

STATE OF NEVADA

JOE LOMBARDO
Governor



DR. KRISTOPHER SANCHEZ
Director

PERRY FAIGIN
NIKKI HAAG
MARCEL F. SCHAERER
Deputy Directors

VICTORIA ERICKSON, LCSW
Executive Director

DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF NEVADA BOARDS, COMMISSIONS AND COUNCILS STANDARDS
BOARD OF EXAMINERS FOR SOCIAL WORKERS

PUBLIC NOTICE OF BOARD MEETING

9:00 AM on Wednesday, November 19, 2025

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

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

Victoria Erickson is inviting you to a scheduled Zoom meeting.

Topic: BESW November 2025 Board Meeting
Time: Nov 19, 2025 09:00 AM Pacific Time (US and Canada)
Join Zoom Meeting
<https://zoom.us/j/99227647131?pwd=nUGaxU7qvsGytJfbgNsivfhHhakToE.1>

Meeting ID: 992 2764 7131
Passcode: 548254

One tap mobile
+16694449171,,99227647131#,,,548254# US
+16699009128,,99227647131#,,,548254# US (San Jose)

Join instructions
https://zoom.us/join/99227647131/invitations?signature=kAPZAfzgSzsTHKK20S1jxOIQ8w_XWQCRCdWCnu_JBCE

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

Public comment is welcome 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 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 233B126.

AGENDA

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

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

1. Call to Order, Roll Call.

2. Public Comment.

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

3. Board Operations:

A. Review, Discussion and Possible Approval of the October 15, 2025, Meeting Minutes (For Possible Action).

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

C. 2025 Board Audit (For Possible Action).

D. Department of Public Safety Policy (For Possible Action).

E. Legislative Update (For Possible Action).

F. Office of Nevada Boards, Commissions, and Councils Standards Office Regulations, NAC Development (For Possible Action).

G. First Quarter FY26 Financials (For Possible Action).

H. ASWB Delegate Assembly Report (Informational).

I. Executive Director's Report (Informational).

i. Inquiry about future agenda items.

4. Public Comment.

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

5. Adjournment.

Please contact Vikki Erickson, LCSW at (775) 688-2555 for information regarding the meeting. Supporting materials can be accessed electronically at the BESW website: <http://socwork.nv.gov/board/Mtgs//>.

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

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BOARD OF EXAMINERS FOR SOCIAL WORKERS

On Wednesday, October 15, 2025, the board meeting for the State of Nevada Board of Social Work Examiners was called to order to President **Langston** at 9:00 AM.

Agenda Item 1. Call to Order, Roll Call. Present were Esther Lanston, President, Linda **Holland Browne**, Vice Chair, Abigail **Klimas**, Jamie Vaugh, Harry **Ward**, Deputy Attorney General, Vikki **Erickson**, Executive Director and Sandy **Lowery**, Deputy Director. Board Member Michelle **Rubinstein Meadows** had an excused absence. Also present in the meeting was Brittany Shaney, LMSW, Abigail Anderson, LCSW, Krisam Taylor from Nevada Medicaid, Daniel **Guidici** from Flynn and **Guidici** Government Affairs.

Dr. **Langston** moved to Agenda Item 2. Public Comment. **Erickson** stated that the public could click on the Zoom link on the board website under the October board meeting and join using the Meeting ID: 95768602527 with a Passcode: 695778. **Erickson** stated there was no additional person waiting to join the meeting, nobody in the office, on the phone or emailing public comment.

Dr. **Langston** moved to Agenda Item 3A. Review, Discussion and Possible Approval of the August 20, 2025 Meeting Minutes (For Possible Action). **Erickson** apologized for not having the August meeting minutes ready for the September board meeting, however due to the cyber attack, the files were unavailable during the last board meeting. **Holland Browne** made a motion to approve the August 20 2025 BESW Board Meeting Minutes. **Klimas** seconded the motion. Unanimous approval of the August 20 2025 BESW Board Meeting Minutes.

Dr. **Langston** moved to Agenda Item 3B. Review, Discussion and Possible Approval of the September 24, 2025 Meeting Minutes (For Possible Action). **Holland Browne** made a motion to approve the September 24 2025 Meeting Minutes. **Klimas** seconded the motion. Unanimous approval of the September 24 2024 BESW Board Meeting Minutes.

Dr. **Langston** moved to Agenda Item 3C. Review, Discussion and Possible Action, Exception to the Post Graduate Internship Policy for Brittany Shaney. (For Possible Action). **Erickson** introduced Ms. Shaney who signed an Open Meeting Law waiver to be included on the agenda for this meeting. **Erickson** stated she received an email from Ms. Shaney asking for an exception to the existing postgraduate clinical internship program policy, which is posted on the board website. **Erickson** stated she included a copy of the policy in the board packet for the

board members to review. **Erickson** turned the meeting back over to the board and Ms. Shaney for discussion. Dr. **Langston** inquired why Ms. Shaney was requesting an exception. Ms. Shaney states she would like to propose the option of doing full-time telehealth for clients “due to my disability”. She states she started her internship in June of his year and tried for 2 months to do an in-person agency experience, “and it just wasn’t doable”. “I was paralyzed in a car accident so just getting to the office every day was very difficult for me. Also the bathroom situation and some other things that come along with spinal cord injury. It wasn’t manageable. Basically I’m here to propose doing everything from home telehealth for my CSW internship. **Erickson** stated that the policy currently states that clinical interns are able to do some telehealth but from the agency office where they would have access to other clinicians for support. The current policy does not allow for home telehealth. **Holland Browne** inquired about the name of the agency she would be working for and who her clinical supervisor is. Ms. Shaney stated that she left the previous agency, but states she would like to do her internship with Insight Health Solutions with Abigail Anderson as her supervisor, who has also joined the Zoom Board Meeting. **Holland Browne** expressed concern. She stated 70-80% of communication is non-verbal and is concerned some of that experience would be missed doing all telehealth. She states she is also concerned that if there is a suicidal client there is no clinician nearby to assist and that could put the client at risk. **Holland Browne** also inquired how her supervisor would sit in on evaluations and groups to evaluate the intern. Ms. Anderson stated she would like to address this concern, “Insight Therapy Solutions is strictly telehealth”. She states she is also online and Ms. Shaney would have immediate access to her via telephone, text, and Google Workspaces. Ms. Anderson states they have a group space where Ms. Shaney can contact any number of social workers if she needs help. “We are not a crisis clinic. We have policies in place. Should she have a suicidal client on a call that she can access me and we can work through that situation together”. “We have a policy in place and we have client consent that I am able to sit in on a Zoom session with her to watch her interact with a client. This is no different than what the CPC MFT board does”. Ms. Anderson disagreed that you miss a lot of things in sessions on Zoom. Anderson stated, “I did my internship in person, but I find over telehealth, I have to pay more attention to their body language, the way their voice changes”. “Sometimes they get interactions with the family coming in the room, which tells me a whole lot than I would ever get in the office. Sometimes I walk around the house with the phone. I see the home environment that I would not get in the office. It’s a different experience, but it’s one that she’s going to be able to have. And I feel like as social workers, we should be advocating not only for clients, but for each other. And I feel like the denial of her internship is really a denial of social justice to her as a social worker and an individual”. **Holland Browne** stated she had concerns about the internship experience. She stated she had to complete legal holds because somebody came in having a crisis and wasn’t sure how that would be managed from a distance. Ms. Anderson stated that Ms. Shaney would be able to call her, and she could call the police, however she states she has been at the clinic for four years, “I have yet to do a legal 2000”. Ms. Anderson states the clinical has “a great screening method for those clients. If they need a higher level of care, they get referred to a higher level of care”. **Holland Browne** continued to express concern that Ms. Shaney wouldn’t have support or oversight while practicing therapy as an intern. Ms. Anderson states she is available to be present to assist Ms. Shaney. Ms. Anderson stated there is an LCSW for the same agency that works in Reno that may be able to assist as needed. **Erickson** stated, per the request of Dr. **Langston**, that she explored other states that may allow solely telehealth for clinician interns, and there are some that allow, however there are a wide variety of policy and regulation throughout the states. Ms. Anderson stated she has already explored this through the ASWB and found 20 states allow telehealth internship and telehealth supervision. She states she is also a board approved supervisor in Virginia. **Lowery** states that this board has allowed telehealth supervision since 2017. “The question is the emergent supervision, the boots on the

ground assistance, which is why during COVID interns were allowed to practice from home because everybody was practicing from home. Telehealth was then return to the office for interns". "That's protection for the intern, a protection for the supervisor, and a protection for the client". **Lowery** stated that the board determined they were uncomfortable with a telehealth only internship. She stated the board recommended what is in the policy, which is a hybrid method for a combined experience of telehealth and in-person. Dr. **Langston** inquired if Ms. Shaney went through school online, and she verified she did. She states she did her practicum at Reno Adaptive with other individuals with disabilities, but they are not able to offer her a clinical internship experience. Ms. Shaney said she is unable to find another internship site that can offer her support and accommodation with her disability needs. **Holland Browne** continued to express concern about safety from a remote internship. **Klimas** inquired if the LCSW in Reno for the same agency would be willing to be her clinical internship supervisor. Ms. Shaney stated that that LCSW does not seem to want to be a clinical supervisor. **Klimas** then inquired if this could be considered on a trial basis to see how effective it is. **Lowery** stated that the policy is not law, but was not written to exclude any individual who is differently abled, but to protect the intern, supervisor and the client. **Vaughn** inquired how long the policy had been in place and the reason the policy got put in place. **Lowery** stated the policy was revised in 2024 after COVID. During COVID, most people worked from home, including interns and there were problems such as non HIPAA complaint platforms, privacy and patient record management. **Vaughn** inquired if there was an office in Reno. Ms. Anderson stated there is no office in Reno and the LCSW who works in Reno does telehealth from home. Ms. Anderson states she works from her home in Las Vegas doing telehealth. She states she is also the clinical director and oversees all the functions of the agency. "If I didn't think that this was a feasible idea, I would not have agreed to be her supervisor. Remember, she's gonna, if this is approved, she's working under my license and I feel comfortable enough with telehealth and the supervision I can provide and the services we provide and the workspace that we provide, that she can have a successful internship". **Klimas** stated she was on the board when the policy was reviewed and understands the concern, but wants to "meet Ms. Shaney where she is and honor her process right now through this internship". She states there should still be monitoring to make sure the internship is working well for Ms. Shaney. **Vaughn** states she has experience as a schoolteacher and taught during COVID and taught completely online. She felt it was effective to each online and in some cases had a deeper relationship with some of the students, so feels this can be done. She states she had people she could call if she was in a crisis situation and it worked out well. **Vaughn** states that she has worked with a lot of medical professions and therapists through the breast cancer community and has worked completely online with them. Although it's not completely the same, it has been effective and feels Ms. Shaney should have frequent check-ins with her supervisor. "So why not give her the opportunity to really immerse herself to get that experience, because this is where we are as a world right now too". **Lowery** suggested that Ms. Shaney do twice a week check in with her supervisor instead of once a week to increase supervision and do quarterly reporting to the board instead of every 6 months. Anderson stated that Insight Therapy has 2 support groups a month to add to supervision where she'll meet with other interns and fully licensed people and talk about cases and certain topics. **Vaughn** made a motion that the board allow the intern to complete her internship via telehealth with the guideline of meeting at least two times per week with her supervisor about her sessions and completing the internship progress report quarterly. **Klimas** seconded the motion. **Vaughn, Klimas** and Dr. **Langston** voted in favor of the motion. **Holland Browne** did not support the motion. Motion passes.

Dr. **Langston** moved to Agenda Item 3D. Board Review of Hearing for Virgilio DeSeo, License No. 6200-C (For Possible Action). Deputy Attorney General **Ward** states he continues to try to

work with the licensee's attorney and is hopeful to have an order for the next meeting.

Dr. **Langston** moved to Agenda Item 3E. Legislative Update (For Possible Action). Daniel **Guidici** from Flynn **Guidici** Government Affair stated the regulations workshop scheduled for Friday, 10/17 was postponed until 11/25 to offer a little bit more time. Mr. **Guidici** discussed that the Governor is planning for a special session, however the date and topic for the special session has not been released. Daniel provided a briefing on the variety of bills that were followed by the Board of Examiners for Social Workers and the resolution. No action was taken.

Dr. **Langston** moved to Agenda Item 3F. Statewide IT Outage (For Possible Action). **Erickson** stated the board office has recovered its database, email and shared drive, however the outage lasted for well over 6 weeks. **Erickson** stated she and **Lowery** had been working with GTO to restore IT functions for the office however the office continued to find methods to move forward with renewals and licensing, approving 109 licenses over the course of the IT outage from the cyber-attack. No action was taken.

Dr. **Langston** moved to Agenda Item 3G. First Quarter FY26 Financials (For Possible Action). **Lowery** requested if this discussion could be deferred until the November meeting since there were issues finalizing the numbers since there was no access to the shared drive. No action was taken.

Dr. **Langston** moved to Agenda Item 3H. Office of Nevada Boards, Commissions, and Councils Standards Office Regulations, NAC Development (For Possible Action). **Erickson** stated that the board office received an email from the Deputy Administrator of the Office of Nevada Boards, Commissions, and Councils Standards with recommended regulation and was notified of a workshop date, however the workshop has been cancelled and rescheduled to 11/25/2025. **Erickson**s stated the board office sent recommendations to the Business and Industry Division, showing that some of the recommendations seem to contradict existing regulations. No action was taken.

Dr. **Langston** moved to Agenda Item 3I. Executive Director's Report (Informational). **Erickson** stated the ASWB Delegate Assembly will take place in early November. **Erickson** stated she will be attending as the office administrator and as a board member for the ASWB. Dr. **Langston** will be attending as the Nevada Delegate.

Dr. **Langston** moved to Agenda Item 4. Public Comment. **Erickson** stated that the public could click on the Zoom link on the board website under the October board meeting and join using the Meeting ID: 95768602527 with a Passcode: 695778. **Erickson** stated there was no additional person waiting to join the meeting, nobody in the office, on the phone or emailing public comment.

Meeting adjourned at 10:00 AM.



Date Pending, 2025

To the Board of Directors and Managements of
Board of Examiners for Social Workers
4600 Kietzke Lane, #O264
Reno, NV 89502

We have audited the financial statements of the governmental activities and major fund of the Board of Examiners for Social Workers (the "Board") for the year ended June 30, 2025. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards and *Government Auditing Standards*, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated September 25, 2025. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Board are described in Note 1 to the financial statements. As described in Note 1 to the financial statements, the Board adopted the new Statement of Governmental Accounting Standards (GASB Statement) Statement No. 101, *Compensated Absences*, and Statement No. 102, *Certain Risk Disclosures* in 2025. The implementation of this statement had no impact to the Board. We noted no transactions entered into by the Board during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimates affecting the Board's financial statements were:

Management's estimate of the liabilities, deferred inflows of resources, and deferred outflows of resources for pension and OPEB benefits are based on information provided by the State of Nevada. These information were supported by actuarial opinions, as required by generally accepted accounting standards. We evaluated the key factors and assumptions used to develop the pension and OPEB information and determined that it is reasonable in relation to the financial statements taken as a whole.

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the Board's financial statements relate to the pension and other post-employment benefits information.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management has corrected all such misstatements. The following listing of journal entries were misstatements detected as a result of audit procedures, and were corrected by management:

Account	Description	Debit	Credit
To rollforward the opening equity for all accounts - the full government-wide financial statements			
23520	Accrued Liabilities	20,175.00	
21000	Accounts Payable		14,388.00
23300	Payroll Liabilities:Payroll Accrual		309.00
32000	Fund Balance		5,478.00
Total		20,175.00	20,175.00

To accrue the Flynn Guidici fee to reflect how it should be for aligning with the Contract

61200	Contract Services:Contract-Legislative Consultant	8,000.00	
23520	Accrued Liabilities		8,000.00
Total		8,000.00	8,000.00

To adjust the AP and Accrued Liabilities to Actual - including remove the differences between PY's QBO and audited balance for both AP and Accrued Liabilities

21000	Accounts Payable	14,388.00	
61150	Contract Services:Contract-Legal	1,434.00	
61200	Contract Services:Contract-Legislative Consultant	3,500.00	
62000	Operating Costs	147.00	
62000	Operating Costs	705.00	
23520	Accrued Liabilities		14,388.00
23520	Accrued Liabilities		147.00
23520	Accrued Liabilities		5,639.00
Total		20,174.00	20,174.00

Additionally we recorded entries to convert the fund financial statements to government wide financial statements as follows:

Account	Description	Debit	Credit
To reclassify the GASB 68 adjustment on the actuarial part on the PERS expense from the PERS- actual cash payment account (GL#50105) to the PERS expense actuarial expense account (GL#50057). Operating costs acct is used at an transition from ADJ to FINAL			
50057	Payroll:Wages:PERS	9,943.00	
50105	Payroll:Employer Payroll Expenses:PERS-Employer paid		9,943.00
Total		9,943.00	9,943.00

To Tie Out Deferred Outflows to Schedule

50057	Payroll:Wages:PERS	22,821.00	
13000	Deferred Outflows Related to Pension		22,821.00
Total		22,821.00	22,821.00

To record items related to GASB 75

25600	Net OPEB Liability	10,754.00	
13050	Deferred Outflows Related to OPEB		2,653.00
25500	Deferred Inflows Related to OPEB		3,499.00
50100	PEBP Expense		4,602.00
Total		10,754.00	10,754.00

To Record PY OPEB Restatement

13050	Deferred Outflows Related to OPEB	13,089.00	
25500	Deferred Inflows Related to OPEB		717.00
30000	Opening Balance Equity		12,372.00
Total		13,089.00	13,089.00

To Reclass Accumulated Amortization from Operating Costs to Amort. Exp. Account

6950	Amortization Expense	23,751.00	
62200	Operating Costs:Rent		21,172.00
62650	Operating Costs:Equipment Leases		1,787.00
62650	Operating Costs:Equipment Leases		792.00
Total		23,751.00	23,751.00

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated Date Pending, 2025.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Board's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Board's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Other Matters

We applied certain limited procedures to management's discussion and analysis, budgetary comparison schedule – general fund, pension and other post-employment benefits information, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

Restriction on Use

This information is intended solely for the information and use of the governing body and management of the Board and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

Casey Neilon, Inc.

DRAFT

BOARD OF EXAMINERS FOR SOCIAL WORKERS
FINANCIAL STATEMENTS
JUNE 30, 2025

DRAFT

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Casey Neilon, Inc.
Accountants and Advisors

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Board of Examiners for Social Workers
Reno, Nevada

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities and the major fund of the Board of Examiners for Social Workers (the "Board"), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and the major fund of the Board, as of June 30, 2025, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Board and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Board's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Board's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 4-7, the budgetary comparison schedule on page 27, the pension information on page 28-29, and other postemployment benefits information on page 30-31 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of

America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated **Date Pending**, 2025 on our consideration of the Board's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Board's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Board's internal control over financial reporting and compliance.

Carson City, Nevada
Date Pending, 2025

This section of the Board of Examiners for Social Workers (the "Board") annual financial report presents our discussion and analysis of the Board's financial performance during the fiscal year ended June 30, 2025. Please read it in conjunction with the Board's financial statements, which immediately follows this section.

Financial Highlights

- The Board's revenues were \$888,408, which was a \$44,239 increase from the prior year. This increase is attributable primarily to the increase in renewal applications.
- The Board's current assets on June 30, 2025 were \$1,278,908, an increase of \$262,554 from the prior year.

Overview of Annual Financial Report

Management's Discussion and Analysis (MD&A) serves as an introduction to, and should be read in conjunction with, the basic audited financial statements and supplementary information. The MD&A represents the Board members' and management's examination and analysis of the Board's financial condition and performance. Summary financial statement data, key financial and operational indicators used in the Board's strategic plan, budget, and other management tools were used for this analysis.

The Board uses the modified accrual basis of accounting for internal financial statement reporting. The financial statements have been prepared in accordance with generally accepted accounting principles as they apply to governmental units. The fund financial statements include a balance sheet, a statement of revenues, expenditures, and changes in fund balance, and notes to the financial statements.

The Statement of Net Position and Governmental Fund Balance Sheet present the financial position of the Board on both the modified accrual basis under the general fund and the full accrual basis as net position. This statement provides information on the Board's assets, deferred outflows, liabilities, and deferred inflows, with the difference reported as net position/fund balance. Over time, increases and decreases in net position/fund balance are one indicator of whether the financial position of the Board is improving or deteriorating.

The Statement of Net Position and Governmental Fund Balance Sheet provide information about the nature and amount of resources and obligations at year-end. The Statement of Activities and Governmental Fund Revenue, Expenditures and Changes in Fund Balance presents the results of the activities over the course of the fiscal year and information as to how the fund balance and net position changed during the year. The fund balance changes under the modified accrual method when revenue is received or the expenditures is made, while changes in net assets under the full accrual method are recorded as soon as the underlying event giving rise to the change occurs, regardless of the timing of the related cash flows. This statement also provides certain information about the Board's recovery of its costs.

The notes to financial statements provide required disclosures and other information that are essential to a full understanding of material data provided in the statements. The notes present information about the Board's accounting policies, significant account balances and activities, material risks, obligations, commitments, contingencies and subsequent events, if any.

Financial Analysis

The basic financial statements, as well as the required supplementary information, serve as the key financial data for the Board members' and management's monitoring and planning.

Statement of Net Position

The Board's net position remains strong at year-end with adequate liquid assets to fulfill its responsibilities. The Board members and management believe the current financial condition and staff capabilities are sufficient to meet anticipated operating expenses and operational objectives.

During the year ended June 30, 2015, the Board implemented GASB Statements No. 68 and No. 71, *Accounting and Financial Reporting for Pensions and Pension Transitions for Contributions Made Subsequent to the Measurement Date*, respectively. In March 2016, the GASB issued Statement No. 82, *Pension Issues – An Amendment of GASB Statements No. 67, No. 68, and No. 73*, effective for periods beginning after June 15, 2016, or June 15, 2017 when an employer's pension liability is measured on a date other than the employer's most recent fiscal year-end. The objective of this statement is to address certain issues that have been raised with respect to GASB Statements No. 67, No. 68, and No. 73 regarding: 1) the presentation of payroll-related measures in required supplementary information; 2) the selection of assumptions and the treatment of deviations from the guidance in an Actuarial Standard of Practice for financial reporting purposes; and 3) the classification of payments made by employers to satisfy employee (plan member) contribution requirements. Management implemented the statement during the year ended June 30, 2018.

During the year ended June 30, 2022, the Board implemented GASB Statement No. 75, *Accounting and Financial Reporting For Post-Employment Benefits other than Pensions*. The objective of this statement is to improve accounting and financial reporting by state and local governments for postemployment benefits other than pensions (OPEB). It also improves information provided by state and local governmental employers about financial support for OPEB that is provided by other entities. This statement was effective for periods beginning after June 15, 2017. Management implemented the statement during the year ended June 30, 2022.

Government-Wide Financial Analysis

Net position may serve over time as a useful indicator or a government's financial position. In the case of the Board of Examiners for Social Workers, total assets and deferred outflows of resources exceeded total liabilities and deferred inflows of resources by \$583,166 as of June 30, 2025. The following presents a summary of the Board's net position for the following fiscal years.

Board of Examiners for Social Workers
Management's Discussion and Analysis
June 30, 2025

	June 30, 2025	June 30, 2024 (As Restated)
Current assets	\$ 1,278,908	\$ 1,016,354
Capital assets, net	90,752	111,687
Deferred outflows of resources	306,530	213,857
Total Assets & Deferred Outflows of Resources	<u>1,676,190</u>	<u>1,341,898</u>
Current liabilities	123,251	118,070
Long-term liabilities	876,746	811,930
Deferred inflows of resources	93,027	52,183
Total Liabilities & Deferred Inflows of Resources	<u>1,093,024</u>	<u>982,183</u>
Net position		
Net investment in capital assets	4,785	4,916
Unrestricted	578,381	354,799
Total Net Position	<u>\$ 583,166</u>	<u>\$ 359,715</u>

Changes in Net Position

The Board's total revenues for the fiscal year ended June 30, 2025 were \$888,408. The total cost of all programs and services were \$664,957. The following is a summary of the changes for the following years:

	June 30, 2025	June 30, 2024
Revenues		
Program revenue	\$ 872,115	\$ 831,916
General revenue	16,293	12,253
Total Revenue	<u>888,408</u>	<u>844,169</u>
Expenses		
Operation expenses	638,909	601,928
Depreciation expense	2,297	3,331
Amortization expense	23,751	23,755
Total Expenses	<u>664,957</u>	<u>629,014</u>
Change in Net Position	<u>\$ 223,451</u>	<u>\$ 215,155</u>

Financial Analysis of Board of Examiners for Social Workers' Funds

As noted earlier, the Board of Examiners for Social Workers uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

General Fund Budgetary Highlights

The Board's actual expenses were less than budgeted due to contract services, salaries, wages and benefits, and operating costs. The budget is based on prior year's activity plus any anticipated changes. Please refer to these changes discussed above under Financial Highlights.

The Board prepares its budget prior to the start of each year. This budget was not subsequently revised during the year. A comparison of this budget with actual results is provided in the required supplementary information section of this report.

Capital Assets and Debt Administration

As of June 30, 2025, the Board has \$4,785 in net investment in capital assets. Assets are recorded as expenses in the year they are purchased for governmental fund financial statements. In government-wide financial statements, these assets are reflected at their historical costs less accumulated amortization and depreciation. Additional information can be found in the footnotes to these financial statements.

Economic Factors and Next Year's Budget and Rates

The Board uses no specific economic factors in preparing its budget for the next fiscal year. The Board's revenue is limited by maximum license fees specified in the Nevada Revised Statutes. For expenses, the Board typically assumes an increase of 5% to 10% over the prior year for non-contract items.

Requests for Information

This financial report is designed to provide the reader with a general overview of the Board's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the Executive Director, Vikki Erickson, at 4600 Kietzke Lane, Suite O264, Reno, Nevada 89502.

GOVERNMENT-WIDE FINANCIAL STATEMENTS

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Board of Examiners for Social Workers
Statement of Net Position and Governmental Fund Balance Sheet
June 30, 2025

	Government Fund	Adjustments (Note 10)	Statement of Net Position
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	\$ 1,270,879	\$ -	\$ 1,270,879
Prepaid expenses	8,029	-	8,029
Total Current Assets	<u>1,278,908</u>	<u>-</u>	<u>1,278,908</u>
NONCURRENT ASSETS			
Capital assets, net	-	90,752	90,752
Total Noncurrent Assets	<u>-</u>	<u>90,752</u>	<u>90,752</u>
DEFERRED OUTFLOWS OF RESOURCES			
Net pension liability related	-	284,081	284,081
Net OPEB liability related	-	22,449	22,449
Total Deferred Outflows of Resources	<u>-</u>	<u>306,530</u>	<u>306,530</u>
Total Assets and Deferred Outflows of Resources	<u>\$ 1,278,908</u>	<u>397,282</u>	<u>1,676,190</u>
LIABILITIES			
CURRENT LIABILITIES			
Accounts payable	\$ 6,551	-	6,551
Accrued expenses	19,921	-	19,921
Current portion of lease liabilities	-	20,552	20,552
License fees received in advance	76,227	-	76,227
Total Current Liabilities	<u>102,699</u>	<u>20,552</u>	<u>123,251</u>
NONCURRENT LIABILITIES			
Accrued compensated absences	-	13,239	13,239
Net pension liability	-	612,020	612,020
Net OPEB liability	-	186,072	186,072
Lease liabilities	-	65,415	65,415
Total Noncurrent Liabilities	<u>-</u>	<u>876,746</u>	<u>876,746</u>
DEFERRED INFLOWS OF RESOURCES			
Net pension liability related	-	72,542	72,542
Net OPEB liability related	-	20,485	20,485
Total Deferred Inflows of Resources	<u>-</u>	<u>93,027</u>	<u>93,027</u>
Total Liabilities and Deferred Inflows of Resources	<u>102,699</u>	<u>990,325</u>	<u>1,093,024</u>
FUND BALANCE/NET POSITION			
FUND BALANCE			
Nonspendable	8,029	(8,029)	
Unassigned	1,168,180	(1,168,180)	
Total Fund Balance	<u>1,176,209</u>	<u>(1,176,209)</u>	
Total Liabilities and Fund Balance	<u>\$ 1,278,908</u>		
NET POSITION			
Net investment in capital assets		4,785	4,785
Unrestricted		578,381	578,381
Total Net Position		<u>\$ 583,166</u>	<u>\$ 583,166</u>

Board of Examiners for Social Workers
Statement of Activities and Governmental Fund Revenue, Expenditures, and Changes in Fund Balance
Year Ended June 30, 2025

	Government Fund	Adjustments (Note 10)	Statement of Activities
Expenditures/Expenses			
Board operations	\$ 631,287	\$ 7,622	\$ 638,909
Depreciation expense	-	2,297	2,297
Amortization expense	-	23,751	23,751
Total expenditures/expenses	631,287	33,670	664,957
Program Revenue			
Charges for services, licensing revenue	872,115	-	872,115
Net Program Revenue	240,828	(33,670)	207,158
General Revenue			
Investment income	1,043	-	1,043
Other income	15,250	-	15,250
Total General Revenue	16,293	-	16,293
Excess (Deficiency) of Revenue over (under) Expenditures	257,121	(257,121)	-
Change in Net Position		223,451	223,451
Fund Balance/Net Position			
Beginning of year, as previously reported	919,088	(571,745)	347,343
Prior period adjustment			
Change in deferred outflows and inflows of resources	-	12,372	12,372
Fund balance/net position, June 30, 2024 - as restated	919,088	(559,373)	359,715
End of Year	\$ 1,176,209	\$ (593,043)	\$ 583,166

Note 1 - Reporting Entity and Summary of Significant Accounting Policies

The Board of Examiners for Social Workers (the "Board") is regulated by the Nevada Revised Statutes, which also specify the authorized activities of the Board. The Board is the licensing and regulatory agency for the practice of social work in the State of Nevada. The Board was created to examine and pass upon the qualifications of the applicants for certification, to certify qualified applicants, to revoke or suspend certificates, and to collect all fees and make disbursements pursuant to the Nevada Revised Statutes Chapter 641B.

The financial statements of the Board have been prepared in accordance with generally accepted accounting principles as applied to governmental units. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles.

The following is a summary of the more significant accounting policies.

Reporting Entity

Effective July 1, 2001, Chapter 353 of the Nevada Revised Statutes (NRS) was amended to exempt certain professional and occupational boards from the state budget act and the provisions governing the administration of state funding. The provisions of Chapter 353 do not apply to boards created by the provisions of NRS 590.485 and chapters 623 to 625A, inclusive, 628, 630 to 644A inclusive, 648, 654 and 656 of the NRS and the officers and employees thereof. Accordingly, the Board's budgeting and accounting practices and procedures have been removed from the oversight of the Department of Administration.

The Board's financial statements are not included in the financial statements of the State of Nevada since the State does not exercise financial or administrative control over the Board. This is in conformance with GASB codification Section 2100, Defining the Government Reporting Entity.

Basis of Presentation

The Board is defined as a single-program special-purpose entity under GASB Statement No. 14, paragraph 131 as amended by GASB Statement No. 39. This classification allows for the preparation of GASB Statement No. 34 financial statements under an optional reporting method which combines the fund and government-wide statements into a single presentation. Under GASB Statement No. 34 methodology, the government-wide statement of net position and statement of activities are presented independently from the respective fund balance sheet and statement of revenues, expenditures, and changes in fund balance. A reconciliation of adjustments provided on the modified financial statements demonstrates the changes from the fund financial statements to the government-wide financial statements in order to assist the reader in evaluating these statements. The Board has utilized this optional method of presentation.

Basis of Accounting

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows.

Note 1 - Reporting Entity and Summary of Significant Accounting Policies (continued)

Basis of Accounting (continued)

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenue is recognized as soon as it is both measurable and available. "Measurable" means the amount of the transaction can be determined and "available" means collectable within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the government considers revenues to be available if they are collected within 60 days of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting.

Cash and Cash Equivalents

Cash is maintained in one commercial bank in Reno, Nevada. The Board participates in the State of Nevada collateralization program to assure that funds deposited are protected.

Cash equivalents consist of short-term certificates of deposit, which are stated at fair value. The net increase (decrease) in the fair value of the investments is the difference between the cost (if purchased during the fiscal year) or the fair value of the investments at the beginning of the year, and the fair value of the investments at the end of the year. Changes in fair value of the certificates are reflected, together with interest income, as investment income in the accompanying financial statements. The Board's certificates are held in its name and it participates in the State of Nevada Pooled Collateral Program to assure that funds deposited are protected. By statute, all cash must be deposited in entities that are located in the State of Nevada.

The Board has not adopted formal policies that limit the allowable deposits and address the specific types of risk to which the Board is exposed. Due to the nature of holdings, the Board does not believe it is exposed to significant risk.

Capital Assets

Capital assets, which include office equipment, are reported in the net position column in the government-wide financial statements. Capital assets are defined by the Board as assets with an initial, individual cost of \$1,000 and an estimated useful life of at least one year. Such assets are recorded at historical cost. Donated assets are recorded at acquisition value at the date of donation. The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend asset lives are expensed as incurred. Capital assets are depreciated using the straight-line method over the estimated useful lives of three to twenty years.

Under the modified accrual basis of accounting, acquisitions are considered expenditures in the year purchased.

Leases

For long term leases, a lease liability and a right-of-use (ROU) intangible asset are recognized at the commencement of the lease term. ROU assets represent the Board's right to use an underlying asset for the lease term and lease liabilities represent the Board's obligation to make lease payments arising from the lease. ROU assets and lease liabilities are recognized at the lease commencement date based on the estimated present value of lease payments over the lease term.

Note 1 - Reporting Entity and Summary of Significant Accounting Policies (continued)

Compensated Absences

Compensated absences are accounted for in accordance with GASB Statement No. 101, *Compensated Absences*, which requires that a liability for compensated absences relating to services already rendered and that are not contingent on a specified event be accounted for in the period those services are rendered or those events take place. GASB Statement No. 101 requires a more likely than not approach to reporting a liability for compensated absences. Governmental funds report compensated absences only if they have matured as a result of employee resignations, terminations and retirements. The fund liability is defined as those benefits actually paid or accrued as a result of employees who have terminated employment by June 30, 2025. The total accrued compensation absences are reported on the Statement of Net Position. The Board policy permits employees to accumulate earned but unused vacation and sick benefits subject to certain limitations on hours based on years of service. The vacation time paid upon termination is limited to certain payout requirements and has hereby been reflected in the accompanying financial statements based upon these limitations.

Licensing and License Fees Received in Advance

Licensing revenue includes fees for applications, registrations and renewals, fines and penalties for late registration, disciplinary fines and charges for administrative duties performed by the Board. The Board receives license fees as specified by the Nevada Revised Statutes. These license fees cover annual periods beginning in the month of licensure.

Licensing fees for renewals received in advance of the licensure period are recorded as licensing fees received in advance.

Deferred Outflows and Inflows of Resources

In addition to assets, a separate section is reported for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to a future period and will not be recognized as an outflow of resources (expense/expenditure) until then. The differences between expected and actual experience, changes in assumptions, changes in proportion, and differences between employer contributions and proportionate share of contributions as well as contributions made after the measurement period for pensions and other post-employment benefits qualify for reporting in this category.

In addition to liabilities, a separate section is reported for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net position that applies to a future period and will not be recognized as an inflow of resources (revenue) until that time. Differences between expected and actual experience, differences between projected and actual investment earnings on pension plan investments and other post-employment benefits qualify for reporting in this category.

Note 1 - Reporting Entity and Summary of Significant Accounting Policies (continued)

Fund Equity and Net Position

In the governmental fund financial statements, fund balances are classified as follows:

- **Nonspendable** – represents amounts that are either not in a spendable form or are legally or contractually required to remain intact. The Board includes fund balances that have been prepaid for expenses and deposits on hand in this category.
- **Restricted** – represents amounts which can be spent only for specific purposes because of state or federal laws, or externally imposed conditions. The Board has no restricted fund balances.
- **Committed** – represents amounts which can be used only for specific purposes determined by the members of the governing Board's formal action through a resolution or action. The Board has no committed funds.
- **Assigned** – represents amounts that are intended by the Board for specific purposes but do not require action by the governing Board. The Board has no assigned funds.
- **Unassigned** – represents all amounts not included in spendable classifications.

The Board has a Fiscal Reserve Policy (the "Policy"). The Policy identifies a target balance for the Operating Reserve Contingency Fund, to protect the Board's operation when revenues fall short of expenses. The Operating Reserve Contingency Fund is in an amount equal to one year's operating expenses of the preceding year's budget, or the total amount available if less than one year's operating funds are available from the undesignated fund balance. The policy also addresses other areas where the Board may incur substantial expenses outside its normal operating budget, such as Risk Management and Technology Upgrades and Management. Annually, the Board reviews the reserve funds for adjustment or replenishment. As the reserve funds are maintained in the general fund, the fund balance is presented as unassigned.

The Board's policy is to first apply expenditures against restricted, committed, assigned fund balances and then unassigned balances. On an annual basis, assigned fund balances are determined based upon available resources.

In the government wide financial statements, equity is classified as net position and displayed in the three following components, as applicable:

- **Net investment in capital assets** – consists of capital assets, net of accumulated depreciation, right-of-use lease assets, net of accumulated amortization and any related debt.
- **Restricted net position** – consists of net position with constraints placed on their use either by (1) external groups such as creditors, grantors, contributors, or laws and regulations of other governments; or (2) law through constitutional provisions or enabling legislation.
- **Unrestricted net position** – net position that is neither classified as "net investment in capital assets" nor as "restricted."

The Board's policy is to first apply expenditures against restricted net position and then unrestricted balances.

Note 1 - Reporting Entity and Summary of Significant Accounting Policies (continued)

Pensions

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pension, and pension expense, information about the fiduciary net position of the Public Employees' Retirement System of Nevada (PERS) and additions to/deductions from PERS's fiduciary net position have been determined on the same basis as they are reported by PERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Postemployment Benefits Other Than Pensions (OPEB)

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the Self Insurance Trust Fund, Public Employees' Benefits Program (PEBP) and additions to/deductions from PEBP's fiduciary net position have been determined on the same basis as they are reported by PEBP. For this purpose, PEBP recognizes benefit payments when due and payable in accordance with the benefit terms. PEBP's cash and cash equivalents consist of short-term, highly liquid investments that are both (a) readily convertible to known amounts of cash and (b) so near to materiality that they present insignificant risk of changes in value due to changing interest rates.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

New Accounting Pronouncements - Adopted

During the year ended June 30, 2025, the Board implemented the following GASB pronouncements:

GASB Statement No. 101, *Compensated Absences*. Issued in June 2022, Governments commonly provide benefits to employees in the form of compensated absences. The objective of this Statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. The implementation of this statement had no material effect on the financial statements.

GASB Statement No. 102, *Certain Risk Disclosures*. Issued in December 2023, State and local governments face a variety of risks that could negatively affect the level of service they provide or their ability to meet obligations as they come due. Although governments are required to disclose information about their exposure to some of those risks, essential information about other risks that are prevalent among state and local governments is not routinely disclosed because it is not explicitly required. The objective of this Statement is to provide users of government financial statements with essential information about risk related to a government's vulnerabilities due to certain concentrations or constraints. The implementation of this statement had no material effect on the financial statements.

Note 1 - Reporting Entity and Summary of Significant Accounting Policies (continued)

New Accounting Pronouncements – Not Yet Adopted

The following GASB pronouncements have been issued, but are not effective as of June 30, 2025:

Statement No. 103, *Financial Reporting Model Improvements*. Issued April 2024, the objective of this Statement is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a governments' accountability. Statement No. 103 will be effective for the Board for fiscal year ending June 30, 2026.

Statement No. 104, *Disclosure of Certain Capital Assets*. Issued September 2024, the objective of this Statement is to provide users of government financial statements with essential information about certain types of capital assets. Statement No. 104 will be effective for the Board for fiscal year ending June 30, 2026.

The Board will implement new GASB pronouncements no later than the required effective date. The Board is currently evaluating whether or not the above listed new GASB pronouncements will have a significant impact on the Board's financial statements.

Subsequent Events

In preparing these financial statements, the Board has evaluated events and transactions for potential recognition or disclosure through **Date Pending**, 2025, the date the financial statements were available to be issued.

Note 2 - Compliance with Nevada Revised Statutes and Nevada Administrative Code

The Board conformed to all significant statutory constraints on its financial administration during the fiscal year under Nevada Revised Statutes.

Note 3 - Deposits with Financial Institutions

The Board maintains its checking and certificate of deposit accounts in one commercial bank. Custodial credit risk is the risk that in the event of a bank failure, the Board's deposits may not be returned. The time certificates of deposit are held in the name of the Board. The accounts are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 in the aggregate per bank per depositor.

The bank balance at June 30, 2025 that is not covered by the FDIC is \$1,032,796, which was collateralized with securities held by the State of Nevada Pooled Collateral Program.

By provisions of statutes, the Board is required to deposit all money in banks or savings and loan associations located in the State of Nevada.

Note 4 - Capital Assets

The capital asset activity during the year is as follows:

	June 30, 2024	Additions	Deletions	June 30, 2025
Capital assets being depreciated/amortized				
Office furniture	\$ 2,961	\$ -	\$ (2,125)	\$ 836
Computer equipment	38,514	5,113	(35,389)	8,238
Software	10,389	-	-	10,389
Leasehold improvement	4,337	-	-	4,337
Right-of-use assets: Building	105,860	-	-	105,860
Right-of-use assets: Multifunction printer	8,937	-	(8,937)	-
Right-of-use assets: Postage machine	3,958	-	-	3,958
	<u>174,956</u>	<u>5,113</u>	<u>(46,451)</u>	<u>133,618</u>
Less accumulated depreciation/amortization				
Office furniture	2,961	-	(2,125)	836
Computer equipment	37,256	1,429	(35,389)	3,296
Software	10,389	-	-	10,389
Leasehold improvement	4,337	868	-	940
Right-of-use assets: Building	3,529	21,172	-	24,701
Right-of-use assets: Multifunction printer	7,149	1,788	(8,937)	-
Right-of-use assets: Postage machine	1,913	791	-	2,704
	<u>63,269</u>	<u>26,048</u>	<u>(46,451)</u>	<u>42,866</u>
Capital assets, net	<u>\$ 111,687</u>	<u>\$ (20,935)</u>	<u>\$ -</u>	<u>\$ 90,752</u>

Note 5 – Leases

The Board currently leases office space in Reno, Nevada. The Board entered into a lease on May 1, 2024 with a lease term of 60 months, and the monthly rental payment ranges from \$1,905 to \$2,144. In addition, the Board leases a multifunction printer and a postage machine. The existing lease of the multifunction printer commenced on July 1, 2020 and is set to expire on June 30, 2025. The existing lease of the postage machine commenced on February 1, 2022 and is set to expire on January 1, 2027.

At the time of initial measurement, there was no interest rate specified in the original lease agreement. Accordingly, the Board has used an incremental borrowing rate equal to the five year treasury rate as reported by the US Treasury Department to discount the annual lease payments to recognize the intangible right to use this asset and the lease liability as of June 30, 2025.

	June 30, 2024	Additions	Deletions	June 30, 2025	Amount due in one year
Lease liabilities:					
Right-of-use assets: Building	\$ 102,869	\$ -	\$ (18,201)	\$ 84,668	\$ 19,735
Right-of-use assets: Multifunction printer	1,799	-	(1,799)	-	-
Right-of-use assets: Postage machine	2,103	-	(804)	1,299	817
	<u>\$ 106,771</u>	<u>\$ -</u>	<u>\$ (20,804)</u>	<u>\$ 85,967</u>	<u>\$ 20,552</u>

Note 5 – Leases (continued)

Annual requirements to amortize long-term obligations and related interest are as follows:

Year Ending June 30	Principal	Interest	Total
2026	\$ 20,552	\$ 3,950	\$ 24,502
2027	21,842	3,021	24,863
2028	23,083	2,022	25,105
2029	20,490	952	21,442
	<u>\$ 85,967</u>	<u>\$ 9,945</u>	<u>\$ 95,912</u>

Note 6 - Compensated Absences

The following summary of changes in the Board's compensated absence liability:

	Balance June 30, 2024	Net Change	Balance June 30, 2025
Vacation	\$ 7,862	\$ 5,377	13,239
Accrued compensated absences	<u>\$ 7,862</u>	<u>\$ 5,377</u>	<u>\$ 13,239</u>

Note 7 - Pensions

Plan Description

PERS (System) administers a cost-sharing, multiple-employer, defined benefit public employees' retirement system which includes both Regular and Police/Fire members. The System was established by the Nevada Legislature in 1947, effective July 1, 1948. The System is administered to provide a reasonable base income to qualified employees who have been employed by a public employer and whose earnings capacities have been removed or substantially impaired by age or disability.

Benefits Provided

Benefits, as required by the Nevada Revised Statutes (NRS or statute), are determined by the number of years of accredited service at time of retirement and the member's highest average compensation in any 36 consecutive months with special provisions for members entering the System on or after January 1, 2010 and for members entering the System on or after July 1, 2015. Benefit payments to which participants or their beneficiaries may be entitled under the plan include pension benefits, disability benefits, and survivor benefits.

Note 7 – Pensions (continued)

Benefits Provided (Continued)

Monthly benefit allowances for members are computed as 2.5% of average compensation for each accredited year of service prior to July 1, 2001. For service earned on and after July 1, 2001, this multiplier is 2.67% of average compensation. For members entering the System on or after January 1, 2010, there is a 2.5% service time factor and for regular members entering the System on or after July 1, 2015, there is a 2.25% multiplier. The System offers several alternatives to the unmodified service retirement allowance which, in general, allow the retired employee to accept a reduced service retirement allowance payable monthly during his or her lifetime and various optional monthly payments to a named beneficiary after his or her death.

Post-retirement increases are provided by authority of NRS 286.575 – 286.579.

Vesting

Regular members entering the System prior to January 1, 2010 are eligible for retirement at age 65 with five years of service, at age 60 with 10 years of service, or at any age with thirty years of service. Regular members entering the System on or after January 1, 2010, are eligible for retirement at age 65 with five years of service, or age 62 with 10 years of service, or any age with thirty years of service. Regular members who entered the System on or after July 1, 2015 are eligible for retirement at age 65 with 5 years of service, or at age 62 with 20 years of service, or at age 55 with 30 years of service or at any age with 33 1/3 years of service.

The normal ceiling limitation on monthly benefits allowances is 75% of average compensation. However, a member who has an effective date of membership before July 1, 1985, is entitled to a benefit of up to 90% of average compensation. Both Regular and Police/Fire members become fully vested as to benefits upon completion of five years of service.

Contributions

The authority for establishing and amending the obligation to make contributions, and member contribution rates, is set by statute. New hires, in agencies which did not elect the Employer-Pay Contribution (EPC) plan prior to July 1, 1983, have the option of selecting one of two contribution plans. Contributions are shared equally by employer and employee. Employees can take a reduced salary and have contributions made by the employer (EPC) or can make contributions by a payroll deduction matched by the employer.

The System's basic funding policy provides for periodic contributions at a level of cost as a percentage of salary throughout an employee's working lifetime in order to accumulate sufficient assets to pay benefits when due.

The System receives an actuarial valuation on an annual basis indicating the contribution rates required to fund the System on an actuarial reserve basis. Contributions actually made are in accordance with the required rates established by the Nevada Legislature. These statutory rates are increased/decreased pursuant to NRS 286.421 and 486.450.0

The actuary funding method used is the Entry Age Actuarial Cost Method. It is intended to meet the funding objective and result in relatively level long-term contributions requirements as a percentage of salary.

Note 7 – Pensions (continued)

Contributions (Continued)

For the year ended June 30, 2024, the Statutory Employer/Employee matching rate was 17.5% for Regular employees. The Employer-pay contribution (EPC) rate was 33.50%, for June 30, 2024 for Regular employees.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2025, the Board reported a liability of \$612,020 for its proportionate share of the net pension liability. The net pension liability was measured as of June 30, 2024, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date. The Board's proportion of the net pension liability was based on total contributions due on wages paid during the measurement period. Each employer's proportion of the net pension liability is based on their combined employer contributions relative to the total combined employer contributions for all employers for the period ended June 30, 2024. At June 30, 2024, the measurement date, the Board's proportion was 0.00339%.

For the year ended June 30, 2025, the Board recognized pension expense of \$66,320. Amounts totaling \$52,032 resulting from Board contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in year ended June 30, 2026. For the year ended June 30, 2025, the Board contributed \$52,032 under the statutory requirements based on covered payroll of \$302,526 which equates to 17.20% overall to the plan. At June 30, 2025, the Board reported deferred outflows of resources and deferred inflows of resources related to pension from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 129,838	\$ -
Changes of assumptions	39,491	-
Net difference between projected and actual earnings on pension plan investments	-	60,292
Changes in proportion and differences between employer contributions and proportionate share of contributions	62,720	12,250
Contributions subsequent to the measurement date	52,032	-
	<u>\$ 284,081</u>	<u>\$ 72,542</u>

Amounts reported as deferred outflows of resources and deferred inflows of resources, without regard to the contributions subsequent to the measurement date, related to pensions will be recognized in pension expense as follows:

<u>Years ending June 30,</u>	
2026	\$ 22,442
2027	88,648
2028	17,433
2029	12,432
2030	18,552
	<u>\$ 159,507</u>

Note 7 – Pensions (continued)

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Continued)

The net difference between projected and actual investment earnings on pension plan investments will be recognized over five years, all the other above deferred outflow and deferred inflows will be recognized over the average expected remaining services lives, which was 5.64 years for the measurement period ending June 30, 2024.

Reconciliation of the net pension liability at June 30, 2025 is as follows:

Beginning net pension liability	\$ 521,275
Pension expense	66,320
Employer contributions	(48,711)
Current year net deferred (inflows) and outflows	73,136
Ending net pension liability	<u>612,020</u>

Actuarial Assumptions

The System's net pension liability was measured as of June 30, 2024, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date. The total pension liability was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation rate	2.50%
Payroll Growth	3.50%
Investment rate of return	7.25%
Productivity pay increase	0.50%
Projected salary increases	4.2% to 9.1%, depending on service Police/Fire: 4.6% and 14.5%. Depending on service
Consumer Price Index	Rates include inflation and productivity increases
Other assumptions	2.50% Same as those used in the June 30, 2024 funding actuarial valuation

The actuarial assumptions used in the June 30, 2024 valuation were based on the results of the experience study covering the period from July 1, 2016 to June 30, 2020.

The discount rate used to measure the total pension liability was 7.25% as of June 30, 2024. The projection of cash flows used to determine the discount rate assumed that employee and employer contributions will be made at the rate specified in statute. Based on that assumption, the pension plan's fiduciary net position at June 30, 2024, was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability as of June 30, 2024.

Note 7 – Pensions (continued)

Actuarial Assumptions (Continued)

Mortality rates for healthy Regular members at age 50 and over were based on the Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 30% for males and 15% for females, projected generationally with the two dimensional mortality improvement scale MP-2020. For healthy Regular members under the age of 50, mortality rates were based on smoothed differences between the rates at age 40 from the Pub-2010 General Employee Amount-Weighted Above-Median Mortality Tables and the rates at age 50 from the Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables. To develop the mortality rates before age 40, Pub-2010 General Employee Amount-Weighted Above-Median Mortality Tables rates were used.

The mortality table used in the actuarial valuation to project mortality rates for disabled Regular members is the Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females) with rates increased by 20% for males and 15% for females, projected generationally with the two-dimensional mortality improvement scale MP-2020.

Investment Policy

The System's policies which determine the investment portfolio target asset allocation are established by the System. The asset allocation is reviewed annually and is designed to meet the future risk and return needs of the System. The following was the System's adopted policy target asset allocation as of June 30, 2024:

Asset Class	Target Allocation	Long-Term Geometric Expected Real Rate of Return *
U.S. Stocks	34%	5.50%
International Stocks	14%	5.50%
U.S. Bonds	28%	2.25%
Private Markets	12%	6.65%
Short-term Investments	12%	0.50%

*As of June 30, 2024, PERS' long-term inflation assumption was 2.5%.

Discount Rate and Pension Liability Discount Rate Sensitivity

The following presents the net pension liability of the PERS as of June 30, 2024, calculated using the discount rate of 7.25%, as well as what the PERS net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (6.25%) or 1 percentage-point higher (8.25%) than the current discount rate:

	1% Decrease (6.25%)	Discount Rate (7.25%)	1% Increase (8.25%)
Net pension liability	\$ 984,202	\$ 612,020	\$ 304,966

Note 7 – Pensions (continued)

Pension Plan Fiduciary Net Position

Additional information supporting the Schedule of Employer Allocations and the Schedule of Pension Amounts by Employer is located in the PERS Annual Comprehensive Fiscal Report (ACFR) available on the PERS website at www.nvpers.org under Quick Links – Publications.

Note 8 - Other Post-Employment Benefits (OPEB)

Plan Description

Employees of the Board are provided with OPEB through the Self Insurance Trust Fund, Public Employees' Benefits Program (PEBP) – a cost-sharing multiple employer defined benefit OPEB plan administered by the Public Employees' Benefits Program Board (PEBP Board) which was created in 1983 by the Nevada Legislature to administer group health, life and disability insurance for covered employees, both active and retired, of the State, and certain other participating public employers within the State of Nevada. PEBP does not provide for refunds of employee contributions. The Self Insurance Trust Fund issues a publicly available financial report that can be obtained at <https://pebp.state.nv.us>.

Benefits Provided

PEBP provides medical, dental, vision, mental health and substance abuse and also offers fully insured HMO products. Long-term disability and life insurance benefits are fully insured by outside carriers.

Contributions

Per NRS 287 contribution requirements of the participating entities and covered employees are established and may be amended by the PEBP board. The Boards' contractually required contribution for the year June 30, 2025, was \$11,411, actuarially determined as an amount that is expected to finance the costs of benefits earned by employees during the year. Employees are not required to contribute to the OPEB plan.

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At June 30, 2025, the Board reported a liability of \$186,072 for its proportional share of the net OPEB liability. The net OPEB liability was measured as of June 30, 2024, and the total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of that date. The Board's proportion of the net OPEB liability was based on a projection of the Board's long-term share of contributions to the OPEB plan relative to the projected contributions of all participating state agencies, actuarially determined. At June 30, 2024, the measurement date, the Board's proportion was 0.01370%.

For the year ended June 30, 2025, the Board recognized OPEB expense of \$9,239. At June 30, 2025, the Board reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

Note 8 - Other Post-Employment Benefits (OPEB) (Continued)

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB (Continued)

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 2,380
Changes of assumptions	-	18,057
Changes in proportion	11,038	
Net difference between expected and actual earnings on OPEB plan investments	-	48
System contributions and implicit subsidy subsequent to the measurement date	11,411	-
	<u>\$ 22,449</u>	<u>\$ 20,485</u>

Amounts recognized in the deferred outflows of resources and deferred inflows of resources, without regard to the contributions subsequent to the measurement date, related to OPEB will be recognized in the OPEB expense as follows:

Year ending June 30,	
2026	\$ (5,860)
2027	(559)
2028	(552)
2029	(1,848)
2030	(628)
	<u>\$ (9,447)</u>

Actuarial Assumptions

The total OPEB liability in the June 30, 2025 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Inflation rate	2.50%
Discount rate	3.93%
Investment rate of return	2.50%
Productivity pay increase	0.50%
Projected Salary Increase	4.20% to 9.10%, for regular members, varying by service, including inflation
Healthcare cost trend rates	8.00% graded down 0.25% to ultimate 4.50% over 14 years
Other Assumptions	Same as those used in the June 30, 2024 funding actuarial valuation

Healthy Mortality rates were based on the Public Retirement Plans General Mortality Table weighted by Headcount, projected by MP-2020 for civilians, and on the Public Retirement Plans Safety Mortality Table weighted by Headcount, projected by MP-2020 for officers. Disabled Mortality rates were based on the Public Retirement Plans General Disabled Mortality Table weighted by Headcount, projected by MP-2020 for civilians, and on the Public Retirement Plans Safety Disabled Mortality Table weighted by Headcount, projected by MP-2020 for officers.

Note 8 - Other Post-Employment Benefits (OPEB) (Continued)

Actuarial Assumptions (Continued)

Plan fiduciary net position (plan asset) was valued as of the measurement date of June 30, 2024 and the total OPEB liability was determined from actuarial valuation using data as of measurement date June 30, 2024.

Discount Rate

The discount rate basis under GASB Statement No. 75 is required to be consistent with a 20-year Municipal Bond Index. The Bond Buyer General Obligation 20-Bond Municipal Bond Index is used for the determination of the discount rate.

Discount Rate (Continued)

The discount rate as of June 30, 2024 was 3.93%. Additional detail regarding the discount rates as of June 30, 2024 is provided in the "Actuarial Assumptions and Actuarial Cost Method" section of the report provided by the PEBP Board.

Sensitivity of the Board's Proportionate Share of the Net OPEB Liability to Changes in the Discount Rate

The following presents the Board's proportionate share of the net OPEB liability, as well as what the Board's proportionate share of the net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current discount rate:

	1% Decrease (2.93%)	Current Discount Rate (3.93%)	1% Increase (4.93%)
Net OPEB liability	\$ 203,986	\$ 186,072	\$ 208,506

Sensitivity of the Board's Proportionate Share of the Net OPEB Liability to Changes in the Health Care Cost Trend Rates

The following presents the Board's proportionate share of the net OPEB liability, as well as what the Board's proportionate share of the net OPEB liability would be if it were calculated using health care cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current health care cost trend rates:

	Health Care Cost Trend Rates		
	1% Decrease	Trend rate	1% Increase
Net OPEB liability	\$ 177,317	\$ 186,072	\$ 196,037

Note 8 - Other Post-Employment Benefits (OPEB) (Continued)

OPEB Plan fiduciary Net Position

Detailed information about the OPEB plan's fiduciary net position is available in the separately issued PEBP financial report.

Note 9 - Litigation

The Board is subject to legal proceedings and claims, which have arisen in the ordinary course of its business and have not been finally adjudicated. These actions, when ultimately concluded and determined, in the opinion of the Board, will not have a material adverse effect on the financial position of the Board, and, accordingly, no provisions for losses have been recorded.

Note 10 - Conversion to Government-Wide Financial statements

Adjustments on the face of the financial statements were made to the fund balance sheet and statement of revenue, expenditures, and changes in fund balance in order to reconcile the fund financial statements to the government-wide statements of net position and activities.

Statement of Net Position and Governmental Fund Balance Sheet Adjustments – Increase (decreases):

Capitalization of fixed assets of \$23,800, accumulated depreciation of (\$15,461) – \$8,339

Capitalization of right of use assets of \$109,818, accumulated amortization of (\$27,405) – \$82,413

Inclusion of lease liabilities of (\$85,967)

Pension activity including deferred outflows of \$284,081, net pension liability of (\$612,020) and deferred inflow of (\$72,542) – (\$400,481)

OPEB activity including deferred outflows of \$22,449, net OPEB liability of (\$186,072) and deferred inflow of (\$20,485) – (\$184,108)

Inclusion of compensated absences – (\$13,239)

Statement of Activities and Governmental Fund Revenue, Expenditures, and Changes in Fund Balances Adjustments – Increases (decreases):

Decrease in operating expenditures/expenses – (\$30,730)

Increase in net pension liability and related accounts – \$32,764

Decrease in net OPEB liability and related accounts – (\$4,602)

Increase in salaries – \$5,377

Increase in interest expense – \$4,813

Addition of depreciation expense – \$2,297

Addition of amortization expense – \$23,751

Note 11 - Prior Period Adjustment

The actuary for the Public Employees' Benefits Program (PEBP) determined that the recognition of changes in proportion related to the Other Postemployment Benefits (OPEB) liability should be amortized over the plan's average expected remaining service lifetime. Previously, such changes in proportion were recognized immediately. As a result, deferred outflows and deferred inflows of resources related to changes in proportion have been restated as if they had been amortized over the plan's average expected remaining service lifetime since the implementation of GASB Statement No. 75. This restatement has been accounted for as a prior period adjustment and has been applied retroactively to all periods presented. This change in accounting treatment affects only the components of the OPEB liability and related deferred outflows/inflows under GASB Statement No. 75.

Beginning net position was restated to reflect the changes as follows:

Net position at June 30, 2024, as previously reported	\$ 347,343
Less: Increase of deferred inflows of resources as of July 1, 2024	(717)
Add: Increase of deferred outflows of resources as of July 1, 2024	<u>13,089</u>
Net position change due to changes related to GASB 75 deferred inflows and outflows	<u>12,372</u>
Net position at July 1, 2024, as restated	<u><u>\$ 359,715</u></u>

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REQUIRED SUPPLEMENTARY INFORMATION

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Board of Examiners for Social Workers
Budgetary Comparison Schedule – General Fund
For the Year Ended June 30, 2025

	Original Budget	Final Budget	Actual	Over (Under) Budget
REVENUES				
Program revenues	\$ 770,600	\$ 770,600	\$ 872,115	\$ 101,515
Investment income	500	500	1,043	543
Other income	9,200	9,200	15,250	6,050
Total revenue	<u>780,300</u>	<u>780,300</u>	<u>888,408</u>	<u>108,108</u>
EXPENDITURES				
Salaries, wages and benefits	463,500	463,500	428,022	(35,478)
Contract services	172,000	172,000	113,055	(58,945)
Operating costs	100,660	100,660	62,523	(38,137)
Professional dues	8,500	8,500	250	(8,250)
Bank charges and credit card processing	17,500	17,500	17,576	76
Travel	7,500	7,500	3,682	(3,818)
Office equipment	4,000	4,000	6,179	2,179
Total expenditures	<u>773,660</u>	<u>773,660</u>	<u>631,287</u>	<u>(142,373)</u>
Excess of revenue over expenditures	<u>\$ 6,640</u>	<u>\$ 6,640</u>	<u>\$ 257,121</u>	<u>\$ 250,481</u>

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Board of Examiners for Social Workers
Pension Information – Schedule of Proportionate Share of the Net Pension Liability
For the Year Ended June 30, 2025

	Schedule of Changes in Net Pension Liability Last Ten Fiscal Years									
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Proportion of the net pension liability	0.00339%	0.00286%	0.00292%	0.00294%	0.00294%	0.00305%	0.00372%	0.00256%	0.00243%	0.00243%
Proportionate share of the net pension liability	\$612,020	\$521,275	\$ 527,733	\$ 268,291	\$ 409,647	\$ 416,417	\$ 507,744	\$ 340,782	\$ 327,186	\$ 277,899
Covered payroll	\$ 268,365	\$ 230,795	\$ 207,524	\$ 201,923	\$ 200,984	\$ 202,745	\$ 238,200	\$ 158,610	\$ 142,165	\$ 141,253
Proportionate share of the net pension liability as a percentage of its covered payroll	228.06%	225.86%	254.30%	132.87%	203.82%	205.39%	213.16%	214.86%	230.15%	196.74%
Plan fiduciary net position as a percentage of the total pension liability	78.11%	76.16%	75.12%	86.51%	77.04%	76.50%	75.20%	74.40%	72.20%	75.10%

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Board of Examiners for Social Workers
Pension Information – Schedule of Contributions
For the Year Ended June 30, 2025

	Schedule of Contributions Last Ten Fiscal Years									
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Contractually required contributions	\$ 52,032	\$ 67,187	\$ 35,773	\$ 32,225	\$ 30,793	\$ 30,650	\$ 29,398	\$ 34,539	\$ 22,999	\$ 20,614
Contributions in relation to contractually required contributions	(52,032)	(67,187)	(35,773)	(32,225)	(30,793)	(30,650)	(29,398)	(34,539)	(22,999)	(20,614)
Contribution deficiency (excess)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Board's covered employee payroll	\$ 302,526	\$ 268,365	\$ 230,795	\$ 207,524	\$ 201,923	\$ 200,984	\$ 202,745	\$ 238,200	\$ 158,610	\$ 142,165
Contributions as a percentage of covered payroll	17.20%	25.04%	15.50%	15.53%	15.25%	15.25%	14.50%	14.50%	14.50%	14.50%

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Board of Examiners for Social Workers
Other Postemployment Benefits information – Schedule of Proportionate Share of the Net OPEB Liability
For the Year Ended June 30, 2025

Schedule of Changes in Net OPEB Liability Last Ten Fiscal Years								
	2024	2023	2022	2021	2020	2019	2018	2017
Proportion of the net OPEB liability	0.01370%	0.01350%	0.01270%	0.01250%	0.01210%	0.01240%	0.01270%	0.00690%
Proportionate share of the net OPEB liability	\$ 186,072	\$ 196,826	\$ 183,160	\$ 193,420	\$ 181,448	\$ 172,871	\$ 167,661	\$ 89,984
Covered payroll	\$ 314,926	\$ 230,795	\$ 289,265	\$ 261,285	\$ 247,648	\$ 246,941	\$ 240,150	\$ 114,806
Proportionate share of the net OPEB liability as a percentage of its covered payroll	59.08%	85.28%	63.32%	74.03%	73.27%	70.01%	69.82%	78.38%
Plan fiduciary net position as a percentage of the total OPEB liability	-1.03%	-2.14%	-1.41%	-0.65%	-0.38%	0.02%	0.12%	0.11%

Note: GASB Statement No. 75 requires ten years of information to be presented in these tables. However, until a full 10-year trend is compiled, the Board will present information for those years for which information is available.

Board of Examiners for Social Workers
Other Postemployment Benefits information – Schedule of Contributions
For the Year Ended June 30, 2025

	Schedule of Contributions Last Ten Fiscal Years							
	2025	2024	2023	2022	2021	2020	2019	2018
Contractually required contributions	\$ 9,239	\$ 9,247	\$ 5,184	\$ 5,049	\$ 4,937	\$ 5,295	\$ 5,079	\$ 5,02
Contributions in relation to contractually required contributions	(9,239)	(9,247)	(5,184)	(5,049)	(4,937)	(5,295)	(5,079)	(5,02
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Board's covered employee payroll	\$ 310,008	\$ 314,926	\$ 230,795	\$ 289,265	\$ 261,285	\$ 247,648	\$ 246,941	\$ 240,15
Contributions as a percentage of covered payroll	2.98%	2.94%	2.25%	1.75%	1.89%	2.14%	2.06%	2.09

Note: GASB Statement No. 75 requires ten years of information to be presented in these tables. However, until a full 10-year trend is compiled, the Board will present information for those years for which information is available.

COMPLIANCE SECTION

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Casey Neilson, Inc.
Accountants and Advisors

**INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF
FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING
STANDARDS**

To the Board of Directors of
Board of Examiners for Social Workers
Reno, Nevada

We have audited, in accordance with the auditing standards generally accepted in the United States and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the governmental activities and the major fund of the Board of Examiners for Social Workers (the "Board") as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements, and have issued our report thereon dated **Date Pending**, 2025.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Board's internal control over financial reporting ("internal control") as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control. Accordingly, we do not express an opinion on the effectiveness of the Board's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. and therefore, material weaknesses or significant deficiencies may exist that have not been identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Board's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Board's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* and in considering the Board's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Carson City, Nevada

Date Pending, 2025

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State of Nevada, Board of Examiners for Social Workers
4600 Kietzke Lane, #C121, Reno, NV 89502
(775) 688-2555

Policy Number: L-007	Title: FINGERPRINT and BACKGROUND CHECK REPORT PROCESSING	Date Approved by Board: 12/20/2023 Revised 10/16/25
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Policy Summary:

This policy will address the procedures for managing an applicant's fingerprint and background check information.

Procedure:

Submission of Fingerprints (NRS 641B.202)

All applicants for licensure must submit fingerprint information to the Board. The method for submitting fingerprint information is determined by whether the applicant is physically in Nevada at the time fingerprinting is done (**instate**) or whether the applicant is physically outside of Nevada or living in a rural community that cannot provide digital submission (**out of state**).

Instate submission – Using a password provided by the Board, the applicant will open, print and complete the three-page Fingerprint Waiver document available from the website. (S)he will take the complete waiver to a fingerprint vendor and the vendor will collect fingerprints. The vendor will then submit those fingerprints electronically to the Department of Public Safety. The applicant will scan and email the three-page waiver document and the receipt of payment to the Board for inclusion in the license database.

- Upon receipt of the fingerprint waiver and receipt, the application checklist and database will be updated.
 - The receipt is requested so that the Board staff can compare the amount charged with the Department of Public Safety processing fee. If the amount is at or less than that fee, it is likely that the fingerprints were not actually electronically submitted, and the staff will check with the applicant to ensure that electronic submission was actually done.

Out of state / rural submission - Using a password provided by the Board, the applicant will open, print and complete the three-page Fingerprint Waiver document available from the website. (S)he will take the complete waiver to a fingerprint vendor and the vendor will obtain fingerprints. The fingerprint vendor will then provide two fingerprint cards (FD-258) to the applicant. The applicant will then mail the two cards, the fingerprint waiver and a money order or cashier's check in the amount set by the Department of Public Safety to the Board.

Fingerprint Card Processing

Upon receipt of completed (signed) cards, appropriate fees payable to the Nevada Department of Public Safety (DPS) and the Fingerprint Background Waiver the staff will:

- Scan and upload the completed fingerprint waiver and receipt into the database. Then they will note the date on the application task list in the license jacket, and in the database.
- Review the cards to ensure that all required information is included in black ink and staple

the payment (money order or cashier's check) to the cards. Office staff will submit fingerprint cards to DPS not less than once a week.

- If the fingerprint cards are incorrectly completed or completed in an ink color other than black, the staff will contact the applicant by email to advise them of the problem and request that new cards be submitted.
- If the application submits the cards with a personal check, or payment for the wrong amount, the staff will contact the applicant by email, and request the appropriate payment method / amount. The personal check will be marked "void" and will be returned to the applicant when the license is issued.

Screening Questions

The Board asks a series of "screening questions" based on NAC 641B. The questions address arrests, charges and/or convictions for criminal or civil offenses, sanctions to a license, disciplinary action against a licensee or impairments that could impact delivery of essential social work services. If an applicant marks "Yes" to any of the Board screening questions, the application will be subject to review by the Board's Compliance Unit. This is not considered a denial of an application.

- **Legal History**

- At the time of application, the licensee is expected to upload any pertinent information / documentation regarding their affirmative response(s) to either having had (1) a legal record expunged, sealed or pardoned, or (2) having had arrest(s), charges and / or convictions for criminal or civil offense(s). The list of information required is provided in the application. This information is printed out placed in the license jacket until Compliance Unit determines approval for licensure.
- The file is then flagged as "positive" for a screening question and is given to the Compliance Unit for review and tracking. See **Policy L-010** for more details regarding the "Screening Policy."
- The Compliance Unit will review the information provided by the applicant to ensure that it meets the requirements listed in the application.
 - If all appropriate information was provided at the time of application, the license jacket will be placed in the "open" applications file cabinet, awaiting the background check report.
 - If, upon initial review, there is information missing from the list of required items, the Compliance Unit start a "**dissemination log**" on the applicant. This log will serve to track any / all communication between the Board and the applicant as related to their legal history. The applicant is then emailed and asked to contact the Board regarding their application. When the applicant responds, the Compliance Unit staff will verify their identity using either the date of birth or last four of their social security number. Once the identity is verified, the staff will discuss any missing information. Documentation of efforts to secure the required information will be kept on the dissemination log. The record will be placed in the "open" application file cabinet, awaiting the background check report.

Background reports from the FBI and NV DPS:

Background Check Reports are received through a portal to the State of Nevada Civil and Criminal Information System (NCCIS). The Compliance Unit staff will check the NCCIS system daily to

determine if reports have been processed for the Board's review. The background check report is compared to the information provided by the applicant.

- If a background check report has a "no hits" status, it is considered "clear," and the individual has no legal history. These reports are not downloaded or printed.
- If the background check report has "record found" status, it is considered a positive legal history. This report will be printed and stored in the license jacket until the Compliance Unit has completed its review of the applicant's legal history. Once concluded, the background check report will be shredded.

"No Hits" / Clear Report shows no arrest record.

- If the applicant marked "no" any prior arrest, criminal charges, and / or convictions and this matches the background check report, then upon notation in the database and application checklist.
 - This may be the last piece of information needed for the application to be moved forward for licensure (see **Policy L-001** and **Policy L-002**) for final steps in licensing.
- If the applicant marks "yes" to a prior arrest, criminal charge and / or conviction and the background check report comes back "no hits" / clear, the file will be referred to the Compliance Unit for review.

Expunged, Sealed or Pardoned records may or may not show up on the background check report.

- If the applicant reports have legal records that have been expunged, sealed or pardoned, they are asked to provide documents to support this. Then the record will be reviewed by the Compliance Unit.

Positive Legal History

- If the information in the Applicant's file showing ***legal action matches*** the Background report, the application will be reviewed and a summary of the legal history will be provided to the Executive Director, or designee, for a "Screening Question Policy" review (see **Policy L-010** for more information).
- If the information in the Applicant's file showing ***legal action does not match the Background report***, the application will be reviewed by the Compliance Unit.
 - The applicant will be contacted (see above regarding dissemination log) by email regarding the discrepancy and asked to provide an explanation and accompanying court documents.
 - Upon receipt of the requested information, the application will be reviewed, and a summary of the legal history will be provided to the Executive Director, or designee, for a "Screening Question Policy" review (see **Policy L-010** for more information).
- If the information in the Applicant's file shows a ***legal action that is not listed in the Background report***, the file will be reviewed by the Compliance Unit.
 - The applicant will be contacted (see above regarding dissemination log) by email regarding the discrepancy and asked to provide an explanation.
 - Upon receipt of the requested information, the application will be reviewed and a summary of the legal history will be provided to the Executive Director, or designee, for a "Screening Question Policy" review (see **Policy L-010** for more information).

Rejected Fingerprints by the FBI and/or NV DPS:

If the background report on NCCIS shows a status of "rejected," then Compliance Unit staff will print out the "Civil Applicant Reprint Instruction" and will contact the applicant (see above regarding

dissemination log) to notify them of the rejected prints. The applicant is instructed to resend fingerprint card(s) as soon as possible. Upon receipt of the replacement cards, the cards will be attached to the Civil Applicant Reprint Instructions and submitted to DPS with the next mailing. Receipt of the replacement cards is also noted in the database and on the application checklist in the license jacket.

- If the fingerprint cards are rejected a second time, a request will be made to NCCIS to run the background check based on social security number / tax identification number and date of birth.

State of Nevada, Board of Examiners for Social Workers

4600 Kietzke Lane, #0264, Reno, NV 89502

(775) 688-2555

Policy Number: L-010	Title: Screen Questions Policy – Initial / Renewal Applications	Date Approved by Board: 12/20/2023 Revised 10/16/25
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Policy Summary:

This policy will address the evaluation criteria used when an applicant (1) answers "Yes" to any of the **Screening Questions** for initial licensure or renewal; or (2) answers "no" to the **Screening Questions** on their initial application and the Background Check Report showed a positive legal history. A "yes" answer to any question does not disqualify an applicant from licensure.

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

Applications

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

	Yes	No
1. Have you ever had an arrest or conviction that has been expunged, sealed, or pardoned?		
2. Have you ever been arrested, charged with or convicted of any misdemeanor, gross misdemeanor and / or felony (other than a minor traffic violation)?		
3. Have you ever been denied a license or certification or been denied approval to take a licensing examination?		
4. Have you had a sanction, restriction or disciplinary action filed against your license?		
5. Have you ever been disciplined for unprofessional conduct or professional incompetence?		
6. Do you currently have any condition or impairment (including, but not limited to, substance abuse, alcohol abuse, mental and / or medical condition) which currently affects your ability to deliver essential social work services?		
If the answer to any of the above questions is "yes," a signed statement of explanation must be attached. Copies of any documents that identify the circumstances or contain an order, or agreement, or other disposition are required.		

If the applicant answers "yes" to any of these questions, they are required to provide additional information to the Board. The Board will evaluate each applicant for licensure based on evidence of

rehabilitation and the potential / actual risk to the public.

Compliance Unit staff will automatically forward these applications to the Executive Director, or designee, for review and approval.

Regarding Questions One (1) and Two (2): Legal History

An applicant must present the following information for review and consideration.

- A copy of the conviction and final or most recent disposition of the case(s) from the court in which convicted.
- A letter from the applicant describing the underlying circumstances of the conviction including the nature of the act(s) or crime(s) and the date(s) of the crime.
- A letter from the applicant describing rehabilitation efforts or changes (s)he has made to prevent future problems. It is their responsibility to present sufficient evidence of rehabilitation to demonstrate their fitness for licensure. The evidence of rehabilitation may include, but is not limited to:
 - An evaluation by a mental health practitioner that addresses the problem and fitness for social work licensure.
 - Proof of completion of probation if it was required.
 - Letters of reference from employers, instructors, professional counselors, probation or parole officers on official letterhead.

Once received the documentation will be reviewed using the **Screening Policy Table** which details the response for (1) misdemeanors and gross misdemeanors; (2) category E, D, C, B, and A felonies; and (3) licensure related sanctions.

The information provided by the applicant will be reviewed against the background check report that is available to the Board from the Nevada Civil and Criminal Information System. Any information downloaded or printed will be shredded after the application is reviewed and a determination regarding licensure is made.

Regarding Questions Three (3) through Five (5): Licensure, Administrative Actions and / or Professional Conduct.

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

Once received the documentation will be reviewed using the **Screening Policy Table** which details the response for (1) misdemeanors and gross misdemeanors; (2) category E, D, C, B, and A felonies; and (3) licensure-related sanctions.

Regarding Question 6.: Fitness to Practice

- **An applicant must present the following information for review and consideration.**
- A letter from the applicant outlining the circumstances.
- The Board may request additional information as it deems necessary.

The Executive Director has the discretion to clear fitness for practice issues.

**PROPOSED REGULATION OF THE
DIRECTOR OF THE OFFICE OF NEVADA BOARDS, COMMISSIONS
AND COUNCILS STANDARDS**

LCB FILE NO. R074-25I

**The following document is the initial draft regulation proposed
by the agency submitted on 10/24/2025**

**PROPOSED REGULATION OF
THE DEPARTMENT OF BUSINESS AND INDUSTRY - OFFICE OF NEVADA
BOARDS, COMMISSIONS AND COUNCILS STANDARDS**

LCB File No. R074-25

November 5, 2025

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

Disclaimer: *Nothing in these regulations shall be construed to supersede or conflict with the procedural requirements set forth in NRS Chapters 622 or 622A, or with any current NRS or NAC applicable to boards governed under Title 54. These standards are intended solely to supplement existing statutory provisions for the purpose of administrative oversight, operational consistency, and inter-board standardization pursuant to NRS 232.8415.*

General Provisions

NAC 232.010 Definitions. (NRS 233B.505) As used in NAC 232.010 to 232.140, inclusive, unless the context otherwise requires:

1. “Chief” means the chief of a division of the Department.
2. “Department” means the Department of Business and Industry.
3. “Director” means the Director of the Department.
4. *“Office” means the Office of Nevada Boards, Commissions, and Councils Standards.*
5. *“Board” means any board, commission, or other statutorily created entity under the purview of the Office pursuant to NRS 232.8415.*
6. *“Board Member” means a person appointed to serve on a specific board.*
7. *“Executive Director, or equivalent officer of the boards” means a person appointed or employed by a board who is responsible for overseeing the day-to-day operations of the board.*
8. *“License” means any permit, registration, certificate, or license issued by a board under the Department.*
9. *“Licensee” means any person who has been issued a permit, registration, certificate, or license by the board under the Department.*
10. *“Profession” means any activity, occupation, or vocation regulated by a board under the Office of Nevada Boards, Commissions, and Councils Standards.*
11. *“Purview” means the scope of authority, oversight and administrative responsibility assigned to the Office pursuant to NRS 232.8415, including oversight of the boards and commissions enumerated in NRS 232.8415(2).*

NAC 232. – Department; powers and duties

1. Pursuant to NRS 232.8415(1)(a), each Board shall comply with the procedures and requirements approved by the Office for purposes of centralized administration, which include, but are not limited to:

(a) In regard to Performance Monitoring and Data Reporting, Boards shall:

(i) submit to the Office, on a quarterly basis, the same complaint and licensing data required to be reported pursuant to NRS 622.100, together with a summary of complaints received by the Board from the public or licensees regarding alleged violations of law, regulation, or standards of practice by a licensee, or regarding the performance of the Board in its regulatory functions. Such summary must include:

(ii) the number of complaints received, resolved, pending, and the average processing times for each stage of the complaint process.

(iii) the number of licensing applications received, approved, denied, and rejected as incomplete, together with average processing times.

For purposes of this section, A Board satisfies the requirement to submit the same complaint and licensing data required pursuant to NRRS 622.100 by providing the Office, on a form provided by the Office, a copy of the report submitted to the Legislative Counsel Bureau under NRS 622.100, together with any supplemental data requested by the Office that is not otherwise captured in that report.

(b) Comply with investigative procedures and timelines established in statute, including NRS 622A. For purposes of oversight under subsection (1), each Board shall:

(i) Document in the investigative file the reason for any deviation from an established statutory timeline; and

(ii) Report to the Office, as part of the quarterly submission referenced in paragraph 1(a)(i) of this section, those cases in which investigative timelines were exceeded, together with a summary of the reason for delay.

(c) Track bills during each regular and special session of the Nevada Legislature that may affect Board operations, or the professions regulated by the Board. Within 30 days after adjournment of the session, each Board shall submit to the Office a report,

on a form provided by the Office, identifying:

- (i) The bills tracked by the Board*
- (ii) The potential impact of each bill on Board operations or Licensees.*
- (iii) Any actions required of the Board to implement enacted legislation; and*
- (iv) An estimated timeline for implementation of such actions.*

Each Board shall notify the Office when implementation of an enacted bill has been completed, using the form prescribed by the Office.

In addition to legislative reporting, each Board shall:

- (v) Update its administrative codes in response to newly enacted laws*
 - (vi) Ensure proper reconciliation of board accounts and bank records*
- (d) In regard to reporting and audit readiness, each Board shall ensure timely and accurate compliance with all reporting and audit requirements mandated by statute or regulation, including but not limited to NRS 622.100, NRS 218G.400, NRS 331.110, and 333.705. To support centralized oversight and transparency, each Board shall:*
- (i) Provide to the Office a copy of any report the Board is required to submit by statute to an authorized entity, along with a summary of the report on a form provided by the Office.*
 - (ii) submit to the Office a simplified quarterly financial summary within 30 days after the close of each quarter, including total revenues, total expenditures, and Quarter-end cash balances.*
 - (iii) Submit to the Office, on a form provided by the Office, a simplified annual financial summary within 9 months after the end of each fiscal year, which must include:*
 - (i) Total revenues, expenditures, and year-end cash balances*
 - (ii) A reconciliation showing how the total revenues, total expenditures, and year-end cash balances reported in the simplified annual financial summary correspond to the year-end balances reflected in the balance sheet or audit report submitted pursuant to NRS 218G.400.*
 - (iii) A statement identifying any significant financial or structural concerns observed by the Board; and*
 - (iv) A review of the adequacy of existing fees conducted pursuant to statute.*
- (e) In regard to Training of Board Members, each Board shall:*
- (i) Require the Board's Executive Director or equivalent officer and relevant*

staff to notify Board Members of updated mandatory training modules required pursuant to NRS 622.055-622.060, including those prescribed by the Office of the Attorney General.

(ii) Within 30 days after a Board Member completes mandatory training, the Executive Director or equivalent officer shall provide a written notice to the Office, on a form provided by the Office, confirming the date of completion

(f) In regard to Board Member Support Services, Boards shall maintain a centralized log of appointment terms and expiration dates

(g) Access to investigative reports and documentation

(i) Upon request of the Office, and to the extent permitted by state or federal law, a Board shall communicate, cooperate with, or provide any documents or information to the Office regarding any investigation, including related disciplinary proceedings.

(ii) Any confidential information provided to the Office remains subject to the same confidentiality laws that apply to the Board.

2. Pursuant to NRS 232.8415(1)(c), each Board shall comply with the following standards approved by the Office for internal financial controls:

(a) In regard to fiscal accountability, Boards shall develop and monitor board budgets

(b) In regard to data integrity and information management, Board's shall

(i) Ensure licensee, financial, and complaint data are accurate and verifiable

(ii) Protect confidential and personally identifiable information

(c) Respond to all statutory audits including addressing audit findings of authorized entities, including the Office, by submitting a written corrective action plan within 60 days, together with documentation demonstrating the completion or substantial progress of the corrective actions.

(d) Fiscal independence

(i) All funding shall remain under the Board's sole authority, subject only to its enabling statutes and applicable financial controls.

3. Pursuant to NRS 232.8415(1)(e), each Board shall comply with the standards approved by the Office for its structure:

(a) In regard to Board composition and statutory compliance, Boards shall

maintain records of each Board Member's designated seat, including whether their designation is statutorily required as a public member, industry representative, or licensee.

(b) In regard to Board officer roles and elections, Boards shall:

(i) Hold officer elections as required by statute or regulation of the Board.

(ii) Where the term of an officer is not provided by Statute or Regulation of the Board, the Boards shall hold annual elections for officer positions.

(c) In regard to Board Member attendance and participation,

(i) Each Board Member is expected to attend and participate in meetings in compliance with NRS 241, the Board's enabling statutes, and these regulations.

(ii) A Board member who has three consecutive unexcused absences, or who is absent without excuse from 50 percent or more of the Board's meetings within a 12-month period, may be recommended by the Board to the appointing authority for removal in accordance with NRS 232A.020-.030.

(d) For purposes of this subsection, an "unexcused absence" means an absence that is not:

(i) Caused by illness, family emergency, or other unavoidable circumstance.

(ii) Approved in advance by the Board chair; or

(iii) Otherwise authorized by statute.

4. Pursuant to NRS 232.8415(1)(f), each Board shall comply with the following standards approved by the Office for transparency and consumer protection:

(a) In regard to Websites, Boards shall:

(i) maintain a publicly accessible and ADA-compliant website containing, at a minimum, the following information:

(ii) A citation and link to the statutes of the Board in the Nevada Revised Statutes (NRS) and its regulations in the Nevada Administrative Code (NAC)

(iii) The name of all current Board Members

(iv) The statutorily designated position each Board Member fills

(v) The start and expiration date of each Board Member's current term

(vi) The name and title of the Executive Director or equivalent officer

- (vii) Contact information for the Board's office, including email, mailing and physical addresses, and telephone number*
- (viii) Upcoming Board and committee meetings, including the date, time, location, agenda, and virtual attendance information*
- (ix) Archived agendas and minutes of past meetings*
- (x) A license verification system accessible from the homepage within one click, including full name, license type, license number, status, issuance/expiration dates, and an indication of disciplinary history ("yes/no").*
- (xi) A disciplinary action portal or searchable system available on the Board's homepage, updated within 15 days of new disciplinary actions, which includes at a minimum, the licensee name, license number, action type and date, and access to final orders or settlement agreements, unless confidentiality is required by statute*
- (xii) Instructions and forms for filing a complaint*
- (xiii) The most recent financial summary prescribed under Section 1(b) of this section, together with any CPA audit or balance sheet submitted pursuant to NRS 218G.400*
- (xiv) Any audit, sunset review report, or legislative performance evaluation prepared within the last 5 years, and a direct link to the website of the Office of Nevada Boards, Commissions, and Councils Standards available on the Board's homepage.*
- (xv) Final adopted regulations not yet codified in NAC, as filed with the Secretary of State*
- (xvi) The Board's mission statement*
- (xvii) The Board's Annual reports or performance data*
- (xviii) licensing/renewal/reinstatement instructions, and*
- (xix) statutory reports and audits*
- (b) In regard to complaint transparency and access, Boards shall*
 - (i) Provide clear instructions for filing complaints against licensees or the Board*
 - (ii) Offer online complaint portals or downloadable forms on Board websites*
 - (iii) Protect confidentiality in accordance with NRS 622.360 and other applicable laws, while ensuring fairness and responsiveness to complainants*
- (c) In regard to consumer education and outreach, Boards are encouraged to publish*

newsletters, alerts, or bulletins to inform the public of Board activities, professional standards, ethical requirements, consumer rights, and procedures for reporting misconduct.

5. Pursuant to NRS 232.8415(1)(g), each Board shall comply with the standards approved by the Office for its efficacy and efficiency:

(a) Evaluation of Performance:

(i) The Office may evaluate each Board's performance using the financial and operational reports submitted to Section 1(b) of these regulations and the transparency and complaint data submitted pursuant to Section 6.

(ii) Boards shall cooperate with the Office in any performance reviews, audits, or requests for additional information necessary to assess the efficiency and effectiveness of operations.

(b) Continuous Improvement

(i) Based on the results of these evaluations, the Office may issue recommendations or require corrective action to improve efficiency, reduce costs, or enhance consumer protection.

(ii) Boards shall implement corrective actions within 90 days of receiving notice from the Office, unless the Office specifies a different timeframe in writing based on the nature or complexity of the corrective action required

6. Pursuant to NRS 232.8415, each Board shall comply with the requirements of this section and noncompliance may result in the Office's issuance of a written notice of deficiency, which may require corrective action by the Board within 60 days, or in a timeframe otherwise authorized by the Office. Continued failure to comply may result in:

(a) Enhanced administrative oversight,

(b) Referral to the Governor for potential removal actions under NRS 232A.030, or

(c) Withholding of administrative or fiscal support services.

October			Annual Budget FY 24/25	Montly Budget - October	Monthly Actual - October	Monthly Variance Dollars	Monthly Variance Percent	Annual Year to Date	Annual Variance Dollar	Annual Variance Percent
Fund Balance			\$ 132,188.00					33%		
INCOME										
40000 RENEWAL FEES			599,200.00	49,933.33	55,125.00	-5,191.67	110%	234,987.00	-364,213.00	39%
41000 APPLICATION FEE			53,000.00	4,416.67	4,600.00	-183.33	104%	19,500.00	-33,500.00	37%
42000 INITIAL LICENSE FEE			121,900.00	10,158.33	10,312.50	-154.17	102%	45,312.50	-76,587.50	37%
43000 ENDORSEMENT FEE			36,750.00	3,062.50	5,375.00	-2,312.50	176%	20,625.00	-16,125.00	56%
44000 PROVISIONAL LICENSE FEES			1,000.00	83.33	1,281.25	-1,197.92	1538%	1,468.75	468.75	147%
45000 RENEWAL LATE FEE			6,900.00	575.00	200.00	375.00	35%	1,600.00	-5,300.00	23%
46000 RESTORATION OF LICENSE			1,840.00	153.33	0.00	153.33	0%	600.00	-1,240.00	33%
47000 DISCIPLINARY COSTS			2,140.00	178.33	0.00	178.33	0%	0.00	-2,140.00	0%
48000 MISCELLANEOUS			10,120.00	843.33	3,320.00	-2,476.67	394%	8,720.00	-1,400.00	86%
49000 INTEREST			0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
Total Income			\$ 832,850.00	\$ 69,404.15	\$ 80,213.75	\$ (10,809.60)	116%	\$ 332,813.25	\$ (500,036.75)	40%
Sub-Account Total			\$ 965,038.00					\$ 465,001.25		
EXPENSES										
50050 Wages			321,450.00	26,787.50	26,035.27	752.23	97%	101,227.25	-220,222.75	31%
50102 Group Health Insurance			32,000.00	2,666.67	3,964.00	-1,297.33	149%	14,865.00	-17,135.00	46%
50103 Ins Regis			13,500.00	1,125.00	733.61	391.39	65%	2,738.60	-10,761.40	26%
50104 Medicare			5,000.00	416.67	323.26	93.41	78%	1,284.44	-3,715.56	26%
50105 PERS-Employer paid			83,000.00	6,916.67	6,869.66	47.01	99%	20,467.82	-62,532.18	25%
50106 Unemployment Ins.			3,500.00	291.67	470.58	-178.91	161%	1,320.49	-2,179.51	38%
50107 PTO Expense			0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
50300 Workman's Comp.			9,000.00	750.00	0.00	750.00	0%	0.00	-9,000.00	0%
Sub Account Total			\$ 467,450.00	\$ 38,954.18	\$ 38,396.38	\$ 557.80	99%	\$ 141,903.60	-325,546.40	30%
61050 Contract-Labor			60,000.00	5,000.00	4,495.53	504.47	90%	13,350.19	-46,649.81	22%
61100 Contract-Auditor			25,000.00	2,083.33	0.00	2,083.33	0%	0.00	-25,000.00	0%
61150 Contract-Legal			30,000.00	2,500.00	0.00	2,500.00	0%	-4,035.95	-34,035.95	-13%
61200 Contract-Legislative Consultant			35,000.00	2,916.67	0.00	2,916.67	0%	0.00	-35,000.00	0%
61250 Contract-Payroll / Accountant			5,000.00	416.67	790.00	-373.33	190%	1,661.75	-3,338.25	33%
61300 Court Reporting			0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
61400 LCB			10,000.00	833.33	0.00	833.33	0%	0.00	-10,000.00	0%
61450 Contract-Board Members			2,000.00	166.67	0.00	166.67	0%	0.00	-2,000.00	0%
62000 Operating Costs			10,000.00	833.33	78.18	755.15	9%	1,146.32	-8,853.68	11%
62050 Printing			4,000.00	333.33	362.96	-29.63	109%	320.19	-3,679.81	8%
62150 TORT Claim Fund			1,500.00	125.00	0.00	125.00	0%	1,191.90	-308.10	79%
62200 Rent			23,000.00	1,916.67	1,962.15	-45.48	102%	7,848.60	-15,151.40	34%
62250 B and G Assessment			500.00	41.67	0.00	41.67	0%	0.00	-500.00	0%
62300 Records Storage			4,000.00	333.33	0.00	333.33	0%	670.41	-3,329.59	17%
62350 Postage			7,500.00	625.00	514.94	110.06	82%	2,263.85	-5,236.15	30%
62400 EITS - Internet			15,000.00	1,250.00	180.00	1,070.00	14%	854.98	-14,145.02	6%
62450 Telephone			2,160.00	180.00	123.09	56.91	68%	492.36	-1,667.64	23%
62500 Computer Software			25,000.00	2,083.33	272.49	1,810.84	13%	5,374.96	-19,625.04	21%
62550 Transcription			2,000.00	166.67	0.00	166.67	0%	0.00	-2,000.00	0%

62650 Equipment Leases	3,500.00	291.67	359.98	-68.31	123%	1,020.64	-2,479.36	29%
63050 Professional Dues (ASWB)	500.00	41.67	0.00	41.67	0%	0.00	-500.00	0%
63100 Professional Training / Dues	5,000.00	416.67	0.00	416.67	0%	0.00	-5,000.00	0%
64050 Bank Charges	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
64100 Credit Card Processing	17,500.00	1,458.33	1,766.28	-307.95	121%	4,899.71	-12,600.29	28%
65000 Host Fund	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
66000 Travel	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
66050 In State Travel	7,500.00	625.00	1,187.59	-562.59	190%	2,664.81	-4,835.19	36%
66100 Out of State Travel	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
67000 Training	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%
68050 Furniture	1,000.00	83.33	0.00	83.33	0%	0.00	-1,000.00	0%
68100 Computers	3,000.00	250.00	97.43	152.57	39%	657.58	-2,342.42	22%
Sub Account Total	\$ 299,660.00	\$ 24,971.67	\$ 12,190.62	\$ 12,781.05	49%	\$ 40,382.30	\$ (259,277.70)	13%
Total Expenses	\$ 767,110.00	\$ 63,925.85	\$ 50,587.00	\$ 13,338.85	79%	\$ 182,285.90	\$ (255,939.45)	24%

Net Position *	65,740.00	5,478.30	29,626.75		150,527.35	
Net Position - Adjusted **	197,928.00				282,715.35	
* Net Position	Income and Expenses without Fund Balance					
**Net Position - Adjusted	Income and expenses with prior year Fund Balance					

CASH BALANCES						
Checking						1,323,406.77
Savings						50,000.91
CD						27,522.14
Total Cash Balance						\$ 1,400,929.82

CASH RESERVES (8 months) - Goal is 9 to 12 months per LCB

	\$ 384,000.00
OPEB LIABILITY	\$ 201,082.00
PERS LIABILITY	\$ 367,717.00
LEASE LIABILITY	\$ 105,860.00
Allocated by law	\$ 1,058,659.00
Available money	\$ 342,270.82