



State of Nevada

Board of Examiners for Social Workers

4600 Kietzke Lane, #C-121, Reno, NV 89502

(775) 688-2555

PUBLIC NOTICE OF BOARD MEETING

9:00 am on Wednesday, June 21, 2023

BESW strives to maintain government transparency and protect public safety. We are offering a virtual option for attendance via Zoom conference. Cameras will be on for the duration of the meeting. Supporting materials will be available electronically at the BESW website:

<http://socwork.nv.gov/board/Mtgs/>.

The Nevada Board of Examiners for Social Workers is inviting you to a scheduled Zoom meeting.

Date and Time: June 21, 2023, 09:00 AM Pacific – Daylight Savings Time.

Topic: BESW June Board Meeting via Zoom

Join Zoom Meeting

<https://zoom.us/j/91592897962?pwd=R1Q3WDBhU25KanhuQXk2b29DT3h6QT09>

Meeting ID: 915 9289 7962

Passcode: 099031

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Passcode: 099031

Find your local number: <https://zoom.us/u/aE6Y366DO>

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, 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

Items may be taken out of order; Items may be combined for consideration by the public body; Items may be pulled or removed from the agenda at any time; the public body may place reasonable restrictions on the time, place, and manner of public comments, but may not restrict comments based upon viewpoint.

***NOTE: Per Open Meeting Law, before speaking, please state your full name for the record.**

Pursuant to NRS 241.030 the Board may conduct a closed session to consider the character, allegations of misconduct, professional competence, or physical and mental health of a person.

1. Call to Order, Roll Call.

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. Review and Discuss April 19, 2023 Meeting Minutes (For Possible Action).

B. Review and Discuss 2023 Legislative Session - Flynn Guidici Government Affairs Advocates Report. (For Possible Action).

i. Interstate compact (BDR 54-1218)

ii. Implementation of salary increases in FY2023/2024 budget.

C. Review and Discuss the "Screening Question" / "YES Policy" Matrix. (For Possible Action).

D. Review and Discuss Strategic Plan. (For Possible Action).

E. ASWB Conference Report Update (Informational).

F. Board Review of Hearing for Virgilio DeSio, License No. 6200-C. (For Possible Action).

G. Executive Director's Report (Informational).

i. Future Agenda Items: July - Strategic Plan Approval.

ii. Next Scheduled Board Meeting is 9 a.m. Wednesday, July 19, 2023.

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. Adjournment.

Please contact Vikki Erickson, LCSW at (775) 688-2555 for information regarding the meeting. Supporting materials can be accessed electronically at the BESW website:

<http://socwork.nv.gov/board/Mtgs/>.

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; and the State of Nevada's

3A

Meeting Minutes – April 2023



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

Board Meeting Minutes, Wednesday, April 19, 2023

The April 19, 2023 Board Meeting was called to order by Esther Langston at 9:06 a.m. A **Roll Call** was taken. Board members in attendance: Esther **Langston**, Jacqueline **Sanders**, Abby **Klimas**, Linda **Holland Browne**, and BESW Staff in attendance was Sandy **Lowery**, Karen **Oppenlander**. In attendance was Board Counsel/ Deputy Attorney General Harry **Ward**. Consultant in attendance: Nick **Vander Poel**, Flynn Giudici. Guest: Cheston **Turner**.

Agenda Item 2 – Public Comment: **Oppenlander** stated that there is no public comment in writing or online.

Langston moved to **Agenda Item 3A – Review and Discuss March 15, 2023, Board Minutes. (For Possible Action).**

Motion was made by Holland Browne to approve the March 15, 2023 Board Minutes; seconded by Abby Klimas. The March 15, 2023 Board Minutes were approved unanimously.

Langston moved to **Agenda Item 3B – Review and Discuss March 28, 2023, Board Minutes. (For Possible Action).**

Motion was made by Holland Browne to approve the March 28, 2023 Board Minutes for both Closed and Open Sessions; seconded by Abby Klimas. The 28, 2023 Board Minutes were approved unanimously.

Langston moved to **Agenda Item 3C – Review and Discuss April 5, 2023, Board Minutes. (For Possible Action).**

Motion was made by Holland Browne to approve the April 5, 2023 Board Minutes; seconded by Abby Klimas. The April 5, 2023 Board Minutes were approved unanimously.

Langston moved to **Agenda Item 3D – Review and Discuss Third Quarter BESW Financials through March 31, 2023. (For Possible Action).**

Oppenlander stated that **Lowery** would start the discussion of the financials. She mentioned that this will move into looking at more numbers around the budget in the next agenda item. She said that she and **Vander Poel** bring up some different items that are affecting financials, the budget, etc.

Lowery stated that the numbers for the third quarter of the fiscal year are positive. When reviewing budget items, expenses and income, we would look for them to be in the 75% range. Income is up, at 86%. BESW is at 71%, in terms of budget for salaries and employee related expenses. BESW is at 53% for all other expenses, giving us a total expense percentage of

63%. In the third quarter income is over budget and our expenses are under budget. This projection is being used to create some possible budget numbers for the next year. Historically in the past, the only big ticket item you will see in expenses is that the internet is very high. This is because BESW shifted to the EITS system. This will all be realigned in terms of where it goes on budget items in the next budget. A lot of it is landing in one spot instead of being dispersed in this budget that is under review. She asked if there were any questions and there were none.

Motion was made by Abby Klimas to approve the Third Quarter BESW Financials through March 31, 2023; seconded by Linda Holland Browne. The Third Quarter BESW Financials through March 31, 2023 were approved unanimously.

Langston moved to Agenda Item 3E – Review and Discuss Draft Budget for July 1, 2023- June 30, 2024. (For Possible Action).

Oppenlander advised that **Lowery** would begin the budget discussion and then she would talk about statewide salary adjustments that are going on and our theory and putting together this budget.

Lowery stated that when the Board did the 2022 to 2023 budget, they did not anticipate any additional revenue from the prior year. That is partly why we're at 86% because the Board was very cautious about anticipated income still coming out of Covid. In this budget, BESW is anticipating income \$647,000 up to \$695,000 in terms of income. This may be adjusted again once we get the final numbers for the end of this fiscal year. There is an increase in anticipated income. With expenses, there is a decrease in contract services from a hundred and roughly \$180,000 down to \$132,000. The new budget includes bringing an additional staff member into the office. That would reduce contract expenses and operating costs. We also anticipate being mostly stable a little bit down. She will have a better sense of that when she parses out which things now are part of our EITS budget. That has been a confounding variable for us this year. Everything else is staying fairly similar.

Oppenlander said she wanted to start by giving some background to what's going on. This morning she is being notified of new adjustments in what she is talking about. Everything is fluid because there are legislated matters in this discussion. She began with statewide salary adjustments that are in the process of being put in place. She mentioned this during the last board meeting and wants to make sure everybody is on the same page. Her belief in listening to the legislators in the money committees talk about what they want to do is that there seems to be consistent belief from the governor on down or from the legislators on up, depending on how you look at it, whether they be Republicans or Democrats or whatever, that there's uniform salary adjustments made across the state. She went on to say that it became apparent to her when the NSHE interim Chancellor Dale Erquiaga went to the table and asked the money committees to provide money out of the general fund for the NSHE folks and he will backfill it. He was really consistent with what the legislators want to do, which is fix the salary range in Nevada. Previously, if you go back to last year, Governor Sisolak recommended a 10% increase and similarly, when Governor Lombardo came on board in 2023, he's been working with the legislature to institute 2%, 8% or 4% COLA adjustments with the addition of additional bonus payments and trying to reinstate some prior measures. She just learned this morning that one of the prior measures has been dismantled overnight as far as she can tell. Quoting the Reno Gazette Journal "for a lean mean state government trying to fill numerous vacancies in state services, such incentives are not only deserved but necessary." When these votes were

coming across, she listened again to a monies committee session late yesterday afternoon, when this came to a vote on either side, Senate or Assembly there were all aye votes and no nay votes. She remarked that anything being discussed for statewide budget adjustments is exclusive of Title 54 boards like BESW. If the Board wants to make the same budget adjustments, they must pull it out of BESW's fee funded budget. BESW will receive nothing from the General Fund. Her recommendation (as she has nothing to lose here), and because BESW can afford it, is that BESW mimic what the state agencies are doing in the General Fund. Otherwise, in her opinion, the Board would be making a terrible mistake. She would be leaving an office where people that are coming in or have been there could leave their cars parked in the same parking space, walk down the hall to a state agency, get a job where they're going to be getting 2%, 8%, 4% COLA adjustments, et cetera. She thinks that BESW ought to do the same. When she instructed **Lowery** on how to put this budget together for the Board's review today, they built those things in. If Board members look at when the pay range was set up for the incoming Executive Director, they also included in that budget that pay range. So, this is to accommodate all of the 2%, 8%, 4%, \$500 or \$250 quarterly checks depending on where we are with the budget and the state's status. Bill AB268 was enrolled this month and signed by the governor, so it's totally in play right now. A related bill for SB440 is in process, it is dealing with collective bargaining unit agreements that don't affect us. A related bill AB 337 is currently in process. She asked **Vander Poel** to speak about the changes that are taking place in the statewide general fund budget.

Vander Poel replied that in terms of the budget, they're starting work on budgets. They're trying to figure out how much money is left over, the average number we're hearing is that 5% adjustment for state employee needs. They're trying to determine how much money they will have left after they close all the budgets and, and make the determination of what they can afford to adjust for this COLA process. There is a significant appetite for paying state employees more.

Oppenlander said she thinks that pulling all this money from the general fund to spread it around state employees is entirely appropriate and necessary, and she could very easily guide Board members to any of these money committee sessions so they can listen in and hear the details of it. An unintended consequence is that it would make a Title 54 board competing with the state within itself. Because BESW is not getting general fund money, the only way to counteract that is to treat BESW's own employees by mimicking the state process in the same way. That is what she and **Lowery** have budgeted for to the best of their ability. For the bills that pass, that's one thing and for the bills that haven't passed yet and are in process, that's another thing. **Lowery** has been trained and is able to track the same things she has been tracking and she is in the process of handing that off to her so she can keep up with what the state actually puts in place. The Board is budgeted for that. This is a draft budget today, and she is hoping the Board will approve it to move forward with the intention of how it is set up and that it could be modified as appropriate based on how the state bills actually start passing and becoming law. She then asked **Lowery** to pick up the budget process where she left off.

Lowery replied, that as she said, one of the things that was added is another full-time clerical position, so it looks like we're increasing our salary stuff by over a hundred thousand. Some of that is the new position, some of that is the salary for the new executive director, and the rest of it is the anticipated COLAs. The Board is still well within budgetary possibilities. When you look at the bottom, it says we are going to make \$398.00 as a profit. This is a gross underestimation. Until we see the last quarter's figures we won't know for sure what our income was and what our starting figures will be for the new budget cycle. As Board members know,

with our fiscal audit, the Board had to take accountability for a number of years of prior PERS, putting money aside so that our fund balance number was not robust coming into this year. The Board's fund balance number going into next year, which is now fixed and accurate, will be much more robust. The Board is going to make money, but we won't know the exact figures until we are at the end of the fourth quarter with all of our income and expenses. Until the Board gets a balance carried forward, that will be based on the next audit, but it won't be the dramatic differences that we had to make this year because of the prior errors in the accounting for PERS monies. She said the rest of it is fairly self-explanatory. She is going to be working with our new accountant and our auditor to very clearly understand the GASB so that she can make sure that we are accounting for it in the budget. It may look a little different because she may be parsing things out differently so that they're easier to pull for quarterly reports that our new accountant is going to be doing.

Holland Browne commented that she thinks the Board's history of compensation for the Board, based on the amount of work that has been done and is required to be done, has been pretty mediocre. In her estimation, the increases that they are discussing are very well warranted. BESW wants good candidates, who want to come and stay. They want some stability and have been fortunate to have that for a period of time. She does think it is important that we get on board with sort of the going rates and that we provide these increases.

Oppenlander added an additional comment. The entire budget being worked on by the legislators is to address a pay disparity between state and local governments. As member **Holland Browne** mentioned, state employees aren't even comparable with local governments within the state, much less competing with governments in other states. We're running at 30% less, as state employees. She thinks that is the premise that they're coming from. They have broken it out so beautifully in many of these money committees in detail. If any Board members would like to be referred to some of these after the meeting is over, things that you can view online and understand what's going on, it is interesting and she would be happy to refer them.

Motion was made by Linda Holland Browne to approve the Draft Budget for July 1, 2023 – June 30, 2024; seconded by Abby Klimas. The Draft Budget for July 1, 2023 – June 30, 2024 was approved unanimously.

Langston moved on to **Agenda Item 3F – Review and Discuss May 1, 2023, Report to Governor's Office as per Executive Order 2023-003. (For Possible Action).**

Oppenlander stated that this is an item for possible action. After **Lowery** has gone over this item, she will be asking the Board members for their approval of submitting the May 1, 2023 report to the governor's office.

Lowery stated that, as Board members know, when the governor got into office, he created a series of executive orders. How they have actually played out has been a little bit different than originally designed. One of the things that he asked was that BESW find administrative code sections that could be removed that were redundant, unnecessary, no longer used, and ineffective. At the last Board meeting, she quickly reviewed the NAC changes, which BESW is proposing again because of the many changes at the legislature since then. She proceeded to go through them quickly. The NACs that could be removed is as follows –

- BESW is looking at removing the old legislative language requiring social workers to carry a wallet card at all times. That was written because back in the 1980s when we

didn't have online immediate available license verification. Online verification of licenses is possible now.

- Next, we are looking at removing a series of NACs related to the Provisional "B" license, which is also old language relating to the two provisional categories that we have. Provisional "A" is the 90 day temporary license. We do not recommend that people apply for this because they only have 90 days to take their exam. In testing seasons, often it isn't possible to schedule an exam date within 90 days. We're leaving that one alone. Provisional "B" is highly underutilized. We have only issued around four of these licenses in the last three or four years. They are very underutilized and confusing. To have a Provisional "B", an applicant must be enrolled and attending a social work program, but must first have a degree in a related field. One of the challenges is defining what a related field is. Public health is not. Criminal justice is not. We would like to remove this licensure category. That takes care of regulations two, three, four, five, six, and seven. The Board's language is fairly tidy and so in finding 10 things that we could remove, eliminating the Provisional "B" license with the accompanying and related NACs gave us a lot of additional things that we could take out.
- Our eighth recommendation is removal of the requirement that an applicant passed an ASWB exam when they are restoring an expired license with the Board. This is not necessary as they did so when they were initially licensed.
- Regulation nine and ten remove some language that wasn't removed the last time NAC changes were done. We completely tidied up LCSW internship stuff and when she went back through it, she realized that LISW language was not fixed. This regulation removes language so that it matches the LCSW internship because there are not substantial equivalent requirements anymore.
- Number 11 is fixing the language from SB 44 in which supervision was required to be onsite at least once a month. This was a summary of what we are proposing to the governor's office of things that could be eliminated to decrease confusion.

Motion was made by Abby Klimas to approve the May 1, 2023, Report to Governor's Office as per Executive Order 2023-003; seconded by Linda Holland Browne. The May 1, 2023, Report to Governor's Office as per Executive Order 2023-003 was approved unanimously.

Langston moved to Agenda Item 3G – Review and Discuss April 1, 2023, Report to Governor's Office as per Executive Order 2023-004. (Informational).

Oppenlander advised that this item was approved without Board members seeing it ahead of time because the governor's office had not released a format as they told us they would. This is the form that they released to the Board which was filled out and submitted on March 27th. When it was submitted, she received an acknowledgement from the governor's office. She noted that it is in a troublesome format on Board members' screens. Unlike the format that **Lowery** had that was modifiable and color coding was possible, this one was a locked format. We were able to get all the questions answered that the governor's office wanted answered and she is presenting it as an informational item only.

Langston moved to Agenda Item 3H – Board Review of Hearing for Virgilio DeSio, License No. 6200-C. (For Possible Action).

Ward asked that this matter be placed on the agenda next month. He has no new information regarding this matter.

Holland Browne Asked why this matter has been going on for so long.

Ward replied that he just has to put it up higher on his agenda. The state is short on Deputy Attorney Generals. He is covering three or four additional boards. One of the boards is the Physical Therapy Board, which is a very active board with 20 outstanding cases. One of them has been in the newspaper regarding alleged indecent exposure. He went on to say that a new Deputy Attorney General has been hired who will be taking over some boards including possibly this board because it was not his original board. He promised to try and get to this as soon as possible and get it resolved. His understanding is that it is not going to be a hearing. He doesn't know the exact date of this matter, but some of the ones that he is dealing with on the other boards are as far back as 2019. It is not uncommon for some of these matters to get pushed back, especially when they are short of Deputy Attorney Generals. He promised to edge this matter up to the top of his priority list. His understanding is that this is going to be a settlement, he just has to get in touch with the attorneys and get everything worked out.

Langston moved to **Agenda Item 3I – Board Review of Application for LMSW, Cheston Turner.**

Oppenlander announced that she will introduce this item for Cheston Turner. Mr. Turner is here today. Board members have been sent ahead of time quite a few pieces of information. During discussions with Mr. Turner, we discussed that it would be potentially possible for him to go into close session if it is agreeable with **Langston** and **Ward**.

Langston deferred to **Ward**.

Ward replied that it is up to the proposed licensee if he wishes to go into closed session, he does not have to. If we do, then we do the formality of a motion.

Langston asked Mr. Turner if he preferred to go into a closed session or stay in open session.

Turner replied that he prefers a closed session.

Langston asked for a motion.

Motion was made by Linda Holland Browne to go into closed session for review of Application for LMSW, Cheston Turner; seconded by Abby Klimas. Closed session for review of Application for LMSW, Cheston Turner was approved unanimously.

Oppenlander stopped the recording of the meeting.

Minutes Respectfully Submitted by Caroline Rhuys.

Resumption of Open Session

Langston declared that the Board is back in open session. She asked if there was any other public comment before making a motion and there was none?

Motion was made by Linda Holland Browne to accept the application and approve LMSW licensure for Cheston Turner; seconded by Abby Klimas. The motion to accept the application and approve LMSW licensure for Cheston Turner was approved unanimously.

Langston moved to **Agenda Item 3J – Review and Discuss Status of Recruitment Process (For Possible Action).**

Oppenlander announced that Vicki Erickson accepted the Board offer and will start on May 1st. Okay. After she had a discussion last month with the Board President about her training of the incoming Executive Director since she is leaving on April 30th, they came up with an idea and she plans to start a small business to help with the transition and so she can be on call to help as needed. Down the road, she could also be on call for compliance unit cases that she already understands and are in the queue to maybe save time. Also related to the recruitment process is we have prior minutes about the check signer being the executive director and Linda Hall Browne. She thinks it would be helpful in general terms, so she is hoping that before Item 3J on the agenda is closed, a Board member will make a motion for the check signers to be Vicki Erickson and Linda Holland Browne, so that will be in one set of minutes to take to the bank and get that done. Lastly, she mentioned that she gave Board members a sheet that with the steps of the recruitment process. The last one is Board members deciding how they want to announce the new Executive Director.

Holland Browne remarked that she would really like the Board to send an announcement to all the social workers on BESW's group list advising them and asking to welcome Vicki on board. She thinks it is important that, first of all, people be aware of the change and secondly, that we advise everyone of that.

Oppenlander suggested that Lowery send to all social workers an email on May 1st welcoming Vicki Erickson as the new Executive Director, including her new email address.

Motion was made by Linda Holland Browne to accept Vicki Erickson as the new Executive Director, effective May 1, 2023; seconded by Abby Klimas. The motion to accept Vicki Erickson as the new Executive Director, effective May 1, 2023 was approved unanimously.

Oppenlander requested motion confirming the check signing change.

Motion was made by Abby Klimas to designate Vicki Erickson, the Executive Director and Linda Holland Browne as check signers for the Board of Examiners for Social Workers; seconded by Jacqueline Sanders. The motion to designate Vicki Erickson, the Executive Director and Linda Holland Browne as check signers for the Board of Examiners for Social Workers was approved unanimously, with Linda Holland Browne abstaining from the vote.

Langston inquired whether there is a third check signer just in case neither of them are available.

Oppenlander replied that the Board is in the middle of negotiations with the governor's office for a third board member coming in into the north. The Board has received a name, but hasn't received the confirmation from the governor's office yet. She thinks the Board is going to have a third check signer, just not today.

Langston moved to **Agenda Item 3K – Review and Discuss 2023 Legislative Session - Flynn Guidici Government Affairs Advocates Report. (For Possible Action).**

Vander Poel informed Board members that the Nevada legislature is on day 73 of 120, so less than 50 days remain in this session. As mentioned earlier, the Board's meeting Friday was the first major deadline where bills were required to get out of committee. 239 bills died, including 10 that they were tracking for the social workers. That leaves 51. The legislature has a total of 626 active bills, 323 in the Assembly and 303 in the Senate. The next major deadline is in six days to get bills out of the first house. Then they flip and go to their respected opposite houses. One date that he did not comment on is the May 1st economic forum. That is when they will determine how much additional money they potentially have to spend and make the determination as it relates to just the extra spending. He brought up SB 10 regarding the Board sending names to the governor for potential appointment. That bill also encourages diversity on all the boards and commissions, so he is monitoring that bill and brought it to the Board's attention. A bill for which he thought there was going to be a hearing this week, but it sounds like it's been pushed to next week, is SB 431, the Governor's Omnibus bill that would restructure the executive branch. Specifically in that bill is section 20 that we're watching that would create the Office of Nevada Boards, Commissions and Councils. It is basically a centralized administration, for all the boards and commissions. This Board is listed in this bill to fall under that office. Their role is basically fixed areas to focus on: "A" centralized administration, "B" a uniform set of standards for investigations, licensing and discipline, including, without limitation, separating the roles and responsibilities for occupational licensure from the roles and responsibilities for occupational discipline, "C" a uniform set of standards for internal controls, "D" a uniform set of standards for legal representation, "E" a consistent set of structural standards for boards and commissions, and "F" transparency and consumer protection. He said he has a meeting with Deputy Chief of Staff, Jim Wells on Friday, and will discuss at length SB431 and how they envision this working. Should it pass? He believes there is going to be a fiscal note attached to it, so he'll be monitoring that one. Lastly, he has been working diligently behind the scenes to give **Oppenlander** the best sendoff he can. For the Social Workers Interstate compact, they've identified three potential bills that they can amend the interstate compact into. He commented that there is obviously major appetite not only by the executive branch, but by legislators, to adopt this interstate compact in Nevada. He is working on another one for the massage board, and that's on general file today to move out of the Senate. In his direct conversations with the key legislators involved as well as the Governor's office, he is definitely getting contacted regularly on what bill we're going to attach it to. When it comes to the legislature, it's a game of politics and making sure that if we do get this across the finish line, the governor will sign it. We need to make sure it is not attached to a bill that the governor's office does not like. It is a balance, but the seed is definitely planted. It has been watered and is growing. It is just identifying if we are going to get tomatoes or cucumbers. He thinks that is the best way of describing it. It is obviously a high priority and definitely going along. As stated, things are moving quickly. They are trying to move things out of the first house, and in his conversations, the respective parties he has talked to have all agreed that we will probably attach the interstate compact when the respected bills get out of their first houses. Then we will

attach the amendment language in whatever house the bill that we're looking at goes to.

Oppenlander remarked that **Vander Poel** is running one of these interstate compacts through splendidly. She has watched his work there, and seen that he has become very familiar with the process that's happening on these interstate contracts that have been paid for, if you will, by the Department of Defense, so that the council government could put the written word to the paper. While BESW's came about a little last minute for us to run it through this particular session, she sees that you're still trying really hard in observation of the bills that are moving through pretty rapidly and she expects ours would too. What she has watched him and others do is in his roll call on supportive groups that will come in when it's introduced. She mentions this to give the board some comfort that, if this gets introduced when the Board has a new Executive Director and it's running last minute, he has a plan or a process in place to bring the supportive cast of characters forward. She recommends that if this starts to go down that way, anybody that would be called to the table to provide their support, such as **Langston**, would be asked to state that the Board has approved this. She asked **Vander Poel** to talk about the processes he would see. She mentioned that it would be beneficial to recommend that the new Executive Director watch some of these sessions that are on tape right now and see how they walk through these houses.

Vander Poel explained what happened with the massage board Interstate Compact. The Executive Director, Sandy Anderson, participated in the committee hearing and took the reins of explaining how we got to this point and why it's beneficial for Nevada. Nevada, in that capacity, had a significant role in crafting the interstate compact. She provided a lot of legwork on that front, and it was very beneficial to the chair and committee members. He also included Kelli May Douglas who is the State Policy Liaison from the Department of Defense, who talked about the role of military families in this. Finally, he included the Council of State Governments who walked through the compact line by line of what it does. This provided a broad but direct testimony as to why the bill was necessary. There was some hesitation by one of the committee members, but we have since confirmed that that state senator will support the interstate compact at the end of the day. We foresee much of these interstate compacts (he has not seen anything in the assembly yet), but in the Senate to be voted out basically unanimously. So that's the goal. If we find the bill that we have to attach the language to as an amendment, it definitely would be imperative for the Board to have the Deputy Director present to talk about Nevada's role as it relates to drafting the interstate compact. He mentioned that as he was working on the massage therapy interstate compact, he heard mention more than once in the legislative building, the need for social workers in Nevada. He had a meeting with the state senator who was very hesitant on interstate compacts, and he changed the subject on him and brought up the need for social workers. The senator agreed that there was a dire need for social workers. **Vander Poel's** responded that he has an interstate compact for that. It was very beneficial in the moment. Especially with Utah working on their interstate compact, he addressed the need along the I-80 corridor (West Wendover to Elko) and how that could work having social workers that could come from Salt Lake City into the I-80 corridor in those communities that need social workers. That is what has been recognized by legislators and the executive branch. Going back to the process, he tries to make it as easy as possible. Behind the scenes herding cats is not the easiest, but the goal is to get this across the finish line. He has a lot of people asking him "where are we," and they've been very helpful.

Lowery stated that she is going to step into bill tracking. Today, after this meeting she will be looking at **Oppenlander's** list and jumping in on the bill tracking. She mentioned that one of the first things they are going to do with Vicki, is give her a parachute and get her into bill tracking. She asked **Vander Poel** to let her know what he needs she'll be there.

Oppenlander brought up a couple of other points. In addition to the Council on State Governments that could provide testimony and support, Kelli, the State Policy Liaison from the Department of Defense could speak. Cara Sanner from ASWB could speak because she already obtained a letter of support from Stacey Hardy-Chandler, the President, and CEO of ASWB. We have all that going already, so plugging in at the last minute isn't quite as frantic as it seems. We also did have a board motion and approval to move forward with the interstate compact. It would be easy for **Langston** to say that because it's true. The Deputy Director has received the latest clear training module from the Utah head of their mega board, with a presentation about interstate compacts and Utah's positioning, etc. She said she thinks the Board is as prepared as they can be. We're ready to move it through this year, and that would make BESW one of the first seven states in the nation. It would put BESW on the commission and we would have a lot to say in how the commission is structured and informed from the get-go.

Vander Poel replied that he just wants to get something to the governor's desk that he'll sign, so he is trying to make this as clean as possible and give **Oppenlander** the best farewell gift he can.

Langston moved to **Agenda Item 3L – Executive Director's Report (Informational)**.

Oppenlander stated that there is a board meeting scheduled for May and one of the items that is scheduled is the strategic plan approval. That plan went out the day that she negotiated with Vikki. Kelly Marshall sent it to Vikki so that she could read the plan and have plenty of time to absorb it, ask questions behind the scenes and so forth. She may, having been around the Board for so long, be working with Kelly Marshall to perhaps tidy up some phraseology or make some suggestions. Also, as promised she included executive director performance reviews as compiled by other small boards from the administrative collaborative. Those are in the members' packets today. The next Board meeting is scheduled for May 17th at 9:00 am. Right now, there are no further board meetings scheduled for the rest of the year. This will be up to the Board and the new Executive Director about how they want to move forward in the future.

Langston mentioned that a virtual sendoff for the Executive Director is scheduled for Friday, April 28th.

Lowery replied that **Oppenlander** is not usually in the office on Fridays and the office is closed on Fridays. **Lowery** suggested Wednesday, April 26th at 1:00 pm for the office staff to gather with Board members joining via Zoom call.

Langston confirmed that the virtual sendoff to say thank you for job well done to Karen will be Wednesday, April the 26th at 1:00 pm.

Langston moved to **Agenda Item 4 – Public Comment**.

Oppenlander stated that there is no public comment in written form or in email form at this time.

Langston moved on to **Agenda Item 5 - Adjournment** at 1:00 pm.

Minutes Respectfully Submitted by Caroline Rhuys.

3B

2023 Legislative Report – Flynn Guidici Government Affairs

Interstate Compact (BDR 54-1218)

Implementation of Salary Increases in FY 23/24 Budget

Board of Examiners for Social Workers Legislative Subcommittee Bill Tracker

Updated 06/13/2023

Bill Number	Topic	Summary	Status	SW Impact
Assembly Bill 45	Creates a program to repay the student education loans of certain providers of health care.	Creates the Student Loan Repayment for Providers of Health Care in Underserved Communities Program to repay the student education loans of qualified providers of health care who work in certain underserved communities. Provider types include all behavioral health professionals.	Bill signed into law	Enhances loan repayment options.
Assembly Bill 225	Revises provisions concerning the confidentiality of certain personal information of certain persons.	Authorizing certain persons to request a court order to make certain personal information in the possession of a county recorder, county assessor or elections official be kept in a confidential manner.	Bill signed into law	Unclear
Assembly Bill 267	Revises provisions governing cultural competency training.	Increases the requirement for legislatively mandated CEUs for cultural diversity, equity and inclusion from 2.00 CEUs each collection cycle to 6.00 CEUs.	Bill signed into law	Will increase the number of mandated CEUs for renewal.
Assembly Bill 268	Retention incentives for employees of the Executive Department of the State Government.	AB 268 is exclusive of Boards and Commissions, but the Board has decided to mirror the retention bonuses enacted by this bill to the degree the budget allows. Employees paid \$500.00 March 31 st and June 16 th .	Bill signed into law	BESW has evaluated our budget and could absorb the bonuses.
Assembly Bill 22	Increases in the salaries of certain employees of the state paid under the General Fund.	Raises of 12% effective July 1, 2023, and 4% raise effective July 1, 2024. While the Board is not required to follow this law as it receives no money from the GF, the Board has elected to mirror the raises as the budget allows.	Bill signed into law	BESW has evaluated our budget and can mirror the July1, 2023 raise.

Bill Number	Topic	Summary	Status	SW Impact
Senate Bill 131	Revises provisions relating to reproductive health care.	AN ACT relating to reproductive health care; prohibiting health care licensing boards from disqualifying from licensure or disciplining a person for providing or assisting in the provision of certain reproductive health care services.	Bill signed into law	Includes SW in protections

3C

“Screening Policy” / “Yes Policy” Matrix

State of Nevada, Board of Examiners for Social Workers

4600 Kietzke Lane, #C121, Reno, NV 89502

(775) 688-2555

Policy Number: L-010	Title: Screen Questions Policy – Initial / Renewal Applications	Date Approved by Board: <i>Pending</i>
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Policy Summary:

In our efforts to positively represent the Social Work profession and safe guard the public served, this policy will address the evaluation criteria known as the "YES" Policy used for an applicant's initial licensure or a licensee seeking to renew their license that answers "yes" to any of the screening questions on their application.

Policy:

The mission of the Board of Examiners for Social Work is to protect the public. Screen questions are asked of new applicants and renewal applicants in order to evaluate competency, qualifications, and the ability of the applicant to comply with the essential eligibility requirements for the practice of social work. The information provided by the applicant is then evaluated for approval or denial of licensure based on the legal requirements for full licensure / renewal of licensure.

Applications

Applicants for licensure or renewal are asked six (6) screening questions.

	Yes	No
1. Have you ever been charged or convicted (including a nolo-contendere plea or guilty plea) of a misdemeanor, gross misdemeanor, felony, or other criminal offense (other than minor traffic violations) in any court? If YES, in addition to the affidavit, attach a certified copy of the court records, order, ruling or disposition regarding your conviction that includes the nature of the offense, date of discharge , proof of compliance, as well as a signed statement identifying the circumstance.		
2. Have you ever been denied approval to take a licensing examination or denied a license or certification?		
3. Has any jurisdiction, state or association refused, rejected, dismissed, withdrawn or denied your application for certification or licensure?		
4. Have you ever been the subject of an administrative action / proceedings that refused to renew, revoked, suspended, or otherwise restricted your certificate or license in any profession?		
5. Are you currently under investigation or have you ever voluntarily surrendered your certificate or license in any profession in order to avoid disciplinary action by a regulatory agency in any state?		
6. Do you currently have any condition or impairment (including, but not limited to, substance abuse, alcohol abuse, mental and / or medical condition) which currently affects your ability to deliver essential social work services?		

If the applicant answers "yes" to any of these questions, they are required to provide additional information. The Board will evaluate each applicant for licensure based on evidence of closure, rehabilitation and the potential / actual risk to the public.

Staff will automatically forward these applications to the Executive Director, Deputy Director or Board of Examiner for Social Work designee, for review and approval.

Regarding Question One (1): Legal History

If one or more of the following convictions are identified, the application must be taken to the Board for disposition.

- Murder, voluntary manslaughter or mayhem;
- Assault with intent to kill or commit sexual assault or mayhem;
- Sexual assault, statutory sexual seduction, incest, lewdness, indecent exposure or any other sexually related crime;
- Abuse or neglect of a child, disabled person or elder adult or contributory delinquency;
- A violation of federal or state law regulating the possession, distribution or use of any controlled substance or any dangerous drug as defined in chapter 454 of NRS, within the past seven (7) years.
- A violation of any provision of NRS 200.5099 or 200.50955, which outlines abuse, neglect, and exploitation of an older person;
- Any offense involving DUI, fraud, theft, embezzlement, burglary, robbery, fraudulent conversion or misappropriation of property, within the immediately preceding seven (7) years; or
- Any other felony involving the use of a firearm or other deadly weapon, within the immediately preceding seven (7) years.

The Executive Director, Deputy Director or designee, after consultation with the designated Board Member has the discretion to clear the following issues:

- A minor event (defined as any conviction that is not a felony or one of the convictions listed above), minor traffic related matters, a minor criminal citation and / or juvenile offenses occurring within the last seven (7) years.
- Up to three minor events occurring between seven (7) and ten (10) years prior to the date of application.
- One (1) or more events occurring more than ten (10) years prior to the date of application in Nevada.
- If an applicant that has been granted relief by a court of appropriated jurisdiction that results in the dismissal of the case is a minor event, must be reviewed by the Executive Director, Deputy Director or designee, and the designated Board member to determine if the application must proceed to the Board for disposition.

APPLICANT MUST PRESENT THE FOLLOWING INFORMATION for review and consideration.

- ***A court certified copy of the conviction and final or most recent disposition of your case(s) from the Court Clerk of the court in which convicted.***
- A letter from the applicant describing the underlying circumstances of the conviction including the nature of the act(s) or crime(s) and the date(s) of the crime.
- A letter from the applicant describing ***rehabilitation efforts or changes*** (s) he has made to prevent future problems. It is their responsibility to present sufficient evidence of

rehabilitation ***to demonstrate their fitness for licensure***. The **evidence** of rehabilitation may include, but is not limited to:

- i. An evaluation by a mental health practitioner that addresses the problem and fitness for social work licensure.
- ii. Proof of completion of probation if ordered.
- iii. Letters of reference from employers, instructors, professional counselors, probation or parole officers on official letterhead.

Regarding Questions Two (2) through Five (5): Licensure, Administrative Actions and /or Professional Conduct.

APPLICANT MUST PRESENT THE FOLLOWING INFORMATION for review and consideration.

- A letter from applicant describing the circumstance of the incident.
- A certified copy of the determination made by the licensing or professional entity.
- If disciplinary action was imposed, the above document should include date and location of the incident, specific violation, date of disciplinary action, and sanctions or penalties imposed.
 - i. A letter from the applicant describing rehabilitation efforts or changes (s)he has made to prevent further problems. It is their responsibility to present sufficient evidence of rehabilitation to demonstrate their fitness for licensure.

The Executive Director, Deputy Director or designee, after consultation with the designated Board Member has the discretion to clear the following issues **

- If the actual violation is NOT a violation of the Nevada Social Work Practice Act;
- The action occurred more than five (5) years prior to the date of application for licensure/certification in Nevada;
- The individual has completed all restitution and requirements of the Board order resulting in the action being satisfied in the jurisdiction where the action took place; and
- There has been action in only one jurisdiction or the action in multiple jurisdictions is based on one jurisdiction's action and all requirements have been completed.

****NOTE:** In the matter of a felony arrest or pending administrative proceeding, issued in any state or jurisdiction, against any new applicant for licensure or certificate, proof of **a judicial order, agreement or ruling must be submitted**. The Executive Director, or designee, may confer with the Deputy Attorney General (DAG) assigned to the Board to determine if the application should proceed or be held for resolution. If allowed to proceed, the application will then be reviewed with the designated Board member for final approval

Regarding Questions Six (6): Fitness to Practice

APPLICANT MUST PRESENT THE FOLLOWING INFORMATION for review and consideration.

- A letter from the applicant outlining the circumstances.
- The Board may request additional information as it deems necessary.

The Executive Director, Deputy Director or designee, after consultation with the designated Board Member has the discretion to clear the following issues.

- If no permanent practice limitations are identified, a statement is sent to the applicant that gives explicit responsibility to the applicant for safe practice including the direction to report to the Board any permanent exacerbations of the condition.

STATE OF NEVADA BOARD OF EXAMINERS FOR SOCIAL WORK APPROVAL MATRIX

STATE OF NEVADA BESW MATRIX

QUESTION 1 LEGAL MISDEMEANORS			Time Elapsed Since Last Conviction	within last 7 yrs. →	STATUS	• Closed → • (Closure required)	• Staff may approve with applicable documentation on file.
Convictions or Charges including moral turpitude:	<ul style="list-style-type: none"> • Traffic tickets (NRS 484B.600) • Trespassing (NRS 207.200) • Shoplifting (NRS 205.240) • Breach of peace (NRS 203.010) • Solicitation of prostitute (NRS 201.354) • Jaywalking (NRS 484B.287) • Battery (NRS 200.481(5)/domestic violence w/o injury, strangulation or weapon • Harassment (NRS 200.571), Stalking (NRS 200.575) • PTO violation • Lewdness/indecent exposure • 1st DUI w/o injury 	<ul style="list-style-type: none"> • One closed minor event defined as any conviction; not a felony • Minor closed traffic related matters, including a criminal citation within last seven (7) years. • Juvenile offenses within last seven (7) years. • Multiple closed minor events over ten (10+) prior to application in Nevada. • Up to three (3) minor closed events between seven (7) ten (10) yrs. 				• Open →	<ul style="list-style-type: none"> • Appl. to ED/Board for Review. (Release letter advising of closure requirement).

STATE OF NEVADA BOARD OF EXAMINERS FOR SOCIAL WORK APPROVAL MATRIX

CATEGORY E							
Convictions or Charges:	<ul style="list-style-type: none"> • Criminal gang activity • Solicitation of children for prostitution • Possession of controlled substance • fraud • Municipal ordinances (Conviction <u>not a felony</u>, i.e. juvenile offenses minor criminal citations, traffic related matter). 	<ul style="list-style-type: none"> • One closed minor event defined as any conviction; not a felony • Minor closed traffic related matters, including a criminal citation within last seven (7) years. • Juvenile offenses within last seven (7) years. • Multiple closed minor events over ten (10+) prior to application in Nevada. • Up to three (3) closed minor events between seven (7)ten (10) yrs. 	Time Elapsed Since Last Conviction	<ul style="list-style-type: none"> within last 7 yrs. → 	STATUS	<ul style="list-style-type: none"> • Closed → (closure required) • Open → 	<ul style="list-style-type: none"> • Staff may approve with applicable documentation on file. • Appl. to ED/Board for Review. (release letter advising of closure requirement).
CATEGORY D							
Conviction or Charge:	<ul style="list-style-type: none"> • Arson, involuntary manslaughter, • Misdemeanors NOT involving violence, drug possession or paraphernalia. • Parental (Custodial) Kidnapping 	<ul style="list-style-type: none"> • One closed minor event defined as any conviction; not a felony • Minor closed traffic related matters, including a criminal citation within last seven (7) years. • Juvenile offenses within last seven (7) years. • Multiple closed minor events over ten (10+) prior to application in Nevada. • Up to three (3) closed minor events between seven (7)-ten (10) yrs.. 	Time Elapsed Since Last Conviction	<ul style="list-style-type: none"> within last 7 yrs. → within last 7 yrs. → within last 7 yrs. → exceeds 10 yrs. → between 7-10 yrs. → 	STATUS	<ul style="list-style-type: none"> • Closed → • Open → 	<ul style="list-style-type: none"> • Staff may approve with applicable documentation on file. • Appl. to ED/Board for Review.

STATE OF NEVADA BOARD OF EXAMINERS FOR SOCIAL WORK APPROVAL MATRIX

CATEGORY C							
Conviction or Charge:	<ul style="list-style-type: none"> Grand Theft/Larceny, Crimes with No Actual Harm, Driving While License Suspended Habitual, Perjury, Fraud, Embezzlement, Burglary, Robbery Conversion or Misappropriation of property, other felonies involving violence, drug possession or paraphernalia per NRS 454. DUI, Assault and Battery. 	<ul style="list-style-type: none"> Any single (closed) event exceeding ten (10) years from date of application. Any single (closed) event between 7-10 yrs. from date of application. Any single (closed) event less than 7 yrs. from date of application. Multiple (closed) events up to (10) yrs. from date of application. If granted relief or dismissal of a minor charge by a court of appropriate jurisdiction. 	Time Elapsed Since Last Conviction	<ul style="list-style-type: none"> exceeds 10 yrs. between 7- 10 yrs. → within last 7 yrs. → up to 10 yrs. → within last 10 yrs. → 	STATUS	<ul style="list-style-type: none"> Closed → Closed → Closed → Closed → Closed → 	<ul style="list-style-type: none"> Staff may approve with applicable documentation on file. Staff may approve with applicable documentation on file. Appl. to ED/Board for Review. Appl. to ED/Board for Review. Appl. to ED/Board for Review.
CATEGORY B							
Conviction or Charge:	<ul style="list-style-type: none"> Third (3rd) DUI Abuse, Neglect or Exploitation of a child, elder or disabled person per NRS 200.5099/200.50955. 2nd Degree Kidnapping Felony involving a firearm or deadly weapon or attempted murder, , voluntary manslaughter, mayhem, terrorism, et al. Robbery, burglary, assault Possession, distribution or use of controlled substance as defined by NRS 454. 	<ul style="list-style-type: none"> Any event from date of application. Any event from date of application. Any event from date of application. Any event up to 10 yrs. from date of application. 	Time Lapse Since Last Conviction	<ul style="list-style-type: none"> within last 10 yrs. → 	STATUS	<ul style="list-style-type: none"> Closed → Open → 	<ul style="list-style-type: none"> Appl. to ED/Board for Review. Appl. to ED/Board for Review.
CATEGORY A							
Conviction or Charge:	<ul style="list-style-type: none"> Murder 1st Degree Kidnapping Assault with intent to kill, sexual assault or mayhem. 	<ul style="list-style-type: none"> Any event up to 10 yrs. from date of application. 		<ul style="list-style-type: none"> within last 10 yrs. → 	STATUS	<ul style="list-style-type: none"> Closed → Open → 	<ul style="list-style-type: none"> Appl. to ED/Board for Review. Appl. to ED/Board for Review.

STATE OF NEVADA BOARD OF EXAMINERS FOR SOCIAL WORK APPROVAL MATRIX

QUESTIONS 2-5							
LICENSURE, ADMIN ACTION &/OR PROFESSIONAL CONDUCT.	<ul style="list-style-type: none"> • Violation of Nevada SW Practice Act. • Action occurred more than five (5) yrs. prior to date of application. • Has individual completed required restitution of Board Order satisfactorily in designated jurisdiction(s)? 	<ul style="list-style-type: none"> • Any event up to 5 yrs. from date of application. 	Time Lapse Since Last Conviction	within last 7 yrs. →	STATUS	<ul style="list-style-type: none"> • Closed → • Open → 	<ul style="list-style-type: none"> • Appl. to ED/Board for Review. • Appl. to ED/Board for Review.
QUESTION 6							
FITNESS TO PRACTICE	<ul style="list-style-type: none"> • Condition or impairment (medical and/or mental including alcohol or substance addictions). • If no permanent practice limitations are identified, a statement is sent to the applicant that gives explicit responsibility to the applicant for safe practice including the direction to report to the Board any permanent exacerbations of the condition. 	<ul style="list-style-type: none"> • A letter from the applicant outlining the circumstances. • Letter detailing treatment plan / process. • BESW may request additional information as deemed necessary. 	Time frame	within 5 yrs. →	STATUS	<ul style="list-style-type: none"> • Closed → • Ongoing → 	<ul style="list-style-type: none"> • Appl. to ED/Board for Review. • Appl. to ED/Board for Review.

3F

Hearing for Virgilio DeSio, License #6200-C

3D

Strategic Plan

Strategic Plan 2023-2026

Critical Issue 1: Regulatory Changes

BESW needs to respond to changing conditions in the national and state landscape that impact occupational licensing.

Goal 1A. By June 30, 2026, BESW will participate in discussion, development, and evaluation of the Interstate Compact and ensure that regulations promote the professionalization of social work while addressing compliance, supervision, burdens, and barriers to expanding licensed social workers.

Strategy	Action	Timeline for Completion	Lead Staff Member
1.A Determine participation in and implications of the Interstate Compact.	<ul style="list-style-type: none">a. Evaluate the Interstate Compact as finalized to determine Nevada's participation.b. If participation in the Compact is approved, determine NRS and NAC changes to implement the Interstate Compact.	To be determined	Executive Director
1.B Revise Nevada Administrative Code to comply with Nevada Revised Statutes.	<ul style="list-style-type: none">a. Review and follow Legislative Council Bureau's manual to draft and complete NAC revisions.	July 1, 2024 and TBD thereafter	Deputy Director

Goal 1A. By June 30, 2026, BESW will participate in discussion, development, and evaluation of the Interstate Compact and ensure that regulations promote the professionalization of social work while addressing compliance, supervision, burdens, and barriers to expanding licensed social workers. **This must include a focus on diversity, equity, and inclusion in all of the board's deliberations and practices moving forward, as aligned with approved content for Diversity CEUs.**

Strategy	Action	Timeline for Completion	Lead Staff Member
1.C Ensure Compliance	a. If the Compact is approved for Nevada and the Compact is established, participate in Interstate Compact Commission.	To be determined	Executive Director
1.D Promote professionalization of social work.	a. Evaluate license exemptions.	July 1, 2024	Executive Director
	b. Evaluate post graduate supervision process.	December 31, 2023	Deputy Director

Strategic Plan 2023-2026

Critical Issue 2: Communication, Education, and Partnership

BESW operations would benefit from being more streamlined, efficient, and user friendly.

Goal 2A. By June 30, 2026, BESW will adapt to the changing state and national landscape and engage with other boards to protect the public, educate partners on, and highlight the role and impact of social work practice.

Strategy	Action	Timeline for Completion	Lead Staff Member
2.A Participate in forums and apprise the board of changes in the state and national landscape.	<ul style="list-style-type: none"> a. Participate in Nevada’s small board administrative collaborative. b. Participate in ASWB convenings. c. Participate in NASW convenings. d. Participate in legislatively established committees whose work pertains to BESW. e. Participate in other relevant meetings that pertain to BESW. f. Summarize implications of changes to state and national landscape in Board meetings 	Monthly as scheduled, through June 30, 2026	Executive Director

Goal 2A. By June 30, 2026, BESW will adapt to the changing state and national landscape and engage with other boards to protect the public, educate partners on, and highlight the role and impact of social work practice.

Strategy	Action	Timeline for Completion	Lead Staff Member
2.B Identify and educate partners on the role and impact of social work practice.	a. Conduct outreach to and share information with social work practitioners regarding board and legislative actions.	Monthly	Deputy Director
	b. Convene public workshops on NAC changes.	As appropriate and necessary	
	c. Create a communication plan to share information and engage in productive social media including the importance and practices of DEI.	December 31, 2023	Board members (Jacqueline Sanders to work with staff and Abby Klimas to gather information from other boards) (ASWB to support)
	d. Email licensees on changes and impacts on social work practice.	Monthly	
	e. Post changes and impacts to social work practice to the website.	Monthly	

Strategic Plan 2023-2026

Critical Issue 3: Board Design and Staff Structure

BESW seeks to ensure that it has an administrative design, sufficient resources, and approaches its work in a way that helps achieve its mission.

Goal 3A. By June 30, 2024, BESW will determine its optimal administrative design, and the approach to doing the Board's work including the board staffing structure, succession planning, and enhanced resources for accounting.

Strategy	Action	Timeline for Completion	Lead Staff Member
3.A Determine optimal Administrative Structure	a. Establish and implement an annual review process for the Executive Director aligned with best practices.	September 30, 2023 and annually thereafter	Board President
	b. Review and refine staff job descriptions and review evaluation criteria.	July 1, 2024	Executive Director
	c. Conduct an annual review of agency staffing needs and budgetary constraints.	July 1, 2024 and annually thereafter	Executive Director
	d. Identify new positions or resources needed to fulfill BESW's mission.	July 1, 2024 and annually thereafter	Executive Director

Goal 3A. By June 30, 2024, BESW will determine its optimal administrative design, and the approach to doing the Board's work including the board staffing structure, succession planning, and enhanced resources for accounting.

<p>3.B Implement succession planning for staff</p>	<p>a. Create a staff succession plan.</p> <p>b. Implement staff succession plan.</p> <p>c. Identify timing and processes to update BESW documents in the succession plan.</p>	<p>March 31, 2023</p> <p>October 1, 2023</p> <p>October 31, 2023</p>	<p>Board</p> <p>Executive Director</p> <p>Executive Director</p>
<p>3.C Evaluate resources for accounting and determine if they meet BESW's needs moving forward.</p>	<p>a. Meet with auditor and review audit to determine if additional resources are needed to comply with GASB.</p> <p>b. Secure resources for accounting</p>	<p>July 1, 2023</p> <p>October 31, 2023</p>	<p>Executive Director</p> <p>Executive Director</p>

Strategic Plan 2023-2026

Critical Issue 4: Financial Strengthening

BESW needs to strengthen accounting practices and ensure financial sustainability.

Goal 4A By June 30, 2025, BESW will ensure it has sufficient resources and practices to implement appropriate accounting principles and ensure financial sustainability.			
Strategy	Action	Timeline for Completion	Lead Staff Member
4.A Track and report on financial resources.	a. Prepare budget to actual and financial reports.	July 1, 2023 and quarterly thereafter	Executive Director
	b. Present financial reports to the Board.	July 1, 2023 and quarterly thereafter	Executive Director
4.B Identify accounting principles and strategies to strengthen the Board's financial position.	a. Review previous and current management letters.	July 1, 2023	Executive Director
	b. Create a plan to respond to management letter findings.	Annually	Accounting Resource
	c. Implement plan to respond to management letter findings.	Annually	Executive Director
4.C Implement policies to ensure financial sustainability.	a. Identify financial institution(s) to deposit funds over the FDIC protected amount.	July 1, 2023	Executive Director Board
	b. Identify and implement long-term investment strategy.	July 1, 2024 and annually thereafter	Board

Goal 4A By July 1, 2025 BESW will ensure it has sufficient resources and practices to implement appropriate accounting principles and ensure financial sustainability.

Strategy	Action	Timeline for Completion	Lead Staff Member
4.D Implement policies to ensure practices align with appropriate accounting principles.	a. Review and identify policies to align with appropriate accounting principles.	July 1, 2023	Executive Director and Auditor
	b. Draft, adopt, and implement policies to respond to GASB 96.	July 1, 2023 and annually thereafter	Deputy Director/Accounting Resource

DRAFT