



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

PUBLIC NOTICE OF BOARD MEETING

Friday, March 12, 2021 9:00 AM

To maintain government transparency & protect public safety, Governor Steve Sisolak signed an emergency directive related to the suspension of the requirement that there must be a physical location designated for meetings of a public body where members of the public are permitted to attend and participate in-person. BESW, pursuant to this Executive Order, has found an alternative via teleconference for the public to participate without having to be physically present. Supporting materials are available electronically at the BESW website: <http://socwork.nv.gov/board/Mtgs/>

Some members of the Board may be attending the meeting and other persons may listen to the meeting and provide testimony, through a simultaneous telephonic conference call that will be conducted utilizing Zoom.

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

Join Zoom Meeting

<https://us02web.zoom.us/j/87822255465?pwd=Wnc4OWhOMDI2ZlI2TG1hbXhPU09KQT09>

Meeting ID: 878 2225 5465

Passcode: 951082

One tap mobile

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Meeting ID: 878 2225 5465

Passcode: 951082

Find your local number: <https://us02web.zoom.us/u/kgEulvueP>

**To learn more about 'Joining a Meeting' using ZOOM, please view a brief YouTube:
<https://www.youtube.com/watch?v=hIkCmbvAHQQ#action=share>.**

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

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

AGENDA

1. Call to Order and Roll.

2. Public Comment.

Note: No vote may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020). Public comment may be limited to three (3) minutes.

3. Board Operations:

- A. Review and Discussion of Board Meeting Minutes for January 8, 2021. (For Possible Action).
- B. Review and Discussion of Request for Conclusion of Monitoring/ Consultation Meetings for Robyn Isaacson, License No. 2952-S, Case No. G19-04. (For Possible Action).
- C. Review and Discussion of Year-End Financials (October 1 2020 – December 31 2020). (For Possible Action).
- D. Review and Discussion of 2021-2022 Budget. (For Discussion Only).
- E. Review and Discussion of Application Software Implementation. (For Discussion Only).
- F. Review and Discussion of Data Migration Plan.
 - i. Status of Data Migration Plan. (For Discussion Only)
 - ii. Review and Approve Data Migration Plan. (For Possible Action)
- G. Review and Discussion of Association of Social Work Boards Committee Assignment (For Discussion Only).
- H. Review and Discussion of Updates for the 2021 Legislative Session.
 - i. Capitol Partners Legislative Session Report (For Discussion Only).
 - ii. Senate Bill 44 Letter of Support as Delivered to Senator Pat Spearman. (For Discussion Only).
- I. Executive Director's (ED) Report (For Discussion Only).
 - i. Pending Litigation Matter in the United States District Court for the District of Nevada - Case No. 3:20-cv-571-MMD-WG;
 - ii. Future Agenda Items/ Ideas; and
 - iii. Next Board Meeting is 9 a.m. Friday, May 14, 2021.

4. Public Comment.

Note: No vote may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020). Public comment will be limited to three (3) minutes.

5. Adjournment.

Board of Examiners for Social Workers
Board Meeting, March 12, 2021
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Please contact Karen Oppenlander, LISW at (775) 688-2555 for information regarding the meeting. Supporting materials can be accessed electronically at the BESW website: <http://socwork.nv.gov/board/Mtgs/>.

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

This notice has been posted at the office of the Board of Examiners for Social Workers; the Board's Web Site www.socwork.nv.gov; and the State of Nevada's Public Notice Website <http://notice.nv.gov>.

3A

Meeting Minutes – January 2021



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

Board Meeting Minutes, January 8, 2021

Call to Order and Roll. Vikki Erickson called meeting of the Board of Examiners for Social Workers (BESW) to order at 9:05 a.m. A Roll Call of attendees included Board members Vikki Erickson, Jacqueline Sanders, Abigail Klimas, Susan Nielsen; and Monique Harris; Board Counsel/ Deputy Attorney General Asheesh Bhalla; Board Staff Karen Oppenlander; and Guest: Sidney Banks, JK Belz and Associates (on behalf of the Children's Advocacy Alliance).

Erickson moved to Item 2: Public Comment. Hearing no comment, she moved to **Item 3 Board Operations 3A - Review and Discussion of Board Meeting Minutes for November 13, 2020.**

Susan Nielsen made a motion to approve the Board Meeting Minutes for November 13, 2020; seconded by Jacqueline Sanders. Roll call vote: Erickson – Aye; Sanders – Aye; Klimas – Aye; Harris – Abstained. Motion passed.

Erickson continued to Item 3B Review and Discussion of October 31, 2020 and November 30, 2020 Financials with Audit Adjusting Entries. Oppenlander discussed the comparison of financials for two different months: October 31, 2020 and November 30, 2020. As the audit was approved at the November Board meeting, staff was able to make adjusting entries to the November financials. Staff learned that this is proper to do during an Executive Branch Audit meeting; however, we do not believe that the Board had done this in the past. If you look at the top of the October financials, there is a beginning fund balance of \$152,547.83; the November financials are adjusted based on the audit and adjusted to \$150,515.74. We will bring the quarterly financial statement to the Board for the year ending December 31, 2020. Today we simply wanted to share the adjusting entry that was based on the approved audit.

Monique Harris made a motion to approve the Audit Adjusting Entries that update the starting fund balance as presented on the October 31, 2020 financials to the updated fund balance as presented on the November 30, 2020 financials; seconded by Abigail Klimas. Roll call vote: Erickson – Aye; Harris – Aye; Nielsen – Aye; Sanders; Klimas – Aye. Motion passed unanimously.

Next, **Erickson moved to Item 3C BESW v. Clarence Parrott, LSW (Settlement – Voluntary Surrender).** Oppenlander presented information re: a settlement for a Voluntary Surrender that was included as part of supplemental information for the Board. She stated that as a staff member of the BESW Compliance Unit, she was available to provide general background information regarding this matter. In November, the Compliance Unit reviewed the investigation file resulting from a complaint filed with the Board in this matter. The Compliance Unit completed its work product and provided the case file to Board Counsel **Bhalla**. The Compliance Unit believed that

it had a strong case to present. **Bhalla** determined that the facts alleged and subsequent investigation presented probable cause for the Board to move forward with a formal complaint for violations of NRS 641B and NAC 641B. However, because the individual had indicated a desire to let his license lapse and move to another jurisdiction, staff determined that it would be preferable for the Board to ask for an agreement in lieu of a hearing. **Bhalla** agreed that the request for a voluntary surrender was appropriate. More specifically, this is referred to as a "Voluntary Surrender in Lieu of Other Disciplinary Action". Accordingly, **Bhalla** drafted a voluntary surrender agreement for this matter. We forwarded a copy of this agreement to the individual's attorney. This agreement was signed by the individual and returned to the Board. Therefore, the Board may consider a motion to either approve or reject the settlement. **Oppenlander** asked the Board for a motion to approve the settlement.

Erickson asked if this would be entered into the ASWB database as a flag for all licensing boards to consider. **Oppenlander** affirmed that this matter would be posted on the Association of Social Work Boards database for North America (United States and Canada) as well the NPDB – a national public database for all types of licenses.

Erickson continued and asked if the Board would be able to find out about what the violation(s) are. **Bhalla** discussed the framework for the settlement agreement. The respondent has agreed to these terms in lieu of going to a full hearing. We can't get into the underlying facts and allegations. Yet, it really is up to the Board about whether the Board wants to approve or deny the settlement. If the Board is uncomfortable with the settlement as presented, the Board may decide to not approve the settlement. And then we could go to a hearing or essentially let this lapse at this time.

Erickson stated that it's difficult to make decisions when the Board doesn't know what the underlying issue is and the level of severity; she questioned if there was an ability to understand the level e.g. is this a public safety issue or not. **Bhalla** responded that generally we do not allow something to go to a settlement that would present a risk to public safety or an ongoing risk to any one individual through the ongoing practice of social work in the State of Nevada. If that was the case, generally speaking, he would not engage in a settlement and would not pursue that. We did not find that there was a threat to public safety or any one individual from this respondent engaging in unauthorized practice. Unfortunately, we can't present the details of the facts and allegations that brought us here. **Bhalla** said, "But suffice to say that Director **Oppenlander** and I believed that it was absolutely necessary in the interest of justice to pursue a prosecution". **Bhalla** stated that he had no problem bringing that forth. He reiterated that if Board members are uncomfortable, that they have full authority to not approve the settlement. **Erickson** replied that after hearing this discussion, she understood that both the Board Counsel and the Executive Director were obliged to take public safety into consideration.

Erickson opened the discussion up for other questions and concerns from Board members. Sanders asked Board Counsel **Bhalla** if it was appropriate to abstain from voting as she had a brief professional relationship with this individual when he had previously worked for her. **Bhalla** determined that it would be appropriate to abstain from deliberation and from voting on this matter.

Harris asked about what might happen if the Board rejected the voluntary agreement. **Bhalla** briefly discussed how the disciplinary complaint might move forward after reconsidering the case.

Monique Harris made a motion in the matter of BESW v. Clarence Parrott to approve the Voluntary Surrender in Lieu of Disciplinary Action; seconded by Abigail Klimas. Roll call vote: Erickson – Aye; Klimas – Aye; Harris -- Aye; Nielsen – Aye; Sanders – Abstain. Motion passed.

Erickson continued; she restated that **Item 3D Application Software Implementation** was pulled from the agenda. She then moved to **Item 3E Data Migration Plan**. **Oppenlander** reviewed that BESW was asked to migrate its' data from the current location within the Business and Industry system to a new location. She went over the BESW progress on the Data Migration Plan. On December 1st, BESW met with EITS – the Enterprise IT System for the State of Nevada. In the meeting, we asked for an Interlocal Agreement from EITS but we haven't received one yet. On December 16th, an installation of hardware for a new Spectrum internet/ high speed data service occurred in the BESW main office. During the installation process, BESW learned that EITS had done a similar installation at the Division of Minerals (NDOM) the prior day. During the NDOM installation, the NDOM team learned from EITS that they will need to work through a higher level system issue with EITS. **Oppenlander** spoke with NDOM and verified that they were in process of coming up with a solution. While BESW doesn't have anything to report to the Board today re: details about this issue, or a satisfactory resolution to this data migration planning issue, **Oppenlander** does expect to have a solution in place as soon as possible.

Erickson moved to **Item 3F Review and Discussion of Independent Regulatory Bodies, Administrative Collaborative Proposal**. **Oppenlander** recapped a previous discussion at the last Board meeting. Based on that discussion, the Board waited to move forward with the Administrative Collaborative Agreement until we had participated in a meeting and knew more about the purpose of the collaborative. **Oppenlander** reported that after attending one meeting that she was very favorable about working with this group. She attended the December 10th meeting and determined that it could be beneficial to work collaboratively among other licensing boards to discuss licensing issues, joint training, share best practices; and if it doesn't work out then any partner board is able to pull out with a 30 day withdrawal notice. Therefore, she has brought the agreement back for approval to participate in the Professional and Occupational Licensing Boards Administrative Collaborative Agreement. She answered some questions from the Board. And, she asked the Board for a motion to approve BESW participation.

Jacqueline Sanders motioned to approve the Professional and Occupational Licensing Boards Administrative Collaborative Agreement; Susan Nielsen seconded the motion. Roll Call Vote: Erickson – Aye; Sanders – Aye; Harris – Aye; Nielsen – Aye; Klimas – Aye. Motion Passed Unanimously.

Moving to **Item 3F i Adoption of Reporting Requirements Guidelines Document**, **Erickson** asked **Oppenlander** to continue with the other items under 3F. First, **Oppenlander** used the handout Occupational Licensing Boards Report in 3F ii to illustrate the importance of one of the sections within the handout 3F i Reporting Requirement Guidelines. After illustrating the value of the document that provides guidelines, she asked for the Board to approve a motion to adopt the report. Two Board members found this very informative and proceeded to a motion.

Jacqueline Sanders made a motion to approve the Adoption of Reporting Requirements Guidelines; Abigail Klimas seconded the motion. Roll Call

Vote: Erickson – Aye; Harris – Aye; Sanders – Aye; Nielsen – Aye; Klimas – Aye. Motion Passed Unanimously.

Moving to **Agenda Item 3G Review and Discussion of Amendment to Rural Regional Behavioral Health Policy Board**, Erickson asked Oppenlander to report. She reminded the Board that we had brought forward the bill during the last meeting and we are approved to continue to move forward. This is a bill to add a category of Licensed Master's Social Work. Our legislation is part of a bill that has been introduced by the Rural Regional Behavioral Health Policy Board. This item is placed for "possible action", but it has turned out there is nothing new that has happened that necessarily requires action. Today, we'll go through the process that we've been through since the last Board meeting. Board staff met with the Rural Regional Behavioral Health Policy Board: **Oppenlander**, Sandy Lowery, and **Vander Poel** from Capital Partners; And, we were joined by a Washoe County staff member who was reviewing the bill for her department.

We've stayed in touch with the rural policy board as they are processing through their bill with their board members. Based on their questions and questions from our own Board members, we thought that we may have a friendly amendment. To follow up on these questions we contacted the national Association of Social Work Boards (ASWB) to ask for their assistance. ASWB researched and provided assistance in case we needed to put together a friendly amendment to Senate Bill 44. ASWB has worked to help us develop language for the licensed master social work portion of the bill that would help us to grandparent in LSWs that have attained an MSW educational level so that they can automatically become an LMSW. This would be at no additional cost and without needing to take an examination from ASWB. Therefore, the LSW with the MSW level of education would not have to decide to retest at the higher level, get the test scheduled, pay for the test, study for the test, take the test and then pass the test. ASWB identified other states in the union that had recently bridged similarly into the LMSW licensed level.

ASWB had information on hand to help us surface similar state regulations that have awarded licenses for skills that LSWs have acquired on the job. We have recent examples from other states that have added a master's license in both Virginia and Delaware. Virginia's law change is nearly identical to what we're proposing in Nevada. They had a single LSW license and would require somebody to take a masters exam or a bachelor's exam and then pass it. Now, they have split their licensing into two levels and enacted corresponding legislation. Then, at their board's discretion, they devised a "transition" policy to assign existing LSWs to either the master's level or the bachelor's level according to educational credentials. This same transition policy would work well in Nevada. Virginia published their policy guidance document on their website. We reviewed it, found it easy to understand and easy to implement. Delaware also assigned current licensees in a similar manner, but they additionally included formal grandparenting provisions into their legislation. In both instances, neither state required the current LSW licensees to take an additional licensing exam consistent with the new licensed category. Both states decided to make sure that during the transition the current licensees with a master's degree could automatically become an LMSW without paying for it or testing and based this step-up to the LMSW on the licensees work experience. **Oppenlander** indicated that her preference would be to use a policy guidance document like the one used by Virginia. ASWB has already sent BESW the complete list of who our LSWs are that have completed an MSW. We can correlate this with our database and make sure that our database and the ASWB examination database are entirely in sync. Then, once the bill is passed, we'll will have time to communicate the changes as it won't go into effect until July 1, 2021.

We thought that this was a satisfactory solution, a no cost solution to the current licensees to smooth the path out for everybody. And, this would make reciprocity a possibility as we would have all four examination categories that ASWB offers. After July 1st, all new applicants with masters level social work degrees would have to take the LMSW licensing category level of examination.

Sanders wondered when BESW can start talking about this in public forums. If someone is preparing to take their test and haven't yet received their master's degree, perhaps there's a way that we can let people know about this. That way, they can make an informed decision about whether (or not) to hold off acquiring their degree / registering to take the examination.

Oppenlander responded that SB44 is a bill being brought forward by the Rural Regional Behavioral Health Policy Board. The bill encompasses a number of things in the behavioral health arena. One aspect of the bill is for the LMSW level of licensure. Therefore, in terms of talking points, we will be working with the group that is introducing the bill. We are also working with Capital Partners who are our "boots on the ground" with our legislators to make sure that they get their questions addressed. So there are a number of strategic decisions about when and how to best explain SB44 to the public and to our licensees and to potential licensees. We imagine that we will be able to send out information in the near future. For example, as we stated, we already have everyone's names that are initially going to become LMSWs. Still, we don't have the names of those who are planning to move to Nevada. There are people that we don't know about, both in state and out of state. We realize that we might not be able to reach everyone, but we can certainly can put the word out on our website and work in conjunction with the sponsors of SB44. **Klimas** asked for additional ASWB materials to be forwarded to the Board. **Erickson** checked for more questions or concerns and then asked for a motion for **Oppenlander** to move this forward as has been presented. **Harris** asked some technical questions about the need for a vote at this time and a short discussion ensued with Board Counsel / DAG **Bhalla**.

Jacqueline Sanders made a motion to approve that Executive Director Oppenlander continue to move forward with the Rural Regional Behavioral Health Policy Board bill as presented; seconded by Abigail Klimas.

A friendly amendment was made to the motion by Vikki Erickson to approve that Executive Director Oppenlander continue working with the Rural Regional Behavioral Health Policy Board on Bill SB44; Seconded by Harris. Roll Call Vote: Erickson – Aye; Sanders – Aye; Harris – Aye; Klimas – Aye; and Nielsen – Aye. Motion passed unanimously.

Erickson moved to Item 3H **Executive Director's (ED) Report**. **Oppenlander** covered the following items:

- i. On December 2nd, ED attended a public workshop introducing additional data collection efforts to be introduced through the licensure renewal process during the 2021 Legislative Session -- See: White Paper in Board packet;
- ii. On December 10th, ED met with the Administrative Collaborative and another data collection item was discussed – See: Legislation Committee on Senior Citizens, Veterans and Adults with Special Needs - Summary of Recommendations;
- iii. Strategic Plan Update: See BESW Strategies 2021 – 2023 Handout; ED anticipates setting a planning meeting in the next budget to revisit the strategic

- plan; in the meantime, she will place this updated strategic plan update on the BESW website;
- iv. **Oppenlander** referred item to Board Counsel / DAG **Bhalla** and he updated the Board on a pending Litigation Matter in the United States District Court for the District of Nevada - Case No. 3:20-cv-571-MMD-WG;
 - v. Future Agenda Items/ Ideas shared included Training, Strategic Planning, and Legislative Discussion(s); and
 - vi. Next Board Meeting is scheduled for 9 a.m. Friday, March 12, 2021.

Item 4 – Public Comment. Erickson asked for **Public Comment**. Hearing none, she asked for a motion for **Item 5 - Adjournment**.

A motion was made for Adjournment by Jacqueline Sanders, Seconded by Susan Nielsen. After a Roll Call Vote, the Motion Passed Unanimously.

The meeting was adjourned at 10:17 a.m.

Minutes Respectfully Submitted by Karen Oppenlander

3B

G19-04 Monitoring

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BEFORE THE NEVADA STATE BOARD OF
EXAMINERS FOR SOCIAL WORKERS

IN THE MATTER OF)

ROBYN ISAACSON)
License No. 2952-S)

Respondent.)

CASE NO. G19-04

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PROPOSED ADJUDICATION AGREEMENT AND ORDER

9 This Adjudication Agreement ("Agreement") is made by and between Robyn
10 Isaacson ("Isaacson") and the Executive Director of the Board of Examiners for Social
11 Workers ("Director") (collectively hereinafter referred to as the "Parties"), and is effective
12 only as of the date this Agreement is approved by a majority of the members of the Board
13 of Examiners of Social Workers ("Board") at a public meeting.

14 WHEREAS, Isaacson acknowledges that the Board has jurisdiction over her and
15 the conduct that has precipitated this Agreement. Isaacson acknowledges that the Board
16 has the legal power and authority to take disciplinary action, including, but not limited
17 to, the revocation of her license to practice social work in Nevada.

18 WHEREAS, Isaacson acknowledges that the Board will retain jurisdiction over this
19 matter until all terms and conditions set forth in this Agreement have been met to the
20 satisfaction of the Board.

21 WHEREAS, Isaacson was a duly licensed social worker ("LSW") in the State of
22 Nevada at all times relevant to this complaint.

23 WHEREAS, Isaacson, in her capacity as an LSW, was providing hospice end-of-life
24 services and support to her patient/client, J.V., for a period of time prior to, and including,
25 January 2019 through March 2019.

26 WHEREAS, at or about the time that J.V. became Isaacson's client/patient, J.V.
27 was a bedbound hospice patient at Spanish Hills Nursing Home ("SPHNH").

28 WHEREAS, during Isaacson's visits to J.V., she developed feelings of a romantic
nature for J.V. This led to Isaacson visiting J.V. regularly as well as after SPHNH's

1 standard operating hours. Furthermore, on one or more occasions, Isaacson visited J.V.
2 and did not log her visits.

3 WHEREAS, on one or more occasions when Isaacson met with J.V., she brought
4 him small gifts as well as sat on his bed.

5 WHEREAS, during or about the time that Isaacson was providing services for J.V.,
6 Isaacson made romantic and/or sexual advances towards J.V. including engaging in, or
7 attempting to engage in, romantic and/or sexual conduct with J.V.

8 WHEREAS, Isaacson's conduct, including some of the conduct referenced herein,
9 made J.V. uncomfortable and further that he wanted Isaacson to stop visiting him.

10 WHEREAS, during or about the time that Isaacson was providing services for J.V.,
11 Isaacson reported to one or more individuals, including a co-worker, that she believed
12 she had been suffering from symptoms of a complex pain disorder known as "Persistent
13 General Arousal Disorder" ("PGAD") which, per Isaacson, caused her to have
14 neuropathic pain in her groin and painful arousal that made sitting for long meetings and
15 concentrating on her work very difficult. Isaacson told one or more individuals of her
16 concerns due to the distressing idea that this might become a life-long affliction.
17 Isaacson's risk factors included age and sedentary work environment/lifestyle. Per
18 Isaacson, within two days of reporting her concerns to a co-worker, she met with her
19 physician who ordered an MRI of her spine to see if she had a Tarlov cyst, which Isaacson
20 learned/believes to be a common cause of PGAD and foot neuropathy, the latter of which
21 she had been experiencing intermittently for several months.

22 WHEREAS, during or about the time that Isaacson was providing services for J.V.,
23 Isaacson told J.V.'s brother, B.V., that he would be surveyed about her services for J.V.
24 Isaacson asked B.V. not to report on the survey that she may have crossed professional
25 boundaries.

26 WHEREAS, Isaacson stipulates that her above described conduct violated NRS
27 641B.400 (1) and (5) which provides that grounds for initiating disciplinary action
28 pursuant to this chapter are unprofessional conduct and professional incompetence.

1 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
2 641B.200(4)(b) which states, "A licensee shall not engage in the practice of social work
3 while...(b) The licensee is impaired by a mental or physical condition that prevents him
4 or her from practicing safely."

5 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
6 641B.200(5)(a),(b) which states, "A licensee shall not use his or her relationship with a:
7 (a) client; (b)... Person with significant personal ties to a client, whether or not related by
8 blood;... to further his or her own personal, religious, political or business interests."

9 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
10 641B.200(6)(a),(b) which states that "A licensee is responsible for setting and maintaining
11 professional boundaries with: (a) Each client; (b) Each person with significant personal
12 ties to a client, whether or not related by blood."

13 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
14 641B.205(1) which states "a licensee shall practice social work with professional skill and
15 competence."

16 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
17 641B.205(11) which states, "Except as otherwise provided in subsection 12, a licensee
18 shall not influence or attempt to influence a: (a) Client; (b) Person with significant
19 personal ties to a client, whether or not related by blood;...in any manner which could
20 reasonably be anticipated to result in the licensee deriving benefits of an unprofessional
21 nature during the time that the client is receiving professional services and for 2 years
22 after the termination of the services.

23 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
24 641B.205(13)(a),(b) which states, "A licensee shall not solicit or enter into a dual
25 relationship with a client, intern or person who is supervised by the licensee; (a) During
26 the time that the client is receiving professional services from, or the intern or person is
27 being supervised by, the licensee; and (b) For at least 2 years after the termination of the
28 professional relationship, internship or period of supervision."

1 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
2 641B.205(14) which states, "A licensee shall not cause a client physical, mental or
3 emotional harm by taking direct or indirect actions or failing to take appropriate actions."

4 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
5 641B.200(18) which states that a licensee shall comply with all the provisions of the
6 statutes and regulations governing the practice of social work that are set forth in this
7 chapter and chapter 641B of NRS. A licensee shall comply with any state or federal law
8 or regulation that is relevant to the practice of social work.

9 WHEREAS, Isaacson stipulates that her above described conduct violated NAC
10 641B.220(1) which states that a licensee who violates any of the provisions of NAC
11 641B.200 to 641B.215, inclusive, or commits any act that constitutes a basis for refusal by
12 the Board to issue a license pursuant to subsection 2 of NRS 641B.260 is guilty of
13 unprofessional conduct.

14 WHEREAS, pursuant to Nevada Revised Statute (NRS) 641B.430(1):

15 If the Board finds the person guilty as charged in the complaint
16 it may by order:

- 17 a) Place the person on probation for a specified period or until
18 further order of the board.
19 b) Administer to the person a public reprimand.
20 c) Limit the practice of the person to, or by exclusion of, one or
21 more specified branches of social work.
22 d) Suspend the license of the person to practice social work for a
23 specified period or until further order of the board.
24 e) Revoke the license of the person to practice social work.
25 f) Impose a fine of not more than \$5,000, which must be
26 deposited with the state treasurer for credit to the state general
27 fund.
28 g) Require the person to pay all costs incurred by the board
relating to the discipline of the person.

 The order of the board may contain other terms, provisions or
conditions, as the board deems proper and which are not
inconsistent with law.

STIPULATED ADJUDICATION

Isaacson understands the nature of the allegations under consideration by the
Board. She acknowledges that her above described conduct constitutes violations of the

1 Nevada Social Work Practice Act (NRS and NAC 641B) and if proven by a preponderance
2 of the evidence, that she is subject to disciplinary action by the Board. To resolve these
3 allegations and avoid the necessity and cost of a hearing, Isaacson agrees to the terms of
4 this Agreement:

5 1. Isaacson agrees that her license will be suspended upon her voluntary
6 surrender of her license or upon the full execution of this Agreement, whichever is earlier.
7 If the former, Isaacson stipulates that she will refrain from practicing social work until
8 she is authorized to do so pursuant to this Agreement. Isaacson further agrees that her
9 suspension will be no less than six (6) months and will continue until she satisfies all of
10 her obligations under the Agreement regarding her suspension and proves to the
11 satisfaction of the Board, at a hearing, that she is fit for reinstatement of her license
12 under the conditions outlined below, including those specified under terms 6 and 7 of this
13 Agreement.

14 2. Isaacson agrees to pay a fine in the amount of \$300.00 to the Board which
15 shall become due upon the effective date of this Order. Isaacson acknowledges that she
16 shall remain suspended until the fine is paid in full or until she submits a written
17 payment plan to the Board that is approved by the Director.

18 3. Isaacson agrees to pay legal and investigative fees in the amount of
19 \$3,202.30 which shall become due upon the effective date of this Order. Isaacson
20 acknowledges that she shall remain suspended until these fees are paid in full.

21 4. Within 60 days after the execution of the Agreement or surrender of her
22 license, Isaacson must seek medical diagnosis and treatment (if applicable) from a
23 licensed physician for her medical condition as referenced in the formal complaint filed
24 with the Board. If after serving her six (6) month minimum suspension term, Isaacson
25 requests the reinstatement of her license, she must attach to her written request to the
26 Board the physician's diagnosis, treatment plan, and written verification from the
27 physician that she has been compliant with the physician's treatment plan.

28 ...

1 5. Within 60 days after the execution of the Agreement or surrender of her
2 license, Isaacson must seek diagnosis and treatment (if applicable) from a licensed
3 psychologist or psychiatrist for her psychological condition as referenced in the formal
4 complaint filed with the Board. If after serving her six (6) month minimum suspension
5 term, Isaacson requests the reinstatement of her license, she must attach to her written
6 request to the Board the therapist's diagnosis, treatment plan, and written verification
7 from the therapist that she has been compliant with the therapist's treatment plan.

8 6. Isaacson agrees that before she submits to the Board her written request for
9 the reinstatement of her license, she shall submit to a forensic psychological evaluation
10 by a Board approved psychologist or psychiatrist ("Evaluator") as follows:

11 a. The Evaluator must not have had either a personal or professional
12 relationship with Isaacson.

13 b. Isaacson shall provide the Evaluator the documents referenced in
14 terms 4 and 5 of this Agreement.

15 c. Following the completion of the evaluation, the Evaluator shall
16 furnish a written report ("Evaluation") to the Board or its designee regarding Isaacson's
17 judgment, fitness to practice social work, and such other information that the Board may
18 require. Isaacson agrees to meeting with the Director or his/her designee, Board
19 president and Board counsel to review the Evaluation and determine Isaacson's fitness
20 for duty as a licensee.

21 d. Isaacson shall comply with any and all recommendations resulting
22 from the Evaluation and which are ratified by the Board. Such may include any
23 recommendations concerning additional treatment, and/or recommendations that
24 condition her reinstatement on limiting, restricting, or imposing a moratorium on
25 Isaacson's social work practice.

26 7. If Isaacson is compliant with the terms of this Agreement, and is able to
27 prove to the satisfaction of the Board at a hearing that she is fit to practice as a social
28 worker, Isaacson's license may be reinstated. However, Isaacson agrees that her

1 reinstatement will be conditioned on her being placed on probation for a minimum of two
2 (2) years. Furthermore, Isaacson agrees to any limitation or condition that the Board
3 deems appropriate during her probationary period. Additionally, Isaacson agrees to the
4 following terms and conditions of her probation:

5 a. For the first one (1) year of probation, Isaacson shall meet weekly
6 with a Board approved licensed clinical social worker ("Probation Monitor") who will
7 consult with Isaacson and monitor her practice. Each month, one (1) meeting must be in
8 person, and the remaining three (3) meetings may be by telephone or any other electronic
9 means that allows for live conversation. Isaacson and the Probation Monitor's weekly
10 meetings shall include topics pertaining to, but not limited to, ethical social work
11 practice, State laws and regulations pertaining to social work practice in Nevada and
12 professional boundaries and dual relationships. Isaacson shall write and submit
13 quarterly reports to the Board addressing her weekly Probation Monitor meetings. All
14 reports shall be signed by the Probation Monitor prior to submission to the Board.

15 b. After successfully engaging with the Probation Monitor for a
16 minimum of one (1) year, thereafter Isaacson and the Probation Monitor may request to
17 appear before the Board during a regularly scheduled Board meeting for the purpose of
18 requesting the conclusion of the monitoring/consultation meetings. During this Board
19 meeting, Isaacson must demonstrate to the Board ongoing compliance with the terms and
20 conditions of this Agreement.

21 c. Isaacson shall attend and pass with a "B grade" or better, a Board
22 approved graduate-level semester course pertaining to professional responsibility/ethics
23 that addresses: professional boundaries, dual relationships and power differential in
24 therapeutic relations. At the conclusion of this course, Isaacson shall submit a report on
25 how this course applies to her situation and how it impacted her. This course may not be
26 applied towards the continuing education requirements for the maintenance of Isaacson's
27 license.

28 ...

1 d. Isaacson shall provide to the Probation Monitor any document
2 necessary for the successful completion of her probationary period including, but not
3 limited to, the documents referenced in terms 4, 5, 6, and 7 of this Agreement.

4 e. After a minimum two (2) years probationary period, Isaacson may
5 apply to the Board for termination of her probation and full reinstatement of her license.
6 Consideration of Isaacson's request to terminate her probation is contingent upon
7 completion of all items stipulated in the Agreement, to the Board's satisfaction. Isaacson
8 shall meet with the President of the Board or his/her designee, the Executive Director
9 and Board counsel for evaluation of her compliance with the Agreement and for their
10 recommendation for termination of probation, full reinstatement, or additional
11 disciplinary action at a separate hearing before the Board.

12 8. Isaacson shall receive credit toward service of her probation period only
13 while employed or practicing as a Social Worker in the State of Nevada.

14 9. Isaacson shall obey all federal, state and local laws (with the exception of
15 minor traffic infractions or moving violations), insurance company policies or contracts
16 and orders of the Board, which are not inconsistent with this Agreement, pertaining to
17 the practice of social work in this State. Any and all violations shall be reported by
18 Isaacson to the Board in writing within seventy-two (72) hours.

19 10. Isaacson shall sign any releases of information which will enable the
20 Evaluator, the Probation Monitor, the Board, the Director or his/her designee, and Board
21 Counsel, to have complete and unrestricted ability to review and discuss the
22 documents/files created/produced as a result of this Agreement including, but not limited
23 to, those that are created/produced pursuant to terms 4-7 of this Agreement.

24 11. Isaacson is required to notify the Board in writing within seventy-two (72)
25 hours after any change in social work employment, including self-employment, additional
26 employment, and consultation or volunteering as it relates to social work only. Any
27 notification of termination shall contain a full explanation of the circumstances
28 surrounding it.

1 Isaacson agrees to waive her right to appeal the substantive legal basis of the original
2 disciplinary action, which is the basis for this Agreement. In the event an alleged
3 violation of the Agreement is taken to hearing and the facts which constitute the violation
4 are determined to not be proven, no disciplinary action shall be taken by the Board and
5 the stay of revocation previously ordered by the Board shall again be operative and in full
6 force and effect.

7 **ACCEPTANCE BY THE BOARD**

8 This Agreement shall be presented to the Board with a recommendation for
9 approval from the Director at the next regularly scheduled meeting of the Board.
10 Isaacson understands that the Board is free to accept or reject this Agreement, and if
11 rejected by the Board, a disciplinary proceeding will be scheduled for a Board meeting on
12 a date to be determined by the Board.

13 If the Agreement is not accepted by the Board, it shall be regarded as null and
14 void, and no member of the Board will be disqualified from further hearing this matter by
15 reason of his or her consideration of the Agreement.

16 Admissions by Isaacson in the Agreement will not be regarded as evidence against
17 her at a subsequent disciplinary hearing. Isaacson will be free to defend herself and no
18 inferences against Isaacson will be drawn from her willingness to enter into this
19 Agreement.

20 This Agreement will not be submitted for Board consideration until after it has
21 been agreed to and executed by Isaacson. The Agreement shall not become effective until
22 it has been approved by a majority of the Board and executed by a representative member
23 of the Board.

24 **VOLUNTARY WAIVER OF RIGHTS**

25 Isaacson is aware of, understands, and has been advised of the effect of this
26 Agreement, which she has carefully read and fully acknowledges. Isaacson has had the
27 opportunity to consult with competent counsel of her choice.

28 . . .

1 Isaacson has freely and voluntarily entered into this Agreement, and she is aware
2 of her rights to contest the charges pending against her. These rights include
3 representation by an attorney at her own expense, the right to file an answer in response
4 to a formal complaint, the right to a public hearing on any charges or allegations formally
5 filed, the right to confront and cross-examine witnesses called to testify against her, the
6 right to present evidence on her own behalf, the right to testify on her own behalf, the
7 right to receive written findings of fact and conclusions of law supporting the decision on
8 the merits of the complaint, and the right to obtain judicial review of the decision. All of
9 these rights are being voluntarily waived by Isaacson in exchange for the Board's
10 acceptance of this Agreement.

11 If the Agreement is not accepted by the Board, no member of the Board will be
12 disqualified from further hearing of this matter, by reason of his or her consideration of
13 the Agreement and Isaacson hereby waives any claim of bias or prejudice based upon said
14 consideration by any member of the Board in any subsequent disciplinary hearing
15 conducted by the Board.

16 INDEMNIFICATION

17 Isaacson, for herself, her heirs, executors, administrators, successors and assigns,
18 hereby indemnifies and holds harmless the State of Nevada, the Board, the Nevada
19 Attorney General's office and each of their members, agents and employees in their
20 individual and representative capacities against any and all claims, suits, demands,
21 actions, debts, damages, costs, charges, and expenses, including court costs and attorney's
22 fees against any persons, entities, as well as all liability, losses, and damages of any
23 nature whatsoever that the persons and entities named in this paragraph shall have or
24 may at any time sustain or suffer by reason of this investigation, this disciplinary action,
25 this settlement or its administration.

26 PUBLICATION OF AGREEMENT

27 Isaacson acknowledges that at the time this Agreement becomes effective, it also
28 becomes a public document and will be reported to the Public Protection Database (PPD)

1 of the Association of Social Work Boards (ASWB) or such other national databases as
2 required by law. It is also understood that the meeting in which the Board considers and
3 accepts or rejects this Agreement is open to the public and that the minutes of the Board
4 meeting are a public document, available for inspection by any person so requesting.

5 **CONTINGENCY**

6 By signing the Agreement, Isaacson understands and agrees that she may not
7 withdraw her Agreement or seek to rescind the Agreement.

8 The parties understand and agree that facsimile copies of this Agreement,
9 including facsimile signatures thereto, shall have the same force and effect as the
10 originals.

11 This Agreement is intended to be an integrated writing representing the complete,
12 final, and exclusive embodiment of their agreement. It supersedes any and all prior or
13 contemporaneous agreements, understandings, discussions, negotiations, and
14 commitments (written or oral).

15 **COMPLETE AGREEMENT**

16 This Agreement embodies the entire agreement between the Board and Isaacson.
17 It may not be altered, amended, or modified without the express written consent of the
18 parties.

19 DATED this 16th day of May, 2019

20
21 By: Robyn Isaacson, LSW
22 ROBYN ISAACSON, LSW

23 DATED this _____ day of _____, 2019

24
25 By: _____
26 LANI ESTEBAN, Esq.
27 THE THATER LAW GROUP, P.C.
28 7251 West Lake Mead Blvd., Ste. 300
Las Vegas, Nevada 89128
(702) 736-5297

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DATED this 17th day of May, 2019

FOR THE STATE OF NEVADA BOARD OF EXAMINERS FOR SOCIAL WORKERS

By: Karen Oppenlander
KAREN OPPENLANDER
Executive Director
Board of Examiners for Social Workers
4600 Kietzke Lane, Suite C121
Reno, Nevada 89502

Approved as to form and Content

AARON D. FORD
Attorney General

By: _____
MICHAEL DETMER
Deputy Attorney General
555 East Washington Avenue, Suite 3900
Las Vegas, Nevada 89101
Counsel to the State of Nevada Board
of Examiners for Social Workers

ORDER

By a majority vote on the 17th day of May, 2019, the State of Nevada Board of Examiners for Social Workers approved and adopted the terms and conditions set for the in the attached Agreement with Robyn Isaacson, LSW.

IT IS HEREBY ORDERED AND MADE EFFECTIVE.

DATED this 17th day of May, 2019.

STATE OF NEVADA BOARD OF EXAMINERS FOR SOCIAL WORKERS

By: Jodi Ussher, LCSW
Jodi Ussher
Presiding Officer

01/15/2021

To the Board of Examiners for Social Workers - State of Nevada,

I am writing this letter in support of Robyn Isaacson's probation monitoring to be terminated after 1 year of successful monitoring. I have had the privilege of being Mrs. Isaacson's probation monitor for the last year. I have gotten to know her well in our 1 hour weekly meetings. I am familiar with the incident that caused her to violate her license. We work closely on ethics, personal boundaries, dual relationships, local laws and regulations, and professional boundaries. We process cases weekly. We discuss her job and various encounters that she has with her clients and coworkers. She is a highly intelligent woman with a wealth of experiential social work knowledge as well as worldly knowledge. She is the type of person that enjoys going above and beyond for her clients. She thoughtfully researches resources. She puts a lot of time and consideration in the referrals that she makes with her clients. She is a very cerebral person who often likes to think of the whole person when treating her clients. We discuss the importance of healthy attachments with clients and finding peace in knowing that they were given appropriate referrals and thus she is fulfilling the role that she has in that client's life. Mrs. Isaacson changed the type of work that she was doing from working in hospice, which is a very intimate job with client's, to working as a hospital case manager assisting in discharges, which is a very brief encounter with many clients. I feel that this change in they type of social work that she is doing further assists Mrs. Isaacson in maintaining healthy boundaries with clients without getting overly involved or attached to long term clients. She can reflect on the situation from the past and identify ways that she could have conducted herself in a more appropriate way. I see that she has truly learned from the experience. She plans to continue her own personal growth by seeing an individual therapist on an ongoing basis. Mrs. Isaacson's new job is a healthy and supportive environment. She enjoys her coworkers and feels that she can work in this role and continue to conduct herself ethically and appropriately with clients. I feel that she had fulfilled her obligation with probation monitoring, and I am comfortable with terminating her monitoring in March 2021.

Best Regards,

DeAnna Mear, LCSW

DeAnna Mear, LCSW

6780-C

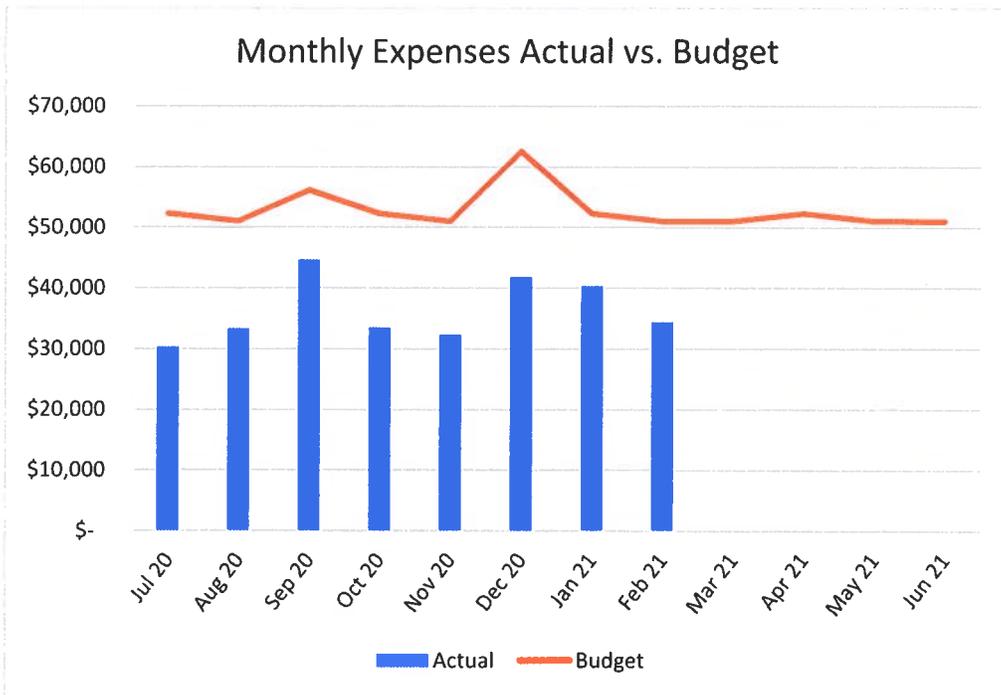
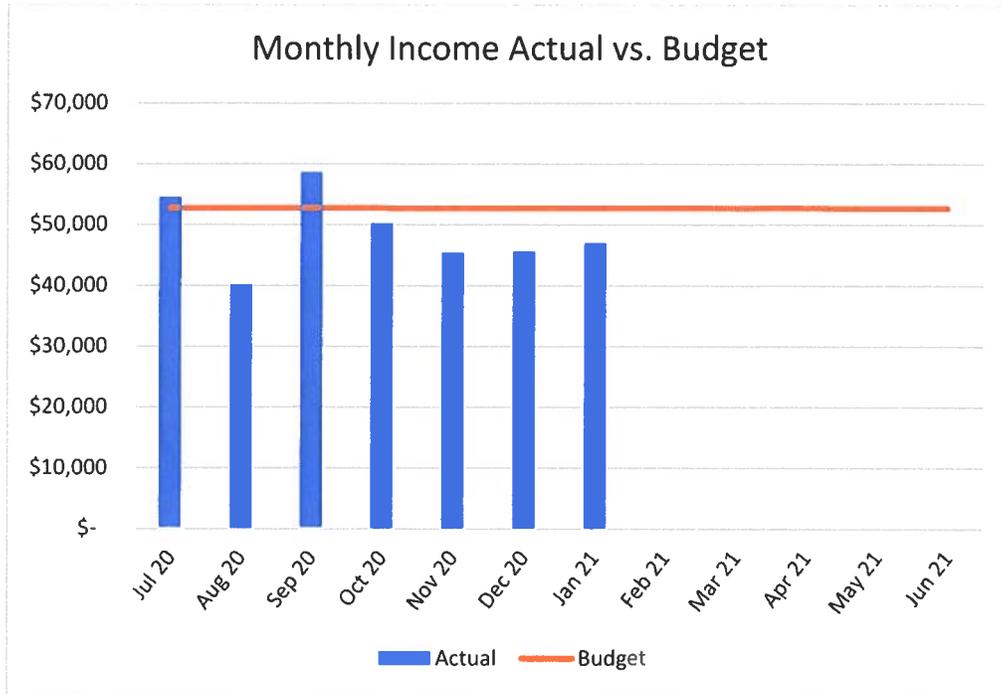
3C

2nd Quarter Financials

Graph of fiscal information FY YTD

December	Annual Budget FY 20/21	Monthly Budget - December	Monthly Actual - December	Monthly Variance Dollars	Monthly Variance Percent	Annual Year to Date	Annual Variance Dollar	Annual Variance Percent
Fund Balance	\$ 150,515.74					50%		
INCOME								
40000 · RENEWAL FEES	505,125.00	42,093.75	36,137.56	5,956.19	86%	233,715.06	-271,409.94	46%
41000 · APPLICATION FEE	27,600.00	2,300.00	2,300.00	0.00	100%	14,020.00	-13,580.00	51%
42000 · INITIAL LICENSE FEE	69,000.00	5,750.00	5,437.50	312.50	95%	33,177.50	-35,822.50	48%
43000 · ENDORSEMENT FEE	12,500.00	1,041.67	1,125.00	-83.33	108%	7,035.00	-5,465.00	56%
44000 · PROVISIONAL LICENSE FEES	2,000.00	166.67	93.75	72.92	56%	731.25	-1,268.75	37%
45000 · RENEWAL LATE FEE	2,000.00	166.66	100.00	66.66	60%	0.00	-2,000.00	0%
46000 · RESTORATION OF LICENSE	0.00	0.00	400.00	-400.00	0%	600.00	600.00	0%
47000 · DISCIPLINARY COSTS	4,000.00	333.33	0.00	333.33	0%	0.00	-4,000.00	0%
48000 · MISCELLANEOUS	10,000.00	833.33	75.00	758.33	9%	5,170.05	-4,829.95	52%
49000 · INTEREST	10.50	0.88	1.91	-1.03	217%	11.61	1.11	111%
Total Income	\$ 632,235.50	\$ 52,686.29	\$ 45,670.72	\$ 7,015.57	87%	\$ 294,460.47	\$ (337,775.03)	47%
Sub-Account Total	\$ 782,751.24					\$ 444,976.21		
EXPENSES								
50050 · Wages	288,704.00	24,058.67	18,241.39	5,817.28	76%	113,973.49	-174,730.51	39%
50102 · Group Health Insurance	45,750.00	3,812.50	3,133.20	679.30	82%	18,050.34	-27,699.66	39%
50103 · Ins Regis	4,160.00	346.67	450.49	-103.82	130%	2,693.73	-1,466.27	65%
50104 · Medicare	4,160.00	346.66	271.72	74.94	78%	1,659.91	-2,500.09	40%
50105 · PERS-Employer paid	40,142.00	3,345.17	2,554.12	791.05	76%	15,297.42	-24,844.58	38%
50106 · Unemployment Ins.	2,500.00	208.34	42.47	165.87	20%	745.07	-1,754.93	30%
50300 · Workman's Comp.	5,000.00	0.00	613.06	-613.06	0%	1,226.12	-3,773.88	25%
Sub Account Total	\$ 390,416.00	\$ 32,118.01	\$ 25,306.45	\$ 6,811.56	79%	\$ 153,646.08	-236,769.92	39%
61050 · Contract-Labor	15,000.00	1,250.00	96.00	1,154.00	8%	3,232.00	-11,768.00	22%
61100 · Contract-Auditor	10,000.00	833.33	0.00	833.33	0%	0.00	-10,000.00	0%
61150 · Contract-Legal	40,000.00	3,333.33	1,543.60	1,789.73	46%	6,020.04	-33,979.96	15%
61200 · Contract-Lobbyist	37,500.00	3,125.00	1,500.00	1,625.00	48%	9,000.00	-28,500.00	24%
61250 · Contract-Payroll Service	1,500.00	125.00	95.00	30.00	76%	582.50	-917.50	39%
61300 · Court Reporting	4,500.00	375.00	0.00	375.00	0%	0.00	-4,500.00	0%
61350 · Investigations	7,000.00	583.34	0.00	583.34	0%	0.00	-7,000.00	0%
61400 · LCB	1,500.00	125.00	0.00	125.00	0%	0.00	-1,500.00	0%
62000 · Operating Costs	7,500.00	625.00	184.46	440.54	30%	1,451.77	-6,048.23	19%

Income vs. Expenses July through February



3H

Updates from Legislative Session



State of Nevada

Board of Examiners for Social Workers

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

(775) 688-2555

March 5, 2021

Senator Pat Spearman, Chair
Senate Committee on Commerce and Labor
(Via Email)
State of Nevada Legislative Building
401 S. Carson Street
Carson City, NV 89701-4747

Dear Senator Spearman and Senate Committee Members,

RE: Senate Bill No. 44 (2021)

On behalf of the Board of Examiners for Social Workers (BESW), we express support for Senate Bill 44 (SB44) that is being introduced to the Senate Committee on Commerce and Labor by the Rural Regional Behavioral Health Policy Board. We believe this legislation is essential for the social worker community while maintaining the integrity of the practice.

As an agency participant that has worked collaboratively to develop SB44, we feel quite fortunate to have been included in the drafting of this proposed legislation. The overall components of SB44 include: proposed legislation to improve behavioral health in Nevada through revised licensure requirements; and, the addition of a Licensed Master's Social Work license type.

This letter of support specifically highlights the **BESW Licensed Master's Social Work (LMSW)** section of SB44. We briefly outline how the LMSW license type will positively impact the social work industry and benefits social workers in Nevada.

The passage of SB44 is essential to the growth of the social work industry in Nevada.

There are clear benefits to licensure mobility, for social workers, employers and for the economy at large.

- Therefore, BESW is asking for the addition of the LMSW category of licensure to expand access in the Nevada labor market for a social work license type that is commonly offered throughout the remainder of the United States.
- With the addition of this fourth licensing category, BESW will be in a position to grant reciprocity in all four key social work licensing categories.
- Without this new category, BESW can't offer full reciprocity. However, we have been able to successfully rely on endorsements in 3 out of the 4 key licensing category types that are held nationally: Licensed social worker – LSW; Independent social worker – LISW; and Clinical social worker – LCSW.
- The creation of the fourth LMSW category will improve reciprocity in Nevada and create more mobility for licensed social workers that seek to move across state lines.
- BESW expects that full reciprocity may open an avenue to future discussions about interstate compacts with other state social work boards in the U.S.

The passage of SB44 bill is essential to the integrity of the social work industry in Nevada.

In explanation, the Association of Social Work Boards (ASWB) provided an overview to BESW of U.S. licensing frameworks in a Memorandum re: Master Social Worker Licensure dated January

6, 2021. ASWB is the sole membership association for social work regulatory authorities in the U.S. and Canada.

ASWB develops and administers the social work licensing exams used by all states.

- The overview from ASWB demonstrated that inclusion of a master's category of licensure as part of the overall regulatory framework is a nearly universal standard in the U.S. The following table was shared.

Number of social work licensees in the U.S. (2019)		
US Total	490,802	% of all
MSW (Clinical)	208,262	42%
MSW	186,631	38%
MSW Macro	36,939	8%
BSW	58,970	12%

- There are 54 U.S. ASWB member jurisdictions and forty-six of these regulate master's practice as a separate license. Masters licensees made up 38% of all social workers licensed in the U.S. in 2019.
- According to ASWB, inconsistency with this nearly universal standard can have implications for licensure mobility and workforce development.
 - Not having a separate category of license for master's practice may create barriers for licensees coming to Nevada. Individuals with a master's license from another state, seeking licensure in Nevada will expect to be licensed at the same category as their educational credentials.
 - The following scenarios illustrate how having only 3 out of the 4 nationally recognized licensing categories may inadvertently create barriers:
 - Receipt of the LSW licensure type for bachelors' practice may be perceived as a "lesser" license and may not be desirable.
 - The LISW advanced generalist master's practice is not a commonly held license in the U.S. despite the fact that 16 states have this license type; it made up just 8% of all licensed social workers in 2019. To obtain the LISW individuals with a master's license in another state would be required to obtain an additional period of supervised practice experience despite having practiced with a license in good standing for many years.
 - Alternately, individuals with a master's license could choose to convert their license to the LCSW, again requiring a period of supervised practice experience.
 - By approving the additional LMSW licensure type as presented in SB44, Nevada will significantly reduce barriers for qualified master's social workers licensed out of state that desire to work in Nevada (as outlined in the scenarios above).
- To further illustrate the distinctions among these four license types, we are providing an excerpt from the ASWB Examination Guide that explains the examination categories as administered in all states and provinces in North America, the license types, exam requirements and purpose.

ASWB Examination Categories	License Types in Nevada	Requirements	Purpose
Bachelors Examination	LSW – Licensed Social Worker	Bachelor's degree in social work	Basic generalist practice of baccalaureate social work
Masters Examination	LMSW – Licensed Masters Social Worker (<i>proposed in SB44</i>)	Master's degree in social work	Practice of master's social work including the application of specialized

			knowledge and advanced practice skills
Advanced Generalist Examination	LISW – Licensed Independent Social Worker	Master's degree in social work; two years post-graduate experience in nonclinical settings	Practice of advanced generalist social work that occurs in nonclinical settings and may include macro-level practice
Clinical Examination	LCSW – Licensed Clinical Social Worker	Master's degree in social work; two years post-graduate experience in clinical settings	Practice of clinical social work requiring the application of specialized clinical knowledge and advanced clinical skills

- The addition of the LMSW master's license type will ensure that Nevada is in compliance with the ASWB Examination Policy.
 - All members of ASWB (e.g., BESW) must use the exams according to the purpose of each exam as defined in ASWB Procedures that were established in 2016. This policy is important to the integrity, validity, and defensibility of the exams. Exams can only be administered to candidates with the same credentials that the exam was designed for.
 - Nevada had previously permitted exam candidates with a Master's of Social Work (MSW) degree to take the Bachelors exam. ASWB Policy now requires that candidates with MSW educational credentials be tested using the Masters Examination.
- The proposed legislation in SB44 will resolve Nevada's issue of ASWB member compliance.

Passage of SB44 will uphold the mission of BESW as it will benefit Nevada's social workers.

- BESW ensures that qualified individuals are protecting Nevada's most vulnerable populations. To continue to uphold this aspect of our mission, BESW needs to continue to attract social workers to Nevada that are able to provide a broad spectrum of activities.
- The social work profession is one of the fastest growing professions in the U.S. Nearly 800,000 people are expected to be employed as social workers by 2028.
- In order for Nevada to meet increasing demands, BESW must strive to continue to minimize the procedural burdens of acquiring a social work license.
- To minimize procedural burdens, BESW is committed to utilizing the ASWB standardized, nation-wide licensing examinations. These examinations permit licensed social workers, in good standing in another state or province in North America, to practice in Nevada without having to take or pay for a new examination.
- Through passage of SB44, BESW will be able to easily grandparent current LSWs into the new LMSW category if they also have attained a master's degree in social work.
 - **Being stepped up into the new LMSW licensing category will not increase costs to currently licensed social workers (LSWs) with a master's degree in social work!**
- While researching best practices in social work regulation for implementation of SB44, we turned to ASWB for guidance.
- ASWB provided information about state regulations that have granted licenses for skills that LSWs have acquired while on the job.
- In order to facilitate BESW efforts, ASWB provided recent examples from other states adding a master's license and identified how they integrated active licensees into the new regulatory framework. These examples demonstrate that there would not be an additional cost incurred for a master's examination during a brief transition period.
 - Therefore, current LSWs with a master's degree would not need to 1) Decide to retest at the higher exam level; 2) Get the exam scheduled; 3) Pay for the exam; 4) Study for the exam; 5) Take the exam; and 6) Pass the exam.
 - In other words, the approach used in other states acknowledges the efforts that LSWs have made beyond having a bachelor's degree through their attainment of a master's degree in social work. It recognizes that individuals' continued practice with a license in good standing, free of sanction, demonstrates their competence to practice.

Therefore, an examination to evaluate minimum competence to enter practice is unnecessary.

- Consequently, the recent examples from other states provided by ASWB demonstrate that during the transition period, it is appropriate to count on-the-job experience of the LSWs that have a master's degree in social work in lieu of requiring the Master's Examination.
- To support this approach, ASWB provided BESW with a listing of LSWs who have taken the Bachelor's level exam along with having MSW level educational credentials.
- BESW has cross-referenced the ASWB list with the BESW database to ensure accuracy of this simple grand-parenting process.
- Finally, BESW verified ASWB's research and reviewed the mechanics of bridging the LMSW as recently legislated in two other states. BESW intends to adopt the Virginia model as it is almost identical to Nevada's situation and is easy to adapt to our needs.

In summary, we ask you to please support Senate Bill 44. SB44 is a win-win for social workers and for the State of Nevada! Thank you for your consideration.

Respectfully yours,



Vikki Erickson, LCSW, Board President
Board of Examiners for Social Workers



Karen Oppenlander, LISW, Executive Director
Board of Examiners for Social Workers