



State of Nevada

Board of Examiners for Social Workers

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

(775) 688-2555

PUBLIC NOTICE OF HEARING

NOTICE OF INTENT TO ACT UPON A REGULATION

NOTICE OF HEARING FOR THE ADOPTION OF REGULATIONS OF THE STATE OF NEVADA

***BOARD OF EXAMINERS FOR SOCIAL WORKERS
LCB File Number: R055-19***

Friday, December 13, 2019 at 9:00am

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

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

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

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

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

AGENDA

1. Call to Order and Roll.
2. Public Comment.
Note: No vote may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020)
3. (For Possible Action) Review, Discussion and for Possible Approval of Agenda.
4. Review and Discussion, Summary of Public Comments Received During the Board Public Workshops, Conducted in Reno, Nevada on September 11, 2019 and Las Vegas, Nevada on September 12, 2019, Pertaining to Proposed Regulation Contained in LCB File Number: R055-19. (Board minutes (as transcripts) from these Workshops were approved at the 10/11/2019 meeting).

5. Review and Discussion, Summary of Written Public Comments Submitted to the Board (either electronically or by mail) Pertaining to Proposed Regulation Contained in LCB File Number R055-19.
6. Review and Discussion, Summary of Information Obtained from Solicitation of Input from Nevada Small Businesses and Licensees Pertaining to Possible Economic Impact and Copies of Submitted Responses.
7. (For Possible Action) Review, Discussion and for Possible Approval of Adoption of LCB File Number: R055-19. Review Documents shall include:
 - a. LCB File Number: R055-19, Revised Proposed Regulation of the Board of Examiners for Social Workers;
 - b. Notice of Intent to Act Upon a Regulation; Notice of Hearing for the Adoption of LCB File Number: R110-17 of the Board of Examiners for Social Workers;
 - c. Minutes from the September 11, 2019 and September 12, 2019 Public Workshops Conducted in Reno and Las Vegas, Nevada;
 - d. Board's Small Business Impact Statement
8. 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)
9. (For Possible Action) Adjournment.

Please visit the Board's website at www.socwork.nv.gov for access to all material pertaining to this meeting. Please contact Karen Oppenlander, LISW, Executive Director at (775) 688-2555 for supporting materials regarding the meeting. Supporting materials can be picked up at 4600 Kietzke Lane, Suite C-121, Reno, Nevada 89502.

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

This notice has been posted at the office of the Board of Examiners for Social Workers; the Board's Web Site www.socwork.nv.gov; the State of Nevada's Public Notice Website <http://notice.nv.gov>; Legislative Counsel Bureau (LCB) and South Valley's Library and the following locations:

University of Nevada, Las Vegas, School of Social Work, Las Vegas, Nevada
University of Nevada, Reno, School of Social Work, Anasari Business Building, Reno, Nevada

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Karen Oppenlander

From: Sylvie Clemons <sweetie884@gmail.com>
Sent: Saturday, November 30, 2019 1:58 AM
To: Karen Oppenlander
Subject: Proposed Regulation Changes 2019

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: Now, Board

Good morning,

Prior to the Board votes, and if not too late, I would like to suggest:

- the fees for retired social workers and associates who are not practicing remain the same \$100 as opposed to being increased to \$175. This fee is substantial especially if someone is not practicing but wants to maintain their license (Retired and Not Practicing SW).
- The fees for retired clinical social worker who are not practicing remain the same \$150.

Thank you for your attention to this matter.

Sylvia Clemons, #3002S
Retired LSW
Not practicing

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State of Nevada

Board of Examiners for Social Workers

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

(775) 688-2555

Impact on Small Businesses

The Board of Examiners for Social Workers (Board) is required to consider the impact of proposed regulation changes on small businesses. Due to historically low response rates to the Small Business Impact Survey, the Board decided to send out surveys in several ways to capture the maximum amount of data required by the Legislative Council Bureau (LCB) and to gather data in areas of interest identified during the Legislative Session. Of note, we focused on the regulation changes around fee increases.

Survey Distribution

1. September 17, 2019 a Small Business Survey was sent out **electronically** to 360 social work licensees who identified themselves as small business owners on their license renewals.
2. September 17, 2019 a parallel survey was sent **electronically** to 3279 licensed social workers licensed in Nevada.
3. October 9, 2019 a paper survey was **mailed** to 342 businesses in Nevada that employed social workers based on employers identified in the Board database.
4. The Deputy Director contacted a number of large employers that had more than 150 employees (outside of the parameters of the legislative mandate) that hired social workers and asked that they provide us with information. The surveys were sent **electronically**. These agencies included the Veteran's Administration facilities in Northern and Southern Nevada; Clark County Department of Social Services; Clark County Department of Family Services; Washoe County Human Services Agency; Medical Surgical Hospitals throughout the state; and State of Nevada Department of Education.

In total 4,000 surveys were e-mailed or mailed out. Our **rate of return** was as follows –

1. Small Business Impact Survey (1 to 150 employees) – 702 sent out, 28 returned – **4% return rate**
2. Large Business Impact Survey (150+ employees) – 19 sent out, 9 returned – **47% return rate**
3. Parallel Licensee Survey – 3279 sent out, 745 returned – **22.7% return rate.**

Summary of Data

Since the proposed regulation change is dealing with **fee increases**, we were most interested in data regarding the fiscal impact on small businesses and licensees –

1. 74% of **all businesses** (small and large) that responded expect licensees to pay for their own licensing and renewals.
2. 85% of **all social workers** who responded reported that they were expected to pay for their own licensing and renewals.
3. Within the **29 surveys that met the "Small Business Survey" parameters**, 62% of small businesses require their employees to manage their own licensing fees. Ten small business employers report paying for the renewals of their employees. A majority (6 of the

10) small businesses report zero, minimal or moderate impact. Four of these small businesses reported high impact and made the following comments (in italics):

- *"Negatively, and would impact our budget."*
 - **Staff analysis:** This small business reports 100 total employees of which our database shows 5 social workers (3 LSW and 2 LCSW) which is a net fiscal increase of \$150.00.
 - *"We are a non-profit depending on private donations, therefore any increase affects us adversely."*
 - **Staff analysis:** This small business reports 38 total employees of which our database shows 2 social workers (1 LSW and 1 LCSW) which is a net fiscal increase of \$62.50.
 - *"I am a one person agency that offer's low cost counseling. This change could be a burden financially."*
 - **Staff analysis:** This small business reports 1 employee who is an LCSW, which is a net fiscal increase of \$37.50.
 - *"It would increase benefit payout to the employee which impacts our annual budget."*
 - **Staff analysis:** This small business reports 3 total employees of which our database shows 3 social workers (1 LSW and 2 LCSW) which is a net fiscal increase of \$100.00.
4. In analyzing the four businesses that self-identified as experiencing a "high impact" from the proposed fee increases, the total net increase for these businesses was \$350.00 per year, impacting 11 social workers out of a total of 142 employees reported. In contrast, the survey results show 74% of the 47 businesses that responded require the licensee to manage their own licensing fees. Additionally, 85% of the 745 social workers who responded are required to manage their own licensing fees.
- **Staff analysis:** The impact on small businesses appears minor.

As part of the bigger workforce development picture in Nevada, the Board evaluated ways to reduce the impact of proposed regulations on small businesses. The Board gathered baseline information about employee incentives being utilized in order to attract and keep social workers.

Through our survey distribution, we learned that 58% of businesses who responded reported that they pay for continuing education units for licensees. This trend was validated as 32% of social workers responded that their employers paid for continuing education; and 26% considered this an incentive to stay with their employer. Furthermore, social workers identified a number of other incentives as important including competitive salary (21%); PTO / sick time (63%); and medical benefits (61%).

As a result of the information gathered, the Board intends to educate small business employers in Nevada about the importance of incentivizing social workers in our highly competitive workforce to assist in attracting and retaining social workers.

Use of Monies from Fee Increases

In the course of a fiscal year, the total increase in income from fee increases will be approximately \$72,000.00. This money will be used in several ways.

1. Becoming fully compliant with the 2015 legislative mandate to have all licensing applications online. Thus far, we have met the first phase of the requirement by moving licensing renewals to an online platform. These additional fees will allow the second phase, moving initial applications to the online platform.
2. Following Executive Branch and Legislative Counsel Bureau recommendations, the Board will begin to set aside reserves in 2020.
3. Addressing Compliance Unit backlog by hiring a full-time investigator along with increased attorney fees that are associated with analyzing and prosecuting disciplinary cases.

In conclusion, the Board believes that the benefits of the proposed changes in our NACs outweigh the costs.

Business Impact Questionnaire



We want to hear from you!

The **Board of Examiners for Social Workers** (Board) is proposing changes in our Administrative Code. As a part of this process, we are required to conducting a survey to elicit information from businesses around some the proposed changes.

The survey will take less (10) minutes to complete. Please return it to us by **11/30/2019**. If you would rather take this survey electronically, you can use the following link. <https://www.surveymonkey.com/r/63GPP8T>

The Board requests you to join us by completing the following survey.

1. What is your agency name? _____
2. How many employees does your agency have? _____
3. How many of your employees are licensed social workers? _____

License Level	Full Time	Part Time	Perdiem
LASW			
LSW (non-CSW Interns)			
LSW (in CSW Internships)			
LCSW			
LISW			

4. For positions in your agency, are you paying for any licenses and / or certifications? Yes No
5. Specifically, does your agency pay license renewal fees for social workers? Yes No, if yes
- 5A. What percentage of your social workers do you pay license renewal fees for? _____

The Board is proposing to increase fees by 25%. The actual fee increases would be as follows –

Fee	Current	Proposed	Difference
Initial application	40.00	50.00	10.00
Initial application for licensure	100.00	125.00	25.00
Endorsement	100.00	125.00	25.00
Annual Renewal for LASW / LSW	100.00	125.00	25.00
Annual Renewal for LCSW / LISW	150.00	187.50	27.50

5B. How will the proposed increases in licensing and renewal fees impact your agency? Please describe how, _____

6. Does your agency pay for continuing education (CEUs) for social workers? Yes No
7. Do you believe your agency provides adequate incentives for employees to stay with your agency?
 - Competitive salary
 - Paid time off / sick time
 - Medical benefits

- Time off to volunteer
- Paying for license renewal
- Paying for continuing education (CEUs)
- Other: _____

8. How easy or difficult is it for you to recruit quality social work candidates for positions in you agency?
 Very hard moderately hard neutral somewhat easy easy

9. Does your agency look out of state for quality social work candidates for positions in your agency?
 Yes No

10. In the next 12 months, do you plan to –
 Increase the number of social workers,
 keep the number of social workers the same, or
 decrease the number of social workers?

11. How does Federal legislation impact you as a business owner? Please discuss, _____

11A. What Federal legislation are you most concerned about? _____

11B. Will your business benefit from Federal legislation changes? _____

12. How does state legislation impact you as a business owner? Please discuss, _____

12A. What state legislation are you most concerned about? _____

12B. Will your business benefit from state legislation changes? _____

Board Mailing Address

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

Licensee Questionnaire



We want to hear from you!

The Board of Examiners for Social Workers (Board) is conducting Public Workshops in September! We intend to introduce proposed amendments to Nevada Administrative Code Chapter 641B and solicit public comment.

To that aim, we are conducting a survey to elicit information from licensees around some of the proposed changes. We want to work directly with you over the next few months so that we can gather feedback. We want to ensure that all ideas and concerns are understood and considered.

The Board invites you to join us by completing the following survey.

1. What is your level of licensure
LASW
LSW
LISW
LCSW
2. Who is your primary employer? _____
3. What is the zip code of your primary employer? _____
4. In you work in Nevada, what counties do you provide services in?
Carson
Churchill
Clark
Douglas
Elko
Esmeralda
Eureka
Humboldt
Lander
Lincoln
Lyon
Mineral
Nye
Pershing
Storey
Washoe
White Pine
5. Are you licensed as a social worker in other states, if so which ones? _____
6. If you live outside of Nevada, do you provide services via telecommunication technologies to individuals living in NV? Y / N
7. Does your employer pay for your license renewal? Y / N
8. Does your employer pay for your continuing education (CEUs) Y / N
9. Do you believe your primary employer provide adequate incentives for you to stay with this employer?
Competitive salary

Paid time off / sick time
 Medical benefits
 Time off to volunteer
 Paying for license renewal
 Paying for continuing education (CEUs)
 Other: _____

10. Do you believe your salary is equivalent to other professionals in similar job roles within your primary agency? Y / N

11. The Board is proposing to increase fees by 25%. The actual fee increases would be as follows –

Fee	Current	Proposed	Difference
Initial application	40.00	50.00	10.00
Initial application for licensure	100.00	125.00	25.00
Endorsement	100.00	125.00	25.00
Annual Renewal for LASW / LSW	100.00	125.00	25.00
Annual Renewal for LCSW / LISW	150.00	187.50	27.50

Please identify the financial impact of the proposed fee changes for you.

Likert scale – No Impact / Minor / Neutral / Moderate / Major

Comments: _____

12. Are in a Post-Graduate Clinical / Independent Internship? Y / N, If yes . . .

12A. Does your employer provide your supervision onsite (no cost to you)?

12B. Does your employer pay for your supervision?

12C. Do you pay for your supervision?

12D. Will your employer pay for your clinical / independent examination?

12E. The Board is proposing to allow an individual, who has failed an exam, to retake the exam every 90-days. Do you believe that this will be a benefit to you? Y / N

13. Have you ever attended a Board Meeting? Y / N

14. Would the fact that you can receive up to 4.00 CEUs on ethics for attending a Board Meeting / Public Workshop / Hearing be an incentive to attend? Y / N

15. Do you believe you are well versed in understanding NRS 641B and NAC 641B Y / N

16. How do you feel about the Board shift to online license renewals?

17. In the last year, how often have you visited the Board website for anything other than online renewals?

Never
 Once
 2 – 5 times
 6 or more times

7a

STATE OF NEVADA
LEGISLATIVE COUNSEL BUREAU

LEGISLATIVE BUILDING
401 S. CARSON STREET
CARSON CITY, NEVADA 89701-4747
Fax No.: (775) 684-6600



LEGISLATIVE COMMISSION (775) 684-6800
NICOLE J. CANNIZZARO, *Senator, Chair*
Rick Combs, *Director, Secretary*

INTERIM FINANCE COMMITTEE (775) 684-6821
MAGGIE CARLTON, *Assemblywoman, Chair*
Cindy Jones, *Fiscal Analyst*
Mark Krmpotic, *Fiscal Analyst*

RICK COMBS, *Director*
(775) 684-6800

BRENDA J. ERDOES, *Legislative Counsel* (775) 684-6830
DANIEL L. CROSSMAN, *Legislative Auditor* (775) 684-6815
MICHAEL J. STEWART, *Research Director* (775) 684-6825

RECEIVED

SEP 23 2019

NV BOARD OF EXAMINERS
FOR SOCIAL WORKERS

September 19, 2019

Sandy Lowery
Deputy Director
Board of Examiners for Social Workers
4600 Kietzke Lane, C121
Reno, Nevada 89502

Re: LCB File No. R055-19

Dear Ms. Lowery:

A proposed regulation, R055-19, of the Board of Examiners for Social Workers, has been examined pursuant to NRS 233B.063 and is returned in revised form.

We invite you to discuss with us any questions which you may have concerning this review. Please make reference to our file number in all further correspondence relating to this regulation.

Sincerely,

A handwritten signature in blue ink that reads "Rene Yeckley".

R. Rene Yeckley
Senate Legal Counsel and Bill Drafting Adviser

Brenda J. Erdoes
Legislative Counsel

RRY/ah
Enclosure

**PROPOSED REGULATION OF
THE BOARD OF EXAMINERS FOR SOCIAL WORKERS**

LCB File No. R055-19

September 19, 2019

EXPLANATION – Matter in *italics* is new; matter in brackets omitted material is material to be omitted.

AUTHORITY: §§1-5, 13, 17-19 and 22, NRS 641B.160; §6, NRS 641B.160 and 641B.202; §7, NRS 641B.160 and 641B.200; §8, NRS 641B.160 and 641B.250; §§9 and 10, NRS 641B.160, 641B.280 and 641B.290; §11, NRS 641B.160 and 641B.275; §12, NRS 641B.160 and 641B.300; §14, NRS 641B.160, 641B.270 and 641B.271; §15, NRS 641B.160 and 641B.230; §16, NRS 641B.160 and 641B.240; §§20 and 21, NRS 641B.160 and 641B.280; §23, NRS 641B.160 and 641B.400.

A REGULATION relating to social workers; revising certain definitions; revising provisions governing the required display of a license or copy of a license; revising certain provisions regarding applications for initial licensure and applications for licensure by endorsement; removing requirements for an applicant for licensure to prove his or her citizenship or right to remain and work in the United States; revising how often certain applicants for licensure who have failed the required examination may retake the examination; revising the time period during which a person may apply for the restoration of an expired license; revising certain provisions governing provisional licenses; revising various fees imposed by the Board of Examiners for Social Workers; revising the types of payments that will be accepted by the Board; providing that payments regarding certain applications that have expired are nonrefundable; revising certain provisions relating to licensure by endorsement; revising certain provisions governing internship programs; increasing the number of interns who may be supervised by a supervisor without prior approval from the Board; revising provisions regarding continuing education requirements; revising provisions regarding certain responsibilities of a licensee to a client; revising provisions regarding unprofessional conduct; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law authorizes the Board of Examiners for Social Workers to establish regulations governing the practice of social work. (NRS 641B.160) **Sections 1-4** of this

Existing regulation requires an applicant for licensure to practice social work to pass a specific examination. (NAC 641B.105) **Section 8** of this regulation: (1) revises the name of the examination that an applicant for a license as an independent social worker must pass; (2) revises how many times an applicant who failed an examination for initial licensure as a licensed social worker may retake the examination; and (3) revises how often a licensee in an internship program who failed an examination for licensure may retake the examination.

Existing regulation provides that a license to practice social work becomes delinquent if the application for renewal of the license and the required fee are not postmarked on or before the last day of the month of the licensee's birth date. (NAC 641B.110) **Section 9** of this regulation provides that such a license becomes delinquent if the application for renewal and the required fee are not postmarked or received by that date. Existing regulation also authorizes a person whose license has expired to apply within 3 years after the date on which the license expired to regain the right to practice social work at the same level of licensure by applying for restoration of the license. **Section 9** reduces this period from 3 years to 2 years after the date the license expired. **Section 10** of this regulation makes a conforming change. (NAC 641B.111)

Existing regulation provides that a provisional license to engage in social work as a social worker issued pursuant to paragraph (a) of subsection 1 of NRS 641B.275 is no longer valid if the licensee fails the prescribed examination or the licensing period of 9 months expires, whichever occurs first. (NAC 641B.112) **Section 11** of this regulation reduces the licensing period from 9 months to 90 days.

Existing regulation sets forth the application and licensing fees that are imposed by the Board. (NAC 641B.115) During the 2019 Legislative Session, the Legislature enacted Senate Bill No. 502 which increased the maximum application and licensing fees that may be imposed by the Board. (Chapter 300, Statutes of Nevada 2019, at page 1780) **Section 12** of this regulation increases the existing application and licensing fees in accordance with the provisions of S.B. 502.

Existing regulation provides that fees and remittances to the Board must be made by certain forms of payments, such as by money order or check, and that remittances in currency or coin are made wholly at the risk of the remitter. (NAC 641B.120) **Section 13** of this regulation authorizes a person to also use a credit card or debit card to pay fees and remittances to the Board and provides that the Board will not accept currency or coin as payment. **Section 13** also provides that the Board will not refund any money related to an application for initial licensure that has expired or an application for a license by endorsement that has expired.

Existing regulation requires an applicant for licensure by endorsement to meet certain requirements including the requirement to submit proof to the Board that the applicant is of good moral character as it relates to social work. (NAC 641B.126) **Section 14** of this regulation eliminates the requirement for applicants for licensure by endorsement to submit such proof to the Board.

Existing regulation provides that before the Board approves a course or program of continuing education, the Board must be satisfied that the course or program meets certain requirements including, without limitation, that the course or program “[c]ontains current and relevant educational material concerning social work” and “is applicable to the practice of social work.” Existing regulation also provides a list of the subject matter that the Board has determined satisfactory to meet these particular requirements. (NAC 641B.190) **Section 21** of this regulation expands the list of the subject matter to include professional behavior in social work, as well as advanced human rights and social, economic and environmental justice.

Existing regulation requires a licensed independent social worker or licensed clinical social worker who is in the independent practice of social work to establish and maintain a professional will. (NAC 641B.205) **Section 22** of this regulation revises this provision to clarify that the requirement applies in the same manner to both licensed independent social workers and licensed clinical social workers who are in the independent practice of social work.

Existing regulation sets forth certain acts that constitute unprofessional conduct by a licensee. (NAC 641B.220) **Section 23** of this regulation provides that a violation of Nevada law or federal law, other than minor traffic violations, may also constitute unprofessional conduct for purposes of disciplinary action by the Board.

Section 1. NAC 641B.025 is hereby amended to read as follows:

641B.025 “Complainant” means any person who complains to the Board of any act of another person ~~[-]~~ *practicing as a social worker.*

Sec. 2. NAC 641B.041 is hereby amended to read as follows:

641B.041 “Licensed associate in social work” means a person licensed by the Board pursuant to NRS 641B.210 to engage in the practice of social work as an associate in social work ~~[-]~~ *under the supervision of an agency.*

Sec. 3. NAC 641B.043 is hereby amended to read as follows:

641B.043 “Licensed independent social worker” means a person licensed by the Board pursuant to NRS 641B.230 to engage in the *independent* practice of social work as an independent social worker.

2. For good cause, the Board may allow an applicant to present material at its meeting in addition to the materials which he or she has previously submitted to the Board.

3. By submitting an application, an applicant grants the Board full authority to make any investigation or personal contact necessary to verify the authenticity of, or to clarify an ambiguity in, the matters and information stated within the application. If the Board so requests, the applicant must supply to the Board information that will verify the authenticity or clarify any ambiguity in the application.

4. An applicant for initial licensure must submit to the Board to satisfy the requirements of NRS 641B.202:

(a) Two sets of completed fingerprint cards;

(b) Written authorization for the Board to forward those cards to the Central Repository for Nevada Records of Criminal History for submission to the Federal Bureau of Investigation for its report; and

(c) The amount of the fees charged by the Central Repository for Nevada Records of Criminal History and the Federal Bureau of Investigation for the handling of the fingerprint cards and issuance of the reports of criminal histories.

5. If deemed necessary, the Board will appoint a member of the Board or a designee to examine an application, take the actions authorized pursuant to subsection 3 and make recommendations for the Board's action.

6. If deemed necessary, the Board will require the personal appearance of the applicant.

7. For each application, the Board will:

(a) Approve the application;

~~{→} 2.~~ If the evidence submitted pursuant to this ~~{subsection} section~~ includes any order of a court or other legal document specifying a change of name of the applicant or any form of identification that includes a photograph of the applicant, a copy of the document or identification must also be submitted to the Board.

~~{2. The citizenship of the applicant:~~

~~—(a) A certified copy of his or her birth certificate;~~

~~—(b) A passport;~~

~~—(c) Naturalization papers; or~~

~~—(d) Any other such documentation regarding citizenship that is satisfactory to the Board.~~

~~—3. The lawful entitlement of the applicant to remain and work in the United States, a copy of documentation from the United States Citizenship and Immigration Services of the Department of Homeland Security evidencing the lawful entitlement of the applicant to remain and work in the United States.]~~

Sec. 8. NAC 641B.105 is hereby amended to read as follows:

641B.105 1. Except as otherwise provided in NAC 641B.090 and 641B.126, an applicant for licensure as a licensed social worker, licensed independent social worker or licensed clinical social worker must pass the appropriate examination, as described in subsection 2, given by the Association of Social Work Boards or another testing administrator that has been approved by the Board.

2. An applicant for licensure as:

(a) A licensed social worker must pass the Bachelors Examination of the Association of Social Work Boards if the applicant holds a baccalaureate degree in social work as described in

Association of Social Work Boards or another testing administrator that has been approved by the Board.

6. A failed examination:

(a) For initial licensure as a licensed social worker may be retaken ~~{once,}~~ **every** 90 days after the failed examination ~~{ }~~ ***until the application expires pursuant to NAC 641B.090.***

(b) By a licensee in an internship undertaken pursuant to NAC 641B.140 or 641B.150 may be retaken **every** 90 days after the failed examination and thereafter. ~~{, one examination may be taken every 6 months.}~~

Sec. 9. NAC 641B.110 is hereby amended to read as follows:

641B.110 1. Except for a provisional license issued pursuant to NRS 641B.275:

(a) An initial license will not become delinquent less than 1 year after the date of issuance.

(b) Except as otherwise provided in subsection 4, after initial licensure, each license will become delinquent annually on the last day of the month of birth of the licensee and will expire 60 days thereafter.

2. Except as otherwise provided in this subsection, an application for the renewal of a license must be completed on forms supplied by the Board and submitted to the Board on or before the last day of the month of birth of the licensee. An application for the renewal of a provisional license issued pursuant to paragraph (b) of subsection 1 of NRS 641B.275 must be submitted to the Board annually on or before the last day of the 12th month after the month in which the license was initially issued, until the expiration of the 3-year period of licensure set forth in NAC 641B.112 or until the license is no longer valid pursuant to NAC 641B.112.

641B.111 1. An application for restoration of an expired license must be completed on a form supplied by the Board and submitted to the Board within ~~{3}~~ 2 years after the date on which the license expired.

2. In addition to the requirements set forth in NRS 641B.290 and except as otherwise provided in subsection 4, an application for restoration of an expired license must be accompanied by:

(a) Two sets of completed fingerprint cards;

(b) Written authorization for the Board to forward those cards to the Central Repository for Nevada Records of Criminal History for submission to the Federal Bureau of Investigation for its report;

(c) The amount of the fees charged by the Central Repository for Nevada Records of Criminal History and the Federal Bureau of Investigation for the handling of the fingerprint cards and issuance of the report of criminal history;

(d) Evidence of the completion of all past continuing education hours; and

(e) Evidence that:

(1) The appropriate examination for licensure was passed by the applicant; or

(2) The licensee has maintained an equivalent license from another state in good standing.

3. If the State Controller has notified the Board pursuant to subsection 5 of NRS 353C.1965 that the applicant owes a debt to an agency which has been assigned to the State Controller for collection pursuant to NRS 353C.195, the Board will not restore the applicant's expired license unless the Board receives notification from the State Controller that the applicant has:

(a) Satisfied the debt;

(a) If, upon request of the Board, the licensee fails to cause the college or university to forward directly to the Board evidence of enrollment that complies with subsection 1.

(b) If the licensee fails to renew his or her provisional license by:

(1) Submitting to the Board the application for renewal on a form supplied by the Board and the appropriate fee; and

(2) Causing the college or university to forward directly to the Board evidence of enrollment that complies with subsection 1.

(c) Three years after:

(1) The initial issuance of the license; or

(2) The licensee graduates from a program of study leading to a degree in social work,

↳ whichever occurs first.

3. A person is not eligible for the issuance of a provisional license pursuant to paragraph (a) of subsection 1 of NRS 641B.275 if he or she has failed the prescribed examination within 5 years immediately preceding the date on which he or she submits his or her application.

4. A provisional license issued pursuant to paragraph (a) of subsection 1 of NRS 641B.275 is no longer valid if:

(a) The licensee fails the prescribed examination; or

(b) The provisional licensing period of ~~9 months~~ *90 days* expires,

↳ whichever occurs first.

5. The holder of a provisional license may be subject to disciplinary action pursuant to NRS 641B.400, including, without limitation, the revocation of his or her license.

(e) Restoration of expired license	200
(f) Renewal of delinquent license	100
(g) [Endorsement license without examination] Initial issuance of license by endorsement pursuant to NRS 641B.271	[100] 125
(h) Initial issuance of license by endorsement pursuant to NRS 641B.272	62.50
(i) Initial issuance of provisional license	[75] 93.75
[(4)] (j) Annual renewal of provisional license.....	[75] 93.75
3. Licensed independent social worker and licensed clinical social worker:	
(a) Initial application	[\$40] \$50
(b) Initial issuance of license other than license by endorsement	[100] 125
(c) Annual renewal of license	[150] 187.50
(d) Restoration of revoked license	150
(e) Restoration of expired license	200
(f) Renewal of delinquent license	100
(g) [Endorsement license without examination] Initial issuance of license by endorsement pursuant to NRS 641B.271	[100] 125
(h) Initial issuance of license by endorsement pursuant to NRS 641B.272	62.50
(i) Initial issuance of provisional license	[75] 93.75

↪ If an applicant applies for more than one type of license at one time, he or she will be required to pay only one application fee.

641B.126 1. An applicant for licensure as a social worker, independent social worker or clinical social worker who holds, in the District of Columbia or any state or territory of the United States, a corresponding and valid license that is in good standing to engage in the practice of social work as described in this chapter and chapter 641B of NRS and who satisfies the requirements of NRS 641B.200 and NRS 641B.220, 641B.230 or 641B.240, as applicable, may be licensed by endorsement by the Board to engage in the practice of social work as a social worker, independent social worker or clinical social worker in this State by the Board without taking the examination prescribed by the Board.

2. An applicant for licensure by endorsement pursuant to this section must submit to the Board:

(a) ~~[A-written]~~ **An** application on a form prescribed by the Board;

(b) The applicable fee; **and**

(c) Except as otherwise provided in subsection 3, proof that the license issued by the District of Columbia or the other state or territory or any other license or credential issued to the applicant by the District of Columbia or another state or territory:

(1) Is currently valid and in good standing; and

(2) Has never been suspended, revoked or otherwise restricted for any reason. ~~}; and~~

~~—(d) Proof that the applicant is of good moral character as it relates to the practice of social work.]~~

3. If an applicant has had a license or credential that was issued by the District of Columbia or another state or territory suspended, revoked or otherwise restricted for any reason, the Board will review and consider the specific facts and circumstances surrounding the suspension,

(1) ~~[Except as otherwise provided in subsection 2, the]~~ *The* inability of a program to sustain, after 2 full, consecutive calendar quarters, the minimum number of hours necessary to complete the program as required by paragraph (b);

(2) An investigation or finding by a local, state or federal authority pertaining to alleged practices conducted at the setting of the program which may be deemed unethical or unsafe under this chapter or chapter 641B of NRS; or

(3) An investigation by the Board of a licensee who engages in practices which may be deemed unethical or unsafe under this chapter or chapter 641B of NRS while supervising an intern as an owner, operator, employee or contractor of an agency that is part of a program of internship.

2. ~~[The Board may require a program to include additional settings pursuant to subparagraph (2) of paragraph (a) of subsection 1 if the program is unable to sustain, after 2 full, consecutive calendar quarters, the minimum number of hours necessary to complete the program as required by paragraph (b) of subsection 1.]~~ The Board will authorize a program to be conducted at not more than three agencies simultaneously.

3. Upon application to the Board by an applicant who is currently a social worker or an associate in social work licensed in this State, the District of Columbia or any other state or territory of the United States, the Board may approve and accept for licensure supervised, postgraduate hours completed in an agency that provides social work services if the applicant:

- (a) Has been continually licensed as a social worker for the immediately preceding 10 years;
- (b) Provides evidence satisfactory to the Board of continuous supervision by a licensed master's level social worker for at least 5 of the immediately preceding 10 years; and

(5) The appointed supervisor is granted complete access to all records of the agency related to the practice of the intern; and

(6) Any compensation for the services of the intern is provided directly by the agency.

(d) Any other activity that the Board determines is not within the scope of the practice of social work.

Sec. 16. NAC 641B.150 is hereby amended to read as follows:

641B.150 1. Except for an applicant for licensure by endorsement, an applicant for licensure as a licensed clinical social worker must complete an internship consisting of not less than 3,000 hours of supervised, postgraduate clinical social work. Except as otherwise provided in subsection 5, the required work must be:

(a) Undertaken in a program that is approved by the Board before the applicant begins the program. The program must include, without limitation:

- (1) An examination, if deemed necessary by the Board;
- (2) An appropriate setting, as determined by the Board;
- (3) Supervision of the applicant by a supervisor who has been approved by the Board; and
- (4) A plan of supervision that has been approved by the Board.

(b) Completed not earlier than 2 years or later than 3 years after the Board approves the program. For good cause, the Board will grant a specific extension of this period. The Board will disallow credit for all hours of internship accrued under the program if the required work does not result in the issuance of a license to engage in social work as a clinical social worker within 3 years after the end of the program.

hours in each quarter, of postgraduate hours in the use of psychotherapeutic methods and techniques will be accepted toward satisfying this requirement. The remaining hours required by subsection 1 may be completed in other areas of clinical social work.

4. At least 1,000 hours of the supervised, postgraduate clinical social work required by subsection 1 must be supervised by a licensed clinical social worker ~~+~~ *approved by the Board*. The remaining hours required by subsection 1 may be supervised by a licensed clinical social worker, a licensed clinical psychologist or a psychiatrist who is licensed to practice medicine and certified by a board that is recognized by the American Board of Medical Specialties or the American Osteopathic Association, or a successor organization, or that is approved by the Board.

5. An applicant who is not licensed as a clinical social worker but has performed supervised, postgraduate clinical social work in the District of Columbia or another state or territory of the United States within the immediately preceding 3 years may submit to the Board, for its consideration as part of a program approved by the Board, evidence of the satisfactory completion of that work ~~and documentation that his or her supervisor was a clinical social worker, a licensed clinical psychologist or a psychiatrist who is licensed to practice medicine and certified by a board that is recognized by the American Board of Medical Specialties or the American Osteopathic Association, or a successor organization, or that is approved by the Board, and was qualified to supervise in the District of Columbia or the other state or territory. After the applicant has completed not less than 1,000 hours of supervised, postgraduate clinical social work and has passed an examination required, if applicable, pursuant to subparagraph (1) of paragraph (a) of subsection 1 pursuant to a program approved by the Board, the Board will~~

(3) The agency appoints a specific employee of the agency to act as the board-approved supervisor of the intern, if such an employee is available, or otherwise approves a nonemployee to do so;

(4) The appointed supervisor reviews the work of the intern in the manner required for supervisors of interns;

(5) The appointed supervisor is granted complete access to all records of the agency related to the practice of the applicant; and

(6) Any compensation for the services of the intern is provided directly by the agency.

(f) Any other activity that the Board determines is not within the scope of the practice of clinical social work.

Sec. 17. NAC 641B.155 is hereby amended to read as follows:

641B.155 1. To become a supervisor of an intern, a person must:

(a) Be approved by the Board to serve as the supervisor of an intern.

(b) Be a licensed independent social worker or a licensed clinical social worker if supervising an intern who is seeking a license as a licensed independent social worker, or be a licensed clinical social worker, a licensed clinical psychologist or a psychiatrist who is licensed to practice medicine and certified by a board that is recognized by the American Board of Medical Specialties or the American Osteopathic Association, or a successor organization, or that is approved by the Board, if supervising an intern who is seeking a license as a licensed clinical social worker.

(c) Have at least 3 years of experience, after obtaining all applicable licenses and certifications, as a licensed clinical social worker, a licensed independent social worker, a

(d) Supervise more than ~~three~~ *four* interns at one time without prior approval from the Board.

4. The Board will maintain a list of persons who have been approved by the Board to supervise interns and will ~~provide, upon request, a copy of~~ *make* the list *available* to any person who is applying to become an intern.

5. Each agreement pursuant to which a supervisor agrees to supervise an intern and each plan of supervision setting forth the requirements of NAC 641B.160 must be submitted to the Board for its approval. The Board will, when it deems the limitation appropriate, disapprove a proposal for the supervision of a particular intern by a particular supervisor.

6. A supervisor shall keep a record of the internship program which must include, without limitation, the content of meetings and a description of supervisory activities. Such a record must be kept for a minimum of 5 years after the termination of the internship program.

7. The Board will not recognize time spent by an intern:

(a) Under the supervision of a person who has not been approved by the Board to supervise interns; or

(b) In an arrangement covered by an agreement relating to the supervision of the intern which has not been approved by the Board.

Sec. 18. NAC 641B.160 is hereby amended to read as follows:

641B.160 1. A supervisor of an intern is responsible for the practice of social work by the intern.

2. A supervisor of an intern shall ensure that:

(a) The work of the intern is conducted in an appropriate professional setting;

4. A supervisor of an intern may use telecommunication technologies to supervise an intern remotely, but the supervisor must meet in person with the intern at the site at which the intern practices social work at least once every month.

5. Not more than 24 hours of the total supervision of the intern may be in the form of group supervision.

6. A supervisor of an intern shall analyze the performance of an intern through information obtained from:

- (a) Observation or participation in the practice of the intern;
- (b) The notes of the intern; and
- (c) Process recordings prepared by the intern.

7. The Board may refuse to accept a **{quarterly} progress report** or final report submitted by a supervisor of an intern as required pursuant to paragraph (c) of subsection 3 if the report:

- (a) Does not satisfy the reporting requirements for the forms provided by the Board;
- (b) Does not include such additional information concerning the internship as requested by the Board; or

(c) Is received by the Board after the date on which the report is due.

8. If the Board refuses to accept a **{quarterly} progress report** or final report pursuant to subsection 7, the Board will disallow credit for all hours of internship as reported on the report.

9. The Board will, if it deems appropriate, require additional hours of internship and supervision for an intern who fails to demonstrate the degree of competency expected at the end of an internship.

13. As used in this section, “process recording” means a written record of an interaction with a client.

Sec. 19. NAC 641B.165 is hereby amended to read as follows:

641B.165 A supervisor of an intern may agree to provide or continue the supervision of an intern only if he or she believes that the intern:

1. Will qualify for licensure pursuant to chapter 641B of NRS;
 2. Is achieving the competence necessary to practice in social work or clinical social work;
- and
3. ~~If licensed, will~~ **Will** uphold the professional and ethical standards of the practice of social work.

Sec. 20. NAC 641B.187 is hereby amended to read as follows:

641B.187 1. Except as otherwise provided in subsection 3, during each reporting period:

(a) A licensee who is a licensed associate in social work or a licensed social worker must complete at least 30 continuing education hours, of which:

(1) Four hours must relate to ethics in the practice of social work, including, without limitation, issues addressing professional boundaries, confidentiality, dual relationships, documentation, billing, fraud, telehealth, supervision, social media, sexual harassment, exploitation of clients, managing job stress, social work laws and regulations, cultural competency and racial biases, risk management, mandated reporting, certifications for an emergency admission, release from an emergency admission or involuntary court-ordered admission described in NRS 433A.170, 433A.195 and 433A.200, scope of practice, professional conduct, standards of care ~~and~~ **or** impaired professionals ~~and~~ **, or any combination thereof;**

approved by the Board that maintain, improve or enhance the knowledge and competency of a licensee in the practice of social work.

3. Except as otherwise provided in subsection ~~7:~~ 6:

(a) Upon the request of the licensee, the Board may waive the continuing education requirements of this section for a licensee who is at least 65 years of age and is retired from the practice of social work.

(b) The Board may waive the continuing education hours required pursuant to subsection 1 for a reporting period if it finds good cause to do so.

(c) The Board may waive the continuing education hours required pursuant to subsection 1 for a reporting period during which a licensee is enrolled in a program leading to:

(1) A baccalaureate or master's degree in social work from a college or university that is accredited by or is a candidate for accreditation by the Council on Social Work Education; or

(2) A doctoral degree in social work.

→ If the Board waives the continuing education requirements for a reporting period pursuant to this paragraph, the licensee must submit to the Board proof of such enrollment during the reporting period for which the continuing education requirements are waived.

4. ~~If the Board waives the continuing education requirements for a reporting period pursuant to paragraph (b) of subsection 3, it may require the licensee to complete, during the reporting period immediately following that reporting period, additional continuing education hours not exceeding the number of hours that the licensee would have otherwise been required to complete pursuant to subsection 1 during the reporting period for which continuing education requirements were waived.~~

(e) Is supported by evidence that is based on research; and

(f) Includes a written evaluation of the content and presentation of the course or program and its relevance to the practice of social work for each licensee to complete.

2. A course or program presented in the form of lectures, seminars, workshops, academic courses at an institution of higher education, online learning courses through an accredited college or university which do not lead to a degree, and on-the-job training programs offered by an agency shall be deemed “appropriately designed for instructional purposes,” as that term is used in subsection 1. The provider is responsible for the format and presentation of the courses or programs and may restrict the format in which the material is presented unless otherwise required by the Board.

3. The subject matter of a course or program which addresses one or more of the following areas:

(a) Theories or concepts of human behavior and the social environment;

(b) Social work methods of intervention and delivery of services;

(c) Social work research, including, without limitation, the evaluation of programs or practices;

(d) Management, administration or social policy;

(e) Social work ethics ~~{;}~~ **and professional behavior;**

(f) Services that are culturally and linguistically appropriate;

(g) Social work theories or concepts of addictions in the social environment;

(h) Evidence-based suicide prevention and awareness; ~~{or}~~

(i) **Advanced human rights and social, economic and environmental justice; or**

8. A licensee shall terminate service to a client and a professional relationship with a client when the service and relationship are no longer required or no longer serve the needs or interests of the client.

9. A licensee shall not withdraw his or her social work services precipitously, except under unusual circumstances and after giving careful consideration to all factors in the situation and taking care to minimize possible adverse effects to the client.

10. A licensee who anticipates the termination or interruption of service to a client shall notify the client promptly and seek the transfer, referral or continuation of service in relation to the needs and preferences of the client.

11. Except as otherwise provided in subsection 12, a licensee shall not influence or attempt to influence a:

(a) Client;

(b) Person with significant personal ties to a client, whether or not related by blood; or

(c) Legal representative of the client,

↳ in any manner which could reasonably be anticipated to result in the licensee deriving benefits of an unprofessional nature during the time that the client is receiving professional services and for 2 years after the termination of the services.

12. A licensee shall not engage in sexual activity with a client during the time that the client is receiving professional services and for 3 years after the termination of the professional relationship.

13. A licensee shall not solicit or enter into a dual relationship with a client, intern or person who is supervised by the licensee:

The Board may impose discipline upon the licensee whether or not the licensee has been convicted of, or entered a plea of guilty, guilty but mentally ill or nolo contendere to, such a violation.

3. If a violation or other unprofessional conduct occurs:

(a) While the license of a licensee is in effect; or

(b) Between the time when the license of a licensee expires and the time when the license has been restored pursuant to NAC 641B.111,

↳ the Board will take disciplinary action, as appropriate, against the licensee even if the license thereafter has expired or been suspended.

~~[3.]~~ 4. The revocation, suspension or other disciplinary action taken by any state on a professional license or certificate or registration that was issued by that state is grounds for disciplinary action against the licensee by the Board for unprofessional conduct.

~~[4.]~~ 5. The failure of a licensee to comply with a stipulation, agreement, advisory opinion or order issued by the Board constitutes unprofessional conduct.

7 b



State of Nevada

Board of Examiners for Social Workers

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

(775) 688-2555

NOTICE OF INTENT TO ACT UPON A REGULATION

Notice of Hearing for the Adoption of **LCB Number R055-19** of the **Board of Examiners for Social Workers**

The Board of Examiners for Social Workers will hold a Public Hearing at 9:00 a.m. on Friday, December 13, 2019 at University of Nevada, Reno, System Computing Services (SCS) Building 133 off 16th Street Entrance to UNR campus, Reno, NV 89557 and Mojave Mental Health, Las Vegas, 6375 West Charleston Blvd, A100, Las Vegas, NV 89104.

The purpose of the hearing is to receive comments from all interested parties regarding the adoption of regulations that pertain to R055-19, Chapter 641B of the Nevada Administrative Code.

The following information is provided pursuant to the requirements of NRS 233B.0603:

LCB File Number. R055-19

1. Need and purpose of the proposed regulations or amendments

The need for the proposed regulations is to protect the public health, safety and welfare by ensuring that only qualified and competent social workers are licensed in the state.

The purpose of the proposed regulations is to provide clarity for the public, individuals and licensees through regulations regarding the following areas – (a) Clarification of definitions of the scope of practice for LASW and LSW licenses; (b) Licensing and supervision to include the length of time an application will be open; changing timeframes for when a failed exam may be retaken; and reducing the period of restoration of an expired license from three to two years; clarification of the length of time for exam and expiration of a Provisional "A" license; (c) Fee increases for applications; initial licensure, endorsement and renewals; (d) Disallowing payments by cash; (e) Post-Graduate Internships including removal of "substantially equivalent" language on hours from another state; increasing the number of interns a supervisor can have from 3 to 4; and reducing the frequency of post-graduate internship progress reports from quarterly to two times per year; (f) Specifying that a retired licensee must still complete the legislatively mandated suicide prevention CEUs for renewal of a license; and (g) Adding information regarding what is considered unprofessional conduct.

2. How to obtain the approved or revised text of regulations prepared by LCB

You may obtain a copy of the proposed regulations by writing to the Board of Examiners for Social Workers, 4600 Kietzke Lane, C121, Reno, NV 89502, or by calling the Board office at (775)688-2555. The proposed regulations are also available for review and download on the Board website <http://socwork.nv.gov/>

3. Methods used in determining the impact on a small business

Due to historically low response rates to the Small Business Impact Survey, the Board decided to send out surveys in several ways to capture the maximum amount of data required by the Legislative Council

Bureau (LCB) and to gather data in areas of interest identified during the Legislative Session. Surveys were sent electronically to 360 social work licensees that identified themselves as being a small business owner; paper surveys were sent out to 342 businesses that met the Small Business criteria and employ social workers; a number of large employers of social workers were individually contacted and asked to provide us with information; and a parallel survey was sent electronically to 3279 licensed social workers in our state. The data gathered from these efforts was evaluated and is included in our Impact on Small Business Statement.

4. Estimated economic effect of regulations on business and the public

a. Adverse and beneficial effects

Based on the information received from the surveys, adoption of these regulations will have minimal economic effect on small businesses, the public or practitioners of social work. The benefits of these regulations will include compliance with Legislative mandates regarding online licensing, development of fiscal reserves as recommended by the Executive Branch and Legislative Counsel Bureau to provide for future stability of the Board; and resources to address the backlog of Compliance Unit cases. Each of these areas contribute to more effective social work practice in Nevada.

b. Immediate and long-term effects

The immediate effects of approval of R055-19 will provide fee increases that will allow the Board to become fully compliant with 2015 Legislative mandates for online applications; development of fiscal reserves as recommended by the Executive Branch and Legislative Counsel Bureau; and resources to address the backlog of Compliance Unit cases. The long-term benefits of the proposed regulations is to protect the public health, safety and welfare by ensuring that only qualified and competent social workers are licensed in the state.

5. Cost for enforcement of the regulations

There are no additional costs involved in enforcing the proposed regulations.

6. Overlap or duplication of other state or local governmental agencies

The proposed regulations do not overlap or duplicate any regulation of other state or local governmental entities.

7. Regulation required by federal law

Not applicable

8. More stringent than federal regulations

The Board is not aware of any similar federal regulations of the same activity in which the state regulations are more stringent.

9. New or increases in existing fees

The proposed regulations include fee increases. Fees for the initial application fees, initial licensing fees, endorsement fees and annual renewal fees have been increased by 25% for each licensure category. This results in the following changes.

Fee	Current	Proposed	Increase
Initial application	40.00	50.00	10.00
Initial application for licensure	100.00	125.00	25.00

Fee	Current	Proposed	Increase
Endorsement	100.00	125.00	25.00
Annual Renewal for LASW / LSW	100.00	125.00	25.00
Annual Renewal for LCSW / LISW	150.00	187.50	27.50

The Board conducted Public Workshops, inviting licensees on September 11, 2019 in Reno, NV and September 12, 2019 in Las Vegas, NV. Licensees were invited to complete a survey regarding their opinions on the fee increases. Licensees were invited to contact the Executive Director via e-mail or in writing regarding opinions regarding the proposed fee increases.

Persons wishing to comment on the proposed action of the Board of Examiners for Social Workers may appear at the scheduled public hearing or address their comments, data, views or arguments in written form to the Board of Examiners for Social Workers, 4600 Kietzke Lane, C121, Reno, NV, 89502. The Board of Examiners for Social Workers must receive all written submissions on or before **December 12, 2019**. If no person who is directly affected by the proposed action appears to request time to make an oral presentation, the Board of Examiners for Social Workers may proceed immediately to action upon any written submissions.

A copy of this notice and the regulations to be adopted, R055-19 was distributed to all Nevada County Public Libraries and is on file at the Nevada State Library, 100 Stewart Street, Carson City, Nevada, for inspection by members of the public during business hours. Additional copies of the notice and the regulations to be adopted, R055-19, will be available from the Board of Examiners for Social Workers, 4600 Kietzke Lane, C121, Reno, NV, 89502, for inspection and copying by members of the public during business hours. This notice and the text of the proposed regulations are also available in the State of Nevada Register of Administrative Regulations, which is prepared and published monthly by the Legislative Counsel Bureau pursuant to NRS 233B.0653 and on the Internet at <http://www.leg.state.nv.us>. Copies of this notice and the proposed regulation will also be mailed to members of the public upon request.

Upon adoption of any regulations, the agency, if requested to do so by an interested person, either before adoption or within 30 days thereafter, will issue a concise statement of the principal reasons for and against its adoption or incorporate therein its reason for overruling the consideration urged against its adoption.

This **Notice of Hearing** has been posted on the Board's website <http://socwork.nv.gov/>; and was distributed to all of the Nevada County Libraries the following locations:

Carson City Library
900 North Roop Street
Carson City, NV 8701

Lincoln County Library
63 Main Street
Pioche, NV 89043

Churchill County Library
553 South Main Street
Fallon, NV 89406

Lyon County Library System
20 Nevin Way
Yerington, NV 89447

Las Vegas-Clark County Library District
Headquarters
833 Las Vegas Blvd. North
Las Vegas, NV 89101

Mineral County Public Library
110 1st Street
Hawthorne, NV 89415

Douglas County Public Library
1625 Library Lane
Minden, NV 89423

Pershing County Library
P.O. Box 781
1125 Central Avenue
Lovelock, NV 89419

Elko County Library
720 Court Street
Elko, NV 89801

Esmeralda County Library
Corner of Crook & 4th Street
PO Box 430
Goldfield, NV 89013

Eureka County Library
10190 Monroe Street
Eureka, NV 89316

Storey County Public Library
P.O. Box 980
Virginia City, NV 89440

Tonopah Public Library
167 South Central Street
Tonopah, NV 89049

Washoe County Library System
301 South Center Street
Reno, Nevada 89049

Dated: December 5, 2019

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In the Matter Of:

Public Workshop

TRANSCRIPT OF PROCEEDINGS

September 11, 2019

Job Number: 570819

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STATE OF NEVADA

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BOARD OF EXAMINERS FOR SOCIAL WORKERS

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TRANSCRIPT OF PROCEEDINGS

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PUBLIC WORKSHOP

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Regarding Proposed Regulation Changes

11

LCB File No. R055-19

12

Wednesday, September 11, 2019

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12:30 p.m. to 2:30 p.m.

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South Valley's Library

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15650 Wedge Parkway

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Reno, Nevada, 89511

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24 Reported by:

Brandi Ann Vianney Smith

25 Job Number:

570819

1 RENO, NEVADA, WEDNESDAY, SEPTEMBER 11, 2019, 12:30 P.M.

2 -oOo-

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4 MS. OPPENLANDER: In the agenda in either
5 number 2 or 4, if you have public comment around the
6 Nevada Administrative Code changes that you're here to
7 meet about today, I would probably do those in the
8 section A, which is all the way from here to here. I
9 don't know if that make sense, but I'm just trying to
10 distinguish --

11 Did that say it well enough, Rota? You know
12 all about this stuff.

13 Before we get going, I'm just trying to give
14 you -- because this is a kind of a weird agenda in that
15 way, and I just didn't want you to not see what I saw,
16 and I can't really do much about it.

17 MS. ROSACHI: Most of them have never been to
18 an open meeting, so they don't know how the open
19 meetings work. They don't know how to do the public
20 comment. So you might guide them and say, now is the
21 time to speak. So when you want them to speak, you
22 might tell them this the time to speak.

23 So you just did that in the beginning, but
24 after you go through some of the actual NACs, that's
25 probably when they'll want to speak.

1 MS. OPPENLANDER: Right. We haven't called
2 to order or roll yet. So I am just kind of, you know,
3 Karen, this is who I am. Kind of guide people who
4 maybe haven't been in this situation like this before
5 to a State of Nevada agenda. So, generally speaking, a
6 State of Nevada agenda for the Board of Examiners and
7 Social Workers starts off with a call to order and
8 roll, and then public comment where anybody can say
9 whatever they need to say.

10 And then lastly, as we close out before
11 adjournment, there's public comment at the end of the
12 state meeting, and then adjournment. So it's a
13 standard format. What's different about what we're
14 doing today is the whole body of the agenda is about
15 public comment. It's for you to tell us what you think
16 about the changes. So we'll go with that flow, and,
17 hopefully, it will make sense if it doesn't make
18 perfect sense right now.

19 I think somebody just came in, so I'm going
20 to make sure that -- I have two more only, so from here
21 on out there is going to be sharing happening, and I
22 have two more of the NAC changes for \$10 at Office Depo
23 with our two-thirds off discount. This is all printed,
24 and nobody told me they were coming today. I had
25 notice from four people, so I brought 20 copies of

1 everything. And the agendas have managed to fly the
2 coop, so I'm going to ask you to share agendas. And if
3 you want me -- these are online on our website, so you
4 can go to our website and print them off later.

5 Everybody feeling kind of comfortable with
6 our set-up?

7 Okay, Vikki.

8 MS. ERICKSON: Guide me along on this. Okay?
9 Because I -- the last time we did this, there wasn't so
10 many folks. So I'm not quite sure how this will go.

11 All right. So let's call to order. And it
12 is sometime, 12:41 on September 11, 2019. This is a
13 public workshop regarding the proposed regulation
14 changes. So let's do a roll call.

15 I'm Vikki Erickson, Board chair.

16 MS. OPPENLANDER: I'm Karen Oppenlander,
17 Executive Director for the Board of Examiners of Social
18 Workers.

19 MS. AXLEROE: Jamie Axelroe, social worker at
20 the Fallon District Office for Division of Welfare and
21 Supportive Services.

22 MS. HOOVER: Miranda Hoover, Capital Partners
23 representing the Board of Social Work.

24 MS. DeHART: Lisa DeHart with the State of
25 Nevada, the program.

1 MS. FITZGERALD: Alanna Fitzgerald, MSW, now
2 teaching at UNR.

3 MS. ROSACHI: Rota Rosachi, Nevada Health
4 Foundation.

5 MS. CARTER: Linda Carter, supervisor of
6 social work, welfare office in Reno.

7 MS. BARTELL: Dawn Bartell, social work
8 supervisor, Carson City District Office, Division of
9 Welfare and Social Services.

10 MS. BROWN: Marcina Brown, with DWSS.

11 MS. BOSLER: Paula Bosler, retired and also
12 contract work at Healing Mind.

13 MS. TAYLOR: Corinne Taylor, working with
14 Renown outpatient behavioral.

15 MS. NORMAND: Monique Normand, candidate for
16 clinical social work exam.

17 MS. PINELLI: Kathleen Pinelli, social worker
18 at the Division of Welfare and Supportive Services.

19 MS. LAZARO: Siara Lazaro, social worker,
20 Division of Welfare and Supportive Services.

21 MS. ENSLEY: Karen Ensley, social worker,
22 Division of Welfare and Supportive Services.

23 MS. DeWEESE: Daxia DeWeese, social worker at
24 the Division of Welfare and Supportive Services.

25 MS. CORTEZ: Carmen Cortez, social worker at

1 the Division of Welfare office.

2 MS. WALKER: Sophie Walker, social worker at
3 Liberty Dialysis.

4 MR. McMAHON: Michael McMahon, with Alpha
5 Productions Technologies.

6 MS. PETERSON: Tess Peterson with Nevada
7 Public Health Foundation, and I am currently an MSPW
8 student at UNR.

9 MS. VAN PATTEN: Cara Van Patten, I am a
10 student of social work at UNR, and I am an intern.

11 MS. ERICKSON: Nice. Okay. Do we do agenda
12 item number 2?

13 MS. OPPENLANDER: (Indicated affirmatively.)

14 MS. ERICKSON: Okay. Public comment?

15 Okay. So hearing none, so let's move to
16 agenda item number 3.

17 Karen, do you want to start this one off?

18 MS. OPPENLANDER: I do. Thank you.

19 We're on item 3, introduction to an open
20 workshop. So I'm going to just briefly go over this
21 whole section before it gets to number 4. And there's
22 plenty of places that I could stop and item by item,
23 but rather than do that, I think it might be better for
24 me -- before we come back and get into stuff -- to give
25 you an overview.

1 So the overview is section 3. So right now
2 we have submitted these NAC changes, or Nevada
3 Administrative Code changes, to the Legislative Council
4 Bureau. And it has been assigned -- this whole thing
5 has been assigned a number. So the number is R055-19.

6 So in 3A, it's right there, and it's also up
7 at the top right in your heading. So, right now, we
8 have an attorney from the Legislative Council Bureau
9 who's working through these NAC changes, as we refer to
10 them -- shorter than saying Nevada Administrative Code
11 every time. And they're working on it, our staff, to
12 make sure that we do it accurately, because LCB, the
13 Legislative Council Bureau, has to make sure that we do
14 it accurately. So that's why they have an attorney
15 working with our staff.

16 There's Board intent about what the changes
17 are, and then we're going to make sure that the Board
18 have -- or the group that met -- intent matches the
19 legal side of it. So that's what's going on right now
20 in our 55-19.

21 The changes, when you get into them with us,
22 are inside of here and are color-coded. So as you
23 thumb through this document, when you see red line,
24 blue line, yellow, or fuchsia, that means there was
25 some little change. Or a big change.

1 General speaking, the summary of the changes
2 are as follows: In general position -- general
3 provision -- excuse me -- small letter i, the
4 definition of LASW and LSW are reversing back to what
5 they were before. So I'll come back to that, but this
6 little statement I just made matches 641B.41 and the
7 641B.44. So it's like cross-walking stuff.

8 Number 2, in summary, under licensing and
9 supervision -- I should probably stop for a minute.

10 NACs are divided into five sections. What
11 you see in Nevada Administrative Code -- I'm 17 months
12 on the job, so I have spent a lot of time with our
13 attorney being able to say this to you.

14 So we have five sections. The first section
15 is General Provisions. The second section is Licensing
16 and Supervision. The third section is about
17 post-graduate internships. The fourth section is about
18 continuing education. And the fifth section in this
19 packet -- the thick packet -- is around standards of
20 practice. So this is all the law. And we're making
21 some recommendations about changing some of the
22 language in the law. That's why you're here, because
23 you care. Thank you.

24 So, anyway, resuming where I was at, on your
25 agenda, small letters ii, length of time and

1 application of licensure will stay open. That's being
2 changed.

3 And so if you're tying it to this, that's on
4 page 10. It's 441B.090, and it has to do with two
5 areas. One is that the initial exam approval, once you
6 receive exam approval, your application can stay open
7 for nine months and then it closes. Or if you're
8 getting endorsed and your endorsement is received in a
9 completed fashion, your application can stay open for
10 six months.

11 In number iii, removing the option for NSW
12 graduates to take the bachelor's exam. That's renewing
13 the option that's been there for somebody who's
14 graduated with an MSW to take the bachelor's exam. And
15 that's because that testing group, the Association of
16 Social Work Boards who provides the examination, will
17 no longer support master's candidates taking the
18 bachelor's-level exam.

19 They said they were looking for test
20 integrity. So to make the test integrity be there,
21 master's candidates take -- or master's graduates take
22 the master's exam; bachelor's graduates take the
23 bachelor's exam. So what we're doing is we're syncing
24 up our NACs with the Association of Social Work Boards
25 nationally -- or actually, North America for United

1 States and Canada.

2 In number -- little numbers iv or four, we're
3 changing the timeframes for when a failed exam may be
4 retaken. And we're allowing the exams to be retaken
5 every 90 days. So anybody that got caught in the deal
6 where you were retaking the exam in 90 days, and then
7 all of a sudden you wait six months, we're going to
8 allow you to do it every 90 days now.

9 In the next one, that's stipulating
10 educational requirements for provisional "B," that's
11 tying on page 14 to 641B.112. And it talks about that
12 you have to be 30 units into your MSW program before
13 you can do a provisional "B" license.

14 The next one down -- I skipped 5. Sorry. I
15 didn't mean to. Well, it's self-explanatory. We're
16 not going to force you to restore a license past two
17 years. So it's a cost savings to people that are in
18 that area.

19 So we determined with the people that were
20 part of this process to make the changes that two years
21 was plenty to force you into restoration, and we didn't
22 have to keep trying to force you into restoration at
23 three years. It's a fee decrease, if you're in that
24 boat. Not many people end up in that boat, so if they
25 are in it, it's good for them.

1 Down to provisional vii, length of time for
2 exam and expiration for a Provisional "A" license.
3 That was that typo. And it had said nine months and it
4 was supposed to say 90 days and we're fixing that.

5 We have a lot of typos in the NAC changes.
6 Really, I'm only summarizing major changes. When we
7 went through the NACs to try to clean them up, if there
8 were "charges" where the word "change" was supposed to
9 be there, or the word "change" was in there and the
10 word "charge" was supposed to be there, we're -- I'm
11 not talking about that stuff today.

12 Housekeeping where we had an inaccurate word,
13 we're just cleaning that up. So you'll see more little
14 marks in this packet that I will talk about today for
15 that reason.

16 The next one down is ix or nine, disallowing
17 payments by cash. Most of the Boards and commissions
18 don't take cash anymore. There's been, over the years,
19 fraud and embezzlement when you walk into a cash-based
20 office where cash is floating around.

21 I'm not saying we've ever had that problem,
22 but we're going to move away from cash. I can imagine
23 there might be some comments about that because there's
24 a nationally -- including USA Today, there was an
25 article this week about how moving away from cash is a

1 problem for some people.

2 So I'm not trying to do it for that reason.
3 What I am trying to do is not having a 10-dollar bill
4 floating around over here and a hundred-dollar bill and
5 walking through an office that's stopped up with
6 paperwork with paperclips attached to it with money.
7 So just trying to move to a cleaned-up environment
8 where fraud and embezzlement is less likely to happen.
9 That's all this is about.

10 I would imagine that if you came flying in at
11 4:30 when we're closing with \$25 to pay something, we
12 probably will take it, you know, because we're not that
13 weird. But just trying to reduce that. Because we're
14 online now, and online we actually have credit cards
15 this year for the first time. So, yay us. This is
16 modernization in action. So we felt like maybe it was
17 time to dispose with the whole storyline.

18 The next one down is the section on
19 post-graduate internships. Summarizing, once again,
20 removing "substantially equivalent" language on hours
21 being counted from an internship in another state.

22 What's happened is if you were an intern in
23 Utah and you came over and you had already done a
24 thousand hours and jumped over to Nevada where we need
25 3,000, we would examine your thousand hours from Utah.

1 We're saying we're not going to examine those hours.
2 If they were approved in Utah, they're good enough for
3 us. But we're just going to count on, and then you're
4 going to get your other 2,000 hours so you can get
5 3,000 over here, and, you know, we trust Utah. This is
6 a trust matter. So it's not any more exciting than
7 that. It's just making it easier on everybody.

8 If you're an intern supervisor -- is anybody
9 here an intern supervisor? Anybody? Anybody?
10 Anybody? Okay. So intern supervisors are
11 post-graduate. So field practicum is when you're a
12 student, when you're post-graduate, and you're getting
13 either hours for clinical social work internship or,
14 like I am, a licensed independent social worker, those
15 intern hours, if you're a supervisor, you can now
16 accept four interns.

17 The xii, reducing frequency of post-graduate
18 internship progress reports from quarterly to every six
19 months. We did a study nationally. There are six
20 states in the United States that don't ask for
21 quarterly reports at all, and about seven states that
22 do. I might have gotten those numbers wrong, but you
23 get the point.

24 We're one of the ones that ask for quarterly
25 reports. So we're going to take a middle-range

1 position on that and move to twice a year. So for
2 interns, twice a year, if you've been through the
3 process, probably feels like plenty. It certainly
4 would have to me. I did the four quarters a year plan.
5 I wish I had done two.

6 Continuing education, cross-walking that it's
7 on page 24. It's 641B.187(a). And it's specifying for
8 those of you who are retired licensees, that if you
9 want to stay in the retired licensee thing where you
10 don't have to get CEUs anymore, you still have to get
11 them for suicide prevention. Not because we need that
12 in the social work world, 641B, but because the State
13 of Nevada requires it. So we can't ditch that. So you
14 get to get two CEUs in suicide prevention even as a
15 retired social worker.

16 MS. ROSACHI: Doesn't that expire, though,
17 after a period of time?

18 MS. OPPENLANDER: You know, that's a
19 perfectly good question that maybe when we cross-walk
20 this together and we look at the small print, we can
21 see if it's written in there or if I have to go back
22 and find out the answer, or maybe you already know and
23 can teach us all.

24 And then in -- that last thing in section 3
25 that I am summarizing right now is xiv or 14, adding

1 information regarding what is considered unprofessional
2 conduct. This is cross-walked on page 34, 641B.220.

3 So that's my presentation. I know that this
4 is not probably state language, but this is the
5 language that comes from my background. This, to me,
6 is a community conversation. So me being up here being
7 a talking head any further than right now is silly.
8 This is really what do you have to say about the NACs.

9 Because we have a court reporter, as required
10 in public hearings, when you decide you want to talk,
11 please introduce yourself and enunciate loudly. Many
12 of you are soft-spoken, and she couldn't hear you when
13 you did roll call. So enunciate clearly, perhaps even
14 spelling your name. For example, Alanna is with two
15 "Ns" at the end of it. That kind of thing. Although,
16 I think she probably figured out Fitzgerald. So just,
17 you know, just think it through for her sake. And so
18 that's that stage where --

19 There's only one other thing I'd like to
20 explain in terms of what's attached to the agenda, and
21 that's the process that we're in right now. This is
22 the shorthand of this process.

23 On July 30th and 31st, Vikki held a meeting
24 with -- depending on which day it was -- 12 people on
25 the 30th and 13 people on the 31st that were from the

1 university, including Shawdee from the north, Kathleen
2 from UNLV, public members like Rota and Miranda, and
3 others that were -- we had a student -- MSW concentrate
4 student there. All four Board members were in
5 attendance, two staff members were in attendance. In
6 general, we had 12 to 13 people come up with these NAC
7 changes.

8 And it was an interesting process because the
9 first part of it was reviewing where the Board was at
10 strategically and why it wanted to tackle some things
11 now and maybe some other things, perhaps, in the next
12 legislative session and some other things in future
13 years.

14 They also were looking at some suggestions
15 that are being made by business and industry about
16 where 34 unregulated regulatory Boards might end up in
17 January of 2022.

18 And that's not a topic of today's meeting,
19 but these are things that we're and the other public
20 members were contemplating and seating their NAC
21 changes in the middle of these other issues that are
22 controversial. They were looking at senate current
23 resolution number 6, which has about 12 "whereases" in
24 it that will be studied by the sunset committee during
25 the interim session.

1 They looked at the process this outlines so
2 that they understood it fully and understand why a
3 process like what we're in today takes somewhere
4 between six to nine months before a NAC change actually
5 goes into effect. So we are at a stage in that process
6 right now which is taking all of your comments into
7 understanding for the Board so that they can filter
8 those in the other comments that we have been issuing
9 since January. So that's going on.

10 One of the things I was cross-walking you
11 over to is fee changes. This is a more simpler way to
12 look at it for me. Even until the day before
13 yesterday, I was having this reworked so that I can see
14 it better because I had cataract surgery last week and
15 I was having trouble reading across the lines because
16 this eye and that eye aren't quite jibing, so I had
17 broken up the boxes so that I can see better.

18 So just letting you know a little bit more
19 about, you know, what we've prepared for you so that
20 you are best able to make public comment. If, in your
21 public comment, it's beyond a comment, and you would
22 like to talk with some of the people here that could
23 possibly answer some questions. So if it is a public
24 comment that is a comment, that's one thing. But if
25 it's a public comment that has a question that goes

1 with it, then there are several people here that can
2 answer those questions, including one of the public
3 members that was in this process.

4 Rota Rosachi, can you raise your hand?

5 MS. ROSACHI: (Participant complied.)

6 MS. OPPENLANDER: Including Vikki Erickson,
7 the president of the Board. Including myself, who gets
8 hired to answer questions like this. And including
9 Miranda Hoover, who represented our Board here in this
10 session. And so she was down in Carson City every day
11 because I couldn't be. And so she's really schooled in
12 how the whole legislative process works.

13 So there's a couple of people here who can
14 answer questions, but right now we're in the community
15 conversation part where you tell us what you're
16 thinking.

17 Thank you.

18 MS. ERICKSON: Should we just -- should we go
19 one by one? Would that be best, do you believe?

20 MS. OPPENLANDER: (Indicated affirmatively.)

21 MS. ERICKSON: Okay. So let's just go step
22 by step then, unless somebody opposes that.

23 To general provisions, I guess, agenda item
24 3A little i. Definition of LASW and LSW, reversing the
25 changes made in 2017. So going to open it up and just

1 go down agenda item by agenda item. We'll look at
2 agenda item 3A little i, definition of LASW and LSW
3 (reversing changes made in 2017). Somebody said it was
4 on page 6.

5 MS. WALKER: I have a questions on this. Is
6 there a difference with baccalaureate and masters,
7 like, in some states you do the LMSW versus LBSW?

8 MS. OPPENLANDER: Or an LBSW. Those aren't
9 designations in the State of Nevada.

10 MS. WALKER: So we write LSW for either?
11 Unless you have your LCSW.

12 MS. OPPENLANDER: Or LISW.

13 MS. WALKER: Right. Is that something
14 that -- I'm not sure. I apologize. This is my first
15 time here. Is that something that's been brought up in
16 the past or something that's a consideration or --

17 MS. OPPENLANDER: I'm going to think that
18 your question is -- because I've heard this question
19 before. So 17 months on the job, I hear certain
20 questions by picking up the phone all the time. Are we
21 going to be moving into having LMSWs? And that was
22 brought up at a Board -- at the May 2018 Board meeting.
23 And it is parking -- it's on a parking lot for now.

24 So there are a couple of states that use the
25 LMSW category. I'm favorable to it personally and

1 professionally, but there's more considerations that
2 need to be made. And so the timing of making one more
3 shift right now is probably why it's parking lot'd.
4 So.

5 I would think that if the Board takes that
6 up, it will probably be in the 2021 session. Or the
7 2023 session because it's a -- we'd have to go to the
8 legislators again. And so part of it is the appetite
9 for working with the legislators again right now.
10 Because there's a couple of other changes we must go
11 through in order to be successful. So it's a real
12 time-taker-upper to add that category at the moment.
13 But I think it might actually end up in the 2023
14 session.

15 MS. WALKER: Thank you.

16 MS. ERICKSON: So the 641B.041 and 641B.044,
17 the changes of -- reversing the changes made in 2017,
18 the discussion specifically was for these two that are
19 highlighted under the supervision of an agency, you see
20 is lined-out in red -- that became an issue of
21 discussion and some controversy as to what does that
22 really mean.

23 So we took -- we proposed taking that out and
24 putting in "as an associate in social work" to not
25 confine the definition of associate and social work and

1 social -- licensed social worker as confined under the
2 supervision of an agency, because that led to a lot of
3 confusion.

4 MS. ROSACHI: I spoke for all of you. And I
5 truly tried to convince them to leave the language as
6 it was because it met the definition of everything that
7 we are doing, and I was very comfortable just leaving
8 it the way it was. And so they agreed that they would
9 just take it, associated with an agency, away. And so
10 it goes back to the original language that was passed
11 in the law, and actually passed in law in 1987. So
12 it's all good language for us.

13 MS. ERICKSON: We are ready to move on to
14 number 2? Okay.

15 So Licensing and Supervision, item ii is
16 length of time an application for licensure will stay
17 open.

18 MS. OPPENLANDER: So if you're cross-walking
19 this, this is page 10, and you'll see it in blue ink.

20 MS. ROSACHI: The discussion had to do a lot
21 with some people, once they make an application, they
22 sometimes have other issues that pop up, so it takes
23 them some time to actually complete the application.

24 So what this does is gives them more time, so
25 that you don't lose the application and have to pay

1 again for another application fee. So it's actually
2 giving you more time to actually follow through once
3 the application is made. It's a good thing.

4 MS. ERICKSON: Any further comment on that?
5 Okay.

6 So we'll go on to item iii, removing option
7 for MSW graduate to take bachelor exam. I think you
8 just covered that as well. So this, again, aligns with
9 what Karen indicated. It aligns with what they,
10 Association of Social Work Boards, requires for --
11 well, we're aligning with what a majority of the states
12 in the country do under the Association of Social Work
13 Boards, since they are our test creator and
14 administrator.

15 MS. ROSACHI: If I recall correctly, the
16 conversation, though, we need to have everybody
17 understand, so you guys correct me if I'm wrong. But
18 when you get your bachelor's degree in social work, you
19 can take your test to become a licensed social worker.
20 If you don't take the test and wait until your master's
21 degree and then you have to take the advanced test, and
22 if you fail the advanced test, they won't let you go
23 back and take the bachelor's test. So you have to
24 understand that.

25 So if you want to be licensed, you want to

1 make sure as soon as you get your bachelor's degree,
2 you take the test for licensure. That way if you fail
3 the advanced one, you still are a licensed social
4 worker.

5 UNIDENTIFIED SPEAKER: Little bit tougher
6 than --

7 MS. ROSACHI: No, it's actually okay, as long
8 as you understand don't wait to take your test until
9 you have your master's degree. Take your test when you
10 have your bachelor's degree, because then you could be
11 a licensed social worker. Then if you fail it, you're
12 still a licensed social worker and you can continue on.

13 MS. ERICKSON: Further comment? Okay.

14 Hearing none, we'll move to iv, changing
15 timeframes for when a failed exam may be retaken. So
16 that was a change, I believe, that's on page 12. That
17 was, like Karen indicated, changed to may be retaken
18 every 90 days to give more of an opportunity to pass
19 this exam.

20 Any comments? Okay.

21 Hearing none. Moving on to v, reducing
22 period for restoration of an expired license from three
23 to two years. That is on 13.

24 MS. ROSACHI: That's also a good thing
25 because what it does is, if for some reason you lose

1 your license, you don't have to wait three years to get
2 it restored. You only have to wait two.

3 So, so far all changes they've been proposing
4 have been to our advantage because they're giving us
5 better options.

6 MS. ERICKSON: Any further comment? Okay.

7 Vi, stipulating education requirements for a
8 Provisional "B" license.

9 MS. ROSACHI: Can you maybe explain what a
10 Provisional "B" license is?

11 MS. ERICKSON: Karen, what page are we on?

12 MS. OPPENLANDER: We're on page 14, 641B.112.

13 Sometimes I think that somebody else ought to be here
14 to discuss provisional licenses because when I'm in the
15 office and somebody calls up about them, there's so few
16 of them being utilized because they have tricky -- you
17 know, to use a provisional license, somebody will see
18 it there, and they think they ought to be getting one
19 or something.

20 They're really for specific circumstances,
21 and I think, once again, if I remember correctly, there
22 were only seven last year. So they don't come up very
23 often. Although, we get calls about them pretty
24 frequently.

25 In my 17 months as Executive Director, I

1 haven't been responsible for answering the nitty-gritty
2 questions on provisional licenses, but Caroline and
3 Lonnie or Sandy in the office can answer these to Nth
4 degree. And, if after today you want to understand a
5 provisional license better, please write me a note by
6 email, and I'll give you my business card right now,
7 and I'll be happy to answer that question
8 authoritatively as opposed to making up an answer right
9 now.

10 So I apologize, but I -- in the office, I
11 turned to somebody that knows the answer rather than
12 trying to make stuff up with anybody. I'm always
13 going, "Hold on a minute, let me hand you off to
14 Caroline," or whatever. Because I don't want people to
15 have me confuse them. I am really afraid that if I say
16 much more, it will be more confusing than helpful.

17 They're just rarely used, and, for the most
18 part, we try to talk people out of using the
19 provisional options because they -- you can shoot
20 yourself in the foot on some of these. So they can be
21 a problem for you. And so we're always trying to make
22 it easier for people. It's usually easier to just get
23 a license the regular way.

24 That's about all I know about it. And I'm
25 trying to find my business card so I can give them to

1 anybody who might want to ask me -- send me an email
2 and ask me a question later, and I'm really happy to
3 answer those. And I'll get those, whatever you have to
4 say, in the public comment appropriately also.

5 MS. ERICKSON: Provisional licenses "A" and
6 "B" are both licenses that are temporary in nature and
7 we essentially indicated that it would be more
8 reciprocated across state lines.

9 And also, as Karen indicated, down on page 14
10 in 4.(b), there's a typo that provisional licensing
11 period of nine months was moved to 90 days expires, and
12 that's until exam -- taking the exam. It's a temporary
13 license until you can secure your full exam.

14 Further comments about provisional?

15 MS. PETERSON: So when it says you have to be
16 30 units into the master's degree program -- I'm in the
17 concentrate year, and so would mean I really wouldn't
18 be able to qualify for that because I'm only -- that
19 would be the last semester of my college degree, in
20 which I would probably already be applying for a
21 regular license?

22 Okay. Thank you.

23 MS. OPPENLANDER: Somehow 30 business cards
24 that I've brought in here have --

25 So if you see a rubber band with 30 business

1 cards around.

2 MS. ERICKSON: So we covered vi and vii,
3 unless there's further comment or question about
4 provisional? Which, again, we don't have --

5 MS. CORTEZ: Yes. The same question. So
6 that means you have to complete your master's degree
7 within three years that you graduated to obtain your
8 bachelor's degree? Or am I confusing that?

9 MS. FITZGERALD: May I? On page 14, if you
10 look at item 6, it gives you a pretty decent
11 explanation of what a provisional license holder would
12 do. And that it's just getting them provisional, or
13 short-term license to engage in social work, under the
14 supervision of a licensed social worker, points (a) and
15 points (b) there.

16 So it's kind of like you're allowed to start
17 being -- working as a social worker prior to actually
18 having your degree. Short term. Provisional. And
19 I -- forgive me if I'm out of line explaining that, but
20 that seems to answer it to me.

21 MS. CORTEZ: Thank you.

22 MS. ERICKSON: Moving to viii, increasing
23 fees for applications, initial licensure, endorsement,
24 and renewals.

25 MS. VAN PATTEN: I have a question. I was

1 just curious as to why the increase, and how you guys
2 came up with that proposed number as opposed to, you
3 know, because it was such a wide range that it could
4 have been.

5 MS. ERICKSON: Do you want to discuss?

6 MS. OPPENLANDER: There are three people in
7 the room that walked through that process I'm going to
8 describe to you during the legislative session: Our
9 president, Vikki Erickson; our Capital Partner in every
10 way, Miranda Hoover; and myself. So we have been
11 walking this walk since January 1st.

12 So if I ever jump to some conclusion that
13 you're not going to with me, know that I got here in a
14 really long, hard way. Because before January started,
15 I had been on the job since April 2nd the prior year.
16 I'm a cynical and skeptical person, as people who have
17 known me for a long time would tell you.

18 When I started at the Board of Examiners for
19 Social Workers, when somebody told me we needed fee
20 increases, I said, "really?" It wasn't my first bite.
21 But for the longest process, we clawed back through our
22 work. And it turns out that the Board of Examiners for
23 Social Workers, about 20 years ago, we started running
24 behind. Not with the public part, but with the --
25 well, it is the public part, but not with the

1 outward-facing part, but the inward-facing part.

2 So when it came time to get licenses out the
3 door, getting CEUs approved, doing a number of things,
4 we could keep things moving along. But on the back
5 end, we have a very large backlog of disciplinary cases
6 in our compliance unit. We have a backlog to 2009.
7 And we don't have investigative staff, and we don't
8 have enough attorney fees to pay for the cases.

9 So somebody will make a complaint against a
10 social worker, and we're a regulatory Board. We need
11 to deal with those complaints, and we don't have enough
12 whatever to get that done.

13 The backlog started when the first executive
14 director left. She handed the backlog off to --
15 essentially, I'll just say there's basically been
16 three. There's been a few fits and starts in between,
17 but basically there's been three, except for folks like
18 me that have been through all of that. The first gal,
19 Rose, had to hand off the backlog. Not because she
20 wanted to, but because she couldn't get it all done.
21 She gave it off to Kim, who wanted to get it all done
22 but didn't have enough hours in the day and handed it
23 off to me.

24 So I went back to see -- we never, on a sweet
25 spot, were collecting enough fees to pay for what we

1 needed to get our work done. So let's just set that
2 aside. So that's not a big enough problem.

3 The next thing that came along in 2015 is
4 that we received -- have you ever heard of unfunded
5 mandates?

6 UNIDENTIFIED SPEAKER: Um-hum.

7 MS. OPPENLANDER: I know you have. It's been
8 your work for decades -- right? -- dealing with
9 unfunded mandates.

10 So this Board, as many Boards in
11 commission -- of the Boards in commission, in general,
12 there's about 300 in the State of Nevada -- or a couple
13 of hundred, whatever there is -- about a third of
14 Nevadans are licensees. But our Board didn't charge
15 enough in fees. This is going way back.

16 So when the unfunded mandates came down
17 saying that we had to have reserves in the bank in case
18 there was an emergency or whatever, we're supposed to
19 -- depending on who's telling us -- we're supposed to
20 have five to six months of reserves, if you're
21 listening to the legislative branch of government, or
22 eight to 12 months of reserves if you're listening to
23 the executive branch of government. You know, I might
24 have that wrong depending on who's speaking, but we've
25 heard various things.

1 We have zero dollars in reserves. We have
2 been on a razor's edge of bankruptcy this year.
3 Insolvency. So I'm just trying to be clear. This is
4 not a big secret. This has been in public meetings.
5 It's part of minutes. It's part of Board minutes.
6 It's part of minutes in front of the legislators, et
7 cetera. This is not like quiet talk down the road
8 here.

9 We also have to have things like Windows
10 compatible computers. I'll just make that up. That's
11 kind of an easier one to solve; right? But we don't
12 have money for that, and the State of Nevada expects
13 that.

14 MS. ROSACHI: I was going to say, maybe I can
15 help you. What probably most of you don't know is that
16 the Board itself has to be self-funded. In other
17 words, most state agencies have the opportunity to go
18 to legislature, and when they're running short, ask for
19 some general funds or some other funds to cover their
20 expenses.

21 But licensing Boards do not have that
22 opportunity. So they have to -- they get all their
23 funds from the licensees themselves. So they have to
24 look at their own organization to figure out how they
25 can go ahead and fund the necessary expenses that she's

1 talking about. And so she's at the point now where
2 she's got to come to us and ask us for some help.
3 That's what she's attempting to describe right now.

4 MS. OPPENLANDER: So what are some other
5 unfunded mandates that we're looking at right now?

6 MS. HOOVER: One thing that we all know is we
7 just got online renewals. That was part of the
8 discussion from the legislature last summer. Have any
9 of you ever testified at the legislature? Awesome.
10 Thank you. That's a huge part.

11 So in between our legislature, which you are
12 only 120 days every other year, they have committees
13 that happen during what's called the interim year
14 period. Last summer, during the interim period, the
15 committee met and the Board of Social Work was a huge,
16 hot topic. And, as Karen described, we are required to
17 have a cash accrual system, which is essentially a
18 checking account and savings account. Right now, we do
19 not have a savings account as Karen described.

20 Two, as a licensing Board, we have to get
21 online renewals, which if any of you renewed in the
22 last few months, you'll know that we have online
23 renewals. Yay. And, hopefully, if so, you've taken
24 our online renewal survey. If you haven't, please take
25 that.

1 We have everything from cash accruals,
2 getting online, and really trying to work on our
3 licensing numbers overall. And we have a very short
4 window to get this done. They gave us until 2023 to
5 get this done.

6 And with, as Karen described, our backlog of
7 cases right now, we're trying to figure out an increase
8 in staff, potentially, and we're just trying to figure
9 out how to continue online licensing; how to ensure the
10 website stays maintained, stays posted. It all costs
11 money.

12 So I know that, looking at these numbers,
13 it's very scary, and I know looking at fee ceiling
14 versus what is proposed -- our number one goal, and
15 what I told Karen and Vikki when I first started was
16 let's go high on the fee ceiling so that I don't have
17 to come back next legislative session and explain to
18 legislators why we need another fee increase.

19 I would rather go a little bit higher than
20 what everyone's comfortable with during this
21 administrative process that you all are here to take
22 part in today. We will decide on a good number for
23 today.

24 This Board is not looking to increase your
25 fees every six months. We're hoping that this increase

1 is going to be the fix we need to get us to the next
2 legislative session, and when the legislators call us,
3 call me, call Karen, call Vikki, and they say what
4 progress have you made over the last two years, we can
5 show them not only on paper the facts and the data, but
6 we can also show them our bank account and say, hey, we
7 do have some money in reserves.

8 So I hope that helps.

9 MS. OPPENLANDER: So I'm still answering this
10 question, and I'll -- if you're asking me questions,
11 I'll --

12 MS. BARTELL: No. It was about what she
13 said.

14 MS. OPPENLANDER: Then why don't you --
15 (Inaudible commentary amongst
16 participants.)

17 MS. OPPENLANDER: Crosstalk right now.

18 MS. BARTELL: So this fight for getting
19 funded, is there anything to do with raising the pay
20 for the workers also? Does that correlate at all?

21 MS. OPPENLANDER: It's --

22 MS. BARTELL: Rasing the license without
23 trying to raise the pay to pay for the license.

24 MS. OPPENLANDER: So I'm going to parking-lot
25 that. So pretend that I brought a -- which I forgot to

1 do. I was so good at this at our last meeting, that
2 easel right here, and it's got a flow chart on it.

3 MS. BARTELL: Um-hum.

4 MS. OPPENLANDER: And I'm going to
5 parking-lot that discussion because it's a side
6 discussion. And I want to get back to answering your
7 question before we come to you, Mike.

8 So the -- so how did we come about with
9 things? So I tried to lay some background so this
10 starts to make sense. So what you're cross-walking for
11 me right now, if you will, is on page 15. This is what
12 got written into legislation by the legislators. This
13 is a proposed -- I'm sorry.

14 This discusses what the legislature does.
15 This discusses what the legislature does. This
16 discusses what's happened historically. And here's the
17 proposals.

18 So this blue column is lining up with the NAC
19 changes. This light blue column should be matching
20 page 15. But let me explain how you're getting to the
21 light blue column, which is your specific question.
22 I'm not forgetting that.

23 So fee ceilings were instituted by the
24 legislation in 1987, in 1993, and 1995. We have not
25 had a fee ceiling increase since 1995. What we did in

1 the last session was as for fee ceiling increases. So
2 we jumped up a big number in here with no intent to
3 move to this big number anytime soon.

4 This was -- this created a lot of fear out
5 there that the Board would jump to the big number if we
6 got this embedded here. This is just this Board's
7 intent not to have to go back to the legislation --
8 legislators again and ask for a fee ceiling increase.

9 Before you can ever ask for an increase, you
10 have to have room within your ceiling to work with.
11 Historically, in 1987, in each of these categories,
12 these were where we were at. And so these were when
13 they got jumped up.

14 So in '87 we took a fee increase; '93 we took
15 a fee increase; '99 we took a lot of fee increases.
16 You can see they're incremental. There's never any
17 big, huge jump in any particular year. In 2003, there
18 were some increases, in the 2015, and then we hit our
19 caps. And then we couldn't keep working. We couldn't
20 make ends meet. We were on -- into insolvency, which
21 led us to asking for these big numbers here.

22 But your question more specifically is why in
23 the heck did we choose this set of numbers. And that's
24 the interesting discussion. So we've been receiving
25 feedback since January. And I have it all captured. I

1 capture every piece of feedback from anybody, any way.
2 Any type of media that you want to contact the Board,
3 we capture all of it and we feed it back to the Board.
4 So in -- on July 30th, 31st, the Board listened to the
5 summary of all the feedback.

6 This particular recommendation is the most
7 interesting to me about how it came about, so I love
8 telling this story. When we were looking at how can we
9 make ends meet on the budget, and, of course, we tried
10 to look at a 10 percent budget increase, but that
11 doesn't help us.

12 If we asked for a 50 percent increase over
13 what we're charged right now, I could hit our
14 legislative mandates next year. But I am a kind of a
15 gutsy person, and I'm okay with going back to
16 legislators and saying we're not going to hit your
17 legislative mandates until 2023. I know you wanted
18 them in 2015 and you wanted them again in 2017 and you
19 wanted them again 2018, during the sunset committee
20 last hour, and you wanted them during when we were in
21 session in 2019. But given our budget projections,
22 we're going to tell you we'll hit your unfunded
23 mandates that you tell us we must do by 2023, if we do
24 a 25 percent increase.

25 I didn't come up with this number by myself.

1 A student group at the University of Nevada, Reno,
2 undergraduate students, bachelor students who are just
3 getting ready to graduate -- are any of you in that
4 policy class that came up with this 25 percent number
5 by chance?

6 This group of policy students, who are
7 members of FUSED as well as some other policy groups at
8 UNR, studied our minutes, studied our situation, so
9 forth and so on, and worked with Senator Woodhouse and
10 talked to her at length and said, we think a 25 percent
11 increase is palatable.

12 I went back and plucked in the numbers into
13 our budget and projected numbers, like when can we get
14 our backlog reduced if we had attorney fees and
15 investigators to actually investigate our cases; when
16 could we get our applications online; when could we get
17 our disciplinary compliance unit stuff online. So
18 there's a whole bunch of stuff we're supposed to be
19 doing. If we got all that done at 25 percent increase,
20 it would hit 2023.

21 So I went, I'll stand that up in front of the
22 legislator that wants to take me down. Because I
23 thought it was a good understanding of what all the
24 summary statements had been coming into our office and
25 all the fear and all the different positions that

1 people took.

2 What was really interesting to me about the
3 25 percent as opposed to the \$25 increase per category,
4 which was also looked at, was a \$25 increase per
5 category was disproportionate to the newly graduated.
6 So an application that would be increased from \$40 by
7 \$25 would be \$65. A \$40 application for somebody newly
8 graduated at a 25 percent increase brings it to \$50.
9 So it was a lower hit on a new graduate. So that was
10 why it was 25 percent instead of \$25.

11 Let's take that to the most highest-paid
12 social workers, the LCSWs. If they get a \$25 increase
13 to 150, it's 175. If they get a 25 percent increase,
14 it's 187.50.

15 So the group on July 30th and 31st, after
16 much discussion, decided that it was proportionately
17 more fair to hit the highest-paid social workers with
18 the 25 percent increase, the 187.50.

19 And I'll tell you, I couldn't have made these
20 numbers up if I tried. What was so fascinated is it
21 came straight out of this group of students who
22 testified in the legislature several times, who banded
23 together as a group, a forcefield, if you will, who
24 came in public situations, and not only spent publicly
25 in big groups, if you saw them there, but also tackled

1 me independently; Vikki independently; Miranda
2 independently; senators independently; so forth and so
3 on. And they came up with 25 percent. They thought it
4 was a palatable fix because they understood the Board's
5 position. And they went through the trouble to
6 actually go back to the Board minutes and understand
7 what the Board was suggesting with trying to stay
8 viable.

9 That's the A to Z answer.

10 MS. BARTELL: Thank you.

11 MS. OPPENLANDER: You're welcome.

12 So before I get to do my -- and I'm so sorry,
13 I forgot your name.

14 MS. BARTELL: Donna Bartell.

15 MS. OPPENLANDER: So, Ms. Bartell, you were
16 wondering about raising --

17 MS. BARTELL: The income. I mean, because
18 the Board is for the -- it's a state Board; right?
19 It's State of Nevada jobs. Everybody wouldn't know
20 this. I was looking at your letterhead.

21 So this is not a state employment site that
22 I -- state employees at all? That's why I thought they
23 were. I thought it was people that worked for state
24 employees.

25 MS. ERICKSON: It's a regulatory Board

1 that --

2 MS. BARTELL: So if you -- you couldn't have
3 a position at this agency on the Board of Examiners as
4 a state employee?

5 MS. ERICKSON: Well it's -- the folks that
6 work at the Board are state employees of the Board, but
7 the Board's role is regulation of the licensure.

8 MS. BARTELL: Everybody's elected on that
9 Board?

10 MS. ERICKSON: Not elected. Their appointed
11 by Boards and commissions of the governor's office.
12 And then there's staff that work at the Board, that do
13 the daily tasks of the Board.

14 MS. BARTELL: And the support of the social
15 workers that are licensed.

16 MS. ERICKSON: Well, it's a -- the Social
17 Work Board regulates licensure. So complaints would
18 come in, hypothetically, or people apply for licensure
19 or questions about maintaining licensure or
20 transitioning licensure from another state would come
21 in. So they regulate that. Kind of like the DMV would
22 regulate a driver's license. We regulate the social
23 work license.

24 UNIDENTIFIED SPEAKER: So it is self-funded.

25 MS. ERICKSON: Self-funded.

1 UNIDENTIFIED SPEAKER: By the fees.

2 MS. ERICKSON: By the fees.

3 MS. OPPENLANDER: Just in order -- because
4 he's behind you. I don't want to tell you what to do,
5 Vikki, but Mike had his hand up for a question next.
6 Mike McMann.

7 MR. McMAHON: It's all right. Finish up with
8 the conversation. I can come back.

9 MS. ERICKSON: Does that answer the question?

10 MS. BARTELL: Oh, no, I just thought since
11 they're fighting to raise our fees, they were going to
12 fight to raise our pay. But that's probably --

13 MS. ROSACHI: That'd be like an NASW.

14 MS. BARTELL: NASW. Yeah.

15 MS. ROSACHI: Different group.

16 MS. ERICKSON: Although, many of us are
17 social workers on the Board.

18 MS. BARTELL: Right. Yeah. And were a --
19 those on the Board are fighting to raise the fees.
20 Because it's unfunded, you have to fund your own -- and
21 a lot of people -- there are more violations -- did
22 they find there is more violations versus people
23 following the code of ethics? Have they done a type of
24 study on that?

25 MS. OPPENLANDER: Um-hum.

1 MS. BARTELL: Because if you followed the
2 code of ethics, you'd have less violations. I was just
3 wondering what kind of studies that the Board was
4 doing. That way you wouldn't have to have as much
5 fees, as much -- another position to, you know, pay for
6 another position to get investigations done.

7 MS. OPPENLANDER: So in a 10-year period
8 ending in 2018, the calendar year 2018, I've been -- I
9 hope I quote this correctly -- there were 224 cases
10 brought to the Board of complaints asking for sanctions
11 against licensees. And of those 224 complaints, 20 of
12 them were brought to conclusion with sanctions against
13 licensees. The remaining 204 cases were either
14 dismissed or discharged.

15 So a complaint, in and of itself, we have to
16 follow through on. But not all complaints are verified
17 or warranted for investigation, and so they're not
18 necessarily something we would follow through on.

19 MS. BARTELL: Um-hum.

20 MS. OPPENLANDER: If a complaint is verified
21 and worthy of continuing with an investigation, in
22 order words, somebody is violating either the Nevada
23 revised statute, which we're not -- we don't have a
24 copy of in front of us today -- but they're violating
25 NRS 641B or they're violating NAC641B, then the Board

1 will conduct an investigation to try to find out an
2 abundance of evidence.

3 So this isn't like a crime case on NCIS where
4 it's a crime beyond a shadow of a doubt. We're not in
5 criminal law here, generally speaking. We're,
6 generally speaking, in administrative law.
7 Administrative law is an abundance of evidence, and
8 that's 50 percent of evidence plus the other. We have
9 to have that much evidence before we can do a sanction
10 against a social worker.

11 So it's a process, and I think that gives you
12 a sense, of all the many cases we might receive, how
13 many actually are brought to conclusion.

14 MS. BARTELL: Um-hum.

15 MS. OPPENLANDER: Twenty cases over a 10-year
16 period when you have over -- during that year, we had
17 3,000 social workers in -- or in 2018, we had 3,000
18 social workers -- is not a heck of a lot of people that
19 actually have sanctions against them.

20 MS. BARTELL: Um-hum.

21 MS. OPPENLANDER: However, the public expects
22 that if somebody's not following NRS 641B or NAC 641B,
23 that we will follow through on a complaint to find out
24 what's up there and get it remedied.

25 Some other remedies are more education to the

1 person. Some remedies are more extreme and they lose
2 their license. So there's a whole range of sanctions
3 that take place, and there's a whole other discussion
4 that takes place in NACs in part in the fifth section,
5 and in the NRS, the Nevada revised statute.

6 MS. BARTELL: Um-hum.

7 MS. OPPENLANDER: Did that answer your
8 question?

9 MS. BARTELL: Oh, yeah. Um-hum.

10 MS. DeHART: I was just kind of Googling
11 here. For the record, I think that it's important to
12 keep the Board intact with the money that it needs in
13 order to continue with our profession in the community,
14 and I know there was a push to try to put us all under
15 one Board, LADCs and psychologists.

16 I was just looking at their fees, and the
17 LADCs are 495, and then the psychologists are 965, so I
18 don't really feel this is out of line at all. I feel
19 like you guys probably definitely need that money.
20 That's just my -- looking at the other Boards, that
21 money doesn't seem to be out of line to them.

22 MS. BOSLER: I totally agree a hundred
23 percent. I would like to stay independent, and I don't
24 think it's out of line at all.

25 MS. ERICKSON: I really like that. I was

1 Googling, for the record.

2 (Laughter.)

3 MR. McMANN: First of all, I'd like to thank
4 you for the background as far as the thought process
5 behind the rate increases and also your continuation in
6 terms of looking ahead for the rates. That's good
7 information to have moving forward. It is very
8 logical. So your logic is not flawed as far as being
9 able to move forward and being able to cover the
10 operational costs.

11 Rota and I are probably the only two in the
12 room who have a background -- that can remember back
13 when a person by the name of Dr. Jane Lamb stepped
14 forward to the Nevada legislature with a bill draft to
15 create the Board of Examiners for Social Workers.

16 At that time, economically, things were very
17 lean in the state. And one of the concessions that was
18 made in order to get the Board created was to make the
19 Board independent and self-sufficient.

20 The legislature nor any of the people who
21 were involved in the actual creation of the Board of
22 Examiners had any understanding in terms of what the
23 cost for operation would actually be. It was figured
24 that using an adjustment for rates for fees would be
25 able to accommodate that similar in the way it does in

1 other professions.

2 The problem is, today -- the problem is, is
3 that social workers are a finite group of people. We
4 also are in a different economic level than other
5 licensed professionals. We don't have the ability to
6 generate the revenue those types of professionals
7 would -- those other public Boards that can afford
8 those fees to be self-sufficient.

9 It seems to be that right now in the State of
10 Nevada, the state is struggling with being able to try
11 and fill the need for licensed social workers within
12 state, and it's having a hard time doing that. We've
13 gone to an exercise a couple of years ago where we're
14 trying to soften reciprocity issues for licensing and
15 that type of thing, but it still doesn't fill the need
16 we have within the state and the growing need we have
17 for social workers.

18 So I don't think we've ever really had an
19 opportunity to compare the finances of operating this
20 organization with meeting the needs and expanding the
21 capacity for additional social workers within the
22 state.

23 So it seems to me -- and I'll circle back
24 with you, ma'am -- that we need to have a real hard
25 look at where we're at, and this obviously is one

1 stopgap measure to be able to address the financial
2 needs to be able to keep ourselves solvent. But, at
3 the same time, I also think we need to look beyond
4 that.

5 It seems to me that Senator Woodhouse would
6 be a supporter for social workers. It seems to me that
7 Theresa would be a good supporter for social workers
8 and would be willing to help sponsor or craft a bill
9 that would give, possibly, a one-time allocation to the
10 Board of Examiners, possibly a multi-year for included
11 a certain dollar amount with dollar amount within a
12 budget that would be considered a contribution.
13 Because, in my mind, if the State of Nevada truly does
14 value the work of social workers, they can damn well
15 stand behind it.

16 Thank you.

17 MS. ROSACHI: Left us speechless.

18 MS. DeHART: And possibly if this comes to
19 where, you know, there's some negotiation on it, and
20 rather than, you know, taking a lower fee of 125, we
21 could keep it at 175, and then maybe have a program
22 where people could apply for a hardship or a
23 scholarship, and that way you're only going to take
24 that individual once that, you know, would need the
25 assistance instead of lowering the fee for everybody,

1 you know? That way we keep the revenue higher that
2 way, if you have a negotiating chip maybe.

3 Just an idea.

4 MS. BOSLER: I don't think that people who
5 are licensed in this state understand that the Board is
6 self-supporting. And I would appreciate it if, you
7 know, we can send something with the license renewal
8 just to explain that.

9 I'm licensed in California as well, and I
10 pay -- think I pay \$120 every two years. But the Board
11 is completely supported. So it's -- it's what it is.
12 It is what it is.

13 So maybe some education around the fee
14 structures and the needs would be really important.

15 MS. PETERSON: I have some additional
16 comments on that. I received my undergraduate degree
17 in social work from Arizona State University, and since
18 then I moved here. I am not licensed yet, but I need
19 to develop my understudy concentrate program. So I'm
20 not totally aware if this already existed or not. I
21 know that somebody already came and presented to our
22 social work students at the beginning of the year and
23 kind of gave a brief overview of the Board.

24 Something that might be helpful is creating a
25 video that could be shared on your website and shared

1 in schools of social work that's easily accessible and
2 explains this, so you don't have to explain this time
3 and time again through phone calls and other things
4 like that. That would give people a really solid
5 understanding of what the Board is. Because, as a
6 young person, not having an idea of any of that, it's
7 very easy to see this and be very critical. My opinion
8 has definitely changed in this conversation and hearing
9 you remind that.

10 MS. ERICKSON: Any further comments,
11 conversations? Okay.

12 Number ix, disallowing payments by cash.

13 Karen discussed that as well, about our
14 online process now accepting debit or credit card. So
15 that's a change so cash isn't floating around the
16 office. And what page is this on?

17 MS. OPPENLANDER: Page 16, at the top.

18 MS. ERICKSON: Okay. So 16, item 1.

19 MS. OPPENLANDER: It starts at the very
20 bottom of 15, and then it goes to 16.

21 MS. ERICKSON: Oh, okay. Any comments about
22 that? Let's save up all your pennies and bring all
23 your pennies all in a penny jar.

24 MS. PETERSON: I have not looked at our
25 website, but is it clearly stated about credit card

1 fees on the website as well? Or do you charge credit
2 card fees, or does the Board eat that cost?

3 MS. OPPENLANDER: The fee structure itself is
4 eating the cost of the credit card fees.

5 MS. PETERSON: Okay.

6 MS. OPPENLANDER: So it's costing money to
7 process the credit cards.

8 MS. PETERSON: Um-hum.

9 MS. OPPENLANDER: And it, you know, when I
10 get the statements that say that Discover costs this
11 much or American Express costs that much or whatever,
12 whatever, whatever. They are changing rapidly. Not
13 always upwards. They're just the little .00 whatever,
14 you know, that little number is changing all the time,
15 so it's not like -- I could never keep up with it on
16 the website. I can't even keep up with in it the mail.
17 It's like, really, okay, fine. So we're trying to sort
18 that all the time.

19 So, yes, it does cost. It goes against fees.

20 MS. PETERSON: Okay.

21 MS. OPPENLANDER: It's not in addition to the
22 fees.

23 MS. PETERSON: Um-hum.

24 MS. OPPENLANDER: So, I guess, in a way,
25 using credit cards costs money.

1 MS. PETERSON: Um-hum.

2 MS. OPPENLANDER: On the other hand, when we
3 were processing cash, it costs money. You know, people
4 were having to enter something and deal with the cash
5 and make a bank deposit and go to the bank or other
6 more modern merking methods of running the cash through
7 the machine really fast. But then you have to deal
8 with the machine. It's a whole story. So any way
9 you're going to process money costs money to do it.

10 MS. PETERSON: Um-hum.

11 MS. OPPENLANDER: But we're not charging fees
12 over and above the fee.

13 MS. PETERSON: Thank you.

14 MS. ERICKSON: Any more comments about that?
15 Questions? Okay.

16 So it looks like we're on post-graduate
17 internships, x, removing "substantially equivalent"
18 language on hours being counted from an internship in
19 another state.

20 Where are we at on that one?

21 MS. OPPENLANDER: Eighteen. Page 18,
22 641B.150. So might be one of them, yeah. Nevermind.

23 MS. ERICKSON: So it looks like this -- it
24 makes it easier to -- in reciprocity for licensure?

25 MS. OPPENLANDER: (Indicated affirmatively.)

1 MS. ERICKSON: It seems to be a trend
2 throughout the country according to the ASWB. Makes it
3 easier to make the move to another state without
4 worrying about having to take additional internship
5 hours, being respectful of the other licensing Boards
6 in the other states, and the work that they've done in
7 licensing.

8 Any comments about that one? Okay.

9 So going on to xi, increasing number of
10 interns a supervisor can have to 3 to 4.

11 MS. OPPENLANDER: That's on page 21.

12 MS. ERICKSON: We're just trying to stress
13 out the internship supervisor a little bit more. This
14 is also in an effort to make it a little easier for an
15 intern to find an internship supervisor, since there
16 was that cap.

17 MS. ROSACHI: Actually, it's also because
18 there's a lack of so many supervisors. And so if any
19 of you are in the position to supervise, they are
20 looking for people that would be willing to take on
21 students to keep the internships too.

22 MS. BOSLER: I got trained as a supervisor.
23 Corrine got trained as a supervisor. But the minutia
24 around it, both of us decided not to. It's too
25 complex. It's too convoluted.

1 MS. ROSACHI: From the social work --
2 internship side or the --

3 MS. BOSLER: From the supervisor side.

4 MS. ROSACHI: From the internship side.

5 MS. BOSLER: Yeah. Yeah. I mean, those of
6 us who supervised over the years, this seemed to be
7 over the top, you know? So if that could be
8 streamlined in some way or --

9 MS. ROSACHI: It's a different opportunity,
10 but Karen and I sit on an advisory Board that we might
11 be able to bring this discussion up.

12 MS. BOSLER: Yeah. That would be fantastic.

13 UNIDENTIFIED SPEAKER: Even if they made it a
14 little bit less. Every six months instead of --

15 MS. ROSACHI: We still need to look at the
16 criteria.

17 MS. BOSLER: If even the training was just
18 free. Because it was just -- I didn't get it and I've
19 been a 30-year social worker. And I thought, I don't
20 know what you're talking about. And when I went
21 through the documents, I thought, yeah, there's a
22 liability here that I'm not willing to take on, so --

23 Honestly, that's my honest opinion.

24 MS. ERICKSON: Further comments about that?

25 Xii, reducing the frequency of post-graduate

1 internship progress reports from quarterly to every six
2 months. So that will make the minutia a little bit
3 easier, I think. Hopefully. That was the goal in
4 that.

5 MS. BOSLER: Oh, yeah. I think that's
6 probably true.

7 MS. ERICKSON: And I think on both sides too.
8 It decreases the work for the Board to review those.

9 MS. DeHART: A comment. You know, with the
10 push to de-professionalize us in the state agencies and
11 not let -- you know, you don't have to be a social
12 worker anymore, so those locations used to have more
13 internships. So you've lost a lot of places where you
14 can have them, you know, too.

15 MS. BOSLER: A comment on that. I think
16 that's a crisis. And I think that's a pity and a
17 shame. Historically, institutions would step up, and
18 there was a lot of opportunity for students to get
19 their hours. And now, it's -- I feel like it's sort of
20 abusive to the students who are working for low pay or
21 begging for time or whatever. It's just not right.

22 MS. TAYLOR: Just reporting that, I think so
23 much of this is pretty straightforward, and, really,
24 from a -- agencies that provide that to students, to
25 those of us who could supervise, so much of this could

1 be templates that are filled out, more clearly defined.
2 But it doesn't have to be reinventing the wheel for
3 each new person that steps in, or each agency that
4 agrees to take this on if it had been really well
5 formatted.

6 MS. ERICKSON: Okay. Further comments on
7 that?

8 MS. BOSLER: I'm totally against students
9 paying for their clinical time being supervised. I
10 think that's shocking.

11 MS. OPPENLANDER: I think one of the most
12 exciting conversations that I've listened to in a long
13 time was the Board retreat on June 30th -- sorry, July
14 30th and 31st -- and the Board retreat had 70 people
15 from the community there. And, if you think of this a
16 little differently about what was going on in this
17 conversation, there was a lot of creativity being
18 expressed among Board members, among people who are
19 supervising clinical social work interns, among people
20 who were from the University of Nevada in Las Vegas, as
21 well as the University of Nevada, et cetera. There's
22 just a lot of conversation about this, and it got
23 delved into for probably an hour and a half about how
24 to change it.

25 How we could, collegially, start to get on

1 better with the Board and the universities and the
2 associations and the -- whoever wants to have a
3 discussion with us to change this. And so there was a
4 lot of proclamations made.

5 For example, there's a Board member who said,
6 I refuse to supervise anybody unless it's written into
7 the contract that the agency that they're working for
8 is paying me. I will not charge a student for my time.
9 And I learned it that way. And I'm paying it forward
10 that way.

11 So she spoke up about this at length. And
12 then somebody else said, I, too, pay it forward, and I
13 refuse to supervise a student who's having to pay me
14 for their hours. If it's not the agency that's paying,
15 then I have nothing to do with it.

16 So there was a lot of proclamation going on.
17 It was a real interesting conversation going on about
18 how to change this whole mindset, and why it needs to
19 be changed.

20 There's a lot of understanding, a lot of
21 agreement with your statement, and I just wanted to put
22 it out there that I thought it was a very
23 well-considered conversation during the Board retreat,
24 because there's a great deal of concern that the
25 clinical social worker intern particularly is

1 suffering -- still suffering from debt for their
2 student loans, in a low-paying profession, typically a
3 woman, sometimes a woman of color, so forth and so on.

4 So if you take our profession against
5 nursing, against teachers, we're the lowest-paid
6 profession. And you start taking out all of the other
7 categories in there, you're the lowest paid of the
8 lowest paid. And then you're going to pay your
9 supervisor on top of it? Really?

10 Now, on the other hand, I hear that the
11 supervisor has a lot of risk involved. This is under
12 their licensure. This clinical social work internship
13 hours, that's under the supervisor's licensure. You're
14 not licensed yet, they are. So, you know, it's like
15 they're putting a lot of risk out there. So they
16 deserve to be paid, but who should be doing the paying?

17 And so very, very good conversation. Very
18 robust and very future-thinking about how to change the
19 world we're in and the worldview.

20 So just letting you know that I got to listen
21 to that, and I'm grateful. I see change afoot.

22 MS. ERICKSON: All right. So moving
23 continuing education, specifying that a retired
24 licensee must still complete suicide prevention CEUs
25 for renewal of a license.

1 So, Karen, you mentioned that that was in
2 statute?

3 MS. OPPENLANDER: Um-hum.

4 MS. ROSACHI: I think it is time limited. I
5 think there is a sunset. I couldn't find it, so I
6 couldn't pull it up on my phone. You might want to
7 look at it and see if it is sunset. I want to say it
8 is 2024 or something like that.

9 MS. HOOVER: I believe it is 2026.

10 MS. ROSACHI: 2026.

11 MS. HOOVER: Yes. And it is in statute.

12 MS. BARTELL: I just have a question. How
13 did it come up with the age of 65? And also what is
14 the definition of "retired"? Getting a pension or
15 just -- you just say, I'm done. I'm retired from
16 working and then it has to correlate with the age that
17 you both be retired and 65?

18 MS. BOSLER: I have a license. I'm retired,
19 but I still work 10 hours contract. I'm not exactly
20 sure, but I think it's, like, it's, I'm going to say 70
21 and you park your license and then it sort of sits
22 there.

23 And I'm assuming that these suicide
24 prevention CEUs, you can park your license so you can
25 resurrect it if you need some time -- I'm assuming you

1 have to do your suicide prevention CEUs. Is that --
2 it's not active. You have an inactive license is the
3 idea; is that correct?

4 MS. ERICKSON: I guess that makes sense.

5 MS. BOSLER: And in California, it's 70.

6 MS. BARTELL: Wow.

7 MS. OPPENLANDER: We're referring to the
8 language that's under 641B.187, at the bottom of page
9 24. Most of this pre-dates me. I don't know about why
10 they picked 65 as opposed to 95 or whatever, but
11 somebody did.

12 What I do know about this is when I was 65,
13 if I had said I wanted to retire my social work
14 license, and I wasn't practicing at the time, I could
15 have done so and not had to go out and get 36 CEUs all
16 the time. I could have just bypassed all that and just
17 got the suicide prevention CEU. Just paid for those
18 and moved on.

19 The reality is, I came out of retirement. I
20 never had gotten rid of my license. I never had to do
21 any of that. And I've been getting 36 CEUs constantly
22 since 19 -- I don't know when we went to CEUs, but I've
23 been getting CEUs since I was first licensed. In '94,
24 when I got the higher level of licensure and had to get
25 the higher CEUs, so what's cool about CEUs now, is you

1 can get them online now. A hundred percent. Yay.

2 (Applause.)

3 MS. BOSLER: I was under the assumption that
4 if you parked your license or retired your license,
5 you're not going to be working, even if you get --

6 MS. OPPENLANDER: You're not practicing.

7 MS. BOSLER: Yeah. You're done.

8 MS. OPPENLANDER: Just sitting around the
9 office all the time with all the people that park their
10 license, and they'll pull it back out and regen it up
11 again. You know, if I parked mine, I came out of
12 retirement and kept going.

13 A lot of people don't retire, retire these
14 days. So, anyway, just saying. Don't just toss your
15 license, you know. Keep it in the background would be
16 my suggestion because somebody's got to go through the
17 application process all over again. Really?

18 MS. ERICKSON: Go through that internship.

19 Any other questions about this? Comments?

20 Okay.

21 So going to standards of practice. Item vix,
22 adding information regarding what is considered
23 unprofessional conduct.

24 MS. OPPENLANDER: And it's the blue language
25 on page 34.

1 MS. ERICKSON: Any conversation about that?

2 Okay.

3 All right. So, I guess, moving on to agenda
4 item 4, public comment.

5 MS. WALKER: I want to thank you for
6 everybody here because I've been -- I have PTSD from
7 previous experiences with the Board. So thank you.

8 I think you're doing real good because the
9 new information of what's going on and why it's being
10 done is very, very helpful, and I see an alignment that
11 feels very nice.

12 MS. OPPENLANDER: Thank you.

13 MS. ERICKSON: Thank you.

14 MS. HOOVER: I want to echo what she said.
15 It's so important to have public involvement and,
16 especially at the legislature, if we don't hear from
17 you, we get the impression you don't care. And so we
18 move forward with language that we might not be experts
19 in, but move forward because no one is coming to the
20 table.

21 And, as Karen explained earlier, we had so
22 much public comment and so much public involvement while
23 we were working on this fee bill during the legislative
24 session.

25 If there's anything that I can do for any of

1 you, if any of you have a legislative question, please
2 feel free to reach out, and I look forward to seeing
3 all of your beautiful faces at the legislature next
4 year when, hopefully, we can all work together.

5 And lastly, yes, we are a state agency, but
6 again, yes, we are self-funded. So we have to work
7 like a business model. You are the customers. If
8 you're unhappy, please reach out and talk with us about
9 it. We are here to support your profession, and we are
10 here to work with you.

11 So please never feel isolated or that we're
12 not taking into consideration your thoughts or your
13 feelings or what you're doing. Because we all know how
14 important each and every one of you is, not only to the
15 social work professional, but also to the state. So
16 thank you all for being here today.

17 I just want to make a quick plug that if any
18 of you would like to attend our Board meetings going
19 forward, you can receive CEUs. So just keep that in
20 the back of your mind.

21 (Inaudible commentary amongst
22 participants.)

23 MS. OPPENLANDER: Excuse me. Because we're
24 still on the record, there needs to be identifications
25 in this conversation. Sorry.

1 MS. NORMAND: My question is how do we know
2 when the Board meets if it's on the website?

3 MS. HOOVER: Yes, it is on the website. And
4 hopefully it's convenient for everyone. We meet up at
5 the university in one of the offices just north of
6 campus. And we would love to have all of you come.

7 MS. DeHART: I was just curious. I had an
8 incident where I was trying to find out, it was, like,
9 my duty to report -- what's it called? -- duty to
10 report harm, like, what somebody had told me. And I
11 went all through the statutes and I couldn't find
12 anything to protect us. There is for reporting child
13 neglect and elder abuse, but not for threat to do harm.

14 So the first guy told me all this information
15 and specifics about hurting people, and I felt like I
16 had a duty to tell the other professional, which was
17 about a mental health person, about it. And then he
18 said they were going to let the people know I told
19 them. And I said, you know, professionally and
20 confidentiality, you know.

21 So I don't know if we need to look into that
22 with the wake of these new red lighting laws about some
23 kind of a thing, kind of like CP has had where they
24 keep it confidential. That might be something we need
25 to look into. I don't really know. It's not a very

1 nice climate that we're in lately. I really, really
2 looked.

3 And, I think, Bertha, you looked and you
4 couldn't find anything to protect us, could we?

5 MR. McMANN: This has been a long, ongoing
6 issue for social workers. If you file a report with
7 local law enforcement on an abuse and neglect issue,
8 which we're required to do by law, you cannot get any
9 type of documentation or comments back from law
10 enforcement that would confirm that you actually made a
11 report. That has existed for forever.

12 I know agencies and services are in the
13 process of revamping a lot of their referral processes,
14 but, to date, there is no formal policy or procedure
15 that has been developed. There is nothing I've ever
16 seen in writing that protects social workers or, at
17 least, gives you a confirmation of the fact that you
18 filed a report.

19 MS. WALKER: In California there is a
20 Tarasoff law. I was told that in Nevada there is no
21 Tarasoff law. And I think that's what you are
22 referring to.

23 MS. BOSLER: Yeah. She is referring to
24 Tarasoff law, but how could you not have a Tarasoff law
25 here?

1 MS. TAYLOR: It is an NAC, and I don't know
2 the number, but there is -- it's not called Tarasoff,
3 but there is a statute.

4 (Inaudible commentary amongst
5 participants.)

6 MS. DeHART: The only thing I could find was
7 NRS 629550, the duty to warn. And it just covers,
8 pretty much, people in the Division of Public and
9 Behavioral Health, of Health and Human Services, and
10 it's mental health professionals. So it doesn't
11 necessarily cover social workers. It does say that
12 social workers who hold a master's degree in social
13 work.

14 But it's only to -- it only protects you if
15 you -- so you have to -- what it does is it requires
16 that you call the authorities if you're afraid somebody
17 is going to hurt somebody else. But it doesn't protect
18 the person that makes the call. Confidentiality part.

19 UNIDENTIFIED SPEAKER: No protection.

20 MS. DeHART: Yeah.

21 Is that the type of thing you do at the
22 Board?

23 MS. HOOVER: So what we would do is go back
24 through the NRS and change the law. So that is
25 something that we'll be looking into over the next year

1 as we gear up for the next session.

2 Also as well, your comments, I've been
3 writing down so that when the Board gets back together,
4 we can start looking at strategies and potential
5 changes for the next session.

6 MS. ERICKSON: Okay. So, I guess -- sorry.
7 I can't understand what you're saying to me.

8 MS. OPPENLANDER: Number five.

9 MS. ERICKSON: Oh, there's a number five.
10 Agenda item number 5. We are adjourning.

11 MS. OPPENLANDER: Thank you very much.

12 (Applause.)

13 (Workshop concluded at 2:22 p.m.)

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) ss.
2 COUNTY OF WASHOE)

3

4 I, BRANDI ANN VIANNEY SMITH, court reporter,
5 do hereby certify:

6 That I was present on September 11, 2019, at
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10 proceedings entitled herein, and thereafter transcribed
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12 That the foregoing transcript is a full,
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15 DATED: At Gardnerville, Nevada, this 23rd
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70

In the Matter Of:

Public Workshop

REPORTER'S TRANSCRIPT OF PROCEEDINGS

September 12, 2019

Job Number: 570820

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NEVADA BOARD OF EXAMINERS FOR SOCIAL WORK
PUBLIC WORKSHOP

In re:)
))
PROPOSED REGULATION CHANGES -)
LCB FILE #R055-19)
_____)

REPORTER'S TRANSCRIPT OF PROCEEDINGS

LAS VEGAS, NEVADA
THURSDAY, SEPTEMBER 12, 2019

Reported By Kele R. Smith, NV CCR No. 672, CA CSR No.
13405
Job No. 570820

1 PUBLIC WORKSHOP,
2 taken at 5830 West Flamingo Road, Las Vegas, Nevada, on
3 Thursday, September 12, 2019, at 9:19 a.m., before Kele
4 R. Smith, Certified Court Reporter, in and for the State
5 of Nevada.

6
7 APPEARANCES:

8 For the Board:

9 MONIQUE HARRIS, LCSW, Vice President

10 STEFAINE MAPLETHROPE, LCSW

11 KAREN OPPENLANDER, Executive Director

12 Public Attendees:

13 ELSIE CARRERA, MSW

14 RHIANNON FOREMAN, LSW, Division of Welfare

15 LUKE HATCH, LCSW

16 VANIQUA JONES, LSW, CCSD

17 SAMANTHA MARTINES, Student

18 DEBORAH ROMES, LCSW

19 VENA WILSON, LCSW

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1 LAS VEGAS, NEVADA; THURSDAY, SEPTEMBER 12, 2019

2 9:19 A.M.

09:19:06

3 -oOo-

09:19:06

4 MS. HARRIS: Okay. So we're going to call

09:19:07

5 the meeting to order at 9:20 a.m. Can we start with

09:19:17

6 roll call? Do you mind?

09:19:19

7 MS. FOREMAN: Rhiannon Foreman, Licensed

09:19:21

8 Social Worker.

09:19:22

9 MS. WILSON: Vena Wilson, licensed clinical

09:19:24

10 social worker within private practice.

09:19:32

11 MS. OPPENLANDER: This is our court

09:19:34

12 reporter, which is a piece of the process that we have

09:19:36

13 to have this on record. I'm Karen Oppenlander. I'm the

09:19:41

14 executive director for the Board of Examiners For Social

09:19:45

15 Workers, and I'm day-tripping out of Reno, Nevada for

09:19:49

16 this meeting.

09:19:49

17 MS. HARRIS: Monique Harris, vice president

09:19:51

18 of the board.

09:19:53

19 MS. MARTINES: Samantha Martines. I'm a

09:19:55

20 graduate student with UNR.

09:19:58

21 MS. JONES: Vaniqua Jones. I'm a licensed

09:20:04

22 social worker with CCSD.

09:20:06

23 MS. ROMES: Deborah Romes, LCSW in private

09:20:11

24 practice.

09:20:11

25 MS. MAPLETHORPE: Stefaine Maplethorpe,

09:20:12 1 Licensed Clinical Social Worker, Board member.

09:20:15 2 MS. CARRERA: Elsie Carrera recent graduate
09:20:19 3 of the University of Nevada Corporate Extension.

09:20:22 4 MS. HARRIS: Thank you all for coming today
09:20:24 5 and sharing with us. We're interested in you partaking.

09:20:28 6 Are there any public comments? No comments,
09:20:36 7 so we're going to pass it over to Karen.

09:20:43 8 MS. OPPENLANDER: Thank you. I'm going to
09:20:45 9 take you through a summary of Section 3 on this agenda,
09:20:50 10 so I'm going to introduce you to the open workshop where
09:20:56 11 our bent is to listen to you about your public comments,
09:20:59 12 but I want to familiarize folks with what they're about.

09:21:03 13 So if you downloaded them ahead of time and
09:21:06 14 you've already been through them and you already know
09:21:07 15 what you want to talk to us about, that's great. But
09:21:11 16 some people come here in part to understand what
09:21:14 17 occurred. So before I get into the section in 3 about
09:21:21 18 the public comments, it was preceded by a Board retreat,
09:21:27 19 and the Board had a retreat on July 30th and 31st. All
09:21:32 20 four Board members were in attendance. There were on
09:21:37 21 one day 12 people and the next day 13 people. There
09:21:40 22 were students and a master's concentration practicum
09:21:47 23 person there. There was the head of the University of
09:21:51 24 Nevada Reno School of Social Work. One of the -- I
09:22:02 25 believe Dr. Bergquist from UNLV. There was public

09:22:08 1 participation -- significant public participation in the
09:22:16 2 process, and two staff members, myself and the deputy
09:22:20 3 director. So it was a well-attended and
09:22:25 4 well-thought-through experience.

09:22:26 5 The Board got to review its strategic plan
09:22:30 6 and see where it stands in its own planning process and
09:22:34 7 how that fits in with things that are happening in the
09:22:37 8 state that happen to the Board. So one of the things
09:22:40 9 that's happening to the Board is recommendation coming
09:22:44 10 from the executive branch of government to subsume the
09:22:49 11 Board by January '22 underneath Business and Industry as
09:22:58 12 a guiding umbrella organization. I don't know if that's
09:23:01 13 going to happen or not. If that happens, it will be
09:23:06 14 legislated in the next session, and the Governor is
09:23:09 15 favorable, as well as the Attorney General. The Board
09:23:12 16 got to hear about that. So these are unknowns.

09:23:15 17 So when you're a board and you're trying to
09:23:17 18 strategically plan for the future and you're trying to
09:23:20 19 rewrite Nevada Administrative Code, you kind of want to
09:23:24 20 know what's coming down the pike, if anything that's
09:23:27 21 coming down the pike. Once again, we have no idea if
09:23:31 22 those legislative changes will occur. They've been
09:23:37 23 suggested.

09:23:38 24 Another area of interest to the Board was
09:23:39 25 SCR 6, Senate Concurrent Resolution Bill 6. That's a

09:23:44 1 bill that's looked at by the legislative branch of
09:23:48 2 government. The sunset committee that works during the
09:23:51 3 interim between sessions, because we're in legislative
09:23:55 4 sessions every other year, the sunset committee will be
09:23:58 5 looking at the SCR 6 legislative -- SCR Senate
09:24:05 6 Concurrent Bill 6. That has about 12 "whereases" in it.
09:24:10 7 All of which were being examined very closely.

09:24:15 8 So these types of things legislatively can
09:24:19 9 change how we operate. Legislative changes that happen
09:24:23 10 that way are usually handled through NRS. That's the
09:24:26 11 Nevada Revised Statute. So as licensees, you're subject
09:24:31 12 to the state law, should you become a licensee. For
09:24:35 13 those of you who are working towards becoming a licensee
09:24:39 14 or already licensed, you fall under 641B. 641B is in
09:24:46 15 two parts. It's the Nevada Revised Statute, which is
09:24:49 16 legislated in sessions, or the Nevada Administrative
09:24:54 17 Code. And simply put, the Administrative Code means the
09:24:58 18 lawmakers make the law and we have to administer the
09:25:02 19 law, so we have to figure out the code of how we're
09:25:06 20 going to administrate the law.

09:25:09 21 There's been NACs in place since 1987, 1988,
09:25:16 22 when we first started. They get revised iteratively.
09:25:21 23 That's what we're about today.

09:25:23 24 So in the very first thing there -- and I'm
09:25:25 25 going to summarize briefly -- in Section 3 under General

09:25:31 1 Provisions -- so I should first say that if you've got a
09:25:37 2 copy of the NACs, they're there in five parts.
09:25:41 3 Part 1 is general provisions.
09:25:43 4 Part 2 is Licensing and Supervision.
09:25:46 5 Part 3 is Postgraduate Internships.
09:25:49 6 Part 4 is Continuing Education.
09:25:50 7 And Part 5 is Standards of Practice.
09:25:52 8 Those five parts are how you see the NACs
09:25:58 9 broken out. There's been a change recommended under i
09:26:02 10 on your agenda, which is changing the definition of LASW
09:26:07 11 and LSW, which is essentially, if you're going to
09:26:09 12 crosswalk this, on 641B.41 and 641B.44, and that would
09:26:18 13 be on Page 6 of your handout. I'm not going to talk
09:26:21 14 about these right now. I'm just trying to get you in
09:26:25 15 the frame of mind where you can crosswalk it for when we
09:26:28 16 talk through this you know where everything is.
09:26:32 17 The second item under is little ii under
09:26:38 18 Licensing and Supervision is the length of time an
09:26:41 19 application for licensure will stay open. That's on
09:26:44 20 Page 10, and it crosswalks over to 641B.090, and it has
09:26:53 21 to do with initial exam approval for your application
09:27:00 22 for licensure. Goes from when you get your initial exam
09:27:04 23 approval plus nine months. The other part of it is if
09:27:08 24 you have an endorsement application, that when we
09:27:13 25 receive the complete application, then it's open for six

09:27:16 1 months.

09:27:18 2 Under number -- Licensing and Supervision
09:27:23 3 iii, No. 3, removing the option for MSW graduates to
09:27:27 4 take the bachelor's exam. We're doing this in
09:27:35 5 compliance with our examination body that's the
09:27:39 6 Association of Social Worker Boards, and they're in
09:27:42 7 charge of examinations for North America in both the
09:27:47 8 United States and Canada, and they are no longer going
09:27:49 9 to support somebody at a master's level taking a
09:27:53 10 bachelor's exam. So we are changing our NACs to match
09:27:58 11 the examination board's requirements.

09:28:01 12 Under iv under Licensing and Supervision,
09:28:17 13 we're reducing -- I'm sorry -- changing the time frames
09:28:19 14 when a failed exam may be retaken. Right now you can
09:28:23 15 fail the first time and take one 90 days later, and if
09:28:26 16 you fail again, you have to wait six months. Something
09:28:30 17 like that. We're changing it so you can take an exam
09:28:34 18 every 90 days.

09:28:37 19 MS. WILSON: Good.

09:28:39 20 MS. OPPENLANDER: Or we're recommending the
09:28:41 21 change, I should say.

09:28:44 22 The next one down is No. 5 under Licensing
09:28:49 23 and Supervision, reducing the period for restoration of
09:28:53 24 an expired license from three to two years. This is
09:28:56 25 less expensive for people. It's one of the main

09:29:00 1 reasons, so it's a good deal all the way around, and so
09:29:02 2 the Board looked at it and said, Yeah, that's fine.
09:29:03 3 Simply put, that's why that recommendation is coming to
09:29:06 4 you.

09:29:08 5 Under Licensing and Supervision No. 6,
09:29:16 6 that's crosswalking over to Page 14 under 641B.112.
09:29:29 7 Before you can go after a Provisional B license, you
09:29:32 8 have to be 30 units into your MSW.

09:29:36 9 Under 7 under Licensing and Supervision, the
09:29:41 10 length of time for exam and expiration for a Provisional
09:29:45 11 A license, that was a typo that said nine months and it
09:29:52 12 wasn't supposed to. It was supposed to say 90 days.
09:29:56 13 We're doing housekeeping there.

09:29:58 14 No. 8, a lot of people that are coming to
09:30:05 15 this meeting are interested in increasing of -- the item
09:30:10 16 of increasing fees, which in your packet is on Page 15
09:30:16 17 but also in your handout on the flip side of -- there's
09:30:24 18 a page attached to your agenda. So that page on one
09:30:28 19 side shows this process that we're going through.

09:30:31 20 So this is like a flowchart of the process
09:30:35 21 we're in right now. We're about here in the process.
09:30:43 22 This is an administrative rulemaking guide. Tells us
09:30:47 23 what the process is when we're going to make NAC
09:30:50 24 changes. So we're about here in this flowchart. The
09:30:53 25 flip side are the fee changes so that I can answer

09:30:57 1 questions, so that the Board members can answer
09:30:59 2 questions about that.

09:31:06 3 No. 9, that crosswalks over to Page 16.

09:31:12 4 We're now in the new section on Postgraduate
09:31:16 5 Internships, and under No. 10 we're removing the term
09:31:21 6 "substantially equivalent language," and shorthand is if
09:31:26 7 you're coming, let's say, from Utah and you've already
09:31:30 8 done 1,000 hours and you're coming to Nevada and need to
09:31:35 9 have 3,000 hours for your internship, those 1,000 hours
09:31:39 10 in Utah just count. We're not going to go and figure
09:31:42 11 out what you did or try to examine real quick. We're
09:31:47 12 not going to dig into the weeds. We're just going to
09:31:48 13 take that 1,000 hours straight and trust that Utah did a
09:31:49 14 really good job with you before you crossed state lines.
09:31:51 15 It's just simplifying the process for everybody. We
09:31:56 16 used to dig in and look at everybody. We don't what to
09:32:00 17 do that anymore.

09:32:02 18 Under No. 11, increasing the number of
09:32:09 19 interns a supervisor can have. How many people here
09:32:13 20 qualify as a supervisor? For those of us that are
09:32:17 21 supervisors, we can move from three to four. By the
09:32:20 22 way, I qualify as one. I wouldn't be a supervisor and
09:32:24 23 the executive director in a million years, but were I to
09:32:28 24 change what I'm doing, we could take four interns.

09:32:33 25 Are you a social worker?

09:32:35 1 MR. HATCH: Yes. Sorry. I'm so late.

09:32:41 2 MS. OPPENLANDER: You're fine. We're going

09:32:47 3 over what we're going to go over.

09:32:52 4 MR. HATCH: Thank you so much.

09:33:06 5 MS. OPPENLANDER: I should have given you

09:33:07 6 this. Can you sign in for me? Thank you so much.

09:33:29 7 Under 12 on the summary of this agenda,

09:33:32 8 reducing frequency or postgraduate internship progress

09:33:37 9 reports from quarterly to every six months. That says

09:33:41 10 it all right there. There are, I think, six states in

09:33:47 11 the country that have no quarterly reports. There are

09:33:51 12 seven states -- I might have the numbers wrong or it's

09:33:54 13 something like this -- seven states that have quarterly

09:33:58 14 and the rest have one or two. We're choosing to go from

09:34:02 15 four to two.

09:34:04 16 Unfortunately -- I should have said that

09:34:07 17 when I'm qualifying -- when you stand up and start

09:34:10 18 talking for the court reporter and for public meetings

09:34:14 19 in Nevada, you stand up and you say something like

09:34:17 20 "Karen Oppenlander for the record."

09:34:19 21 The other thing I could tell you, I'm also a

09:34:21 22 licensee. I was an LSW first in 1990. Okay. I'm old.

09:34:27 23 I get that. And in '94 I became an LISW. I'm a

09:34:35 24 community worker and an organizer developer kind as

09:34:40 25 opposed to a clinician. I like to work with

09:34:43 1 communities, not with individuals and families.

09:34:47 2 Although I'm really glad y'all do that. It's just not

09:34:51 3 my thing.

09:34:53 4 Under Continuing Education, No. 13,

09:34:57 5 specifying that a retired licensee must still complete a

09:35:02 6 suicide prevention CEU. We had to spell that out

09:35:06 7 because there was some confusion. Our retirees or

09:35:09 8 anybody at 65 or older who is no longer practicing can

09:35:13 9 still be licensed and not have to take CEUs anymore for

09:35:18 10 us, but we can't write out the suicide prevention CEUs

09:35:26 11 because it's state required. It's not Board required.

09:35:29 12 So we had to leave those in there. We had to spell that

09:35:32 13 out. It's more of a housekeeping.

09:35:34 14 Last on the agenda is No. 14, adding

09:35:37 15 information regarding what is considered unprofessional

09:35:42 16 conduct, and that crosswalks over in your other packet

09:35:45 17 to Page 34, and it's 641B.220, Paragraph 2.

09:35:50 18 So the rest of the markups in the middle of

09:35:52 19 your packet, when you're going through them, these are

09:35:56 20 the major summary items. There's a lot of little marks

09:36:00 21 here and there that are simply housekeeping, like where

09:36:04 22 the word "change" should have been the word "charge" or

09:36:07 23 the word "charge" should have been the word "change."

09:36:11 24 Those kind of things. We're not taking those up for

09:36:13 25 comment today unless you need to talk about them.

09:36:15 1 With that, I'm done with the summary. We

09:36:20 2 consider these to be community conversations and that

09:36:22 3 you are here to comment and we're here to hear what you

09:36:29 4 have to say. If you have questions, you have two Board

09:36:31 5 members here that can answer them as well as myself.

09:36:38 6 Thank you for coming today.

09:36:42 7 MS. HARRIS: Thank you.

09:36:44 8 MS. OPPENLANDER: I'll give it back to

09:36:46 9 Monique.

09:36:46 10 MS. HARRIS: Any questions? Comments?

09:36:48 11 MS. CARRERA: Yes.

09:36:51 12 MS. OPPENLANDER: First, for the court

09:36:55 13 reporter, your name and loud for the record so she can

09:36:57 14 type it in.

09:36:59 15 MS. CARRERA: Elsie Carrera. When will

09:37:02 16 these fees go into effect, the updated fees?

09:37:06 17 MS. MAPLETHORPE: The updated fees -- it's a

09:37:11 18 process that we have to go through, and there isn't a

09:37:15 19 necessary date and time in which it will take effect.

09:37:20 20 It's a process that we have to go through where we do

09:37:24 21 open forums, and, Karen, correct me if I'm wrong, what

09:37:28 22 that process looks like and the timeline for it.

09:37:32 23 MS. OPPENLANDER: So if you flip this sheet

09:37:34 24 over -- Oppenlander, for the record. If you flip this

09:37:40 25 sheet over to the back, there's a logic model on what we

09:37:45 1 go through for -- the State of Nevada has an
09:37:47 2 administrative rulemaking guide that we follow. We've
09:37:52 3 been going through process on this since January, and
09:37:58 4 we've been soliciting and collecting comments since
09:38:02 5 January, so we have quite a bit of information on what
09:38:05 6 people have to say about fee ceilings and fees and so
09:38:09 7 forth and so on. But having said that, once the fee
09:38:13 8 ceilings get signed into law and the Board determines
09:38:17 9 what fee they want to actually increase, then we have to
09:38:21 10 go out publicly, and that's about a six-to-nine-month
09:38:26 11 process.

09:38:26 12 So we're here in the process and we're
09:38:28 13 moving on down. For example, tomorrow morning in Reno
09:38:31 14 I'll be -- or Sparks, Nevada, I'll be at the Governor's
09:38:38 15 Behavioral Committee on something something something
09:38:40 16 talking about this because in addition to the State's
09:38:43 17 process, our Board also has to meet other requirements
09:38:47 18 for AB457. So we have additional meetings that we have
09:38:52 19 to talk to people about anything that we propose to do.
09:38:56 20 In this process, all these comments come back to the
09:39:00 21 Board meetings, and the Board members consider all the
09:39:05 22 comments and look at everything again. So what you're
09:39:08 23 seeing is in process and could change.

09:39:12 24 Ultimately, what will happen farther down
09:39:15 25 the process is we'll have a final public hearing to hear

09:39:20 1 final comments, and that will go back and we'll take
09:39:22 2 those forward ultimately. This is the stage
09:39:26 3 everything's at right now.

09:39:28 4 MS. MAPLETHORPE: Maplethorpe, for the
09:39:30 5 record. So it's a rough, rough, rough draft. We're
09:39:32 6 opening it to the public. You guys, you're the social
09:39:36 7 workers, so we're hearing from you and want that
09:39:38 8 feedback. Not any time soon.

09:39:43 9 MS. HARRIS: Monique Harris for the record.
09:39:45 10 I wanted to highlight that these are our fee ceilings,
09:39:49 11 so the term "ceilings" doesn't mean that this is what
09:39:52 12 the changes are going to be. That just means the State
09:39:55 13 will give us permission that for the next umpteen years,
09:40:02 14 this is as high as we can possibly go. We're not
09:40:06 15 talking or even thinking about increasing fees to this
09:40:10 16 number here. It will be incremental changes. Does that
09:40:16 17 clarify anything?

09:40:16 18 Okay. So just as we move forward, I want to
09:40:18 19 make sure that I pointed out those nuances that that
09:40:22 20 isn't the fee we're talking about increasing it to as
09:40:25 21 soon as we come out the gate. That is the changes
09:40:29 22 within the NACs --

09:40:36 23 MS. OPPENLANDER: We're doing NAC.

09:40:38 24 MS. HARRIS: -- before we can even consider
09:40:40 25 increasing anything.

09:40:41 1 MS. OPPENLANDER: Those are the NRSs.

09:40:45 2 Sorry.

09:40:45 3 MS. MAPLETHORPE: Maplethorpe, for the

09:40:47 4 record. So we don't have to keep continuing to go back,

09:40:52 5 it's a ceiling and that's as far as we can -- as the

09:40:55 6 Board can go, and Board members change. We volunteer.

09:40:58 7 And so but this is the ceiling. So that is really, you

09:41:04 8 know, very -- it's open and reasonable.

09:41:09 9 MS. OPPENLANDER: While we're answering your

09:41:12 10 question, before we go on to a different question or

09:41:15 11 maybe a different topic -- this is Oppenlander, for the

09:41:20 12 record -- I'm wondering since fees got on the table

09:41:24 13 first off and I don't know what your preference was

09:41:27 14 going to be in running the meeting, whether we were

09:41:29 15 going to popcorn it like that, which is fine, or if

09:41:33 16 we're going to go straight down 1, 2, 3, 4, 5, 6, 7, 8,

09:41:39 17 like that. I don't know what the preference is. We can

09:41:41 18 take them in order or not take them in order. If we're

09:41:44 19 going to take them out of order, then I probably ought

09:41:48 20 to explain this form right now. So I'd like for you to

09:41:53 21 tell me how to proceed.

09:41:56 22 MS. HARRIS: I think we should talk about

09:41:58 23 the pricing issues. We can go down, and if there's a

09:42:02 24 comment, we can make a comment and scratch it off. If

09:42:06 25 we can answer or allow her to speak and go back into the

09:42:10 1 sequence of the agenda and then you can clarify that
09:42:13 2 once we get to that part.

09:42:15 3 MS. OPPENLANDER: Okay.

09:42:17 4 MS. FOREMAN: Rhiannon Foreman. I was
09:42:20 5 actually looking at this and based on my understanding,
09:42:21 6 the last time this was written -- the last time fee
09:42:26 7 ceilings were changed were 1995. That sounds like a
09:42:29 8 long time. Of course I wouldn't want to pay more fees,
09:42:32 9 but considering, I think it's long overdue. Also for
09:42:36 10 the last fee changes, the last occurred in 2015.

09:42:40 11 MS. HARRIS: I don't mean to be rude, but if
09:42:43 12 we're going to go in sequence I don't want to this to
09:42:47 13 snowball. Can we hold your comment until we get back to
09:42:51 14 that place? I just want to make sure we touch bases on
09:42:54 15 all the agenda items, but I like where you're going.

09:42:58 16 When we talk about the definitions, are
09:43:01 17 there any comments in regards to that? The definition
09:43:04 18 changes of LASW and LSW? No? I'm going to take that as
09:43:13 19 a no.

09:43:14 20 How about the Licensing and Supervision, the
09:43:17 21 length of time an application stays open? Is there any
09:43:21 22 questions or comments in regard to that? You guys are a
09:43:27 23 quiet bunch today.

09:43:29 24 How about removing options for MSW graduates
09:43:33 25 to take the bachelor's exam? Are there any questions?

09:43:36 1 Do you guys need us to clarify any of that? No?

09:43:40 2 Changing time frames for when a failed exam

09:43:44 3 may be taken?

09:43:46 4 MS. WILSON: Vena Wilson, for the record. I

09:43:48 5 just want to acknowledge that I can appreciate this new

09:43:52 6 position or new direction. I've found in my limited

09:43:55 7 experience of being a clinical supervisor that the

09:43:59 8 longer an intern -- after they failed a test, the longer

09:44:03 9 they have to wait to retake the test, the more anxiety

09:44:06 10 it builds and the likelihood of them avoiding it longer.

09:44:10 11 So I think with interns having the availability of

09:44:13 12 retesting every 90 days, that will keep the momentum

09:44:17 13 going for studying and increasing the likelihood of them

09:44:21 14 passing the test the next time they take it.

09:44:26 15 MS. HARRIS: Thank you.

09:44:27 16 MS. MAPLETHORPE: Thank you.

09:44:29 17 MS. HARRIS: Then we move to reducing

09:44:31 18 periods for restoration of expired license from three

09:44:34 19 years to two years. There is no comment.

09:44:39 20 Stipulating education requirements for

09:44:43 21 Provisional B license?

09:44:50 22 Length of time for exam and expiration for a

09:44:54 23 Provisional A license? Okay.

09:45:00 24 How about increasing fees for applications,

09:45:04 25 initial licensing endorsements and renewals, and

09:45:08 1 postgraduate internships? This is the hot topic. I'm
 09:45:12 2 going to give Karen the floor so that she can explain
 09:45:18 3 the documents attached to your packets.

09:45:25 4 MS. OPPENLANDER: If you want to crosswalk
 09:45:27 5 to the big packet, for fees, it's on Page 15. And it
 09:45:50 6 looks like this where it's blue- and redlined. The
 09:45:55 7 compatible document that we created for you today to try
 09:45:58 8 to understand what we went through to get here as you
 09:46:03 9 were calling out, Rhiannon, was this document.

09:46:08 10 So this column here on Page 15 matches the
 09:46:13 11 light blue column here. These are the recommendations
 09:46:17 12 for fee increases in the light blue column, so they
 09:46:21 13 should be corresponding like that. Now, how did the
 09:46:27 14 Board get here? This is the most interesting part. So
 09:46:31 15 as was discussed already this morning, this column right
 09:46:36 16 here where there's a -- it goes 1987 -- it's in the
 09:46:40 17 middle -- 1993, 1995, 2019. We haven't had fee ceiling
 09:46:46 18 increases since, as you said, 1995. So what the
 09:46:52 19 legislators do is they give us room to move, and what
 09:46:56 20 the Board historically has done is iteratively make
 09:47:01 21 small fee increases within that capped amount. They're
 09:47:06 22 given an amount that they can make incremental changes
 09:47:09 23 in. Our Board has always made very low incremental
 09:47:14 24 changes.

09:47:15 25 Historically, this is an interesting

09:47:18 1 document to show the history of the Board. What was
09:47:20 2 interesting going through the legislative process was
09:47:23 3 that people thought when we were trying to increase fee
09:47:29 4 ceilings that the Board was going to go to the fee
09:47:31 5 ceiling as to the amount. Gosh. That caused all kinds
09:47:35 6 of heart pitter-patter, and so all of us -- everybody on
09:47:39 7 the Board and anybody that worked for the Board was
09:47:43 8 constantly responding to this fear that the Board was
09:47:48 9 going to jump to this large number here.

09:47:51 10 That's not what this is about. This number
09:47:54 11 is so that they don't have to go back to the legislators
09:47:58 12 again and go through that whole process. That process
09:48:00 13 in and of itself is a real time taker-upper. We don't
09:48:05 14 have many staff on board, and we don't have time to
09:48:08 15 spend all our time in the legislation walking from
09:48:10 16 legislator to legislator telling them why we need to
09:48:14 17 change our caps. We went for a big number so that over
09:48:18 18 the next 12 years or so we could move up to this number
09:48:22 19 ultimately if we have to. We may never have to. I
09:48:22 20 don't know.

09:48:29 21 The rest of the story is the part that
09:48:31 22 interests me the most. We had some students -- how many
09:48:36 23 people here are representing UNR folks at some level or
09:48:40 24 another? The three of us. So we had some students
09:48:44 25 during the legislature who really looked at the Board

09:48:47 1 Minutes over the year and looked at our finances and
09:48:51 2 looked at what our situation was, and we were on --
09:48:54 3 we've been nearly insolvent. We were proclaimed
09:49:00 4 bankrupt by several. And what had happened over the
09:49:05 5 years, me going back through the numbers because when I
09:49:08 6 came on as the executive director 17 months ago, the
09:49:13 7 very first thing somebody told me is we're going to need
09:49:16 8 fee increases. I'm a licensee. I was, "Oh, really?
09:49:21 9 Huh." I'm a skeptical person and I didn't buy that. I
09:49:25 10 have a lot of experience, and I came out of retirement
09:49:29 11 to figure out what was going on with the Board. I was
09:49:31 12 looking at the numbers and I wasn't real excited, and I
09:49:33 13 realized we were never making ends meet 20 years ago.
09:49:38 14 We had a backlog of cases, disciplinary cases, 20 years
09:49:41 15 ago.

09:49:42 16 Our first executive director, when she
09:49:44 17 retired, handed off a backlog to the second executive
09:49:47 18 director. Not just going to say there were three.
09:49:49 19 There were more. There were three, me being the third.
09:49:53 20 The first one handed off a backlog of disciplinary
09:49:57 21 cases, and the gal that came in next couldn't catch up,
09:50:02 22 and then I took it over. I've got backlogged cases to
09:50:06 23 2009. That is not okay. So that's an example of where
09:50:10 24 we're not making ends meet and haven't been making ends
09:50:16 25 meet.

09:50:17 1 The fee structure was never correct, at
09:50:19 2 least for 20 years. I come in with my nonprofit
09:50:23 3 business background and I said, "Let's look at this
09:50:26 4 differently." We've been working on that this last
09:50:29 5 17 months so that we could go into session in January
09:50:33 6 and talk about getting our caps raised, and then we
09:50:37 7 needed to get the fee ceilings raised. We looked over
09:50:41 8 budget. What would it take us to meet our unfunded
09:50:44 9 mandates? One of our unfunded mandates is we're
09:50:46 10 supposed to have a low caseload, not a high one.
09:50:49 11 Another one is we're supposed to have reserves in the
09:50:51 12 bank. We have zero reserves in the bank today. We
09:50:54 13 don't have any money for an emergency. Anything. There
09:50:59 14 we sit.

09:51:00 15 According to one branch of government, we're
09:51:03 16 supposed to have five to six months. According to
09:51:06 17 another branch of government, we're supposed to have 8
09:51:08 18 to 12 months of reserves. That's not okay. And that's
09:51:13 19 mandated. You've heard of unfunded mandated somewhere
09:51:18 20 in your work life or your student life. That's where we
09:51:22 21 live. Simply stated, if you're working on a computer in
09:51:25 22 the state of Nevada on December 31st, it must be Windows
09:51:30 23 10-compatible. We have no money to buy computers. That
09:51:33 24 kind of you stuff. On it goes.

09:51:35 25 We were mandated to go online with our

09:51:38 1 renewals and applications. We put our renewals online
09:51:42 2 and spent ourselves down to zero. So we tested it in
09:51:46 3 January and went online with renewals in February. Very
09:51:50 4 successful. We wish for y'all that are coming in that
09:51:53 5 we had online applications. We don't because we can't
09:51:57 6 afford the software module.

09:52:00 7 We have to -- we're mandated to do that. I
09:52:04 8 started figuring out how much money it would take to
09:52:04 9 hire an investigator, how much money it would take to
09:52:09 10 pay the attorney fees to settle the cases that we have
09:52:11 11 against social workers who may or may not be practicing
09:52:14 12 appropriately according to 641B and so forth, how much
09:52:19 13 money it would take to get the online software, how much
09:52:23 14 money it would take to get the reserves and all those
09:52:23 15 things we must do.

09:52:26 16 If we did a 10 percent budget increase, we
09:52:29 17 wouldn't get there. If we did a 50 percent budget
09:52:34 18 increase, I could get there by late '21. If we did a 25
09:52:39 19 percent budget increase, we could get there by '23.

09:52:43 20 I know that the legislators wanted us to do
09:52:47 21 this back in 2015 when they told us we had to. I'm
09:52:50 22 willing because I've got the strength of will and I
09:52:54 23 believe we're going in the right and positive direction,
09:52:57 24 I'm willing to stand up to any legislator that wants to
09:53:01 25 call us down right now and say that we have a plan in

09:53:04 1 place to hit our unfunded mandates by 2023 if we make a
09:53:10 2 25 percent increase.

09:53:12 3 But even so, I didn't come up with that
09:53:14 4 number myself. Who came up with it were the students
09:53:18 5 from UNR in the policy class. They banded together and
09:53:22 6 they started going to the session and started
09:53:24 7 testifying, and every time we'd show up for anything,
09:53:27 8 they'd be there with us hand in hand. They'd be
09:53:31 9 marching into Senator Woodhouse's office saying we want
09:53:35 10 to change it and we want it written into the NRS that
09:53:38 11 the Board can only do a 25 percent increase every year.

09:53:42 12 And I went back to some Board members and
09:53:45 13 said "They want us to do a 25 percent increase every
09:53:48 14 year." We wouldn't do a 25 percent increase for like
09:53:51 15 maybe every five years, but whatever. So I thought it
09:53:53 16 was interesting. But I liked their number because we
09:53:57 17 plugged in the 25 percent, and that's how I figured out
09:54:01 18 we could hit the unfunded mandates by '23. I used their
09:54:05 19 number.

09:54:06 20 Then the conversation went back and forth
09:54:07 21 should it be \$25 or 25 percent? There was a lot of
09:54:11 22 haggling in the Board meeting about that, and I'll just
09:54:15 23 shorthand it: From my doorway is there's a lot of
09:54:19 24 caring expressed. It was several hours on the taped
09:54:23 25 thing I'm trying to transcribe about what it's like to

09:54:27 1 graduate right now when you're coming with debt load,
09:54:32 2 and I remember my debt load, and it just about broke me.
09:54:36 3 And I understand back then it was nothing compared to
09:54:39 4 what it is today. And you're coming into a field of
09:54:44 5 social work where we're lower paid than nurses and
09:54:48 6 teachers and you're typically a woman and so you're
09:54:53 7 lower paid than men, generally speaking, in the social
09:54:57 8 work profession, and if you're a woman of color, you're
09:55:01 9 paid even less. I'm sorry. It's just wrong. And our
09:55:04 10 Board members and our public that were at this Board
09:55:07 11 retreat care so much.

09:55:09 12 So in this trying to keep the Board viable
09:55:12 13 and make ends meet and trying to pay attention to
09:55:17 14 where -- what it would do to people, they said "Okay.
09:55:20 15 Let's do 25 percent instead of \$25." We are at 40 right
09:55:26 16 now for an application. So if you're a new applicant
09:55:27 17 coming in, if you get a 25 percent increase, it would go
09:55:30 18 up to \$50. If you get a \$25 increase, it would go to
09:55:34 19 65. So the Board said, "We don't want to hit the new
09:55:38 20 graduates that way."

09:55:39 21 The other thing that was stated was that if
09:55:44 22 we were going to do the 25 percent, then it would affect
09:55:51 23 the LCSWs more heavily than it would affect the LSWs.
09:55:57 24 They preferred that because an LSW is coming in at a
09:56:03 25 lower rate of pay, generally speaking, than an LCSW and

09:56:09 1 LISW. There's consciousness in the decision the Board
09:56:15 2 made, and the public comments that were made during the
09:56:15 3 Board retreat led the Board to make this recommendation.
09:56:17 4 So this was intentional and thought through in every
09:56:20 5 single way, but it came initially through a group of
09:56:23 6 students at UNR who were in a policy class. Most of
09:56:26 7 them were in a FUZE club, if I remember correctly, and
09:56:34 8 another club. Another policy club at UNR. That's how
09:56:37 9 it was generated.

09:56:39 10 So that's the background in the fee
09:56:43 11 increases. If they weren't necessary, nobody would be
09:56:49 12 talking about them today because none of us had the time
09:56:52 13 to go through this process just for the heck of it.

09:56:58 14 With that, I ask the Board members to
09:57:02 15 perhaps express themselves because you were -- these
09:57:05 16 were your decisions, not mine. I was feeding the
09:57:09 17 information to the group, but these are not my decisions
09:57:12 18 to make. I work for the Board. Thank you.

09:57:18 19 MS. HARRIS: Do you have any comment?

09:57:20 20 MS. MAPLETHORPE: Maplethorpe for the
09:57:23 21 record. It's very interesting that we call it a
09:57:26 22 retreat, these meetings, because they are not. They are
09:57:30 23 long and they are very -- you know, just very specific
09:57:35 24 and strategic and we take everything -- and we're social
09:57:39 25 workers. We're in the field. We supervise. We

09:57:43 1 represent the south. And, you know, it was just lovely
09:57:49 2 to get all of that comment and just to really put time
09:57:54 3 and effort into this. There's only five people on the
09:57:58 4 Board and we only have four right now. We have four
09:58:02 5 Board members for the state of Nevada. It was very
09:58:05 6 intentional and well thought out, and I'm really
09:58:09 7 grateful to be part of a Board that took everything
09:58:12 8 into -- all the concerns. And you know, it's a process.
09:58:19 9 You know, it's a definite process. And so like you
09:58:22 10 said, it's time. We're going to go bankrupt. I don't
09:58:27 11 want to be part of -- my credentialing, I spent all of
09:58:32 12 this time and effort to build my Board -- for the Board
09:58:33 13 to go bankrupt. And we've come so far in the last few
09:58:39 14 years with renewals and really coming into the 21st
09:58:44 15 century. We weren't even in the 21st century. It was
09:58:47 16 strange for me being a new member of the Board, being on
09:58:51 17 this side of it. We weren't. We were really -- it was
09:58:55 18 old school, like most boards in Nevada and a lot of
09:58:57 19 boards across the nation.

09:58:58 20 This isn't -- we're not different. The
09:59:01 21 boards all over -- because we go to the ASWB, we're
09:59:05 22 speaking the same thing across, all the way to Canada.
09:59:09 23 We're on top of it. Again, love your guys' comments.

09:59:17 24 MS. HARRIS: Are there any comments?

09:59:20 25 MS. WILSON: Vena Wilson for the record.

09:59:25 1 I'm so sorry.

09:59:27 2 MS. FOREMAN: Rhiannon Foreman. I am still
09:59:30 3 adamant that it's time. We have to do that. I think
09:59:33 4 it's hard on a single mom of four, and no, I don't want
09:59:38 5 to pay more fees, but when I actually think about how
09:59:42 6 important it is to continue on, it's long overdue.

09:59:46 7 MS. WILSON: Vena Wilson for the record.
09:59:49 8 I'm curious to know, because I've not been on the
09:59:52 9 website since I had to update my address, to your point,
09:59:57 10 Karen, there is some misinformation about the projected
10:00:01 11 fees and the ceiling because I know when I read the
10:00:07 12 letter, I was in shock. I thought "Oh, my goodness. I
10:00:10 13 have to pay that to renew my license?" And I'm also
10:00:14 14 mindful that we have a fairly good turnout. This is my
10:00:17 15 first one; I have nothing to compare to.

10:00:19 16 Because there's a history of misinformation
10:00:21 17 about what the intention is with the ceiling, is it
10:00:23 18 something on the website or is it a possibility to
10:00:26 19 create a video so social workers can click on and in two
10:00:30 20 minutes or three minutes or less learn exactly what this
10:00:34 21 is so the phones aren't blowing up and rumors aren't
10:00:39 22 being spread? Because not everyone can take off work to
10:00:45 23 be here. I'm just putting that out there as a
10:00:48 24 possibility.

10:00:49 25 MS. MAPLETHORPE: Karen, video. I can see

10:00:53 1 her on YouTube.

10:00:58 2 MS. HARRIS: Are there any other comments?

10:01:03 3 MS. CARRERA: Elsie Carrera for the record.

10:01:06 4 So I see that there are fees for, like, the initial

10:01:11 5 license. But what if you want to become a clinical

10:01:16 6 intern? Are there additional fees? Because I'm not

10:01:21 7 sure how the process works.

10:01:24 8 MS. MAPLETHORPE: Quarterly reports. We pay

10:01:27 9 no fees ever when you do a quarterly report. So with

10:01:30 10 your other licensing report, the intern has to pay every

10:01:35 11 time you do a quarterly report. We don't need to do

10:01:37 12 that; we're not going to do that. So that's -- for your

10:01:41 13 application when you want to become a CSW, clinical

10:01:47 14 social worker intern, that initial part, yes. We're not

10:01:50 15 changing any fees. It stays the same. So that's not

10:01:53 16 being increased at all.

10:01:56 17 MS. HARRIS: Did that answer your question?

10:01:59 18 MS. CARRERA: Yes. I believe so.

10:02:02 19 MS. HARRIS: Okay. Are there any other

10:02:06 20 comments?

10:02:09 21 MS. MARTINES: Samantha Martines for the

10:02:12 22 record. You may have already talked about this, but how

10:02:16 23 will the procedure go for getting to the ceiling of the

10:02:20 24 fees? Will that be something that will come back to the

10:02:23 25 Board yearly or...

10:02:26 1 MS. HARRIS: This is the process for that.

10:02:28 2 Right? Or this is the just the NRS.

10:02:32 3 MS. OPPENLANDER: Oppenlander for the

10:02:34 4 record. This process that we're going through right now

10:02:37 5 that takes six to nine months after you go through the

10:02:40 6 legislative process, you're about here. So the

10:02:45 7 legislators sign these numbers into law for us to work

10:02:49 8 with. Then the Board on July 31st came up with a

10:02:54 9 recommendation for NAC changes, including fee increases.

10:03:00 10 That was up here. The Board came up with a

10:03:03 11 recommendation.

10:03:04 12 So if we were going to do another fee

10:03:07 13 increase another time, we'd have to go right through the

10:03:10 14 administrative rulemaking thing, which is a

10:03:15 15 six-to-nine-month process. This Board isn't going to

10:03:18 16 iteratively change fees and go through the

10:03:21 17 six-to-nine-month process. We're pretty confident that

10:03:22 18 this fee increase should last for years to come. I

10:03:27 19 don't know how many years because I can't crystal ball

10:03:29 20 this at the moment. The world we're in right now is a

10:03:33 21 little goofy. I could just as well imagine with

10:03:37 22 economies of scale in technology that the Board could

10:03:41 23 maybe come back and actually do a fee decrease. So I'm

10:03:45 24 not expecting fee increases or that we'll ever

10:03:49 25 necessarily hit these caps. I don't know that.

10:03:52 1 But we just didn't want to have to go back
10:03:55 2 through legislation again, because it's too expensive to
10:03:59 3 deal with them. They don't charge you to talk to them.
10:04:02 4 I don't know that the legislators are like that. The
10:04:05 5 actual time that you have to take to do it and stop
10:04:08 6 everything you're doing and devote your day to talking
10:04:11 7 to a legislator, etcetera, is hard and time-taking and
10:04:14 8 we just don't have enough people to do that.

10:04:17 9 So I don't see this process happening over
10:04:19 10 and over and over just randomly. It would be another
10:04:23 11 process like we're going through right now where the
10:04:27 12 Board could foresee they needed to do it for a specific
10:04:31 13 reason. They didn't have enough money. There was a new
10:04:37 14 unfunded mandate that I don't know about yet coming down
10:04:38 15 the pike that they had to fulfill on behalf of the
10:04:40 16 federal or the state government that I can't even
10:04:40 17 foresee yet and that we would have to have more money to
10:04:44 18 do that. I don't even know what those things are.

10:04:48 19 MS. HARRIS: Did that answer your question?

10:04:49 20 MS. MARTINES: It did. Thank you very much.

10:04:52 21 MS. HARRIS: Any other comments? Questions?

10:05:03 22 Monique Harris for the record. I just
10:05:05 23 wanted to -- before we go to the next agenda item, I
10:05:09 24 wanted to make sure to kind of nail in the coffin this
10:05:16 25 process or the fee increases is something that in order

10:05:20 1 for us to maintain the Board, it has to happen. So we
10:05:25 2 encourage your participation throughout the process. We
10:05:29 3 encourage you as other people ask questions or as you
10:05:33 4 hear things going out that aren't 100 percent accurate
10:05:38 5 or that you can chime into that, you do that or refer
10:05:41 6 them to one of the Board members or to -- I don't want
10:05:46 7 to say to the Board. Refer them to the Board so they
10:05:49 8 can get those questions answered and clarified. I'm
10:05:53 9 happy that you all are part of the process. Sounds like
10:05:57 10 you are in agreement in understanding that this is
10:05:59 11 something that has to happen in order for us to maintain
10:06:02 12 a Board.

10:06:03 13 So with that being said, if there aren't any
10:06:06 14 other comments on this particular agenda item, I'm going
10:06:10 15 to move forward to the next one, which is disallowing
10:06:13 16 payments by cash. Did anybody have questions in regard
10:06:17 17 to that?

10:06:19 18 Then moving to Postgraduate Internships,
10:06:28 19 this -- again, like Karen was explaining earlier, some
10:06:32 20 of this is just tweaking of the language, but we have to
10:06:36 21 highlight all of the changes. So with that being said,
10:06:40 22 removing subsequently equivalent language on hours being
10:06:51 23 counted from an internship to another state, we're
10:06:55 24 trying to help with mobilization of licensing. Did I
10:06:59 25 say that right? Okay. And so we're changing that and

10:07:01 1 increasing the number of interns as supervisors.
10:07:04 2 there's been questions "Can we get more? Can we get
10:07:09 3 more?" So we are proposed to increase it from three to
10:07:12 4 four.

10:07:13 5 Reducing frequency of postgraduate
10:07:15 6 internship progress reports from quarterly to every six
10:07:19 7 months, did anyone want to chime in on that or is that
10:07:23 8 okay? Self-explanatory?

10:07:25 9 Continuing Education, specifying that a
10:07:29 10 retired licensee must still complete suicide prevention
10:07:33 11 CEUs for renewal of a license, does everyone understand
10:07:37 12 that and how that's State and not Board?

10:07:42 13 Okay. No comments?

10:07:45 14 Standards of Practice, so adding information
10:07:48 15 regarding what is considered unprofessional conduct,
10:07:52 16 there was some changes and discussion around that. Did
10:07:56 17 anyone want to chime in or have questions in regard to
10:07:59 18 it?

10:08:01 19 MR. HATCH: I didn't have any questions.
10:08:02 20 This goes back to the -- Luke Hatch for the record.
10:08:08 21 Yeah, anything that would make it easier to help people
10:08:13 22 get licensed in a quicker fashion sometimes I think
10:08:17 23 would be nice, but -- and I understand everything needs
10:08:21 24 to be in place. Like possibly -- and just a suggestion
10:08:25 25 because it was in a state that I came from -- that you

10:08:28 1 could take the licensing exam at the beginning of your
10:08:32 2 hours instead of wait and take them halfway through. I
10:08:36 3 know there's reasons for everything, but it makes it a
10:08:40 4 little easier to take the licensing exam at the
10:08:42 5 beginning, and if someone is struggling to pass that
10:08:46 6 exam, they've got their whole time to take it. Just a
10:08:50 7 thought.

10:08:51 8 MS. HARRIS: Are you talking about the post
10:08:52 9 exam for your internship?

10:08:55 10 MR. HATCH: The full licensing exam for
10:08:58 11 clinical social workers.

10:09:01 12 MS. MAPLETHORPE: That's not even on the
10:09:03 13 table. But that's great information. Exactly.
10:09:06 14 Absolutely. So you have to have so many hours up front
10:09:12 15 before you can even take that exam and you have to kind
10:09:14 16 of gauge it. Like if you have anxiety and you're not --
10:09:18 17 you can really kind of screw yourself because you have
10:09:23 18 to stop practicing as a social worker if you do not
10:09:28 19 pass -- if you don't get that done. You could really
10:09:32 20 hurt yourself. You have to have good supervision so
10:09:37 21 that doesn't happen because you're part of an agency and
10:09:40 22 everybody is working together. It can become
10:09:44 23 problematic.

10:09:46 24 MS. HARRIS: Harris, for the record. We try
10:09:48 25 to help with that process by the timeline for allowing

10:09:50 1 to take the test; whereas, before it was only twice and
10:09:54 2 then you had to wait, whereas now you can do it every
10:09:58 3 90 days.

10:10:00 4 MR. HATCH: Which is great. I think that's
10:10:02 5 a good change for sure. I think sometimes like even
10:10:07 6 being able to take it earlier in the process instead of
10:10:12 7 waiting 1,500 hours could be helpful. Just a
10:10:16 8 suggestion.

10:10:17 9 MS. HARRIS: Thank you.

10:10:17 10 Any other comments? Questions? Concerns?
10:10:22 11 No.

10:10:23 12 I'm going to move to public comments. Is
10:10:30 13 there any public comments?

10:10:31 14 MS. MAPLETHORPE: Maplethorpe for the
10:10:33 15 record. When we do the quarterly reports, there will be
10:10:36 16 a function in to alert. We haven't figured that out or
10:10:41 17 vetted that out because that is something that we're
10:10:44 18 going to have -- the intern won't need to police it.
10:10:50 19 The supervisor -- that doesn't need to be the
10:10:52 20 supervisor's sole responsibility, so we'll figure that
10:10:55 21 out. We do it on your birthday when we do the renewals.
10:10:59 22 With the quarterly report everybody starts differently.
10:11:02 23 There's other boards that do it certain time periods,
10:11:06 24 the end of June 30th and again in December, so they have
10:11:10 25 specific dates. But we have to figure that out.

10:11:13 1 So that will be something that will have a
10:11:16 2 prompt or an Email can be sent within the system, and
10:11:21 3 we're trying to figure that out. That definitely was
10:11:24 4 something we thought about and how are we going to
10:11:27 5 alert. That's money, too, sending out postcards through
10:11:31 6 the mail. That's a heavy expense too. Different things
10:11:36 7 that we can do more 21st century electronically.

10:11:40 8 MR. HATCH: It was really nice to have the
10:11:43 9 online renewal. It was great.

10:11:51 10 MS. HARRIS: Karen, did you want to add
10:11:55 11 anything before we adjourn?

10:11:56 12 MS. OPPENLANDER: Karen Oppenlander for the
10:11:56 13 record. This is my first 17 months on this job and I
10:12:02 14 didn't know what I was walking into, and what I walked
10:12:06 15 into was a Board who was ready to modernize and
10:12:11 16 streamline processes. With my background, it's a really
10:12:16 17 good fit because I was able to do that in another
10:12:21 18 sector, and so I have experience doing that. So it's
10:12:26 19 been really nice to see the changes, and as expressed
10:12:30 20 here, this Board was United States Post Office-based.
10:12:38 21 The staff did not have Email two years ago. So I'm
10:12:45 22 quite serious about the lack of modernization, so I
10:12:49 23 appreciate public comment that you're happy with the
10:12:52 24 online renewal process, as are we. So it's an
10:12:57 25 investment. It's a change. And it's a positive change

10:13:00 1 from what I can tell, and I appreciate everybody that
10:13:06 2 has been part of this movement to streamline and
10:13:08 3 modernize the Board and be part of talking about it
10:13:12 4 openly.

10:13:13 5 So what's happening right now just in my
10:13:16 6 short 17 months that I get to be secret witness to is
10:13:20 7 participation, and I can't tell you how much it's
10:13:24 8 appreciated to go into meetings and have people show up,
10:13:29 9 and our court reporters talk about where they go into
10:13:36 10 meetings and there's one person here. It's nice to have
10:13:41 11 people care about the progression and want it to be
10:13:44 12 improved and better and that they understand what
10:13:46 13 they're into, and what the responsibilities of being a
10:13:49 14 licensee are. We all understand what it's like to have
10:13:52 15 a driver's license. You can't go out willy-nilly and do
10:13:57 16 whatever you want on the road. That's the same in being
10:13:59 17 a licensee, and in Nevada a third of us are licensees.
10:14:03 18 There's 300 boards or 200 boards of commissions.
10:14:08 19 Whatever it is. There's just a boatload of licensees
10:14:11 20 out there. We're a group of them. So we want to
10:14:14 21 understand 641B and make it work for us.

10:14:17 22 Anybody who wants to be part of the process,
10:14:20 23 we want you to be part of the process. So thanks for
10:14:22 24 coming today. It's really nice to see you face to face.
10:14:24 25 Don't hesitate to call us, Email us, whatever else, or

10:14:29 1 the other way around. If there's something we need to
 10:14:32 2 know about, keep us in touch. Thank you.

10:14:36 3 MS. JONES: Vaniqua Jones for the record.

10:14:41 4 One public comment that I feel should be voiced is the
 10:14:45 5 process for individuals who are trying to become
 10:14:49 6 licensed and require accommodations during the process.

10:14:58 7 In that process, there is a delay in getting
 10:15:02 8 a test date that is not taken into consideration on the
 10:15:07 9 timeline. And I also feel that the process of even
 10:15:14 10 getting the applications approved for the accommodation,
 10:15:17 11 which I think is a ten-day process also, I feel is not
 10:15:22 12 considered in the time frame of, you know, from -- you
 10:15:27 13 have until this day or your license or your -- what is
 10:15:34 14 it? I can't even remember, but your -- from the day
 10:15:38 15 that you get approved to be able to take the exam to
 10:15:41 16 whatever the date is that it expires, that additional
 10:15:46 17 time was ten days. You have ten days to get your
 10:15:51 18 application approved for the accommodation, and then
 10:15:54 19 when you call in for the actual test date, because of
 10:15:58 20 whatever type of accommodations you require, there's
 10:16:01 21 also a large gap in between time, and I think that it
 10:16:06 22 takes away from your ability to be successful, I would
 10:16:10 23 say, for people who have anxiety like myself, and I was
 10:16:15 24 fortunate enough to be able to, thank God, successfully
 10:16:21 25 pass my first try. However, for those people who aren't

10:16:25 1 able to, it -- I could only imagine calling in and
10:16:30 2 saying I would like to schedule another test date and
10:16:33 3 having to wait weeks and weeks and weeks for a new test
10:16:37 4 date because of the type of accommodation I require. I
10:16:41 5 think that's also something to maybe consider in the
10:16:44 6 future.

10:16:48 7 MS. HARRIS: That's MSW.

10:16:56 8 Thank you for that. Appreciate it. Anyone
10:16:59 9 else?

10:17:02 10 Well, before I adjourn, I want to invite
10:17:05 11 everyone to participate in the meetings. You can find
10:17:08 12 that information online and know that you're always
10:17:11 13 welcome, and I want to thank everyone for coming.
10:17:15 14 Monique Harris. Meeting adjourned at 10:17.

15 (The proceedings concluded at 10:17 a.m.)

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