*

**CONSENT AGENDA**

**Review, Discussion and for Possible Action, Approval of the Consent Agenda**

A motion was made by Jodi Ussher and seconded by Annie Wilson, to approve the Agenda as submitted. This motion was carried without objection.

**REGULAR AGENDA**

**DISCIPLINARY MATTERS**

*(AGENDA ITEM 4A)* **Review, Discussion and for Possible Action, Recommendation to Dismiss Disciplinary Case Numbers: G10-23, G10-26, G10-28, G11-10, G11-31, G12-01, G12-23, G12-26, G12-27, G12-31, G12-32, G13-05, G13-15, G13-23, G14-02, G14-06, G14-09, G14-12, and G15-14 = Total of 19 cases recommended for dismissal.**

Board members reviewed the disciplinary dismissal table dated April 21, 2017. Jodi Ussher requested that the table be provided in advance. Henna Rasul said they could be provided to board members once the agenda is posted, a few days before the meeting. Ms. Ussher asked about G14-06 dismissal language "does not appear to support allegations." Kim Frakes said that based on the facts available, after review by Ms. Rasul the case was dismissed. Ms. Ussher asked if G14-12 was dismissed because the complaint was not complete. Ms. Frakes confirmed. Paula Berkley commented the report is helpful to show how the Board works. Ms. Ussher made a motion to approve dismissal of case numbers G10-23, G10-26, G10-28, G11-10, G11-31, G12-01, G12-23, G12-26, G12-27, G12-31, G12-32, G13-05, G13-15, G13-23, G14-02, G14-06, G14-09, G14-12, and G15-14. Annie Wilson seconded and the motion was carried without objection.

Ms. Frakes reminded board members not to discuss cases and if approached, refer to her. President Smith concurred, important to preserve confidentiality. Ms. Ussher said was approached by a respondent and she then notified Sandy Lowery. Ms. Ussher said she will recuse herself if there is a vote on that case. Ms. Rasul stated that a person recusing must disclose completely and advised Ms. Ussher that she should not talk with this person further. Ms. Rasul also said members should not discuss Board business in general, and direct inquiries to the Board. Ms. Ussher said in most cases she suggests people call the Board's office or look at the Board's website. For items she feels need action she speaks with Ms. Lowery.

*(AGENDA ITEM 4B)* **Review and Discussion, Redacted Disciplinary Report.**

Ms. Ussher asked about a discrepancy in the number of cases and Ms. Frakes said she would clarify with Ms. Lowery. Paula Berkley commented that she is pleased at progress made by the Board. President Smith concurred.

**LICENSURE, INTERN AND APPLICATION ISSUES**

**A. (AGENDA ITEM 5A) Review, Discussion and for Possible Action, approval of Board Policy #I-001 Regarding Notification to the Board When Internship Supervisors are on Leave.**

At last meeting the Board took action to change the notice requirement for intern supervisors' absences. Following is the proposed policy:

**Policy Summary:**

This policy details notification requirement to the Board by a Clinical / an Independent Internship Supervisor when (s)he will be away from their office and unable to provide direct supervision of the practice for interns (s)he is contracted to supervise.

**Policy:**

- Clinical / Independent Internship Supervisors are required to provide an hour of supervision per week to the interns they are supervising.
- If a supervisor is away from the office (s)he is expected to arrange for clinical coverage of the intern's practice.
- The supervisor is expected to review arrangements for coverage with the intern and the covering clinician.
- While away, the intern may continue to treat clients and accrue hours towards his / her internship but cannot accrue supervision hours.
- If a Supervisor is going to be out of the office for a period of more than three (3) weeks, (s)he will notify the Board in writing of this absence, the plan for clinical coverage of the intern and the plan to

make up delinquent supervision hours.

Under the third bullet point Jodi Ussher asked that the language be changed from expected to "review" to "discuss and confirm" arrangements for coverage. Paula Berkley asked why this is a policy versus a regulation (reg), so that it is enforceable. Henna Rasul said it should be a reg. Board members agreed to make it a reg in future. Board members discussed the difference between a reg and a policy. Henna Rasul indicated that a policy is not enforceable and a reg is enforceable.

Ms. Ussher asked if Ms. Frakes has a list of items that need to have regs. Ms. Berkley said that once the legislative term ends, that is when regs are written and it would be better to submit them in a group. Starting with a policy gives licensees a chance to review and comment. Ms. Ussher requested that the new policy be posted on the website and sent via email through the listserv. Ms. Lowery will be asked to incorporate the recommendation into training materials.

Ms. Rasul said that since this policy affects a person's license it is important for it to be a reg so that input could be provided by the people affected. President Smith suggested that the focus of the next board retreat be writing regs.

Board members discussed different language that could be used to describe the policy and decided to change the proposed policy to a guideline or recommendation, rather than a requirement. Ms. Ussher described the circumstances that brought this matter to the Board's attention and why a policy needs to be implemented.

Ms. Ussher made a motion to accept Board Policy #I-001 with the recommended changes as discussed and Ms. Wilson seconded. The motion was carried without objection.

## **LEGISLATIVE AND REGULATORY ISSUES**

### **(AGENDA ITEM 6A) Review and Discussion, 79<sup>th</sup>/2017 State Legislative Session Update, as Provided by the Board's Lobbyist;**

AB 457 makes the same changes for each of the four boards. At first meeting with Cody Phinney, Paula Berkley's first concern is that after regs are written revised bill requires review and comment by Commission for Behavioral Health. They could deny regs at that point. It takes six months to a year to get a reg through and additional review would add 90 days. Four boards should make amendments. Kim Frakes, Sandy Lowery, and Ms. Berkley discussed changes, which is difficult because boards use different terminology.

Changes to bill included:

- Clean up language on data commission will require. Make more consistent with board terminology. Add more detail.
- State wants to require better training for board members. Regarding orientation for board members, Ms. Berkley thinks the State should provide guidelines, training re what a good board is. Ms. Berkley suggested the Board develop a formal outline of what the Board does already and create a formal orientation. Members go to ASWB national conference training and Attorney General's office. What else is needed? Ms. Berkley said training should be mandated the first three years, to allow people time to learn responsibilities. Ms. Rasul commented that training should be ongoing because of constant changes in law. The Attorney General's office does yearly training.
- Boards may (original language was "shall") enter agreements to talk about assistance in processing applications, give technical assistance, facilitating cooperation with other boards, recommendations to

improve or standardize procedures, and assistance in identifying resources for improving the operations of the Board. "Shall" was changed to "may" because the Department of Public Health was not ready to do a bunch of contracts and boards need help with different areas. One of the first issues identified was getting someone from the Division to help us with the RFP.

- The original language was that the Commission would do disciplinary hearings on both denied applications and disciplinary cases. Nine unrelated professionals would evaluate 27 different license types, deciding cases and they could overturn what used to be a requirement for a District Court Judge to do. Ms. Berkley consulted with Hal Taylor, Esq. (attorney and MFT board member) to perform legal analysis. Mr. Taylor provided a five page analysis with suggested changes in law. If they want to do this it should be clear they are under the same obligation as District Court Judges to follow regs. Judges recognize the Board has expertise, judge doesn't, and bases rulings on whether the Board followed regs and statutes. As a result boards are rarely overturned. 80% of complaints are dismissed or an agreement made, what's left goes to hearing. Ms. Berkley thinks this section should say that complaints can go to the Commission and they can help arbitrate. Then if necessary a reg could be rewritten. Language was added to state that the Commission has all the responsibilities and professional requirements as a District Judge.
- A regulation requirement they singled out was that the Board must come up with regulations prescribing uniform standards concerning the location at which a licensee provides services. What they meant is supervision standards for interns. We have them, although they haven't been implemented. Language was changed to clarify the intent. Electronic supervision was kept in.
- Regulations prescribing the manner in which the qualifications for the issuance of a renewal of a license must be clear.
- The next thing was any Board regs go through the hearing process then to the Commission on Behavioral Health to be adopted. Our response was as soon as the Board comes up with regs we'll send to Behavioral Health at least 30 days before the first workshop so they have time to review and respond. Provide recommendations and if the Board doesn't accept them, go to legislative commission to complain. Ms. Berkley said it is better to have more people providing input on regulations. This would be an opportunity for the Board and the State to work together.
- The last change made was requiring that the social worker on the Behavioral Health Commission must be a clinical social worker.

Submitted compromises to Ms. Phinney who took them to Senator Oscarson. Ms. Berkley signed in as in support since they accepted our amendments. Everybody else signed in neutral.

They called all the boards up re the disciplinary provisions. Colleen York, Esq. (attorney for Drug and Alcohol Board) answered their question. Then they called Ms. Berkley up and she agreed the Board has had some problems, then went through list of things done to address them. Ms. Lowery answered questions about the Provisional C license. Maggie Carlton mentioned there are a lot obligations of the commission, and there is no indication of financial support. Between the hearing and the work session Ms. Phinney put in a letter that if the Board went into a contract with the State to do a formal technical training or something like that she could charge for those services.

When AB 457 came up at last Friday's work session the legislature adopted all the amendments and recognized the letter for Ms. Phinney to address the financial concerns. Assemblywoman Irene Bustamante Adams said she is sending a letter to the Sunset Committee asking them to review the four boards. At President Smith's request Ms. Berkley explained the Sunset Committee concept.

Ms. Berkley wrote up material on how the Sunset Committee could address each item. Ms. Ussher asked about members for other boards being selected from a list of three candidates. Ms. Berkley responded that the Board doesn't do this since it is a political appointment.

Assemblywoman Teresa Benitez-Thompson is going to Senator Oscarson to ask if he will he accept bill going to the Sunset Committee.

Funding for outpatient services for the mentally ill has been eliminated from the budget. Adding a bureaucratic layer without funding will only add to the current challenges. Ms. Berkley and Ms. Phinney came up with an idea to get complaints sent to ombudsmen at the Department of Human Resources. Ms. Berkley would like to designate one to accept complaints, forward them to the boards, resolve the complaint within thirty days, and if it is not resolved, provide an explanation as to why not.

Laura Hale stated that AB 457 was Ms. Phinney's response to changes needed for the boards. The original proposal to consolidate came from years of complaints to state government and not having a single focal point to manage them. The Division and the Department want to be more collaborative on board issues.

*(AGENDA ITEM 6B)*                    **Review, Discussion and for Possible Action, 79th/2017 Legislative Session and Bills Tracked by the Board's Director of Social Work Practice:**

- i. AB 99, Requiring certain institutions and agencies to treat a child as having the gender with which the child identifies; requiring certain persons to receive training on working with lesbian, gay, bisexual, transgender and questioning children...*(Approved by the Governor and enrolled in Chapter 9 on April 11, 2017).*  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/4812/Overview>

Amended, do pass out of the Assembly.

- ii. AB 194, Provides for the certification of behavioral healthcare peer recovery specialists.  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/4970/Text>

This was going to impact the Drug and Gambling Alcohol Board. Amended so supervision responsibility is with the employer and not social worker or MFT.

- iii. AB 387, Revises continuing education requirements relating to suicide prevention and awareness for certain providers of health care *(Stipulating required 2.0 CEUS be met every two years instead of annually—Passed the Assembly April 13, 2017);*  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5424/Text>

Amended, do pass to the Senate. Board will have to notify licensees.

- iv. AB 403, Revises various provisions relating to governmental administration.  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5481/Overview>

Clarification pertaining to Legislative Commission and regulations. Has been significantly rewritten, and Paula Berkley hasn't seen final language. It would have eliminated the subcommittee on regulations in the Legislative Commission and created another one to look over regulations, and it was a smaller group that would have had more power.

Amended, do pass.

- v. AB 457, Revises provision relating to certain professional licensing boards.  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5706/Overview>

Previously discussed under Agenda Item 6A.

- vi. SB 50, Provides for advance directives governing the provision of psychiatric care.  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/4689/Text>

Jodi Ussher is worried that a person could refuse all medication via an advance directive. Annie Wilson asked if this bill can still be changed. Ms. Berkley said it is not too late and explained bill protocol. Kim Frakes will provide link to bill with amendments for Board members. Ms. Ussher's concern is after a person executes a directive for psychiatric care and goes to a social worker, what is the role of the social worker in this process? After reviewing the bill Board members will provide feedback. Amend and do pass. Motion by Ms. Ussher, seconded by Ms. Wilson that Ms. Frakes send board members a link to SB 50 and that Ms. Berkley follow up. The motion was carried without objection.

- vii. SB 69, Revises provision governing state agencies, boards and commissions that regulate occupations and professions.  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/4716/Text>

Amend and do pass. 69 and 357 are both about endorsements. Bills from the Governor and Senator Kieckhefer will probably be resolved in the Assembly. Would make it easier to speed up licensing. Laura Hale said terminology needs clarifying for reciprocity vs. endorsement vs. provisional. General discussion on differences in licensing requirements between states. Ms. Hale thinks it would be helpful to have a matrix showing definitions of terms.

- viii. SB 186, Revises provisions relating to the provision of information and assistance to immigrants.  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5037/Overview>

Requiring Social Worker Board to establish online resource providing information about obtaining a license in Nevada by non-U.S. applicants. Do pass and re-refer.

- ix. SB 201, Prohibiting certain health care professionals from providing sexual orientation or gender identity conversion therapy to a minor...  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5074/Overview>

Do we need a board action? Licensees and practitioners can comment in person or via email outside of Board. Laura Hale wondered if there is already ethical direction. Republicans are generally against, Democrats for. Governor might veto. Ms. Hale said if the standard within the profession is that this is not a mental illness, isn't it then unethical to treat it as a mental illness? People feel it takes away from their right to treat their children. Board's position is grounded in evidence based practice. Ms. Berkley suggested that the Board not get involved now and she will ask Mr. Parks what he wants from the Board. Motion by Ms. Ussher, seconded by Ms. Wilson that for SB 201 Ms. Frakes provide language involving the phrase "evidence based practice" in support of the bill. The motion was carried without objection.

- x. SB 228, Revised Provisions Relating to Registry Identification Cards and Letters of Approval (*as it Relates to Medical Marijuana*)  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5119/Text>

Did not pass. Dead bill. General discussion of the issue by Board members.

- xi. SB 330, Establishing certain standards against which governmental entities and regulatory bodies are required to review regulations relating to entry into business and professions...  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5326/Overview>  
<https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5326/Overview>

Failed. General discussion of why this bill was proposed. Paula Berkley said it will come up again.

*(AGENDA ITEM 7A)* **Nevada Department of Health and Human Services – Laura Hale**

**A. Review and Discussion, and for Possible Action - Consider a standing agenda item for the Nevada Department of Health and Human Services for discussion of the regulatory environment for health care professionals and related items.**

Laura Hale would like to participate regularly to improve relations with the Board, and have a forum for bringing recommendations related to regulations to the Board. There are a series of workgroups within the Department of Health and Human Services, across the Division of Public and Behavioral Health, Division of Child and Family Services, and Division of Aging and Disability Services. About 1,600 healthcare professional employees, some licensed, some certified, and some not, are looking at licensing board regulations, comparing some of that language across behavioral health boards, in some cases with other states. They will have some recommendations in the next few months. What would be best process to bring recommendations forward to the Board? There is a lot of input about the CEU process, supervision process, issues around telehealth, etc. They will be going to other boards, too. Starting here because this board has the most licensees, and the most complaints. Jodi Ussher asked how to get signed up on workgroups? Laura explained it is internal (to State), based on a lot of factors. They don't have capacity to bring in everyone so they are starting with internal. President Smith asked if standing item means someone attending every board meeting. Ms. Hale said that is the intent.

Motion by Ms. Ussher that the Board have a standing agenda item for NV Dept. of Health and Human Services, seconded by Annie Wilson. Motion passed.

General discussion of positive effects of more collaboration. Ms. Berkley said it is important to remember the motivation which is that workers have different views, from their various perspectives. What is best way for those ideas to be conveyed to the Board? Maybe offer ideas as people think of them and the Board will collect to consider and help write regs. On some occasions if other boards address issues that could apply to social workers, they could be discussed at a regular meeting of the Board.

**DEPUTY ATTORNEY GENERAL REPORT**

*(AGENDA ITEM 8A)* **Review and Discussion, Senior Deputy Attorney General Report.**

Henna Rasul and Kim Frakes have been going through complaints. They have been meeting once a week to go through as many cases as possible. They have been speaking to a lot of attorneys since notification letters have been sent to respondents. Jodi Ussher and President Smith commended them for moving forward.

**PRESIDING OFFICER'S COMMENTS**

*(AGENDA ITEM 9A)* **Presiding Officer's Comments**

President Smith stated that he is proud of board members, staff, and direction they are taking.

## **BOARD OPERATION**

*(AGENDA ITEM 10A)*      **Review, Discussion and for Possible Action, Approval of the March 17, 2017, Board Meeting Minutes.**

Board members took some time to review the minutes. Motion by Annie Wilson, seconded by Jodi Ussher and motion carried to approve March 17, 2017 Board Meeting Minutes.

*(AGENDA ITEM 10B)*      **Review, Discussion and for Possible Action, Approval of Policy O-001, Application and Affidavit for Eligible LCSW's to be Approved to Certify/Decertify Patients from an Involuntary Hold.**

Jodi Ussher requested the matter be tabled to allow more time for review.

*(AGENDA ITEM 10C)*      **Review, Discussion and for Possible Action, Review and Discussion, Pass/Fail Rates for ASWB exams.**

Kim Brakes presented this item to the Board. UNR / UNLV figures. Previous report was Nevada overall vs. other jurisdictions, including Canada. The first section is Las Vegas compared nationally. Ms. Frakes said usually the first time test is taken is best indication of how schools are doing so those are results she will read. For the Bachelors test - UNLV 75%, National 77%, UNLV for the first time Masters exam the pass rate is 76%, nationally including Canada is 81%. Jodi Ussher pointed out that overall, including repeat tests, the UNLV rate was 71% and nationally 70% so they beat the average. First time Clinicals was 88%. Total for UNLV 67%, nationally 78%. For UNLV the total is 77% and nationally 70%. For the Masters the total is 93%, 70% nationally. Clinical is 73% and nationally 70%. Ms. Ussher commented that both schools are beating national statistics. Annie Wilson commented that these statistics are important because of the new stadium in Las Vegas, as the number of social workers needed will increase.

*(AGENDA ITEM 10D)*      **Review, Discussion and for Possible Action, January 1, 2017 through March 31, 2017 Board Licensure Statistics.**

Sandy Lowery put together the licensing statistics. Supports we are as a board moving things along. Jodi Ussher asked if there is a number for people who have taken the test, but are not licensed yet because they haven't graduated. Ms. Frakes replied that is a question for Ms. Lowery. Discussion of reasons for long gap between application date and license issuance. Paula Berkley explained that many applicants don't take the test immediately upon approval due to outside factors. Ms. Ussher is concerned that the statistics are skewed in a way that reflects negatively on the Board. Ms. Frakes explained that applications are submitted before test approval is given. Often applicants do not turn in complete applications and put off taking test. Caroline Rhuys commented that she went through files upon which the statistics are based and in many cases a file is complete, test approval given, and the applicant doesn't take the test for months. Also, for incomplete files, applicants won't reply until the last minute, and then are upset that the test approval deadline has been reached. Ms. Berkley pointed out that the Board has 15 days to request missing items, and Ms. Frakes said that is done. Ms. Ussher commented that making applications more automated would allow people to see the status of applications more easily. Applicants won't have to call the office because they will be able to check online. Ms. Frakes said that by applying online applicants won't be able to submit an application until it is complete. Annie Wilson stated that she hears from interns regularly that they put off testing for several months because of money issues or they are working and don't have time. Jodi Ussher commented that "board driven" needs better explanation in order to understand statistics. Paula Berkley asked Ms. Ussher to review and offer feedback re clearness of information. President Smith asked where this information goes. Legislature asked from bullet items and this was Board's response. Paula Berkley said it should be posted on the Board's website. Tabled with understanding Ms. Ussher will provide feedback to Ms. Lowery.



*(AGENDA ITEM 10E)*

**Review, Discussion and for Possible Action, Review of current screening questions on current LSW and LCSW/LISW regarding fitness for licensure;**

Boards asks standard screening questions on applications, and someone voiced a concern. Henna Rasul went to Federation of Associations of Regulatory Boards (FARB) and sent an email to Sandy Lowery with recommendations. While Paula Berkley was at the governor's office, they said there are complaints because applicants feel they are being set up. Question 7 is "Do you have a medical condition that in any way impairs or limits your ability to deliver essential social work services?" A disabled applicant said it seemed that the Board was saying "disabled can't do social work." Other questions that have complaints include "Have you been arrested?" and "Have you been charged?" "Have you ever been the subject of an administrative hearing?" "Do you use any chemical substances?" Ms. Berkley thinks all of those questions are inappropriate as written. The Board does need correct and truthful information. Ms. Rasul replied that she sent some examples of better language to Ms. Lowery. Ms. Berkley said the Board should ask only what really needs to be known and that if an applicant lies his/her license would be at risk.

Ms. Rasul read her response to Ms. Lowery's email asking whether questions 7 and 8 should be eliminated or changed. Ms. Rasul's reply was that these questions are potentially problematic because they are asking a person to provide a health diagnosis in a response which is protected by the Americans with Disabilities Act (ADA). Although in the past these were standard questions on licensing applications, the Department of Justice (DOJ) is not in favor of them today. The questions need to ask only whether a person is impaired or unable to perform professional services today. Questions about medical diagnoses or past conduct or mental diagnoses are not allowed. An example of a question discussed during the FARB presentation attended by Ms. Rasul originally read: "Within the past five years have you been diagnosed with or have you been treated for bipolar disorder, schizophrenia, paranoia, or any other psychotic disorder, or behavior that would call into question your ability to practice law in a competent ethical or professional manner?" The revised version is: "Within the past five years have you exhibited any conduct or behavior that could call into question your ability to practice law in a competent ethical or professional manner?"

President Smith recommended giving this to staff to amend per FARB and provide revised questions at the next Board meeting. Ms. Ussher asked if question 1 regarding conviction of a felony acceptable. Ms. Rasul replied that since it refers to "conviction" it is okay. Ms. Ussher asked if the same is true of question 2. Mr. Rasul confirmed that asking about a "conviction" is acceptable. Ms. Berkley commented that it is important that it is clear to applicants what the Board is asking for and that it seems fair. Ms. Rasul said that question 4 should be addressed because an applicant can be the subject of an administrative action or proceeding even if they are not at fault. Ms. Ussher suggested adding "resulting in disciplinary action" to question 4. Ms. Frakes proposed making changes to questions, having Ms. Rasul review them, then bringing them to the next Board meeting.

*(Agenda Item 10F)*

**Review, Discussion and for Possible Action, issuing CEUs for attendance at Board Meetings.**

In Section 7 NAC 641b.189 mentions attendance by a licensee at a workshop or public hearing conducted by the Board. Jodi Ussher said that a meeting could receive 2 CEUs for ethics. Henna Rasul says that is not in the regs. Ms. Ussher wants to change regs because it is important for social workers to be active in macro level practice and receiving CEUs could encourage people to participate. President Smith said issuing CEUs could increase interest in the Board and provide a larger pool for board members. Kim Frakes suggested this matter could be added to the file for reg changes. There was discussion on how many credits would be issued. Ms. Frakes agreed to add CEUs to the list of items discussed at the next retreat.

*(AGENDA ITEM 10G)*

**Review and Discussion, hiring CJ Yao, LCSW, at \$30.00 per hour, as a per diem Board Investigator, to assist with managing disciplinary cases.**

Kim Frakes stated that this item was tabled because the budget was unavailable due to computer issues. Jodi Ussher requested a copy of the budget for review when financial decisions are to be made. Annie Wilson asked how the investigator was selected. Kim Frakes replied that she is former board member who has a flexible schedule. Henna Rasul said that in the past board members or ex-board members have volunteered.

*(AGENDA ITEM 10H)*      **INTERIM EXECUTIVE DIRECTOR'S REPORT**  
Sandy Lowery was absent so there was no report.

*(AGENDA ITEM 11)*      **PUBLIC COMMENT**

Caroline Rhuys commented that applicants and licensees call regularly and are grateful and appreciative of help received from Board staff. President Smith said he is happy to hear about positive comments.

Jodi Ussher asked how often President Smith speaks with social workers. He said before he was on the Board the only social worker he knew was Kim Frakes. Ms. Ussher hears from social workers that they are afraid to contact the Board and possible repercussions if they call. Ms. Ussher said the Board staff is not friendly over the phone. Ms. Frakes asked President Smith if he has observed this when he is in the office. President Smith replied that he has never heard anybody talk to anyone in a negative fashion on the phone. He hasn't heard anything that wasn't pleasant from people visiting the office or calling. Ms. Ussher replied that she has called and heard flat voices answering the phone. President Smith said if he did hear anything unfriendly he would say something.

Ms. Ussher presented a new certificate for interns designed by Kristin Moore and Jody Jones. Ms. Ussher said interns do not like the old certificate. Paula Berkley suggested a thank you note be sent to Ms. Moore and Ms. Jones for their work. Ms. Frakes said she would have Sandy Lowery write a thank you note.

**ADJOURNMENT**

President Smith adjourned the Board meeting at 1:11 p.m.

Respectfully Submitted,

*Kim Frakes*

Kim Frakes, Director of Social Work Practice