

**PUBLIC NOTICE OF A MEETING FOR
STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS**

DATE OF MEETING: Friday, December 6, 2024

Time: 10:00 a.m.

The meeting of the State of Nevada Board of Psychological Examiners (Board) will be conducted and may be attended through a remote technology system (video- or teleconference). To participate remotely, individuals are invited to enter the meeting from the Zoom website at <https://us06web.zoom.us/j/83458667581>. To access the meeting via audio only, dial 1-669-900-6833 and enter the meeting ID: **834 5866 7581**. (The Board office recommends that individuals unfamiliar with ZOOM visit the website in advance to familiarize themselves with the format by viewing the online tutorials and reading the FAQs. To learn more about Zoom, go to <https://zoom.us>.) The meeting may also be attended at:

Nevada State Business Center
3300 W. Sahara Ave.
4th Floor, *Nevada Room*, Suite 400
Las Vegas, NV 89102

The Board will accept public comment via email. Those wishing to make public comment should email their public comments to the Board office at nbop@govmail.state.nv.us. Written public comments must be received prior to the start of the meeting and will be forwarded to the Board for their consideration. Public comments will be included in the public record (meeting minutes) but will not necessarily be read aloud during the meeting. In compliance with Nevada Revised Statutes (NRS) Chapter 241 (Open Meeting Law), the Board is precluded from taking action on items raised by public comment which are not already on the agenda.

The Board may take items out of order, combine items for consideration, and items may be pulled or removed from the agenda at any time. Public comment will be taken at the beginning and end of the meeting. The public may provide comment on any matter whether or not that matter is a specific topic on the agenda. However, prior to the commencement and conclusion of a contested case or quasi-judicial proceeding that may affect the due process rights of an individual, the Board may refuse to consider public comment on that item. (NRS 233B.126) Public comment that is willfully disruptive is prohibited, and individuals who willfully disrupt the meeting may be removed from the meeting. (NRS 241.030(5)(b)). The Board may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person (NRS 241.030). Once all items on the agenda are completed, the meeting will adjourn.

AGENDA

- 1. Call To Order/Roll Call to Determine the Presence of a Quorum.**
- 2. Public Comment.** Note: Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).
- 3. (For Possible Action) Workshop to Solicit Comments on a Proposed Regulation (See Public Notice – Attachment A); and Possible Action to Forward the Proposed Regulation to a Hearing at a Future Meeting of the Nevada Board of Psychological Examiners in Accordance with NRS Chapter 233B.**
- 4. Minutes. (For Possible Action) Discussion and Possible Action to Approve the Minutes of the State of Nevada Board of Psychological Examiners' October 11, 2024, Meeting.**
- 5. Financials**
 - (For Possible Action) Discussion and Possible Action to Approve the Treasurer's Report for Fiscal Year 2025 (July 1, 2024 - June 30, 2025).
- 6. Legislative/Regulation Update**

(For Possible Action) Report, Discussion and Possible Action on Regulation Activities and Legislative Activities, including the work of Interim Committees, of the Nevada Legislature, the Legislative Counsel Bureau, and any position or action the Board may take on or in response to Bills that have been signed into Law, Legislative Bills, and Bill Draft Requests that the Board is tracking, following, or that may impact the Board and its Operations.
- 7. Report from the Nevada Psychological Association**
- 8. Report from the Board Office on Operations.**

9. (For Possible Action) Discussion and Possible Action on Pending Consumer Complaints:

- A. Complaint #19-0626
- B. Complaint #23-0918
- C. Complaint #24-0103
- D. Complaint #24-0312(1)
- E. Complaint #24-0312(2)
- F. Complaint #24-0605
- G. Complaint #24-0607
- H. Complaints #24-0711
 #24-0719
 #24-0726
 #24-0823
- I. Complaint #24-0730
- J. Complaint #24-0829
- K. Complaint #24-0903
- L. Complaint #24-0924
- M. Complaint #24-1015
- N. Complaint #24-1023
- O. Complaint #24-1125

10. (For Possible Action) Review and Possible Action on Applications for Licensure as a Psychologist or Registration as a Psychological Assistant, Intern, or Trainee. The Board May Convene in Closed Session to Receive Information Regarding Applicants, Which May Involve Considering the Character, Alleged Misconduct, Professional Competence or Physical or Mental Health of the Applicant (NRS 241.030). All Deliberation and Action Will Occur in an Open Session. *Note: Applicant names are listed on the agenda to allow the Board to discuss applicants when necessary to move the applicant through the licensure process. The listing of an applicant's name on the agenda indicates only that an application for licensure/registration has been received. It does not mean that the application has been approved or that the applicant must appear at the meeting in order for the applicant's application to move forward through the licensure process. If an applicant needs to attend the meeting for the Board to take action, the applicant will be notified in writing prior to the meeting. Please, direct questions or comments regarding licensure applications to the Board office.*

PSYCHOLOGISTS

Jeffrey Aguiar	Gratia Foerster	Donald Kincaid	April Roberts
Dalea Alawar	Amy Fox	Brian Klinck	Kristin Robinson
Robert Antonacci	Stephen Francis	Monica Larson	Tera Robison
Onyinyechi Anukem	Gila Frank	Timothy Law	Eric Rogers
Erick Arguello	Sylva Frock	George Lazo	Jessica Roos
Elsa Baena	Vanessa Fuentes	Robert Leach	Eric Rosmith
Quintin Bailey	Cynthia Funes	Tyler Lennon	Taraneh Rostami
Rachel Bangit	Tyson Furr	Andrew Leone	Benjamin Rubin
Adam Barkey	Maiken Gale	Liya Levanda	Malia Sanchez
John Barona	Grady Gallagher	Micol Levi-Minzi	Mary Schuberg
Cortney Beasley	Daniel Garrett	Jessica Liberman	Bradley Schuyler
Debra Berry-Malmberg	Teresa George	Vanessa Ma	Coreen Schwartz Starr
Charles Bichajian	Matthew Gibbons	James Madero	Shaina Shepherd
Jennifer Blitz	Kimberly Gray	James Maltzahn	Dianne Shumay
Leah Bonilla	Peter Grover	Alexandra Matthews	Laljit Sidhu
Linda Bortell	Lisa Gunderson	Katherine McKenzie	Alexis Sliva
Lauren Buchanan	Michelle Haines	Paul McLaughlin	Katelyn Steele
Brian Burgess	Nathan Hale	Carol McLean	Tricia Steeves
Ramona Burroughs	Tarramaz Harris	Linda McWhorter	Tony Strickland
Jonathan Campos	Fredrica Hendrix	Stacey Mizokawa	Amy Swope
DeAnn Cary	Bernadette Hinojos	Christine Moberg	Matthew Tatum
Jerry Chen	Serina Hoover	Mark Mochin	Michelle Tatum
Christine Chew	Beverly Howze	Alexandra Montesi	Alicia Tolerico
Chad Christensen	Chia-Chi Hu	Luzviminda Morrow	John Tsanadis
David Contreras	Kelly Humphreys	Jonine Nazar-Biesman	Lee Underwood
Candy Crawford	Clairissa Hunter	Mary Nelson	Amy Vail
Adrienne DiFabio	Mark Ingram	Robert Nemerovski	Keith Valone
Shannon Dillon	Rachel Irish	Stephanie Northington	Michael Villanueva
Elizabeth Dimovski-Jackson	Tina Jimenez	Beverly Paschal	Ina Von Ber
Thuy-Phuong Do	Deborah Johnson	Jessica Peltan	Michelle Vorwerk
Anna Dolatabadi	Margaret Jones	Daniel Pott-Pepperman	Corinne Votaw
Christine Dozier	Natalie Jones	Renata Pleshchuk-Kowalski	Allison Vreeland
Alana Duschane	Kathi Jones-Lorenz	Daniel Pott-Pepperman	Bethany Walters
Christopher Estep	Jorge Juarez-Asturias	Stephanie Procell	Michael Whitman
Megan Farnsworth	Cody Kaneshiro	Lee Rather	Lorraine Wong
Julie Fisher	Carolynne Karr	Rachelle Rene	Kayli Wrenn
John Fite	Robin Kay	Danielle Richards	Elisa Youngblood
Nichole Flowers	Kristopher Kern	Rebecca Richey	Gordon Zilberman
Judy Fluor Runels	Kieschnick, Dustin	Anneli Riismaa	

PSYCHOLOGICAL ASSISTANTS

Jeffrey Aguiar	Althea Clark	Aeriel Halstead	Liya Levanda
Mary Lou Ancheta	Althea Cook	Joseph Henrich	Taylor Levine
Rachel Ballard	Jessica Crellin	Akiko Hinds	Angela Lewis
Rosalind Banks	Emerson Epstein	Bernadette Hinojos	Anna Lujan-Sondgroth
Tracy Basile	Amelia Evans	Tiffany Hunter	James Maltzahn
Ramy Bassioni	Evan Fertel	Madison Hurley	Erica Marino
Mark Beverly	Grady Gallagher	Courtney Hutchinson	Genna Mashinchi
Judit Brissette	Cori Gold	Shoshana Katz	Alexandra Miguel
Andrew Buchanan	Milagro Gonzalez	Richelle Konczak	Desiree Misanko
Candis Carswell	Kimberly Gray	Dimitra Kourtesi	Luzviminda Morrow
Taylor Chille	Jennifer Grimes-Vawters	Dorota Krotkiewicz	Blake Oldfield

Dylana Pierce
Amy Prescott
Eric Prince

Jacquelyn Rinaldi
Yana Ryjova
Coreen Schwartz Starr

Sharon Simington
Michelle Strong
Michelle Tatum

Heather Thompson
Andre Wielemaker
Monica Zepeda Rojo

PSYCHOLOGICAL INTERNS

Lallabrigida Cooper-Singleton
Mario De Souza
Jacqueline Friar
Sussan Fung
Paola Garcia Betancourt

Michelle Gaston
Daniel Gonzalez
Tiffany Hunter
Jessica Jensen

Lauren Johnson
Shalini Kabeer
Erica Marino
Michael McNamara

Bianca Reaves
Ruby Sharma
Megan Tedrow
Miriam Vela-Sanchez
Richard Warmke

PSYCHOLOGICAL TRAINEES

Hoor Ul Ain
Vanni Arcaina
Linnea Bacon
Adaeze Chike-Okoli
Kieffer Christianson
Anna Cole
Delaney Collins
Regine Deguzman
Aimee D'Errico
Monica Done

Ashley Dorsey
Erin Dunn
Kinsey Ellis
Michael Fensken
Kaelyn Griffin
Michelle Harden
Brandon Hunley
Bianca Islas
Sierra Ann Jarvis
Chiante' Jemison

Todd Jennings
Cynthia Johnston
Jordan Kaye
Julia Maranville
Nicole Martinez
Maegan Nation
Sara Moore
Karisa Deandra Odrunia
Ananda Peixoto-Couto
Mattea Pezza

Sherley Pierre
Bianca Reaves
Melanie Rede
Shannon Sagert
Christine Salva
Madison Thomasson
Angelos Tsalafo
Teresa Walker
Jessica Woodyatt
Lidia Wossen

- A. (For Possible Action) Discussion and Possible Action to Approve Dr. Dylana Pierce's request to extend her registration as a Psychological Assistant for a Fifth Year.
- B. (For Possible Action) Discussion and Possible Action to Approve Dr. Jeffrey Aguiar's request to retake the EPPP-2 a Fourth Time.

- 11. (For Possible Action) Discussion and Possible Action to Approve Dr. Sarah Burkett's Request for an Extension to Complete the Continuing Education Required for Renewal.**
- 12. (For Possible Action) Discussion and Possible Action to Approve the Proposed Clinical Supervisor Handbook for Supervisors of Psychological Assistants, Psychological Interns, and Psychological Trainees.**
- 13. (For Possible Action) Discussion and Possible Action Regarding Potential Financial Assistance that Could be Provided to Certain Applicants for EPPP Study Materials.**
- 14. (For Possible Action) Discussion and Possible Action regarding the Proposed Policy/Regulatory Guidance regarding R095-23 (Response to 2023 AB244).**

15. (For Possible Action) Discussion and Possible Action to Approve the Executive Director’s Probable Election to Receive Benefits through the Nevada Public Employees’ Benefits Program (PEBP).

16. (For Possible Action) Schedule of Future Board Meetings, Hearings, and Workshops. The Board May Discuss and Decide Future Meeting Dates, Hearing Dates, and Workshop Dates.

- A. (For Possible Action) Discussion and Possible Action to Approve the Meeting schedule for 2025, as follows:

January 10	July 11
February 14	August 8
March 14	September 12
April 11	October 10
May 9	November 14
June 13	December 12

- B. The next regular meeting of the Nevada Board of Psychological Examiners is currently scheduled for Friday, January 10, 2025, beginning at 8:00 a.m.

17. Requests for Future Board Meeting Agenda Items (No Discussion Among the Members will Take Place on this Item)

18. Public Comment - Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action 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)

19. (For Possible Action) Adjournment

The Board may recess for lunch for approximately one hour, at a time to be determined.

The Board is pleased to make reasonable accommodations for members of the public who are disabled and wish to participate in the meeting. If such arrangements are necessary, please contact the board office at (702) 276-0926 no later than 4 p.m. on Thursday, December 5, 2024.

For supporting materials, visit the Board's website at <https://psyexam.nv.gov/> or contact the Board office by telephone (702-276-0926), e-mail (nbop@govmail.state.nv.us), or in writing at Board of Psychological Examiners, 3080 South Durango Drive, Suite 102, Las Vegas, Nevada 89117.

In accordance with NRS 241.020, this public meeting notice was properly posted at or before 8 a.m. on Tuesday, December 3, 2024, at the following locations:

- Board office located at 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117;
- Nevada Public Notice website: <https://notice.nv.gov/>; and
- Board's website at https://psyexam.nv.gov/Board/2024/2024_BOARD_MEETINGS/.

In addition, this public meeting notice has been sent to all persons on the Board's meeting notice list, pursuant to NRS 241.020(3)(c).

Attachment A

STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS
NOTICE OF WORKSHOP TO SOLICIT COMMENTS
ON PROPOSED REGULATIONS

DATE OF MEETING: Friday, December 6, 2024

Time: 10:05 a.m.

The Nevada State Board of Psychological Examiners is proposing the amendment of certain regulations in Chapter 641 of the Nevada Administrative Code.

A workshop has been scheduled for Friday, December 6, 2024, at 10:05 a.m. The workshop will be conducted and may be attended through a remote technology system (video- or teleconference). To participate remotely, individuals are invited to enter the meeting from the Zoom website at: <https://us06web.zoom.us/j/83458667581>. To access the meeting via audio only, dial 1-669-900-6833 and enter the meeting ID: **834 5866 7581**. (The Board office recommends that individuals unfamiliar with ZOOM should visit the website in advance to familiarize themselves with the format by viewing the online tutorials and reading the FAQs. To learn more about Zoom, go to <https://zoom.us>.) The meeting may also be attended at:

Nevada State Business Center
3300 W. Sahara Ave. 4th Floor, *Nevada Room*, Suite 400
Las Vegas, NV 89102.

The purpose of the workshop is to solicit comments from interested persons on the following general topics that are addressed in the proposed regulation revisions:

- NAC 641.136 – Revision to include Continuing Professional Development in Continuing Education Requirements

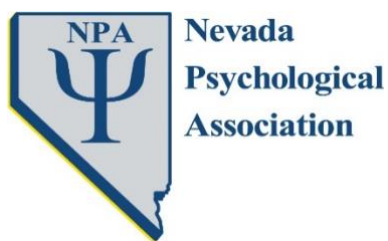
Language has been developed outside of the workshop and will be discussed during the workshop. If you are unable to attend the workshop but wish to submit any questions, concerns or general input, please submit them in writing to the Board office State of Nevada Board of Psychological Examiners, 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117 or NBOP@govmail.state.nv.us not later than Thursday, December 5, 2024, at 5 p.m. All statements received will be provided to the Board during the workshop. Please contact the Board office if you are interested in reviewing the language that will be presented to the Legislative Counsel Bureau (LCB).

This Notice of Workshop to Solicit Comments on Proposed Regulation has been properly posted on or before 8:00 a.m. on Thursday, November 21, 2024, at:

- the Board office located at 3080 South Durango Drive, Suite 102 in Las Vegas, NV,
- the Nevada Public Notice website (notice.nv.gov),
- the Board's website (https://psyexam.nv.gov/Board/2024/2024_BOARD_MEETINGS/), and
- the Nevada Legislature's notice website (<https://www.leg.state.nv.us/App/Notice/A/Submit>)

Notice has also been sent to all licensees and persons on the agency's mailing list for administrative regulations.

Date: November 20, 2024



Advocating for Psychologists in Nevada

The Nevada Psychological Association

P.O. Box 400671

Las Vegas, NV 89140

888.654.0050 ph/fax

www.NVpsychology.org

December 3, 2024

Re: Nevada Psychological Association Position regarding EPPP-2

Nevada was an early adopter of the EPPP-2 along with Washington D.C, Georgia, and Arizona Board of Psychologist Examiners. On February 2023 Arizona voted to remove the EPPP-2 requirement. We are aware the Association of State and Provincial Psychology Boards (ASPPB) released a statement on October 22, 2024, noting that the EPPP-2 would not be required by January 2026. In addition, ASPPB wrote they will be looking at options to combine the EPPP-1 and EPPP-2. Many states, psychologists, and trainees have expressed their concerns regarding validity of the test, financial burdens, and equity concerns and have asked ASPPB to reconsider the requirement for the EPPP-2.

Nevada Psychological Association (NPA) would like to express our collective concerns regarding the requirement of Examination of Professional Practice in Psychology Skills Part 2 (EPPP-2). Mental Health America (MHA) evaluates states on criteria such as prevalence of mental health, substance use, access to care, provider availability, and other metrics. In 2024, Nevada was ranked 48th out of 51 (including Washington D.C.) overall for mental health. Pertaining to access to mental health providers, Nevada ranked 45th out of 51.

Below is a summary of some of our concerns:

1. Adding a new exam increases the risk of prolonging the licensure process. This is alarming as Nevada has a major shortage of behavioral health providers and currently does not have the providers to provide care to the residents in need. There are approximately 3 million people in Nevada and roughly 500 psychologists in the state. All 17 counties in Nevada have some type of shortage designation, due to very high ratios of population to provider. In urban areas, poverty is also a significant factor in shortage designation, because many providers do not accept Medicaid. In rural areas, travel time to access a provider can be several hours, which is also a significant factor in shortage designation. Nevada offers 8 APA accredited internship programs and would lose potential mental health providers to other states that do not require the EPPP-2. As of April 2024 there were 74 psychological trainee, intern, and psychologist. Since the requirement of the EPPP-2 in Nevada in 2020, there are psychological assistants who have not passed the EPPP-2 or had to take the test more than once. There is an opportunity to have more independently license psychologist to provide mental health services to the community.
2. The cost to applicants for taking EPPP-1 and EPPP-2 is important to highlight. The EPPP-1 costs about \$600 including site fees. The addition of the EPPP-2 will add another \$450. This money does not include site fees, cost of study materials, and time to study for both exams.

Legislators want to increase mental health providers for adults and juveniles and reduce the barriers for individuals from Nevada to stay in Nevada. There are delays with obtaining licensure due to the EPPP-2 which lead to disparities in treatment.

3. There has not been any research that concluded the EPPP-2 prevents professional issues post-licensure such as board complaints due to competency, skills related difficulties, or negligence. According to MacIntyre and Appel (2020), 50% of psychologists reported having at least one patient who had a prior sexual relationship with their client. The EPPP-1 or EPPP-2 does not appear to solve this issue nor protect the public.
4. There has been a long history of in psychology of causing harm or neglecting underrepresented and marginalized communities. In 2019 17% of psychologists were from racial/ethnic backgrounds. Saldana et. al (2024) have found concerns with the construct validity (measures what it is supposed to) with the EPPP. Research has noted that EPPP-1 scores have differed in systematically underrepresented and marginalized groups have lower pass rates which is unfairness. Adding another test when the EPPP-1 has questions that are outdated related to culture and not addressing the fail rates with underrepresented has shown work needs to be done before continuing to require the EPPP-2. As a profession, we should not discriminate against these groups. They already face barriers to completing doctoral programs.

ASPPB has not posted the pass/fail rates for the EPPP-2 on their website. Nevada has not posted the pass/fail rates for the EPPP-2. There are many psychologists in Nevada who have taken the EPPP-2 and have failed. These individuals have either obtained their license in another state or eventually stopped trying to get licensed. We hope that Nevada BOE addresses these concerns and revoke the requirement of the EPPP-2 as Arizona did in the past and recently ASPPB not making it a requirement in 2026 as they develop a task force to address some of the issues. Lastly, in November 2024 Washington D.C has suspended the use of the EPPP-2.

Thank you,



Akiko Hinds, Psy.D., DEI Co-Chair

Improving access to primary care across Nevada | UnitedHealthcare Community & State. (2024, February 21). UnitedHealthcare Community & State. <https://www.uhccommunityandstate.com/content/state-profiles/nevada-profile/improving-access-to-primary-care-across-nevada0>

MacIntyre, M. R., & Appel, J. M. (2020). Legal and ethics considerations in reporting sexual exploitation by previous providers. *Journal of the American Academy of Psychiatry and the Law Online. The Journal of the American Academy of Psychiatry and the Law*, 48(2), 166–175. <https://doi.org/10.29158/jaapl.003911-20>

Sharpless, B. A. (2018). Are demographic Variables Associated with Performance on the Examination for Professional Practice in Psychology (EPPP)? *The Journal of Psychology*, 153(2), 161-172. <https://doi.org/10.1080/00223980.2018.1504739>

Sharpless, B. A. (2019). Pass rates on the Examination for Professional Practice in Psychology (EPPP) according to demographic variables: A partial replication. *Training and Education in Professional Psychology*, 15(1), 18–22. <https://doi.org/10.1037/tep0000301>



Tatsiana I. Razzhavaikina

Ph.D. Licensed Psychologist

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retreats • workshops • supervision

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Nevada Board of Psychological Examiners
3080 South Durango Drive, Ste.102
Las Vegas, NV 89117

October 14, 2024

RE: Public Comment on Proposed Revised NAC 641.136

Dear Board Members,

Thank you for your thoughtful and thorough work on the Continuing Professional Development (CPD) requirements, especially for including teaching as an option to satisfy these requirements. I truly appreciate the effort you have put into shaping these guidelines.

I would like to share some comments regarding the inclusion of teaching as an approved CPD activity. Teaching is an essential part of our professional work, requiring extensive preparation and continuous learning to create and effectively teach a psychology course. Including teaching as a CPD activity acknowledges the ongoing learning process involved in educating others.

However, I would like to bring your attention to an important point regarding the types of teaching activities that qualify.

The premise for my comments: The American Psychological Association (APA) is currently working on accrediting Master's Level Psychology programs, such as the MA in International Disaster Psychology (IDP) at the University of Denver. This program, housed within the Graduate School of Professional Psychology, is a Master's program currently undergoing APA accreditation. I periodically teach at IDP, and I know firsthand how comprehensive and detailed the work is in developing and teaching courses like Ethics, Trauma Psychology, and Cultural Competency.

When I read the proposed revision that only allows doctoral-level courses to be counted towards CPD, I felt this restriction was unfair. I would love to see the Nevada Psychology Board allow courses taught at both the Master's and Doctoral levels, accredited by the same organizations listed in Part 2(a)(2) of NAC 641.136, to count towards CPD. Specifically, these organizations include:

- The American Psychological Association (APA)
- The American Psychiatric Association
- The American Medical Association
- The American Association for Marriage and Family Therapy
- The American Counseling Association
- The International Congress of Psychology
- The National Association of Social Workers

The Board already approves CPD workshops, seminars, and classes recognized by these associations. Therefore, it makes sense to also allow psychologists who teach for academic programs accredited by these same organizations to count their teaching towards CPD.

Clarifications Needed

Additionally, I noticed that Section 2(b)(2)(III) specifies that the teaching needs to be of a clinical psychology course. This raises some important questions:

- Will counseling psychology courses taught at an APA-approved doctoral counseling psychology program count?
- Do the following courses classify as clinical psychology courses: Ethical and Professional Issues, Supervision, Cultural Competency, Developmental Psychology?

Another set of questions that needs clarification relates to the format of the courses taught:

- Can these courses be taught in an online format?
- What about a hybrid format (online + face-to-face)?

Group Supervision as CPD

Lastly, I believe that including group supervision, in addition to peer case consultation, can be an important addition to the ways to earn CPD. Group supervision can be essential for a psychologist in creating and building a professional support system. A solid professional support system safeguards against possible malpractice and plays an important role in fostering a sense of community within the profession.

I welcome any questions or further discussion on this topic. Please feel free to reach out if more information or clarification would be helpful. I have also included an active link to the main page of the IDP program at the University of Denver: [University of Denver IDP Program](#).

Thank you once again for your consideration of this matter.

Sincerely,

Tatsiana I. Razzhavaikina, Ph.D.

Licensed Psychologist

State of Nevada, License #PY1160 ▾ Independent Practice



From: [Anonymous Seventyfour](#)
To: [NBOP ED](#)
Subject: RE: Regulations Workshop Scheduled During The December 6, 2024, Board Meeting
Date: Friday, November 22, 2024 4:01:38 PM

WARNING - This email originated from outside the State of Nevada. Exercise caution when opening attachments or clicking links, especially from unknown senders.

RE: Comments for Board hearing on 12/6/24

My Comments:

I am a Psychologist who is also licensed in the State of California. I have been licensed in California for nearly 14 years. I have worked in a forensic setting, that included more than 72 Psychologists. I gave expert witness testimony in court, performed neuropsychological evaluations, and later worked for the Board of Parole, alongside 64 Psychologists, doing evaluations on inmates with life sentences. The State of California Board of Psychology (BOP) passed something similar, recently. However, it started to show detrimental effects on the quality of training. I was on a CA board meeting, recently, where many of the Psychologists started to voice concerns and opposition. The licensing board in California, sadly, did not appear open to the concerns on the last meeting I attended (I did not personally voice my concerns, but now wonder if I should have). I, too, strongly disliked the detrimental effects of the CPD program. I've also recieved a handful of texts from Psychologist friends about how much they hate it and the concerns they've had. In fact, I haven't heard from a Psychologist that actually liked it!

Here were the concerns voiced that the CPD's caused (that might not be readily apparent from the outset):

- Places of employment stopped providing high quality CE's, in lieu of the CPD's. In fact, places of employment stopped providing CEs altogether. Apparently, no one could get the approved funds for training, given that the hospitals and areas of management also learned about the new CPDs and understood that they could go about it in a more economical way (i.e. free or not at all). The actual quality of training decreased, and it was sad to watch. It really impacted the Psychologists (who truly appreciated employment paying hundreds of dollars for updated training).
- CPD's particularly (negativity) impacted areas in the field of assessments.
- If you are Board Certified, specifically in Forensics or in Neuropsychology, none of the CPD's are acceptable for Board certification.
- The onus of the expense and cost of training more often fell now on the individual.
- Given many states do not accept CPD's, if you are dually-licensed, the other state may not accept a CPD.
- New Psychologists actually complained about the difficulty of memorizing all the different CPDs, for passing the State CA licensing exam vs the old CE requirements.
- For us older Psychologists, it became a lot more to keep track of, and some of the CPDs were difficult to prove you had done it.

Other misc. concerns:

No joke, the State of California's BOP actually passed a CPD: that attending a board meeting would count for one credit (!!!). Let that sink in. Step back and think about how that appears to

other Psychologists. The self-serving nature of that move, and the dual-relationship, let alone the ethical concerns of that move. They did not run that by legal. On the meeting I attended, now there were Psychologists (who were also licensed in CA as attorneys) threatening to sue the board, for not only the problematic ethics of that CPD alone, but for the incredible decrease in overall quality of training the CPD's caused. Frankly, to me, passing that as a CPD (personally) came across a teensy-bit pompous. Not only did they feel that attending a board meeting was "so educational" that it would actually count as an improvement in one's training; they also gave their own selves CPD credit for attending their own work meetings. It did not give a good look, and did not go over well with many Psychologists. (i.e. I pass my own law that attending my own monthly work meeting counts as a CE, and was an increase in my training).

I hope you strongly take into account these comments about the real-life negative ramifications and impact it would have on Psychologists.

Suggestion: Perhaps, if you allowed all NV licensed Psychologists the opportunity to anonymously "vote" (with a possible pro and a con paragraph of CPDs), that could provide a fair snap-shot of how Psychologists actually feel about a future CPD program.

Thank you. This is submitted anonymously per personal preference.

From: nbop@govmail.state.nv.us <nbop@govmail.state.nv.us>

Sent: Wednesday, November 20, 2024 9:20 AM

Subject: Regulations Workshop Scheduled During The December 6, 2024, Board Meeting

Greetings -

The Board's currently-scheduled December 6, 2024, meeting will include a regulations workshop to solicit comments on the Board's proposed revisions to NAC 641.136, which is the Board's regulation on continuing education requirements. The Board is proposing a revision that would include Continuing Professional Development in addition to Continuing Education Courses as a way of satisfying the Board's continuing education requirements.

The regulation workshop notice is available on the Board's website here:

https://psyexam.nv.gov/Board/2024/2024_BOARD_MEETINGS/

Information on accessing the meeting is available on the workshop notice.

If you have any questions, please let me know.

Kind regards,

Laura M. Arnold
Executive Director

**Nevada Board of Psychological Examiners
Board Meeting Staff Report**

DATE: December 6, 2024

ITEM:

3 - (For Possible Action) Workshop to Solicit Comments on a Proposed Regulation (See Public Notice – Attachment A to Meeting Agenda); and Possible Action to Forward the Proposed Regulation to a Hearing at a Future Meeting of the Nevada Board of Psychological Examiners in Accordance with NRS Chapter 233B.

During the October 11, 2024, Regulation Workshop on NAC 641.136, what was unresolved and tabled for the Board's next meeting was whether the proposed pro bono provision aligns with the educational/learning and professional development intent of the Board's continuing education requirements and the other proposed CPD provisions. The discussion focused on whether there could be a way to combine pro bono services with a learning component. Included in the meeting materials is the current, proposed version of NAC 641.136 with the pro bono provision highlighted in yellow.

Since that meeting, the feedback and additional suggestions the Board office received for further consideration are as follows:

- Offering CEUs for pro bono work only to early career psychologists, who are still engaged in learning and gaining experience. Such a provision would address the public comment concern provided during the October meeting regarding CEU costs and also instill the value of doing pro bono work early on.
- Including Outcome Monitoring as a CPD option.
- Including CPD for self-care activities – giving credit to those who take care of themselves in meaningful ways to ensure that providers remain and not leave the profession.
- Including teaching as an approved CPD activity as explained in a public comment letter the Board office received from a Nevada licensee.

Proposed Revised NAC 641.136

NAC 641.136 Continuing education: Requirements for renewal of license as a psychologist; acceptance or approval of courses and programs by Board. ([NRS 641.100](#), [641.110](#), [641.220](#))

1. To renew his or her license, a psychologist must certify to the Board that during the 2 years immediately preceding the date he or she submits an application for renewal, he or she has completed 30 hours of continuing education ~~in courses~~ approved by the Board pursuant to subsection 2 or [NAC 641.138](#). *For continuing education courses:*

- (a) At least 6 hours must include instruction in scientific and professional ethics and standards, and common areas of professional misconduct;
- (b) At least 2 hours must include instruction in evidence-based suicide prevention and awareness;
- (c) At least 6 hours must include instruction relating to cultural competency and diversity, equity and inclusion; and
- (d) Not more than 15 hours may be obtained from an approved distance education course.

Psychologists who satisfy continuing education requirements by engaging in continuing professional development are limited to a total of 15 hours toward their continuing education requirements, with the remaining continuing education hours to be satisfied with continuing education courses. A licensee may not receive credit for continuing education for a course in which he or she is the instructor.

2. Except as otherwise provided in subsection 3, the Board will accept the following ~~types of~~ *as satisfying the continuing education requirements of subsection 1:*

- (a) ~~e~~Continuing education courses or programs, *as follows:*
 - (~~a-1~~) Formally organized workshops, seminars or classes which maintain an attendance roster and are conducted by or under the auspices of an accredited institution of higher education offering graduate instruction.
 - (~~b-2~~) Workshops, seminars or classes which maintain an attendance roster and are certified or recognized by a state, national or international accrediting agency, including, but not limited to:
 - (~~1~~) The American Psychological Association;
 - (~~2~~) The American Psychiatric Association;
 - (~~3~~) The American Medical Association;
 - (~~4~~) The American Association for Marriage and Family Therapy;
 - (~~5~~) The American Counseling Association;
 - (~~6~~) The International Congress of Psychology; or
 - (~~7~~) The National Association of Social Workers.
 - (~~e-3~~) Other workshops, classes, seminars and training sessions in psychology or a closely related discipline which have a formal curriculum and attendance roster and receive approval by the Board.
 - (~~d-4~~) Distance education courses in psychology or a closely related discipline that are approved by the Board.

(b) Subject to the 15 hour total limitation stated in subsection (1), continuing professional development, as follows:

(1) Professional Activity and services, limited to no more than 3 hours in each of the following categories:

(I) Peer case consultation, where one hour of peer consultation would equal one hour of continuing professional development;

(II) Professional services, including serving on a psychological association board or committee, in a leadership position for a psychological association, an editorial board, or a scientific grant review team, where one hour of time spent in providing professional services would equal one hour of continuing professional development;

(III) Providing uncompensated psychological treatment to low-income individuals referred by a local nonprofit organization where three hours of uncompensated psychological treatment provided would equal one hour of continuing professional development; and

(IV) Attending a Psychology related conference or convention, where one full day of attendance would equal three hours of continuing professional development, except that if continuing education credits are offered as part of attendance at a conference of convention, the continuing education credits would supersede any continuing professional development hours such that the licensee would not be permitted to count both continuing education and continuing professional development credits.

(2) Academic Activities, as follows:

(I) Completing and earning credit for a doctoral-level psychology course where the hours of continuing professional development would be equivalent to the number of course credits;

(II) Teaching an approved continuing education course where one continuing education course would equal one hour of continuing professional development;

(III) Teaching a doctoral-level clinical psychology course at an APA-accredited institution where a one semester course would equal 6 hours of continuing professional development; and

(IV) Acceptance of a book, a peer-reviewed manuscript, or a book chapter where one publication would equal 6 hours of continuing professional development.

3. Before a licensee may receive credit for continuing education for a course in scientific and professional ethics and standards and common areas of professional misconduct or a course in evidence-based suicide prevention and awareness, the licensee must submit information concerning the course to the Board for approval of the course unless the Board has previously approved the course. The Board will make available at its office a list of courses and programs that are currently approved by the Board.

**PUBLIC NOTICE OF A MEETING FOR
STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS
MEETING MINUTES**

October 11, 2024

1. Call To Order/Roll Call to Determine the Presence of a Quorum.

The meeting of the Nevada State Board of Psychological Examiners was called to order by President Lorraine Benuto, PhD, at 8:02 a.m. on October 11, 2024, online via “Zoom” and physically at the office of the Board of Psychological Examiners, 3080 S. Durango Drive, Suite 102, Las Vegas, Nevada 89117.

Roll Call: Board President, Lorraine Benuto, Ph.D., members, Soseh Esmaeili, Psy.D.; Catherine Pearson, Ph.D.; Monique Abarca, LCSW; and Robert Moering, Psy.D. were present at roll call. Stephanie Holland, Psy.D. and Stephanie Woodard, Psy.D. were absent. There was a quorum of the Board members.

The Executive Director welcomed the newest Board member, Dr. Robert Moering. The Governor appointed Dr. Moering to the Board last week.

Also present were Deputy Attorney General (DAG) Harry Ward; Board Investigators Dr. Sheila Young, and Dr. Whitney Owens; Executive Director Laura Arnold; Administrative Director Sarah Restori; members of the public: Lea Case, Donna Greifer, David Hines, Donald Hoier, Brian Lech, Mary Marcu, Claudi Mejia, Kevin Osten-Gardner, Tatsiana Razzhavaikina, Kelly Robertson, Kay See, and Jodi Thomas.

2. Public Comment. The Board wants to remind those who participate in public comment that you are limited to three minutes per person, and that public comment is reserved for comment only. It will not be used as a platform for questions and answers. If you have a statement that is longer than three minutes, please submit your statement in writing and the Board will include it in the written materials that are posted. If you have questions for which you would like answers, please email the Board office at nbop@govmail.state.nv.us.

DAG Ward wanted to remind any members of the public who may be here to comment on a pending complaint that our Deputy Attorney General has requested that no public comment be made on any pending complaints. The exception is if there is a hearing officer on the case.

There was no public comment.

3. (For Possible Action) Workshop to Solicit Comments on a Proposed Regulation (See Public Notice – Attachment A); and Possible Action to Forward the Proposed Regulation to a Hearing at a Future Meeting of the Nevada Board of Psychological Examiners in Accordance with NRS Chapter 233B.

Dr Benuto informed that during its September 13, 2024, meeting, the Board approved the proposed language that it had been working on for several months to revise NAC 641.136 to include Continuing Professional Development as satisfying some of Nevada's Continuing Education requirements. After agreeing to some modifications to the proposed language, the Board took action to move the revised regulation to a regulation workshop for any public comment and to consider moving forward to a regulation hearing. The proposed regulation revision is now before the Board for that workshop.

Dr. Jodi Thomas requested to clean up the binary language in the draft. She wanted to clarify 2B, which says subject to the 15-hour total limitation stated in subsection 1. She wanted to know if she interprets that correctly meaning everything following 2B can be included both in distance learning and non-distance learning. Lastly, she appreciated the continuing education options to make things more accessible in the state. She expressed being concerned that providing uncompensated treatment to low income individuals, and would rather providers seek continuing education for how to meet the needs of low income individuals, because it would be unclear if the providers are they providing effective services.

Dr. Kevin Osten-Garner provided public comment. He requested that, as the Board expands continuing education requirements that are a financial burden on new graduates in particular, it consider keeping the level of credits the same or decrease the amount especially on early career psychologists.

Dr. Benuto recommended that if the credit hours psychologists are attaining are CPD credits and are face-to-face, they should be able to count toward those face-to-face credits. If they're not face-to-face, they would not apply toward that and would be considered distant learning. Dr. Owens agreed with this.

Addressing non-binary language, the Executive Director had previously removed all binary language on drafts, and the LCB did not accept it and took it all out. She stated she will continue to submit non-binary language in hopes it will not be changed by LCB.

Dr. Benuto expressed agreement that providing uncompensated treatment to low income individuals does not have an educational component. Dr. Moering agreed that pro bono work should be encouraged, but should consider a way to tie in capturing the learning component of providing pro bono work. Dr. Owens agrees that continuing education credits should be based in learning.

Dr. Benuto said she does see a disconnect between providing pro bono services how it ties to professional development. She stated the question for the Board is whether the provision of pro bono services fits in alignment with the goals of continuing education.

Dr. Pearson suggested combining pro bono work for an individual for which you must receive supervision therefore you are learning and receiving education. Dr. Owens commented, stating its already written in the NAC that providers treating those outside of their specialty are to seek supervision in the areas of weakness. She states they would need to redefine what continuing education is if pro bono services are included.

This issue was tabled for the next meeting for further discussion.

Dr. Benuto closed the Regulations Workshop regarding the revisions to NAC 641.136

4. Minutes. (For Possible Action) Discussion and Possible Approval of the Minutes of the State of Nevada Board of Psychological Examiners' September 13, 2024, Meeting.

There were no comments or changes suggested for the minutes of the September 13, 2024, meeting.

On motion by Monique Abarca, second by Catherine Pearson, the Nevada State Board of Psychological Examiners approved the meeting minutes of the Regular Meeting of the Board held on September 13, 2024. Soseh Esmaeili and Robert Moering approved the minutes as to form, but not content. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

5. Financials

5A. (For Possible Action) Discussion and Possible Action to Approve the Treasurer's Report for Fiscal Year 2025 (July 1, 2024, through June 30, 2025).

The Executive Director presented the Treasurer's Report. She informed that as of September 30, 2024, the checking account balance was \$180,220.38, and is increasing as the Board office continues to process renewals, the fees for which will be allocated to the four 2025-2026 biennium quarters. The Board is in the first half of FY2025 and in the fourth 2023-2024 biennium quarter. For the first half of the fiscal year/fourth biennium quarter, the Board is currently operating on the \$80,730.33 in net deferred revenue that was distributed to the fourth biennium quarter from the 2023-2024 biennium renewals, and the approximately \$38,300 from the other deferred revenue distributions that were allocated to this 4th biennium quarter and first half of the new

fiscal year, those being late renewals, new licensures, and registrations. She stated that continuing to be notable during this final biennium quarter is the income from new licensures and registrations that comes in during this quarter, but is no longer considered deferred income due to its receipt during the fourth biennium quarter. The Board has received more than \$5,300.00, which is nearly 300% of what was projected.

She went on to share that the savings account balance, which is the Board's reserve account, was \$105,101.50. With the end of September ending the first quarter of FY2025, the Board is just under 22% of budgeted expenditures and a little over 40% of expected revenue.

The Board's bookkeeper, Michelle Fox, has verified and validated the information being provided in the Treasurer's report.

On motion by Soseh Esmaeili, second by Catherine Pearson, the Nevada State Board of Psychological Examiners approved the Treasurer's Report for Fiscal Year 2025. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

5B. (For Possible Action) Discussion and Possible Action to Approve revisions to the Budget for Fiscal Year 2025 (July 1, 2024, through June 30, 2025).

The Executive Director presented revisions to the FY2025 Budget. She informed she made adjustments to the 4th Quarter income from new licensures and registrations, and the print-copy expense which was higher than budgeted due to renewal stickers.

On motion by Catherine Pearson, second by Soseh Esmaeili, the Nevada State Board of Psychological Examiners approved revisions to the Fiscal Year 2025 budget. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

6. Legislative/Regulation Update

The Executive Director shared regulation and legislation updates. She attended the Legislative Commission meeting in September and shared that the Board's three pending regulation revisions were officially approved. She has published those revisions on the Board's website.

She went on to share that she submitted the national exam regulation resurrection to the LCB for a regulation number and draft. The number for that regulation is R192-24, and she is still waiting for the LCB's draft so they can schedule a regulation hearing.

Lastly, she shared that she is monitoring about 100 Bill Draft Requests as they come in. She expects to receive more information on the BDR's she's monitoring closely as they get closer to the legislative session.

7. Board Needs and Operations

- a. Report from the Nevada Psychological Association.

There were no updates from the Nevada Psychological Association.

- b. Report From the Board Office on Operations.

The Administrative Director presented the Board's office statistic spreadsheet. She shared that in September, the Board licensed 8 new Psychologists, and had relatively high activity in licensure applications, Psychological assistant and Psychological Trainee applications, and state exams administered. As of October 7, the Board has 734 active licensees and 147 active applications for licensure. She went on to share that as for renewals, the Board office has received a total of 81 renewals under the categories noted under Renewals. As for those the Board registers, the psychological assistants, psychological interns, and psychological trainees, there are a total of 75 that are registered and 38 active applications.

The Executive Director provided updates on other Board projects. She shared that she will continue to work on the applicant and licensee data project she presented during the last meeting, as this will be an ongoing project. She shared that the Supervisor Handbook is on the agenda for approval. She shared that Dr. Holland, the Administrator Director and herself have been reviewing the State Exam over the past several months to ensure the content and questions remain current. They will present their review of that information when they've finished their review.

She went on to share that the Disciplinary Supervision project is still being developed. There is a list of 20 psychologists who expressed interest in providing disciplinary supervision. The next step is determining what training looks like for the disciplinary supervisors. She is working with the Board's investigators for this development.

The Executive Director shared that she's developed a comprehensive analysis for the ATEAM regarding hybrid residency programs and prior decisions related to the residency requirement. The analysis concerned various non-APA accredited programs, and how the ATEAM made decisions based on those programs.

She shared she is working on preparing a draft policy around AB244 now that R095-23 has been approved and filed.

Lastly, the Board is in its renewal period, and about ten percent of the licensees have renewed at this point.

Dr. Sheila Young informed that once they have a confirmed list of disciplinary supervisors, they will schedule a 1 hour continuing education with them. They will not charge them for this.

8. (For Possible Action) Discussion and Possible Action on Pending Consumer Complaints:

A. Complaint #19-0626

DAG Ward informed the hearing officer has submitted a preliminary hearing and scheduling order. The hearing is set for September 10th, 2025.

B. Complaint #23-0918

DAG Ward informed a formal complaint and notice of hearing has been served upon respondent. Respondents counsel has requested additional time to respond and the date for the response is close to the end of this month.

C. Complaint #24-0103

DAG Ward informed the hearing officer has submitted a preliminary hearing and scheduling order. The hearing is set for September 10th, 2025.

D. Complaint #24-0312(1)

DAG Ward informed this matter has been referred to the MFT Board and he is in the process of preparing a cease-and-desist letter. The New York and the California Boards will be copied on the cease-and-desist letter with the possibility of contacting the Department of Justice for wire fraud. This matter is still ongoing and hopes it will be resolved with a cease-and-desist order.

E. Complaint #24-0312(2)

DAG Ward informed he finalized the complaint and notice of hearing. A notice of hearing and a complaint will be filed shortly and should be send out in the mail by next week.

F. Complaint #24-0605

DAG Ward informed this complaint was received regarding misrepresentation of credentials and practicing without a license. The Board investigators have requested additional information from the complainant and are continuing to review additional information and the investigation is still ongoing.

G. Complaint #24-0607

DAG Ward informed this was a self-report from a licensee regarding two misdemeanor alleged convictions. DAG Ward informed he has been notified by the respondent's attorney that he may be withdrawing his plea of guilty in the misdemeanors and may be trying to negotiate a different plea and or take it to trail.

H. Complaints #24-0711

#24-0719

#24-0726

#24-0823

DAG Ward informed these four complaints are against the same psychologist. All complaints have been forwarded to the respondent and they are awaiting his response. DAG Ward has been in touch with opposing counsel, and counsel hopefully will be responding by the end of the month in regard to all four complaints.

I. Complaint #24-0730

DAG Ward informed a cease-and-desist letter has been sent out to the respondent and they are awaiting a response.

J. Complaint #24-0822

DAG Ward informed the complaint was forwarded to respondent who provided a response. Based on the information in the complaint and response by the licensee, it was determined there was not sufficient basis for disciplinary action and will be recommending this be dismissed.

Dr. Owens informed that the complainant alleges several violations of assessment practices by the psychologist. They alleged that the respondent made clerical errors misdating the report and this misdating led to an inaccurate conclusion to the report findings. They further allege that the respondent misunderstood various information related to the assessment which they believe impact the findings of the assessment. They also allege the psychologist "cut and paste" various information into the report which would impact the results of the report. Lastly, they alleged the psychologist was more personal than professional and also alleges there was a personality conflict with the psychologist which they believe impacted the findings and recommendations of the assessment. The psychologist responded to the complaint and submitted a letter dated September 23, 2024, answering the allegations of the complaint. The psychologist admitted to minor documentation errors in the report and provided documentation and evidence to support the conclusions and diagnoses contained in the report. The complainant was dissatisfied with the conclusion of the psychologist's forensic assessment. She stated, while correct documentation is important, the documentation errors in the report do not rise to the level of discipline in this matter, specifically because they do not alter the information in the report or change the outcome of the diagnosis or recommendations of the report. Dr. Owens recommended this be dismissed as there are no indication of violations of the APA Code of Ethics nor the Nevada standards of practice described in NRS 641 and NAC 641.

DAG Ward shared that the report that Dr. Owens read into the record is public record. The actual written report is not public record, only what she has read into the record. If a public record request were made, the written report would not be included as it remains confidential.

On motion by Catherine Pearson, second by Soseh Esmaeili, the Nevada State Board of Psychological Examiners approved dismissing Complaint #24-0822. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

K. Complaint #24-0829

DAG Ward informed this was received and forwarded to an investigator for review. The investigator has requested documentation to support the allegations made by the complainant. The complainant has been forwarded and they are awaiting a response in this matter.

L. Complaint #24-0903

DAG Ward informed this was received and forwarded to an investigator for review. He is in the process of preparing a cease-and-desist letter for this matter.

M. Complaint #24-0924

DAG Ward informed this was received and forwarded to an investigator for review. The investigator has requested to prepare a cease-and-desist letter to the respondent. They are in the process of preparing that letter.

9. (For Possible Action) Review and Possible Action on Applications for Licensure as a Psychologist or Registration as a Psychological Assistant, Intern or Trainee. The Board May Convene in Closed Session to Receive Information Regarding Applicants, Which May Involve Considering the Character, Alleged Misconduct, Professional Competence or Physical or Mental Health of the Applicant (NRS 241.030). All Deliberation and Action Will Occur in an Open Session.

The following applicants are recommended for approval of licensure contingent upon completion of licensure requirements: Amy Fox, Jennifer Blitz, Tyler Lennon, Allison Vreeland, John Fite, Jerry Chen, Linda Bortell, Mark Ingram, Rosy Chavez-Najera, Corinne Votaw, Kayli Wrenn, Ashley Colson, Jeffrey Aguiar, Kimberly Gray, Bradley Schuyler, and Andrew Leone.

On motion by Monique Abarca, second by Catherine Pearson, the Nevada State Board of Psychological Examiners approved the following applicants for licensure contingent upon completion of licensure requirements: Amy Fox, Jennifer Blitz, Tyler Lennon, Allison Vreeland, John Fite, Jerry Chen, Linda Bortell, Mark Ingram, Rosy Chavez-Najera, Corinne Votaw, Kayli Wrenn, Ashley Colson, Jeffrey Aguiar, Kimberly Gray, Bradley Schuyler, and Andrew Leone. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

10. (For Possible Action) Discussion and Possible Action to Approve the Draft Audit Report for FY2024.

Ms. Kay See with Campbell Jones CPA reviewed the Draft Audit Report. She provided a brief outline of what the audit report includes. She reviewed the pages that contain the balance sheets which include the assets, liabilities, and deferred revenue. The balance sheet also includes the adjustments which are now required reporting. Pension related assets are required to be reported as well now. The balance sheet showed the net position of \$119,842. The next balance sheet detailed the expenses and the net program revenue which was a decrease of \$82,948. This is due to a new revenue method that was implemented this year which holds the licensee fees in reserve at the end of the fiscal year. Moving on, she shared the next part of the audit report is required by government standards of presentation for this type of office and detailed many pages of the reporting entity, the audit is being done under government accounting standards, and basis of presentation and so on. The next part reviewed the leases the Board office holds which is the Las Vegas Board office lease and the report showed how that will be amortized over the next five years.

Ms. See went on to describe the Pension which is the PERS retirement system and which is statutorily required. She stated the two staff who participate in PERS are on a matching rate which the Board contributes half of and the employee contributes half. The balance sheet showed the breakdown of those contributions and the pension analysis.

Lastly, she shared the final report, which is the Report on Internal Control. She stated they did not find much in this audit. They had one matter that they brought to the Executive Director, which they consider to be a material weakness. She stated this finding is very easy to fix. She stated the PERS money that is collected and sent to Nevada PERS are put into a liability account and then every month when that payment is made, that liability account should be relieved. The money was paid to PERS monthly, but the mechanical account was not showing as relieved. They will work with the bookkeeper and the Executive Director to fix this reporting.

The Executive Director informed she did not receive the draft audit report until just before she had to include it in the meeting materials, and therefore did not have time to fully review it. She stated she is also waiting for feedback from the bookkeeper, Michelle Fox. She requested the Board's approval of the draft audit report be subject to her further review of the report, the bookkeeper's feedback on the proposed finding, and the ability to make any adjustments or address any discrepancies with the auditors. The final report is due by December 1st to the LCB/Governor's office. Any substantive changes can be brought to the December meeting for retroactive approval.

On motion by Catherine Pearson, second by Monique Abarca, the Nevada State Board of Psychological Examiners approved the Draft Audit Report for FY2024 subject to the Executive Director's full review upon receipt of the bookkeepers feedback and resolution of any discrepancies. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Robert Moering, and Catherine Pearson.) Motion Carried: 5-0.

11. (For Possible Action) Discussion and Possible Action to Approve Proposed Supervisor Handbook for Supervisors of Psychological Assistants, Psychological Interns, and Psychological Trainees.

The Executive Director shared that during 2023 "Supervision Subcommittee" meetings, the subcommittee proposed creating a Supervisor Handbook that encompassed relevant provisions of NAC Chapter 641 including those in R002-24. Now that R002-24 has been adopted and is in effect, the Executive Director prepared a proposed handbook for the supervision of psychological assistants, interns, and trainees aligned with NAC 641.1506-641.168 and submitted the handbook to some of the subcommittee members for their review and comment, which has been incorporated. The handbook is before the Board for its review and approval.

Dr. Benuto suggested adding a clause that explains that this handbook is specific to *clinical* supervision as to not be confused with other types of supervision one may have or receive in the workplace. She also suggested adding a qualifier in the language that includes specifically stating the titles of the registered provider such as "*supervisor of a psychological assistant, psychological intern, or psychological trainee is required to...*", instead of just "*a supervisor is required to...*".

Dr. Owens shared that the purpose of the handbook is for supervisors to have something that is easily readable and understandable for supervisors. She recommended adding some additional language that clarifies the intent and purpose of the supervisor language and how some of the intentions came about. She stated she would take this on and present this at a future Board meeting if it's helpful.

This item was tabled for a future Board meeting so these suggestions can be added to the proposed supervisor handbook for further review.

12. (For Possible Action) Schedule of Future Board Meetings, Hearings, and Workshops. The Board May Discuss and Decide Future Meeting Dates, Hearing Dates, and Workshop Dates.

The Executive Director recommended the Board start the December Board meeting at 10am to allow for travel time for any members travelling from Reno to Las Vegas that morning.

The next regular meeting of the Nevada Board of Psychological Examiners is currently scheduled for Friday, December 6, 2024, beginning at 10:00 a.m., following which will be the annual strategic planning meeting. The location of the meeting is to be determined.

13. Requests for Future Board Meeting Agenda Items (No Discussion Among the Members will Take Place on this Item)

There were no requests for future agenda items.

14. Public Comment. The Board wants to remind those who participate in public comment that you are limited to three minutes per person, and that public comment is reserved for comment only. It will not be used as a platform for questions and answers. If you have a statement that is longer than three minutes, please submit your statement in writing and the Board will include it in the written materials that are posted. If you have questions for which you would like answers, please email the Board office at nbop@govmail.state.nv.us.

Dr. Benuto wanted to remind members of the public that our Deputy Attorney General has requested that no public comment be made on any pending complaints.

The Executive Director shared public comment from an email received from a member of the public. She stated this individual wanted to thank the Board for its diligent work on CPD's including teaching as an option to satisfy the CPD requirements.

15. (For Possible Action) Adjournment

There being no further business before the Board, President Dr. Benuto adjourned the meeting at 9:41 a.m.

**Nevada Board of Psychological Examiners
Board Meeting Staff Report**

DATE: December 6, 2024

ITEM:

5 - (For Possible Action) Discussion and Possible Action to Approve the Treasurer's Report for Fiscal Year 2025 (July 1, 2024, through June 30, 2025).

SUMMARY:

As of November 30, 2024, the checking account balance was \$282,514.35. The Board is still in the first half of FY2025 and the fourth biennium quarter. For this portion of the fiscal year, the Board is operating on the \$80,730.33 in net deferred revenue that was distributed to the fourth biennium quarter from the 2023-2024 biennium renewals, and the approximately \$38,300 from the other deferred revenue distributions that were allocated to this 4th biennium quarter and first half of the new fiscal year (those are late renewals, new licensures, and registrations).

The savings account balance, which is the Board's reserve account, was \$105,108.51. With the end of November being the fifth month of FY2025, the Board is at just over 38% of budgeted expenditures and about 43% of expected revenue.

The Board's bookkeeper, Michelle Fox, has verified and validated the information being provided in this Treasurer's report.

NV State Board of Psychological Examiners
Budget to Actual - Fiscal Year 2025

11/30/24

		FY25 Budgeted Amount	FY25 Actual	% actual to budget			FY25-1 Biennial-Q4 July 2024-December 2024	FY25-2 Biennial-Q1 January 2025-June 2025	FY26-1 Biennial-Q2 July 2025-December 2025	FY26-2 Biennial-Q3 January 2026-June 2026	FY27-1 Biennial-Q4 July 2026-December 2026
							Budgeted	Budgeted	Budgeted	Budgeted	Budgeted
INCOME											
Money on hand (Checking)		89,031.85					\$89,031.85				
Carry Over		10,313.01					\$10,313.01	\$74,855.15	\$48,847.65		
Deferred Revenue											
2600	Renewals - 7/1/24 and 1/1/25	170,105.33	80,730.33	47.46%	2600	Renewals 25-26 biennium (1/1/25)	80,730.33	92,00.000	92,000.00	92,000.00	92,000.00
								43,533.19	43,533.20	43,533.19	43,533.20
2600	Late Renewals - 1Q 23-24	15,819.98	15,819.98	100.00%	2600	Late Renewals 25-26 biennium (7/1/25)	15,819.98	23,418.75	23,418.75	23,418.75	23,418.75
40201 40281-3 40203	New Licensure, Registrations, Reinstatements	22,489.98	22,489.98	100.00%	40201 40281-3 40203	New Licensure, Registrations, Reinstatements	22,489.98	5,403.75	5,403.75	5,403.75	5,403.75
	Deferred PP fees					Deferred PP fees	N/A	3,450.00	3,450.00	3,450.00	3,450.00
								638.44	638.45	638.44	638.45
	NET Deferred Income					NET Deferred Income	119,040.29	117,372.50	117,372.50	117,372.50	117,372.50
Regular Revenue	23-24 Biennium Q4 New Licensure and Registrations	5,250.00	7,842.13	149.37%			5,250.00				2,000.00
	Applications										
40100	Psychologist Application	16,250.00	10,931.88	67.27%			8,125.00	8,125.00			
40101	PA Application	3,000.00	2,012.63	67.09%			1,500.00	1,500.00			
40102	Intern Application	1,200.00	305.90	25.49%			600.00	600.00			
40103	Trainee Application	900.00	1,858.60	206.51%			450.00	450.00			
4010	Reinstatement/Reactivation	500.00		0.00%			250.00	250.00			
4015	Psychologist State Exam	15,000.00	8,985.80	59.91%			7,500.00	7,500.00			
4030	Non-Resident Consultant	900.00	400.00	44.44%			450.00	450.00			
4040	CE App Fee	900.00	448.51	49.83%			450.00	450.00			
	Other										
4025	Late and License Restoration Fees	4,000.00					0.00	4,000.00			
40251/40252	New and Duplicate License	1,250.00	1,117.84	89.43%			625.00	625.00			
4045	Verification of Licensure	400.00	163.98	41.00%			200.00	200.00			
4075	Cost Recovered (Disciplinary)						0.00	0.00			
4999	Interest, Misc	40.00	17.58	43.95%			20.00	20.00			
Total Income		\$357,350.15	\$153,125.14	42.85%		Income	\$ 243,805.15	\$ 216,397.65			

Payroll Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget			FY25-1 Biennial-Q4 July 2024-December 2024 Budgeted	FY25-2 Biennial-Q1 January 2025-June 2025 Budgeted			
5100	Board Salary/Per Diem	10,000.00	1,950.00	19.50%			5,000.00	5,000.00			
2700	Executive Director (net)	50,000.00	21,935.96	43.87%			25,000.00	25,000.00			
2700	Administrative Director (net)	45,000.00	18,483.38	41.07%			22,500.00	22,500.00			
2700	Staff Salary (Part-Time)	10,000.00					5,000.00	5,000.00			
9110	Staff Benefits	12,000.00	6,006.28	50.05%			6,000.00	6,000.00			
2700	Investigator Salary	15,000.00	4,186.15	27.91%			7,500.00	7,500.00			
5250	Workers Compensation	1,000.00	357.46	35.75%			500.00	500.00			
2108/5300	PERS	45,000.00	20,633.16	45.85%			22,500.00	22,500.00			
2100	Federal Payroll Taxes	24,000.00	13,811.07	57.55%			12,000.00	12,000.00			
9100	Other Payroll Expenses	1,000.00	374.00	37.40%			500.00	500.00			
	Total Payroll	213,000.00	87,737.46	41.19%			106,500.00	106,500.00			
Operating Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget			FY25-1 Biennial-Q4 July 2024-December 2024 Budgeted	FY25-2 Biennial-Q1 January 2025-June 2025 Budgeted			
6100	Out of State	6,500.00	3,605.38	55.47%			3,250.00	3,250.00			
6200	In-State Travel	1,500.00		0.00%			750.00	750.00			
7015	Office Supplies/furniture	3,250.00	715.98	22.03%			1,625.00	1,625.00			
	Office expenses:										
7040	- Print-Copy	300.00	240.33	80.11%			250.00	50.00			
7050	- Rent	20,000.00	6,719.70	33.60%			10,000.00	10,000.00			
7100	- Postage	1,000.00	723.11	72.31%			500.00	500.00			
7210	- DoIt Web SV	1,200.00	273.46	22.79%			600.00	600.00			
7290/72902	- Telephone/Internet & Utilities	1,500.00	608.30	40.55%			750.00	750.00			
7500	- Copy Lease	1,500.00	567.23	37.82%			750.00	750.00			
7770/7777	Software & Database	4,500.00	1,021.68	22.70%			2,250.00	2,250.00			
8010	Legal & Professional Fees	40,000.00	10,727.24	26.82%			20,000.00	20,000.00			
8015	Tort Claim	1,200.00	1,164.30	97.03%			1,200.00	0.00			
8050/8055	Professional Services (Auditor, Bookkeeper, Lobbyist)	32,500.00	12,270.00	37.75%			16,250.00	16,250.00			
8250	Dues & Reg (ASPPB, Conf, Continuing Ed)	5,000.00	560.00	11.20%			2,500.00	2,500.00			
8520	Admin Services (LCB)	1,350.00	1,200.00	88.89%			675.00	675.00			
9001	Banking Fees	100.00	16.00	16.00%			50.00	50.00			
	PayPal Fees (against regular revenue)	1,250.00	991.52	79.32%			625.00	625.00			
90100	Miscellaneous Expense	500.00		0.00%			250.00	250.00			
	Uncategorized Expense	250.00					125.00	125.00			
	Total Expenses	\$123,400.00	\$41,404.23	33.55%			\$62,450.00	\$61,050.00			
	Total Expenses + Payroll	\$336,400.00	\$129,141.69	38.39%			\$168,950.00	\$167,550.00			
	Total Income	\$ 357,350.15	\$153,125.14	42.85%			\$243,805.15	\$216,397.65			
	Final Balance	\$20,950.15	\$23,983.45			Final Balance	\$74,855.15	\$48,847.65			

December 03, 2024

Statement of Financial Position

As November 30, 2024

Nevada Board of Psychological Examiners

As verified by Michelle Fox .

The following accounts have been reconciled for the month of November 30, 2024, and all transactions reviewed for accuracy.

Main Checking Account per bank statement dated 11/30/2024 -\$282,514.35

Savings Account per bank statement dated 11/30/2024 -\$105,108.51

Michelle Fox
Michelle Fox

NV State Board of Psychological Examiners

Balance Sheet

As of November 30, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1100 Cash in Bank	282,514.35
3309 Savings	105,108.51
Total Bank Accounts	\$387,622.86
Accounts Receivable	
1200 Accounts Receivable	3,099.29
Total Accounts Receivable	\$3,099.29
Other Current Assets	
12000 Undeposited Funds	0.00
12100 Inventory Asset	0.00
1400 Prepaid Expenses	60.41
Uncategorized Asset	0.00
Total Other Current Assets	\$60.41
Total Current Assets	\$390,782.56
Other Assets	
1300 Deferred outflows of resources	0.00
Total Other Assets	\$0.00
TOTAL ASSETS	\$390,782.56
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
1106 Accounts Payable	3,903.93
Total Accounts Payable	\$3,903.93
Other Current Liabilities	
2100 Federal Income Withholding	1,974.76
2100 Payroll Liabilities	4,337.10
2107 Federal Taxes (941/944)	-76.15
2108 PERS	6,069.82
Health Insurance	652.92
NV Unemployment Tax	0.00

NV State Board of Psychological Examiners

Balance Sheet

As of November 30, 2024

	TOTAL
Total 2100 Payroll Liabilities	10,983.69
2101 Federal FICA Withholding	0.00
2102 Federal Medicare Withhold	0.00
2105 Employment Security	0.00
2110 Direct Deposit Liabilities	0.00
2200 Unearned Revenue	0.00
2300 Liability	0.00
2301 Payroll Liabilities-Pers	0.00
2302 Accrued PTO	6,877.88
2450 Deferred inflow-pension	0.00
2455 Net pension liability	0.00
2600 Deferred Revenue	162,383.88
2700 Direct Deposit Payable	0.00
Total Other Current Liabilities	\$182,220.21
Total Current Liabilities	\$186,124.14
Total Liabilities	\$186,124.14
Equity	
3000 Opening Bal Equity	0.00
3900 2550 Fund Balance	223,490.62
Net Income	-18,832.20
Total Equity	\$204,658.42
TOTAL LIABILITIES AND EQUITY	\$390,782.56

NV State Board of Psychological Examiners

Profit and Loss July - November, 2024

	TOTAL
Income	
4010 Psychologist Application	
40100 Psychologist Application	10,931.88
40101 PA Application	2,012.63
40102 Intern Application	305.90
40103 Trainee Application	1,858.60
Total 4010 Psychologist Application	15,109.01
4015 Psychologist State Exam	8,985.80
4020 Psych Biennial	83,480.00
40201 Prorated Psych Biennial	3,816.19
Total 4020 Psych Biennial	87,296.19
4025 Psychologist Licensing Fee	
40251 New License	1,000.00
40252 Change/Duplicate/Reinstatement	117.84
Total 4025 Psychologist Licensing Fee	1,117.84
4028 Registration Fee	
40281 Psych Asst fee	3,549.59
40282 Psych Intern Fee	77.21
40283 Psych Trainee	399.14
Total 4028 Registration Fee	4,025.94
4030 Non-Resident Consultant	400.00
4040 CE App Fee	448.51
4045 Verification of Licensure	163.98
4050 Renewal Late Fee	0.00
4999 Interest	17.58
Total Income	\$117,564.85
GROSS PROFIT	\$117,564.85
Expenses	
307910 7210 Dolt Web SVb	273.46
5100 Board Sal	1,950.00
5175 Board Staf	
51753 Investigator Salary	3,847.50
Total 5175 Board Staf	3,847.50
5250 Workers Compensation	357.46
5300 PERS	3,935.56
6100 Out of State Travel	602.19
6102 Lodging	2,519.28
6106 Air Tvl	447.96
6110 Out of State Travel Misc Costs	35.95
Total 6100 Out of State Travel	3,605.38

NV State Board of Psychological Examiners

Profit and Loss July - November, 2024

	TOTAL
7015 Supplies	715.98
7020 Office Expense	0.00
7040 Print-Copy	240.33
7050 Rent	6,719.70
Total 7020 Office Expense	6,960.03
7100 Postage	723.11
7200 Utilities	262.14
7290 Telephone	-4.64
72902 Internet	350.80
Total 7290 Telephone	346.16
Total 7200 Utilities	608.30
7500 Copy Lease	567.23
7770 Software	1,021.68
8000 Legal & Professional Fees	2,200.00
8010 Legal	8,527.24
8015 Tort Claim	1,164.30
Total 8000 Legal & Professional Fees	11,891.54
8050 Prof Servs	7,061.25
8055 Lobbyist	5,208.75
Total 8050 Prof Servs	12,270.00
8250 Dues & Reg	560.00
8500 Admin Serv	
8520 LCB	1,200.00
Total 8500 Admin Serv	1,200.00
9001 Banking Fees	
9002 Bank Crgs	16.00
Total 9001 Banking Fees	16.00
9100 Payroll Expenses	374.00
9110 Company Contributions	
Health Insurance	6,006.28
Retirement	9,640.18
Total 9110 Company Contributions	15,646.46
9130 Wages	56,286.24
Taxes	
9111 Federal Taxes (941/944)	4,600.25
NV Unemployment Tax	0.00
Total Taxes	4,600.25
Total 9100 Payroll Expenses	76,906.95
PayPal Fees	5,607.67

NV State Board of Psychological Examiners

Profit and Loss
July - November, 2024

	TOTAL
Reimbursements	3,379.20
Total Expenses	\$136,397.05
NET OPERATING INCOME	\$ -18,832.20
NET INCOME	\$ -18,832.20

NV State Board of Psychological Examiners

General Ledger

November 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
3309 Savings							
	Beginning Balance						105,105.06
11/29/2024	Deposit		Interest		4999 Interest	3.45	105,108.51
Total for 3309 Savings						\$3.45	
1100 Cash in Bank							
	Beginning Balance						208,665.19
11/01/2024	Expense		State Farm Insurance		5250 Workers Compensation	-181.23	208,483.96
11/04/2024	Deposit				-Split-	7,232.88	215,716.84
11/04/2024	Expense			ASPPB Conference	6100 Out of State Travel	-63.73	215,653.11
11/04/2024	Deposit				-Split-	4,326.50	219,979.61
11/05/2024	Expense		Michelle Fox	Bookkeeping services	8050 Prof Servs	-250.00	219,729.61
11/05/2024	Deposit				-Split-	2,428.78	222,158.39
11/06/2024	Expense		Adobe Acrobat		7770 Software	-19.99	222,138.40
11/06/2024	Expense		U S Post Office	Certified Mail - Complaint #24-1023	7100 Postage	-20.69	222,117.71
11/06/2024	Deposit				-Split-	3,253.56	225,371.27
11/07/2024	Deposit				-Split-	2,580.41	227,951.68
11/08/2024	Expense		Bank of America Credit Card		-Split-	-591.85	227,359.83
11/08/2024	Expense		Ubeo Business Services		7020 Office Expense:7040 Print-Copy	-12.35	227,347.48
11/08/2024	Payroll Check	DD	Sarah J. Restori	Pay Period: 10/25/2024-11/07/2024	2700 Direct Deposit Payable	-1,678.88	225,668.60
11/08/2024	Expense		Information Technology		307910 7210 Dolt Web SVb	-69.50	225,599.10
11/08/2024	Expense				7015 Supplies	-435.00	225,164.10
11/08/2024	Deposit				-Split-	4,056.72	229,220.82
11/08/2024	Payroll Check	DD	Laura M. Arnold	Pay Period: 10/25/2024-11/07/2024	2700 Direct Deposit Payable	-1,994.18	227,226.64
11/12/2024	Tax Payment		IRS	Tax Payment for Period: 10/01/2024-10/31/2024	2100 Federal Income Withholding	-2,711.04	224,515.60
11/12/2024	Deposit				-Split-	2,270.00	226,785.60
11/12/2024	Deposit				-Split-	3,649.50	230,435.10
11/12/2024	Deposit				-Split-	3,909.51	234,344.61
11/12/2024	Expense			Hearing Officer - Complaints #19-0626 and #24-0103	8000 Legal & Professional Fees	-2,200.00	232,144.61
11/12/2024	Expense		Information Technology		307910 7210 Dolt Web SVb	-16.24	232,128.37
11/13/2024	Expense		Cox Communications		7200 Utilities:7290 Telephone:72902 Internet	-64.09	232,064.28
11/13/2024	Deposit				-Split-	3,900.78	235,965.06
11/14/2024	Deposit				-Split-	3,309.76	239,274.82
11/18/2024	Deposit				-Split-	2,599.58	241,874.40
11/18/2024	Deposit				-Split-	6,099.90	247,974.30
11/18/2024	Expense		PERS		5300 PERS	-3,935.56	244,038.74
11/18/2024	Expense		QuickBooks Payroll Service		9100 Payroll Expenses	-80.00	243,958.74
11/18/2024	Deposit				-Split-	3,900.00	247,858.74
11/19/2024	Expense		Canon Financial Services, Inc.		7500 Copy Lease	-113.74	247,745.00
11/19/2024	Deposit				-Split-	5,699.76	253,444.76
11/19/2024	Expense				9001 Banking Fees:9002 Bank Crgs	-1.00	253,443.76
11/19/2024	Expense		NV Energy		7200 Utilities	-35.65	253,408.11
11/20/2024	Deposit				-Split-	4,812.66	258,220.77
11/21/2024	Deposit				-Split-	2,658.43	260,879.20

NV State Board of Psychological Examiners

General Ledger

November 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/22/2024	Payroll Check	DD	Laura M. Arnold	Pay Period: 11/08/2024-11/21/2024	2700 Direct Deposit Payable	-1,994.18	258,885.02
11/22/2024	Deposit				8050 Prof Servs:8055 Lobbyist	1,041.75	259,926.77
11/22/2024	Deposit				-Split-	4,816.50	264,743.27
11/22/2024	Payroll Check	DD	Sarah J. Restori	Pay Period: 11/08/2024-11/21/2024	2700 Direct Deposit Payable	-1,678.87	263,064.40
11/22/2024	Expense				8050 Prof Servs:8055 Lobbyist	-1,041.75	262,022.65
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	Pay Period: 11/08/2024-11/21/2024	2700 Direct Deposit Payable	-550.25	261,472.40
11/25/2024	Deposit				-Split-	3,419.28	264,891.68
11/25/2024	Deposit				-Split-	7,599.17	272,490.85
11/26/2024	Deposit				-Split-	3,399.85	275,890.70
11/26/2024	Deposit				-Split-	5,350.24	281,240.94
11/26/2024	Expense		U S Post Office	Complaint #24-1125 - Certified mail	7100 Postage	-11.90	281,229.04
11/26/2024	Expense		Public Employees' Benefits Program (PEBP)	PEBP	Payroll Expenses:Company Contributions:Health Insurance	-1,000.12	280,228.92
11/27/2024	Expense				9001 Banking Fees:9002 Bank Crgs	-1.00	280,227.92
11/27/2024	Expense		Bank of America Credit Card		-Split-	-3,200.58	277,027.34
11/27/2024	Deposit				-Split-	4,804.64	281,831.98
11/27/2024	Deposit				-Split-	3,446.67	285,278.65
11/27/2024	Expense		Mihata Holdings, LP		7020 Office Expense:7050 Rent	-1,500.00	283,778.65
11/29/2024	Expense				9001 Banking Fees:9002 Bank Crgs	-1.00	283,777.65
11/29/2024	Expense		US Post Office	Stamps - renewal stickers	7100 Postage	-221.55	283,556.10
11/29/2024	Expense		Kathleen Laxalt		8050 Prof Servs:8055 Lobbyist	-1,041.75	282,514.35
Total for 1100 Cash in Bank						\$73,849.16	
1200 Accounts Receivable							
Beginning Balance							3,099.29
Total for 1200 Accounts Receivable							
1400 Prepaid Expenses							
Beginning Balance							60.41
Total for 1400 Prepaid Expenses							
1106 Accounts Payable							
Beginning Balance							3,903.93
Total for 1106 Accounts Payable							
2100 Payroll Liabilities							
Beginning Balance							4,337.10
Total for 2100 Payroll Liabilities							
2107 Federal Taxes (941/944)							
Beginning Balance							-76.15
Total for 2107 Federal Taxes (941/944)							
2108 PERS							
Beginning Balance							2,564.30
11/08/2024	Payroll Check	DD	Laura M. Arnold	PERS	2700 Direct Deposit Payable	472.53	3,036.83
11/08/2024	Payroll Check	DD	Sarah J. Restori	PERS - Company Contribution	2700 Direct Deposit	403.85	3,440.68

NV State Board of Psychological Examiners

General Ledger

November 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/08/2024	Payroll Check	DD	Sarah J. Restori	PERS	Payable 2700 Direct Deposit Payable	403.85	3,844.53
11/08/2024	Payroll Check	DD	Laura M. Arnold	PERS - Company Contribution	2700 Direct Deposit Payable	472.53	4,317.06
11/22/2024	Payroll Check	DD	Sarah J. Restori	PERS	2700 Direct Deposit Payable	403.85	4,720.91
11/22/2024	Payroll Check	DD	Laura M. Arnold	PERS	2700 Direct Deposit Payable	472.53	5,193.44
11/22/2024	Payroll Check	DD	Sarah J. Restori	PERS - Company Contribution	2700 Direct Deposit Payable	403.85	5,597.29
11/22/2024	Payroll Check	DD	Laura M. Arnold	PERS - Company Contribution	2700 Direct Deposit Payable	472.53	6,069.82
Total for 2108 PERS						\$3,505.52	
Health Insurance							
Beginning Balance							574.22
11/08/2024	Payroll Check	DD	Sarah J. Restori	Health Insurance	2700 Direct Deposit Payable	39.35	613.57
11/22/2024	Payroll Check	DD	Sarah J. Restori	Health Insurance	2700 Direct Deposit Payable	39.35	652.92
Total for Health Insurance						\$78.70	
NV Unemployment Tax							
11/08/2024	Payroll Check	DD	Laura M. Arnold	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
11/08/2024	Payroll Check	DD	Sarah J. Restori	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Laura M. Arnold	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Sarah J. Restori	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
Total for NV Unemployment Tax						\$0.00	
Total for 2100 Payroll Liabilities with subs						\$3,584.22	
2302 Accrued PTO							
Beginning Balance							6,877.88
Total for 2302 Accrued PTO							
2600 Deferred Revenue							
Beginning Balance							65,107.22
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	65,777.20
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	66,447.18
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	67,117.16
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	67,787.14
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	68,457.12
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	69,127.10
11/04/2024	Deposit			Active License Renewal - duplicate	1100 Cash in Bank	669.98	69,797.08
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	70,467.06
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.70	71,136.76
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	71,806.74
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	672.98	72,479.72
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	672.98	73,152.70
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	73,822.68
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	74,492.66
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	75,162.64
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	75,832.62
11/04/2024	Deposit			Active License Renewal - duplicate refund	1100 Cash in Bank	-669.98	75,162.64
11/04/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	75,832.62

NV State Board of Psychological Examiners

General Ledger

November 2024

DATE	TRANSACTION TYPE	NUM NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/04/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	76,502.60
11/05/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	77,172.58
11/05/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	77,842.56
11/05/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	78,512.54
11/06/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	79,182.52
11/06/2024	Deposit		Active License Renewal	1100 Cash in Bank	672.98	79,855.50
11/06/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	80,525.48
11/06/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	81,195.46
11/06/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	81,865.44
11/07/2024	Deposit		Active License Renewal - 2nd Duplicate Refund	1100 Cash in Bank	-669.98	81,195.46
11/07/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	81,865.44
11/07/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	82,535.42
11/07/2024	Deposit		Active License Renewal - 2nd Duplicate	1100 Cash in Bank	669.98	83,205.40
11/07/2024	Deposit		Active License Renewal - Duplicate	1100 Cash in Bank	669.98	83,875.38
11/07/2024	Deposit		Active License Renewal - Duplicate Refund	1100 Cash in Bank	-669.98	83,205.40
11/07/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	83,875.38
11/07/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	84,545.36
11/08/2024	Deposit		Active License Renewal	1100 Cash in Bank	672.98	85,218.34
11/08/2024	Deposit		Active License Renewal	1100 Cash in Bank	672.98	85,891.32
11/08/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	86,561.30
11/08/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	87,231.28
11/08/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	87,901.26
11/08/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	88,571.24
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	89,241.22
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	672.98	89,914.20
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	90,584.18
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	672.98	91,257.16
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	672.98	91,930.14
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	92,600.12
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	93,270.10
11/12/2024	Deposit		Inactive License Renewal	1100 Cash in Bank	100.00	93,370.10
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	650.00	94,020.10
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	650.00	94,670.10
11/12/2024	Deposit		Inactive License Renewal	1100 Cash in Bank	103.00	94,773.10
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	95,443.08
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	96,113.06
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	96,783.04
11/12/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	97,453.02
11/13/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	98,123.00
11/13/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	98,792.98
11/13/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	99,462.96
11/13/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	100,132.94
11/13/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	100,802.92
11/13/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	101,472.90
11/14/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	102,142.88
11/14/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	102,812.86
11/14/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	103,482.84
11/14/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	104,152.82
11/14/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	104,822.80
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	650.00	105,472.80
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	106,142.78
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	106,812.76
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	107,482.74
11/18/2024	Deposit		Inactive License Renewal	1100 Cash in Bank	103.00	107,585.74
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	108,255.72
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	108,925.70
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	109,595.68
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	110,265.66
11/18/2024	Deposit		Active License Renewal	1100 Cash in Bank	669.98	110,935.64

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	111,605.62
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	112,275.60
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	112,945.58
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	113,615.56
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	114,265.56
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.70	114,935.26
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	115,585.26
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	116,235.26
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	116,885.26
11/18/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	117,535.26
11/19/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	118,205.24
11/19/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	118,875.22
11/19/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	119,545.20
11/19/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	120,215.18
11/19/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	120,885.16
11/19/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	121,555.14
11/19/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	122,225.12
11/19/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	122,895.10
11/20/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	123,565.08
11/20/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	124,235.06
11/20/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	124,905.04
11/20/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	125,575.02
11/20/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	126,245.00
11/20/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	126,914.98
11/20/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	127,584.96
11/21/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	128,254.94
11/21/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	128,924.92
11/21/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	129,594.90
11/21/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.70	130,264.60
11/22/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	130,934.58
11/22/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	131,604.56
11/22/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	132,274.54
11/22/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	132,944.52
11/22/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	133,614.50
11/22/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	134,284.48
11/22/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	134,954.46
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	135,624.44
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	136,274.44
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	136,924.44
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	137,574.44
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	138,224.44
11/25/2024	Deposit			Inactive License Renewal	1100 Cash in Bank	100.00	138,324.44
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	138,974.44
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	139,644.42
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	140,314.40
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	140,984.38
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	141,654.36
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	142,324.34
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	142,994.32
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	143,664.30
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	144,334.28
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	145,004.26
11/25/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	145,674.24
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	146,344.22
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	147,014.20
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	147,684.18
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	148,354.16
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	149,024.14
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	149,694.12

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	150,364.10
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	151,034.08
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	151,704.06
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	152,374.04
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	153,044.02
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	153,714.00
11/26/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	154,383.98
11/27/2024	Deposit			Inactive License Renewal	1100 Cash in Bank	100.00	154,483.98
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	155,133.98
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	155,783.98
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	156,453.96
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	157,123.94
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	157,793.92
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	158,463.90
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	669.98	159,133.88
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	159,783.88
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	160,433.88
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	161,083.88
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	161,733.88
11/27/2024	Deposit			Active License Renewal	1100 Cash in Bank	650.00	162,383.88
Total for 2600 Deferred Revenue						\$97,276.66	
2700 Direct Deposit Payable							
11/08/2024	Payroll Check	DD	Sarah J. Restori	Pay Period: 10/25/2024-11/07/2024	-Split-	1,678.88	1,678.88
11/08/2024	Payroll Check	DD	Sarah J. Restori	Direct Deposit	1100 Cash in Bank	-1,678.88	0.00
11/08/2024	Payroll Check	DD	Laura M. Arnold	Direct Deposit	1100 Cash in Bank	-1,994.18	-1,994.18
11/08/2024	Payroll Check	DD	Laura M. Arnold	Pay Period: 10/25/2024-11/07/2024	-Split-	1,994.18	0.00
11/22/2024	Payroll Check	DD	Sarah J. Restori	Direct Deposit	1100 Cash in Bank	-1,678.87	-1,678.87
11/22/2024	Payroll Check	DD	Sarah J. Restori	Pay Period: 11/08/2024-11/21/2024	-Split-	1,678.87	0.00
11/22/2024	Payroll Check	DD	Laura M. Arnold	Pay Period: 11/08/2024-11/21/2024	-Split-	1,994.18	1,994.18
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	Pay Period: 11/08/2024-11/21/2024	-Split-	550.25	2,544.43
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	Direct Deposit	1100 Cash in Bank	-550.25	1,994.18
11/22/2024	Payroll Check	DD	Laura M. Arnold	Direct Deposit	1100 Cash in Bank	-1,994.18	0.00
Total for 2700 Direct Deposit Payable						\$0.00	
2100 Federal Income Withholding							
Beginning Balance							2,371.45
11/08/2024	Payroll Check	DD	Sarah J. Restori	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	505.21	2,876.66
11/08/2024	Payroll Check	DD	Laura M. Arnold	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	604.13	3,480.79
11/12/2024	Tax Payment		IRS	Federal Taxes (941/943/944)	1100 Cash in Bank	-2,711.04	769.75
11/22/2024	Payroll Check	DD	Sarah J. Restori	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	505.23	1,274.98
11/22/2024	Payroll Check	DD	Laura M. Arnold	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	604.13	1,879.11
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	95.65	1,974.76
Total for 2100 Federal Income Withholding						\$ -396.69	
3900 2550 Fund Balance							
Beginning Balance							223,490.62
Total for 3900 2550 Fund Balance							
4010 Psychologist Application							
40100 Psychologist Application							
Beginning Balance							8,775.48
11/05/2024	Deposit			Psych App fee	1100 Cash in Bank	155.25	8,930.73
11/12/2024	Deposit			Psych App fee	1100 Cash in Bank	150.00	9,080.73

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/12/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	9,235.83
11/12/2024	Deposit			Psych App fee	1100 Cash in Bank	150.00	9,385.83
11/18/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	9,540.93
11/19/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	9,696.03
11/19/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	9,851.13
11/22/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	10,006.23
11/25/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	10,161.33
11/25/2024	Deposit			Psych App fee	1100 Cash in Bank	155.25	10,316.58
11/25/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	10,471.68
11/26/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	10,626.78
11/26/2024	Deposit			Psych App fee	1100 Cash in Bank	155.10	10,781.88
11/27/2024	Deposit			Psych App fee	1100 Cash in Bank	150.00	10,931.88
Total for 40100 Psychologist Application						\$2,156.40	
40101 PA Application							
Beginning							
Balance							2,012.63
Total for 40101 PA Application							
40102 Intern Application							
Beginning							
Balance							305.90
Total for 40102 Intern Application							
40103 Trainee Application							
Beginning							
Balance							1,858.60
Total for 40103 Trainee Application							
Total for 4010 Psychologist Application						\$2,156.40	
4015 Psychologist State Exam							
Beginning							
Balance							7,757.80
11/04/2024	Deposit			SE App fee	1100 Cash in Bank	207.00	7,964.80
11/04/2024	Deposit			SE App fee	1100 Cash in Bank	207.00	8,171.80
11/12/2024	Deposit			SE App fee	1100 Cash in Bank	200.00	8,371.80
11/12/2024	Deposit			SE App fee	1100 Cash in Bank	200.00	8,571.80
11/19/2024	Deposit			SE App fee	1100 Cash in Bank	207.00	8,778.80
11/20/2024	Deposit			SE App fee	1100 Cash in Bank	207.00	8,985.80
Total for 4015 Psychologist State Exam						\$1,228.00	
4020 Psych Biennial							
Beginning							
Balance							83,480.00
Total for 4020 Psych Biennial							
40201 Prorated Psych Biennial							
Beginning							
Balance							3,570.76
11/04/2024	Deposit			New licensure	1100 Cash in Bank	53.47	3,624.23
11/20/2024	Deposit			New Licensure	1100 Cash in Bank	39.89	3,664.12
11/21/2024	Deposit			New Licensure	1100 Cash in Bank	36.49	3,700.61
11/22/2024	Deposit			New Licensure	1100 Cash in Bank	35.65	3,736.26
11/22/2024	Deposit			New Licensure	1100 Cash in Bank	35.65	3,771.91
11/25/2024	Deposit			New licensure	1100 Cash in Bank	44.28	3,816.19
Total for 40201 Prorated Psych Biennial						\$245.43	
Total for 4020 Psych Biennial with subs						\$245.43	
4025 Psychologist Licensing Fee							
40251 New License							
Beginning							
Balance							850.00
11/04/2024	Deposit			New license	1100 Cash in Bank	25.00	875.00
11/20/2024	Deposit			New License	1100 Cash in Bank	25.00	900.00
11/21/2024	Deposit			New License	1100 Cash in Bank	25.00	925.00

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/22/2024	Deposit			New License	1100 Cash in Bank	25.00	950.00
11/22/2024	Deposit			New License	1100 Cash in Bank	25.00	975.00
11/25/2024	Deposit			New License	1100 Cash in Bank	25.00	1,000.00
Total for 40251 New License						\$150.00	
40252 Change/Duplicate/Reinstatement							
Beginning Balance							55.74
11/04/2024	Deposit			Duplicate license fee	1100 Cash in Bank	31.05	86.79
11/14/2024	Deposit			Duplicate License Certificate	1100 Cash in Bank	31.05	117.84
Total for 40252 Change/Duplicate/Reinstatement						\$62.10	
Total for 4025 Psychologist Licensing Fee						\$212.10	
4028 Registration Fee							
40281 Psych Asst fee							
Beginning Balance							2,623.34
11/05/2024	Deposit			PA Reg Renewal fee	1100 Cash in Bank	155.25	2,778.59
11/05/2024	Deposit			PA Registration fee	1100 Cash in Bank	155.25	2,933.84
11/08/2024	Deposit			PA Registration Fee	1100 Cash in Bank	155.25	3,089.09
11/12/2024	Deposit			PA Registration fee	1100 Cash in Bank	155.25	3,244.34
11/12/2024	Deposit			PA Registration fee	1100 Cash in Bank	150.00	3,394.34
11/27/2024	Deposit			PA Registration Renewal fee	1100 Cash in Bank	155.25	3,549.59
Total for 40281 Psych Asst fee						\$926.25	
40282 Psych Intern Fee							
Beginning Balance							77.21
Total for 40282 Psych Intern Fee							
40283 Psych Trainee							
Beginning Balance							368.09
11/14/2024	Deposit			PT Registration renewal fee	1100 Cash in Bank	31.05	399.14
Total for 40283 Psych Trainee						\$31.05	
Total for 4028 Registration Fee						\$957.30	
4030 Non-Resident Consultant							
Beginning Balance							400.00
Total for 4030 Non-Resident Consultant							
4040 CE App Fee							
Beginning Balance							387.34
11/05/2024	Deposit			CE App fee	1100 Cash in Bank	31.17	418.51
11/27/2024	Deposit			CE App fee	1100 Cash in Bank	30.00	448.51
11/27/2024	Deposit			CE App fee - refund	1100 Cash in Bank	-31.05	417.46
11/27/2024	Deposit			CE App fee	1100 Cash in Bank	31.05	448.51
Total for 4040 CE App Fee						\$61.17	
4045 Verification of Licensure							
Beginning Balance							81.88
11/04/2024	Deposit			NV License Verification fee	1100 Cash in Bank	20.70	102.58
11/07/2024	Deposit			NV License Verification fee	1100 Cash in Bank	20.70	123.28
11/12/2024	Deposit			NV License Verification fee	1100 Cash in Bank	20.00	143.28
11/27/2024	Deposit			NV License Verification	1100 Cash in Bank	20.70	163.98
Total for 4045 Verification of Licensure						\$82.10	
4999 Interest							
Beginning Balance							14.13
11/29/2024	Deposit		Interest	Interest Earned	3309 Savings	3.45	17.58
Total for 4999 Interest						\$3.45	
307910 7210 Dolt Web SVb							

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
Beginning Balance							187.72
11/08/2024	Expense		Information Technology	NV Information Technology Bill Payment	1100 Cash in Bank	69.50	257.22
11/12/2024	Expense		Information Technology	NV Information Technology Bill Payment	1100 Cash in Bank	16.24	273.46
Total for 307910 7210 Dolt Web SVb						\$85.74	
9100 Payroll Expenses							
Beginning Balance							294.00
11/18/2024	Expense		QuickBooks Payroll Service	INTUIT * DES:QBooks Pay ID:8722515 BOARD OF PSYCHOLGIC CO ID:XXXXX56346 CCD	INDN:NV 1100 Cash in Bank	80.00	374.00
Total for 9100 Payroll Expenses						\$80.00	
9110 Company Contributions							
Health Insurance							
Beginning Balance							5,006.16
11/26/2024	Expense		Public Employees' Benefits Program (PEBP)	PEBP	1100 Cash in Bank	1,000.12	6,006.28
Total for Health Insurance						\$1,000.12	
Retirement							
Beginning Balance							7,887.42
11/08/2024	Payroll Check	DD	Sarah J. Restori	Employer Retirement Contribution	2700 Direct Deposit Payable	403.85	8,291.27
11/08/2024	Payroll Check	DD	Laura M. Arnold	Employer Retirement Contribution	2700 Direct Deposit Payable	472.53	8,763.80
11/22/2024	Payroll Check	DD	Sarah J. Restori	Employer Retirement Contribution	2700 Direct Deposit Payable	403.85	9,167.65
11/22/2024	Payroll Check	DD	Laura M. Arnold	Employer Retirement Contribution	2700 Direct Deposit Payable	472.53	9,640.18
Total for Retirement						\$1,752.76	
Total for 9110 Company Contributions						\$2,752.88	
9130 Wages							
Beginning Balance							45,670.56
11/08/2024	Payroll Check	DD	Laura M. Arnold	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,700.15	48,370.71
11/08/2024	Payroll Check	DD	Sarah J. Restori	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,307.69	50,678.40
11/22/2024	Payroll Check	DD	Laura M. Arnold	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,700.15	53,378.55
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	600.00	53,978.55
11/22/2024	Payroll Check	DD	Sarah J. Restori	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,307.69	56,286.24
Total for 9130 Wages						\$10,615.68	
Taxes							
9111 Federal Taxes (941/944)							
Beginning Balance							3,788.16
11/08/2024	Payroll Check	DD	Sarah J. Restori	Medicare Employer	2700 Direct Deposit Payable	33.46	3,821.62
11/08/2024	Payroll Check	DD	Laura M. Arnold	Social Security Employer	2700 Direct Deposit Payable	167.41	3,989.03
11/08/2024	Payroll Check	DD	Sarah J. Restori	Social Security Employer	2700 Direct Deposit Payable	143.07	4,132.10
11/08/2024	Payroll Check	DD	Laura M. Arnold	Medicare Employer	2700 Direct Deposit Payable	39.15	4,171.25

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/22/2024	Payroll Check	DD	Sarah J. Restori	Social Security Employer	2700 Direct Deposit Payable	143.08	4,314.33
11/22/2024	Payroll Check	DD	Laura M. Arnold	Social Security Employer	2700 Direct Deposit Payable	167.41	4,481.74
11/22/2024	Payroll Check	DD	Laura M. Arnold	Medicare Employer	2700 Direct Deposit Payable	39.15	4,520.89
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	Social Security Employer	2700 Direct Deposit Payable	37.20	4,558.09
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	Medicare Employer	2700 Direct Deposit Payable	8.70	4,566.79
11/22/2024	Payroll Check	DD	Sarah J. Restori	Medicare Employer	2700 Direct Deposit Payable	33.46	4,600.25
Total for 9111 Federal Taxes (941/944)						\$812.09	
NV Unemployment Tax							
11/08/2024	Payroll Check	DD	Sarah J. Restori	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
11/08/2024	Payroll Check	DD	Laura M. Arnold	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
11/08/2024	Payroll Check	DD	Laura M. Arnold	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
11/08/2024	Payroll Check	DD	Sarah J. Restori	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Laura M. Arnold	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Whitney E Koch Owens	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Laura M. Arnold	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Sarah J. Restori	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
11/22/2024	Payroll Check	DD	Sarah J. Restori	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
Total for NV Unemployment Tax						\$0.00	
Total for Taxes						\$812.09	
Total for 9100 Payroll Expenses with subs						\$14,260.65	
5100 Board Sal							
Beginning Balance							1,950.00
Total for 5100 Board Sal							
5175 Board Staf							
51753 Investigator Salary							
Beginning Balance							3,847.50
Total for 51753 Investigator Salary							
Total for 5175 Board Staf							
5250 Workers Compensation							
Beginning Balance							176.23
11/01/2024	Expense		State Farm Insurance	State Farm Insurance Bill Payment	1100 Cash in Bank	181.23	357.46
Total for 5250 Workers Compensation						\$181.23	
5300 PERS							
11/18/2024	Expense		PERS	TRANSFER NV BOARD OF PSYCHOLO:Public Employee's Re Confirmation# XXXXX58333	1100 Cash in Bank	3,935.56	3,935.56
Total for 5300 PERS						\$3,935.56	
6100 Out of State Travel							
11/04/2024	Expense			ASPPB Conference	1100 Cash in Bank	63.73	63.73
11/08/2024	Expense		Bank of America	ASPPB Conference - ED flight	1100 Cash in Bank	227.98	291.71

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11/08/2024	Expense		Credit Card Bank of America	ASPPB Conference - ED flight	1100 Cash in Bank	99.98	391.69
11/08/2024	Expense		Credit Card Bank of America	ASPPB Conference - ED flight	1100 Cash in Bank	138.50	530.19
11/27/2024	Expense		Credit Card Bank of America	Airport Parking - ED	1100 Cash in Bank	72.00	602.19
Total for 6100 Out of State Travel						\$602.19	
6102 Lodging							
11/27/2024	Expense		Bank of America	Dallas Fairmont - ED	1100 Cash in Bank	1,628.45	1,628.45
			Credit Card				
11/27/2024	Expense		Bank of America	Dallas Fairmont - SW	1100 Cash in Bank	890.83	2,519.28
			Credit Card				
Total for 6102 Lodging						\$2,519.28	
6106 Air Tvl							
11/27/2024	Expense		Bank of America	SWA - ED flight	1100 Cash in Bank	447.96	447.96
			Credit Card				
Total for 6106 Air Tvl						\$447.96	
6110 Out of State Travel Misc Costs							
11/27/2024	Expense		Bank of America	SWA - WiFi	1100 Cash in Bank	8.00	8.00
			Credit Card				
11/27/2024	Expense		Bank of America	Reno Airport - ED	1100 Cash in Bank	5.99	13.99
			Credit Card				
11/27/2024	Expense		Bank of America	SWA - WiFi	1100 Cash in Bank	8.00	21.99
			Credit Card				
11/27/2024	Expense		Bank of America	Dallas Airport - ED	1100 Cash in Bank	13.96	35.95
			Credit Card				
Total for 6110 Out of State Travel Misc Costs						\$35.95	
Total for 6100 Out of State Travel with subs						\$3,605.38	
7015 Supplies							
Beginning Balance							280.98
11/08/2024	Expense			CHECKCARD 1108 5DXXH NVD LOCKSMTH help@viewinvoNV XXXXX3443XXXXXXXXXX8505 CKCD 7399 XXXXXXXXXXXX238587	1100 Cash in Bank	435.00	715.98
Total for 7015 Supplies						\$435.00	
7020 Office Expense							
7040 Print-Copy							
Beginning Balance							227.98
11/08/2024	Expense		Ubeo Business Services	Ubeo Business Services Bill Payment	1100 Cash in Bank	12.35	240.33
Total for 7040 Print-Copy						\$12.35	
7050 Rent							
Beginning Balance							5,219.70
11/27/2024	Expense		Mihata Holdings, LP	TRANSFER NV BOARD OF PSYCHOLO:Mihata Holdings Confirmation# XXXXX59404	1100 Cash in Bank	1,500.00	6,719.70
Total for 7050 Rent						\$1,500.00	
Total for 7020 Office Expense						\$1,512.35	
7100 Postage							
Beginning Balance							468.97
11/06/2024	Expense		U S Post Office	Certified Mail - Complaint #24-1023	1100 Cash in Bank	20.69	489.66
11/26/2024	Expense		U S Post Office	Complaint #24-1125 - Certified mail	1100 Cash in Bank	11.90	501.56
11/29/2024	Expense		US Post Office	Stamps - renewal stickers	1100 Cash in Bank	221.55	723.11
Total for 7100 Postage						\$254.14	
7200 Utilities							
Beginning							226.49

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Balance							
11/19/2024	Expense		NV Energy	NV ENERGY SOUTH DES:NPC PYMT ID:XXXXXXXXXX12081 INDN:NEVADA BOARD OF PSYCHO CO ID:XXXXX45330 CCD	1100 Cash in Bank	35.65	262.14
Total for 7200 Utilities						\$35.65	
7290 Telephone							
11/27/2024	Deposit			AT&T Refund	1100 Cash in Bank	-4.64	-4.64
Total for 7290 Telephone						\$ -4.64	
72902 Internet							
Beginning Balance							286.71
11/13/2024	Expense		Cox Communications	CHECKCARD 1112 COX LAS VEGAS COMM SV 800-234-3993 NV XXXXX1643XXXXXXXXXX5179 RECURRING CKCD 4899 XXXXXXXXXXXX484434	1100 Cash in Bank	64.09	350.80
Total for 72902 Internet						\$64.09	
Total for 7290 Telephone with subs						\$59.45	
Total for 7200 Utilities with subs						\$95.10	
7500 Copy Lease							
Beginning Balance							453.49
11/19/2024	Expense		Canon Financial Services, Inc.	Canon Financial Services Bill Payment	1100 Cash in Bank	113.74	567.23
Total for 7500 Copy Lease						\$113.74	
7770 Software							
Beginning Balance							750.91
11/06/2024	Expense		Adobe Acrobat	PAYPAL DES:INST XFER ID:ADOBE INC INDN:NEVADA BOARD OF PSYCHO CO ID:PAYPALS177 WEB	1100 Cash in Bank	19.99	770.90
11/07/2024	Deposit			Adobe Acrobat	1100 Cash in Bank	-19.99	750.91
11/07/2024	Deposit			Adobe Acrobat	1100 Cash in Bank	19.99	770.90
11/08/2024	Expense		Bank of America Credit Card	Adobe Acrobat	1100 Cash in Bank	19.99	790.89
11/08/2024	Expense		Bank of America Credit Card	Google Suite	1100 Cash in Bank	86.40	877.29
11/08/2024	Expense		Bank of America Credit Card	Jotform	1100 Cash in Bank	19.00	896.29
11/27/2024	Expense		Bank of America Credit Card	Google Suite	1100 Cash in Bank	86.40	982.69
11/27/2024	Expense		Bank of America Credit Card	Adobe Acrobat	1100 Cash in Bank	19.99	1,002.68
11/27/2024	Expense		Bank of America Credit Card	Jotform	1100 Cash in Bank	19.00	1,021.68
Total for 7770 Software						\$270.77	
8000 Legal & Professional Fees							
11/12/2024	Expense			Hearing Officer - Complaints #19-0626 and #24-0103	1100 Cash in Bank	2,200.00	2,200.00
Total for 8000 Legal & Professional Fees						\$2,200.00	
8010 Legal							
Beginning Balance							8,527.24
Total for 8010 Legal							
8015 Tort Claim							
Beginning Balance							1,164.30
Total for 8015 Tort Claim							
Total for 8000 Legal & Professional Fees with subs						\$2,200.00	
8050 Prof Servs							
Beginning Balance							6,811.25
11/05/2024	Expense		Michelle Fox	Zelle payment to for Michelle Fox "Invoice # 427 11-5-2024";	1100 Cash in Bank	250.00	7,061.25

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				Conf# snr77o26r			
Total for 8050 Prof Servs						\$250.00	
8055 Lobbyist							
Beginning Balance							4,167.00
11/22/2024	Expense			Kathleen Laxalt Bill Payment	1100 Cash in Bank	1,041.75	5,208.75
11/22/2024	Deposit			RETURNED BILL PAYMENT FROM Kathleen Laxalt ISSUE DATE 08-23-24.	1100 Cash in Bank	-1,041.75	4,167.00
11/29/2024	Expense		Kathleen Laxalt	Kathleen Laxalt Bill Payment	1100 Cash in Bank	1,041.75	5,208.75
Total for 8055 Lobbyist						\$1,041.75	
Total for 8050 Prof Servs with subs						\$1,291.75	
8250 Dues & Reg							
Beginning Balance							560.00
Total for 8250 Dues & Reg							
8500 Admin Serv							
8520 LCB							
Beginning Balance							1,200.00
Total for 8520 LCB							
Total for 8500 Admin Serv							
9001 Banking Fees							
9002 Bank Crgs							
Beginning Balance							13.00
11/19/2024	Expense			External transfer fee - 3 Day - XXXXX3252	Confirmation: 1100 Cash in Bank	1.00	14.00
11/27/2024	Expense			External transfer fee - 3 Day - XXXXX6522	Confirmation: 1100 Cash in Bank	1.00	15.00
11/29/2024	Expense			External transfer fee - 3 Day - XXXXX8864	Confirmation: 1100 Cash in Bank	1.00	16.00
Total for 9002 Bank Crgs						\$3.00	
Total for 9001 Banking Fees						\$3.00	
PayPal Fees							
Beginning Balance							2,908.95
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	23.86	2,932.81
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	2,952.66
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	2,972.51
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	2,992.36
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,012.21
11/04/2024	Deposit			Regular PP fee	1100 Cash in Bank	6.68	3,018.89
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,038.74
11/04/2024	Deposit			Regular PP fee	1100 Cash in Bank	6.68	3,045.42
11/04/2024	Deposit			Regular PP fee	1100 Cash in Bank	1.42	3,046.84
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,066.69
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,086.54
11/04/2024	Deposit			4Q Regular PP fee	1100 Cash in Bank	2.84	3,089.38
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,109.23
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,129.08
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,148.93
11/04/2024	Deposit			Regular PP fee	1100 Cash in Bank	1.11	3,150.04
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,169.89
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,189.74
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.94	3,209.68
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,229.53
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.94	3,249.47
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,269.32
11/04/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	3,289.17

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11/05/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,309.02
11/05/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.13	3,314.15
11/05/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,334.00
11/05/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	5.91	3,339.91
11/05/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	5.91	3,345.82
11/05/2024	Deposit		Regular PP fee	1100 Cash in Bank	1.58	3,347.40
11/05/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,367.25
11/06/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,387.10
11/06/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,406.95
11/06/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.94	3,426.89
11/06/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,446.74
11/06/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,466.59
11/07/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,486.44
11/07/2024	Deposit		Regular PP fee	1100 Cash in Bank	1.11	3,487.55
11/07/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,507.40
11/07/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,527.25
11/07/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,547.10
11/07/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,566.95
11/07/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,586.80
11/08/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.94	3,606.74
11/08/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,626.59
11/08/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	5.13	3,631.72
11/08/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,651.57
11/08/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,671.42
11/08/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,691.27
11/08/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.94	3,711.21
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.94	3,731.15
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,751.00
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.94	3,770.94
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,790.79
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.94	3,810.73
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	3.47	3,814.20
11/12/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	5.13	3,819.33
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,839.18
11/12/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.90	3,845.08
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,864.93
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,884.78
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,904.63
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,924.48
11/12/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,944.33
11/13/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,964.18
11/13/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	3,984.03
11/13/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,003.88
11/13/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,023.73
11/13/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,043.58
11/13/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,063.43
11/14/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	1.42	4,064.85
11/14/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,084.70
11/14/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,104.55
11/14/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,124.40
11/14/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,144.25
11/14/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,164.10
11/14/2024	Deposit		Regular PP fee	1100 Cash in Bank	1.57	4,165.67
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,185.52
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	20.51	4,206.03
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,225.88
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,245.73
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,265.58
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,285.43

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11/18/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.90	4,291.33
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,311.18
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,331.03
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,350.88
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,370.73
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	3.47	4,374.20
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,394.05
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,413.90
11/18/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,433.75
11/19/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,453.60
11/19/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,473.45
11/19/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,493.30
11/19/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,513.15
11/19/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,533.00
11/19/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,552.85
11/19/2024	Deposit		Regular PP fee	1100 Cash in Bank	6.68	4,559.53
11/19/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,579.38
11/19/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,599.23
11/19/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.90	4,605.13
11/19/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.90	4,611.03
11/20/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,630.88
11/20/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,650.73
11/20/2024	Deposit		Regular PP fee	1100 Cash in Bank	7.71	4,658.44
11/20/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	2.43	4,660.87
11/20/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,680.72
11/20/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,700.57
11/20/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,720.42
11/20/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,740.27
11/20/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,760.12
11/21/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	2.64	4,762.76
11/21/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,782.61
11/21/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,802.46
11/21/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,822.31
11/21/2024	Deposit		Deferred PP fee	1100 Cash in Bank	20.51	4,842.82
11/22/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	2.30	4,845.12
11/22/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,864.97
11/22/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.90	4,870.87
11/22/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,890.72
11/22/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,910.57
11/22/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,930.42
11/22/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,950.27
11/22/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,970.12
11/22/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	4,989.97
11/22/2024	Deposit		4Q Regular PP fee	1100 Cash in Bank	2.61	4,992.58
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,012.43
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,032.28
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,052.13
11/25/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.90	5,058.03
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,077.88
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,097.73
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,117.58
11/25/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.91	5,123.49
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,143.34
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,163.19
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,183.04
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,202.89
11/25/2024	Deposit		Regular PP fee	1100 Cash in Bank	5.90	5,208.79
11/25/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,228.64
11/26/2024	Deposit		Deferred PP fee	1100 Cash in Bank	19.85	5,248.49

NV State Board of Psychological Examiners

General Ledger

November 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,268.34
11/26/2024	Deposit			Regular PP fee	1100 Cash in Bank	5.90	5,274.24
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,294.09
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,313.94
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,333.79
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,353.64
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,373.49
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,393.34
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,413.19
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,433.04
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,452.89
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,472.74
11/26/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,492.59
11/26/2024	Deposit			Regular PP fee	1100 Cash in Bank	5.90	5,498.49
11/27/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,518.34
11/27/2024	Deposit			Regular PP fee	1100 Cash in Bank	1.21	5,519.55
11/27/2024	Deposit			Regular PP fee	1100 Cash in Bank	1.39	5,520.94
11/27/2024	Deposit			Regular PP fee	1100 Cash in Bank	1.42	5,522.36
11/27/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,542.21
11/27/2024	Deposit			4Q Regular PP fee	1100 Cash in Bank	5.91	5,548.12
11/27/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,567.97
11/27/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,587.82
11/27/2024	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	5,607.67
Total for PayPal Fees						\$2,698.72	
Reimbursements							
Beginning Balance							2,764.80
11/08/2024	Payroll Check	DD	Laura M. Arnold	Reimbursement	2700 Direct Deposit Payable	164.13	2,928.93
11/08/2024	Payroll Check	DD	Sarah J. Restori	Reimbursement	2700 Direct Deposit Payable	143.07	3,072.00
11/22/2024	Payroll Check	DD	Sarah J. Restori	Reimbursement	2700 Direct Deposit Payable	143.07	3,215.07
11/22/2024	Payroll Check	DD	Laura M. Arnold	Reimbursement	2700 Direct Deposit Payable	164.13	3,379.20
Total for Reimbursements						\$614.40	

Regulation Revisions Table

<u>Legislative File No.</u>	<u>Description</u>	<u>Status</u>
R192-24	National Exam Regulation	LCB has issued a regulation number; awaiting an LCB Draft to be able to have a Regulation hearing

2025 Legislative Session

<u>Bill No</u>	<u>Description</u>	<u>Status</u>
<u>SB78</u>	Board consolidation bill – consolidates Nevada’s behavioral health boards under the Dept. of Business & Industry – Office of Boards, Commissions and Councils Standards	TBD – Legislative Session begins February 3, 2025
<u>SB68</u>	Revises the NRS 641.145 Reporting requirement by which the Board provides information regarding complaints and number/types of applications received – clarifies what should be included in the report.	TBD – Legislative Session begins February 3, 2025
<u>AB64</u>	Revisions to provisions relating to public meetings – time for public comment, comments on pending cases, and remote meetings.	TBD – Legislative Session begins February 3, 2025

October 2024



State of Nevada

DEPARTMENT OF BUSINESS AND INDUSTRY

REFORMING NEVADA'S BOARDS AND COMMISSIONS

NEVADA BEHAVIORAL WELLNESS ALLIANCE BOARD

Dr. Kristopher Sanchez, Director

Nikki Haag, Deputy Director

Office of Boards Commissions and Councils Standards

MERGING THE FOLLOWING OCCUPATIONAL BOARDS:

- The Nevada Applied Behavior Analysis Board – NRS 641D.010
- The Nevada Board of Examiners for Marriage and Family Therapists & Clinical Professional Counselors – NRS 641A.010
- The Nevada Board of Examiners for Social Workers – NRS 641B.020
- The Nevada Board of Psychological Examiners – NRS 641.010
- The Alcohol, Drug, and Gambling Counselors – NRS 641C.010

Based on the job duties, responsibilities, and regulatory functions described, it is possible to merge the **ABA Board, Marriage and Family Therapists, Social Workers, Psychological Examiners and Alcohol, Drug and Gambling Counselors** boards into one larger, consolidated board. This approach will lead to more efficient governance, streamlined processes, and reduced administrative costs.

KEY SIMILARITIES ACROSS THE BOARDS:

1. **Licensing and Examination:** All boards are responsible for examining qualifications, licensing, and registration of applicants for their respective professions.
2. **Disciplinary Actions:** Each board has the authority to revoke or suspend licenses, enforce disciplinary measures, and maintain records of violations.
3. **Reporting Requirements:** All boards are required to submit annual reports to oversight committees or authorities.
4. **Rulemaking and Regulation:** Each board has the authority to develop, adopt, and enforce rules and regulations related to their profession, including ensuring that practitioners limit their practice to areas of competence.
5. **Supervision and Training:** Most boards have responsibilities related to supervising interns or trainees and establishing standards for remote supervision.

BENEFITS OF CONSOLIDATION:

1. **Administrative Efficiency:** A consolidated board would reduce duplication of administrative functions such as licensing, fee collection, reporting, and regulation enforcement, leading to cost savings and increased efficiency.
2. **Consistency in Regulation:** A single board can create uniform policies and procedures for licensing, continuing education, disciplinary actions, and ethics across multiple professions, ensuring more consistent enforcement and oversight.
3. **Centralized Consumer Protection:** With a unified board, the state can offer a single point of contact for consumer complaints, inquiries, and disciplinary processes, improving the public's ability to navigate the regulatory system.

APPROACH TO CONSOLIDATION:

1. **Create Professional Subcommittees:** Establish subcommittees or panels within the larger consolidated board, each dedicated to a specific profession (e.g., ABA, Marriage and Family Therapists, Social Workers, etc.). These subcommittees would have the authority to handle licensing, examination, and disciplinary matters relevant to their field.
2. **Develop Uniform Procedures:** Implement consistent administrative processes for applications, renewals, investigations, and disciplinary actions, while allowing for profession-specific regulations as needed.
3. **Incorporate Public Members:** Ensure that public representation is maintained on the consolidated board to provide oversight, transparency, and consumer protection.

EXAMPLES OF CONSOLIDATED MODELS IN OTHER STATES:

Several states have successfully consolidated occupational licensing boards into one or more overarching boards or agencies. For example:

- **California's Board of Behavioral Sciences** oversees multiple professions, including marriage and family therapists, clinical social workers, educational psychologists and professional clinical counselors.
- **Florida's Department of Health** manages a variety of health-related professions through its Division of Medical Quality Assurance, utilizing subcommittees for specific professions.

Other States:

Several states have taken steps to consolidate similar licensing boards into single or combined entities:

- **Georgia** has established a **Composite Board of Professional Counselors, Social Workers, and Marriage & Family Therapists**. This board regulates and sets licensing guidelines for professional counselors, social workers, and marriage & family therapists in the state
- **Idaho** also has a **Board of Professional Counselors and Marriage and Family Therapists** that regulates both **counselors and marriage & family therapists** under a single regulatory structure

CONCLUSION:

Merging boards that regulate related professions is feasible if mechanisms are in place to ensure that each profession's specific standards and needs are respected. This consolidated structure could lead to more efficient oversight, reduced costs, and improved public access to information. Examples from other states demonstrate that merging oversight bodies for similar professions can streamline regulations, enhance efficiency, and provide better services for professionals and consumers, while still maintaining the integrity of each profession's standards.

NEW BOARD MAKE-UP- 13 MEMBERS:

7 Licensed Practitioners Representing Different Fields:

- 1 Licensed Behavior Analyst or Assistant Behavior Analyst:** Representing the Applied Behavior Analysis Board with 2,800 active licensees.
- 2 Licensed Marriage and Family Therapist (MFT):** Representing Marriage and Family Therapists with 3,469 active licensees.
- 2 Licensed Social Worker:** Representing the Social Workers Board, which has the highest number of active licensees: 4,723.
- 1 Licensed Psychologist:** Representing the Psychological Examiners Board, with 939 active licensees. This member could also be a faculty member from an accredited doctoral program or internship location to meet existing requirements.
- 1 Licensed Clinical Alcohol and Drug Counselor or Alcohol and Drug Counselor:** Representing the Alcohol, Drug, and Gambling Counselors Board, which has 1,300 active licensees.

2 Additional Members with Specialized Expertise:

- 1 Additional Licensed Professional Counselor (LPC) or Marriage and Family Therapist (MFT):** Representing clinical professional counselors or marriage and family therapists, as required by the Marriage and Family Therapists Board.
- 1 Licensed Problem Gambling Counselor:** Ensuring representation for certified problem gambling counseling, which was a specific requirement on the Alcohol, Drug, and Gambling Counselors Board.

2 Members Representing Public and Community Interests:

- 1 General Public Member:** Must not be affiliated with any of the licensed professions; representing the general interests of the public.
- 1 General Public Member Representing Healthcare for Indigent or Uninsured Persons:** As required by the Psychological Examiners Board.

2 Additional Members to Balance Representation Across Boards and Sectors:

- 1 Member Representing an Academic or Training Institution:** A licensed psychologist who is a core faculty member at a doctorate-level program or internship location accredited by the American Psychological Association, or a similar accredited institution, to bring in academic oversight.
- 1 Licensed or Certified Member from Any of the Represented Fields:** This position would be flexible to ensure balanced representation as needed, possibly rotating between boards to maintain diversity.

JUSTIFICATION AND BALANCING CONSIDERATIONS:

- **Maintaining Core Professional Expertise:** The board should include licensed professionals from all represented fields to ensure comprehensive oversight and expertise in key areas, such as behavior analysis, marriage and family therapy, social work, psychology, and addiction counseling.
- **Ensuring Specialized Representation:** Incorporating additional licensed and certified professionals (such as problem gambling counselors or academic representatives) ensures specialized expertise and supports the board's diverse range of responsibilities.
- **Strengthening Public Representation:** Including multiple general public members helps maintain public trust and accountability, ensuring the board's decisions reflect community needs and perspectives.
- **Aligning with Existing Requirements:** Ensuring all unique requirements from the existing boards are met, such as specific representation for indigent or uninsured persons and academic professionals.

References:

- Board of Behavioral Sciences <https://bbs.ca.gov/applicants/lmft.html>
- Georgia Secretary of State <https://sos.ga.gov/board-professional-counselors-social-workers-and-marriage-family-therapists>
- Occupational Licenses <https://dopl.idaho.gov/cou/>

Board Office Statistics

Item 8

Fiscal Year 25

		7/24	8/24	9/24	10/24	11/24	12/24	1/25	2/25	3/25	4/25	5/25	6/25	FY25 Totals
Psychologists	Licenses Issued	10	7	8	8	6								39
	Applications Received	16	13	18	4	13								64
Psychological Assistants	Registrations Issued	1	7	3	3	3								17
	Applications Received	4	3	4	0	0								11
Psychological Interns	Registrations Issued	1	0	0	0	0								1
	Applications Received	0	0	1	2	0								3
Psychological Trainees	Registrations Issued	0	1	1	8	0								10
	Applications Received	0	2	8	0	0								10
Non-Resident Consultants	Registrations Issued	0	1	1	1	0								3
Background Checks	Reviewed	1	0	0	1	0								2
Continuing Education	Applications Reviewed	7	0	4	2	1								14
State Exams	Administered	11	12	13	9	7								52
Complaints	Received	4	3	2	2	1								12
Totals		55	49	63	40	31	0	0	0	0	0	0	0	238

As of 12/2/2024:

Licenses:

Active	742
Inactive	67
Expired	296

Renewals:

Active --> Active
285

Active --> Inactive
8

Inactive --> Inactive
19

Current Applications and Registrations:

	APP	REG
Psychologists	146	
Psychological Assistants	10	37
Psychological Interns	10	5
Psychological Trainees	4	34

Nevada Board of Psychological Examiners Board Meeting Staff Report

DATE: December 6, 2024

ITEM:

- 12 - (For Possible Action) Discussion and Possible Action to Approve Proposed Supervisor Handbook for Supervisors of Psychological Assistants, Psychological Interns, and Psychological Trainees.

SUMMARY:

During its April 12, 2024, meeting, the Board conducted a regulation hearing on and approved R002-24, which revised some of the Board's regulations regarding the supervision of psychological assistants, psychological interns and psychological trainees. The Legislative Commission approved R002-24 during its September 13, 2024, meeting, after which the regulation was filed with the Secretary of State and went into effect.

During the course of the 2023 meetings of what was known as the "Supervision Subcommittee," which developed the revised language that became R002-24, the Subcommittee proposed creating a Supervisor Handbook that encompassed the relevant provisions of NAC Chapter 641, including those in R002-24. After R002-24 was adopted and went into effect, the Board's executive director prepared a proposed Supervisor Handbook for Supervisors of Psychological Assistants, Psychological Interns, and Psychological Trainees that aligned with NAC 641.1506 - 641.168 (as revised) for the Board's review and consideration during its October 11, 2024, meeting. The board tabled a decision on the draft handbook in favor of including some revisions and additional information discussed during that meeting to be considered at a future Board meeting.

The Clinical Supervision Handbook draft that is now before the Board for its review and consideration includes the revisions and additional information requested and suggested at the October 11, 2024, meeting. The language highlighted in yellow responds to the request for clarity on the type of supervision – that being clinical supervision – that the handbook is intended to address. The language highlighted in blue is additional proposed information to be included.



STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS

Clinical Supervisor Handbook

Purpose

The State of Nevada Board of Psychological Examiners (the Board) has created this Supervisor Handbook as a guide for Clinical Supervisors of Psychological Assistants, Psychological Interns, and Psychological Trainees.¹ The Supervisor Handbook and associated Nevada regulations and rules for clinical supervision have been created to safeguard public welfare by ensuring that high-quality training is provided for Psychological Assistants, Psychological Interns, and Psychological Trainees, and that exceptional services are delivered to the public. These rules and regulations are designed to ensure that clinical supervision methods align with the training level of the supervisee, and to emphasize the importance of both effective training and the protection of the supervisee throughout the supervisory process.

Supervisor Qualifications – [NAC 641.1519](#)

A Psychologist is qualified to provide clinical supervision of a Psychological Assistant, Psychological Intern, and/or Psychological Trainee if that Psychologist:

- Is licensed by the Board to practice Psychology.
- Has appropriate and sufficient training that provides the ability to provide competent clinical supervision, including:
 - o 15 Continuing Education Credits in clinical supervision, half of which may be obtained via self-study, from an approved accrediting agency.
 - o One semester of supervised clinical supervisory experience.

A Psychological Assistant, Psychological Intern, or Psychological Trainee may provide clinical supervision to a junior Psychological Assistant, Psychological Intern, or Psychological Trainee under the supervision of a supervising Psychologist as part of a graduate-level

¹ Clinical supervision, as that term is used and addressed in this Supervisor Handbook, is specific to clinical supervision of Psychological Assistants, Psychological Interns, and Psychological Trainees. It does not include, and is expressly distinguished from, supervision / monitoring that is provided by a licensed psychologist to another licensed Psychologist under Board-imposed disciplinary measures, as disciplinary supervision / monitoring is subject to different rules.

supervision course or other formal training plan to develop supervision competencies.

- A formal graduate course in **clinical** supervision.
- A combination of the above that are equivalent to any one of the above.

A **Psychologist** who has not had training as provided above may submit the training experience that **Psychologist** has had for the Board's equivalency evaluation **for purposes of being able to provide clinical training.**

As used in this Handbook, the term "supervising Psychologist" is defined as a Psychologist who is qualified to provide clinical supervision of a Psychologist Assistant, Psychological Intern, and/or Psychological Trainee.

Supervision Requirements – [NAC 641.15195](#), [641.152](#), [641.154](#), [641.157](#)

Psychological Assistants and Psychological Interns must be employed by: (1) the **supervising Psychologist**; or (2) the agency or institution with which the **supervising Psychologist** is affiliated.

- Psychological Assistants and Psychological Interns must be paid a salary/stipend in equal amounts on a fixed schedule over the course of the training. The amounts paid to a Psychological Assistant or Psychological Intern may not be based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan, or a percentage of fees received.²
- If a Psychological Assistant or Psychological Intern is employed by an agency or institution with which the **supervising Psychologist** is affiliated, the **supervising Psychologist** must provide the Board with evidence of the **supervising Psychologist's** affiliation with the agency or institution.
- Psychological Assistants and Psychological Interns are not permitted to be independent contractors of the supervising Psychologist or agency for whom/which the **supervising Psychologist** works.
- **Supervising Psychologists** are not permitted to accept compensation from a Psychological Assistant, Psychological Intern, or Psychological Trainee for providing clinical supervision.

A **supervising Psychologist** is required to:

- Employ methods and modes of proper and diligent oversight of a Psychological Assistant, Psychological Intern, and/or Psychological Trainee who is under that **supervising Psychologist's** supervision to meet the applicable ethical and legal responsibilities. The methods of proper and diligent oversight must include the

² Psychological Trainees who are paid are subject to the same salary/stipend requirements.

implementation of policies and procedures that ensure the accessibility of the supervising Psychologist to the Psychological Assistant, Psychological Intern, and/or Psychological Trainee commensurate with the professional developmental level of the particular supervisee.

- Maintain primary responsibility for the treatment plan of each client and patient that the Psychological Assistant, Psychological Intern, or Psychological Trainee treats or assesses.
- Review and sign all clinical documentation, including but not limited to reports, treatment plans, and progress notes, for all services the Psychological Assistant, Psychological Intern, and/or Psychological Trainee provides, and including services for which reimbursement will be sought under the State Plan for Medicaid.
- Be available to the Psychological Assistant, Psychological Intern, and/or Psychological Trainee while the supervisee is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider in the case of the absence of the supervisor.
- Provide the following:
 - o For a full-time Psychological Assistant, at least 1 hour of individual supervision for each 40 hours worked in a week or, if the Psychological Assistant works less than 40 hours in a week or a proportional level of supervision for a Psychological Assistant who works less than 40 hours in a week.
 - o For a Psychological Intern, at least 4 hours of supervision each week, at least 2 hours of which must be face-to-face individual supervision by the licensed Psychologist supervisor(s) with primary professional responsibility for the cases on which face-to-face individual supervision is provided. A proportional level of supervision may be provided to a Psychological Intern who works less than 40 hours in a week.
 - o For a Psychological Trainee, at least 1 hour per week of individual supervision for every 10 hours of service delivery (activities that involve direct contact with a client) per week. At least one-half of the individual supervision each week must be provided by the supervisor, and not more than 1 hour of supervision each week may be provided by a Psychological Assistant or Psychological Intern.

Supervision Types and Limitations – [NAC 641.152](#), [641.158](#)

Supervision Types. In addition to providing direct supervision, a **supervising Psychologist** may use a nested supervision model and may provide for specific skill training:

- *Nested Supervision Model:* A **supervising Psychologist** may use a nested supervision model, such as **clinical** supervision of a Psychological Trainee or Psychological Intern by a Psychological Intern or Psychological Assistant, so long as the **supervising Psychologist's** case supervision responsibility does not exceed a total of 4 full time equivalent supervisees (up to 40 hours per work week). A **supervising Psychologist** who uses a nested model of supervision must, at least once a week, engage in supervision activities with a Psychological Assistant or Psychological Intern who is providing **clinical** supervision.
- *Specific Skill Training:* a **supervising Psychologist** of a Psychological Assistant, Psychological Intern, or Psychological Trainee may assign the supervisee to a specialist, including a person licensed/certified in Nevada as a Psychiatrist, Behavior Analyst, Social Worker, Marriage and Family Therapist, Clinical Professional Counselor, or Alcohol and Drug Counselor; provided, however, that not more than one-quarter (25%) of the number of supervised hours needed to fulfill the required year of postdoctoral experience may be accrued under the direction of specialists.

Supervision Limitations. A **supervising Psychologist** may only supervise the number of **Psychological Assistants, Psychological Interns, and/or Psychological Trainees** for which adequate **clinical** supervision can be provided.

- A **supervising Psychologist** may **provide clinical supervision** to a combination of *not more than* four full-time equivalent Psychological Assistants, Psychological Interns, Psychological Trainees, or other interns licensed, registered or certified, as applicable, under NRS Chapter 641A, 641B, or 641C at the same time.
- A **supervising Psychologist** shall not **provide clinical supervision** to anyone with whom the **supervising Psychologist** has a familial or other multiple relationship.

Appendix A

Application and Registration Process:
Psychological Assistants, Psychological Interns, and Psychological Trainees

Appendix B

NAC Chapter 641 – Supervision Provisions

APPENDIX A

Application and Registration Process: Psychological Assistants, Psychological Interns, and Psychological Trainees

All who apply to register with the Board for supervised training – Psychological Assistants, Psychological Interns, and Psychological Trainees – are required to provide to the Board:

- ☐ A \$150 application fee;
- ☐ A Fingerprint submission verification and a signed Fingerprinting / Background Check Waiver;
- ☐ A signed Open Meeting Law Waiver;
- ☐ A Supervised Practice Plan (SPP);
- ☐ An Employment Agreement;
- ☐ A registration fee; and
- ☐ Any other documents or information the Board deems necessary to make a determination of eligibility for registration.

Upon applying for registration with the Board as a Psychological Assistant, Psychological Intern, or Psychological Trainee, each applicant will receive from the Board a “Welcome Packet” with an explanation regarding and instructions for the registration requirements, as well as any forms that the applicant is required to complete and return to the Board office.³

Psychological Assistants.

A Psychological Assistant is one who is obtaining postdoctoral supervised clinical experience that is required for licensure. Psychological Assistants must be registered with the Board under the supervision of a Psychologist who meets the qualifications required for supervising Psychologists.

Those seeking to register with the Board as a Psychological Assistant may apply for registration with the Board once all requirements for the applicant’s doctoral degree have been met and, preferably, after finding a supervising Psychologist. In addition to

³ When an applicant identifies a supervising Psychologist, the Board office generally copies the supervising Psychologist on its communications with the applicant for the purpose of keeping the supervising Psychologist informed on the applicant’s progress through the application and registration process.

the requirements for registration listed above, an applicant for registration as a Psychological Assistant must:

- ☐ Complete a PLUS application / report⁴; and
- ☐ Pay a \$150 registration fee (a fee that is separate from and in addition to the application fee).

A Psychological Assistant's registration is valid for one (1) year unless the application, SPP, and employment agreement indicate that the term of postdoctoral employment is for two (2) years. Registration as a Psychological Assistant may be renewed for an additional year upon written request to the Board and payment of a \$150 registration extension fee; however, registrations that extend beyond three (3) years require Board approval.

Psychological Interns.

A Psychological Intern is one who is in a doctoral training program in psychology approved by the Board in both subject matter and extent of training, and who wishes to engage in a predoctoral **clinical** internship pursuant to the training program's requirements. A Psychological Intern may register with the Board as a Psychological Intern, unless the Psychological Intern's services will be billed to Medicaid, in which case the Psychological Intern must register with the Board. Psychological Interns who are registered with the Board must be under the supervision of a psychologist who meets the qualifications required for **supervising Psychologists**.

In addition to the requirements for registration listed above for all applicants, an applicant for registration as a Psychological Intern must:

- ☐ Provide an Applicant and Training Program Verification Form completed by the applicant's Director of Clinical Training;
- ☐ Complete a PLUS application / report⁵; and
- ☐ Pay a \$75 registration fee (a fee that is separate from and in addition to the application fee).

⁴ PLUS is an acronym for the Psychology Licensure Universal System, which is administered by the Association of State and Provincial Psychology Boards (ASPPB), and through which a Psychological Assistant applicant's educational program, internship, and professional references are verified.

⁵ A Psychological Intern applicant's educational program and professional references are verified through his or her PLUS report.

A Psychological Intern's registration is valid for two (2) years unless otherwise approved by the Board, and may be renewed for an additional year upon written request to the Board and payment of a \$75 registration extension fee.

Psychological Trainees.

A Psychological Trainee is one who is in a doctoral training program in Psychology approved by the Board in both subject matter and extent of training, and who wishes to perform professional activities or services under the **clinical** supervision of a Nevada-licensed Psychologist. A Psychological Trainee may register with the Board as a Psychological Trainee, but is **not required** to register with the Board as a Psychological Trainee unless the Psychological Trainee's services will be billed to Medicaid, in which case the Psychological Trainee must register with the Board. Psychological Trainees who are registered with the Board must be under the supervision of a Psychologist who meets the qualifications required for **supervising Psychologists**.

In addition to the requirements for registration listed above for all applicants, an applicant for registration as a Psychological Trainee must:

- ☐ Provide an Applicant and Training Program Verification Form completed by the applicant's Director of Clinical Training; and
- ☐ Pay a \$30 registration fee (a fee that is separate from and in addition to the application fee).

A Psychological Trainee's registration is valid for two (2) years. Upon written request to the Board and payment of the \$30 registration extension fee, a Psychological Trainee's registration may be renewed once for a two (2) year period and a second time for one (1) year.

APPENDIX B

For Informational Purposes Only

The following is an unofficial recitation of NAC Chapter 641's Provisions regarding Supervision that integrates the approved revisions of [R002-24](#) with the version of NAC Chapter 641 that is [currently published and publicly available](#). The Nevada Board of Psychological Examiners offers this version of the select provisions of NAC Chapter 641 that concern supervision for informational purposes only pending the Legislative Counsel Bureau's publication of NAC Chapter 641 with the approved amendments in R002-24 integrated and codified.

NAC Chapter 641 – Supervision Provisions (NAC 641.1506 – 641.168)

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PSYCHOLOGICAL ASSISTANTS, INTERNS AND TRAINEES; UNLICENSED PERSONNEL

General Provisions

NAC 641.1506 Definitions. ([NRS 641.100](#)) As used in [NAC 641.1506](#) to [641.168](#), inclusive, the words and terms defined in [NAC 641.15065](#) and [641.1507](#) have the meanings ascribed to them in those sections.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.15065 “Face-to-face” defined. ([NRS 641.100](#)) “Face-to-face” means an in-person interaction or an interaction through the use of audiovisual communication technology, not including standard telephone, facsimile or electronic mail.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.1507 “Supervisor” defined. ([NRS 641.100](#)) “Supervisor” means a psychologist who supervises a psychological assistant, psychological intern or psychological trainee pursuant to this chapter, whether or not he or she seeks reimbursement under the State Plan for Medicaid for the services rendered under the authorized scope of practice of the psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#).

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R209-09, 10-15-2010; R111-13, 10-24-2014; R074-18, 1-30-2019)—(Substituted in revision for NAC 641.017)

Psychological Assistants, Interns and Trainees

NAC 641.151 Psychological assistants: Registration. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. A person must register with the Board as a psychological assistant if the person wishes to obtain any postdoctoral supervised experience that is required pursuant to paragraph (b) of

subsection 2 of [NAC 641.080](#) or paragraph (c) of subsection 3 of [NAC 641.080](#) for licensure as a psychologist by submitting the appropriate application to the Board.

2. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological assistant only after he or she graduates with a doctoral degree from:

(a) A training program which is accredited by the American Psychological Association or a program which meets the requirements of:

(1) [NAC 641.061](#) if the applicant graduated before January 1, 2018; or

(2) [NAC 641.062](#) if the applicant graduated on or after January 1, 2018; or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

3. Initial registration as a psychological assistant is valid for 1 year. Except as otherwise provided in subsection 4, a psychological assistant may not renew his or her registration if it would cause the psychological assistant to be registered as a psychological assistant for more than 3 years unless otherwise approved by the Board.

4. A person who has obtained the amount of postdoctoral supervised experience required pursuant to paragraph (b) of subsection 2 of [NAC 641.080](#) or paragraph (c) of subsection 3 of [NAC 641.080](#) in the District of Columbia or another state or territory of the United States, but has not completed the other requirements for licensure as a psychologist, must register as a psychological assistant. A psychological assistant may not renew his or her registration pursuant to this subsection if it would cause the psychological assistant to be registered as a psychological assistant for more than 2 years unless otherwise approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A 8-24-90; 1-24-94; 12-28-95; R089-03, 1-18-2005; R117-08, 12-17-2008; R209-09, 10-15-2010; R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.1515 Psychological interns: Registration. ([NRS 641.100](#), [641.170](#))

1. Unless the person is participating in a federally-regulated internship program, a person may register with the Board as a psychological intern by submitting the appropriate application to the Board if the person wishes to obtain any predoctoral supervised experience that is required pursuant to paragraph (a) of subsection 2 of [NAC 641.080](#) or paragraph (b) of subsection 3 of [NAC 641.080](#).

2. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological intern only after he or she has provided to the Board proof that he or she is currently enrolled on at least a part-time basis to obtain a doctoral degree from:

(a) A program which is accredited by the American Psychological Association or meets the requirements of [NAC 641.061](#) or [641.062](#), as applicable; or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

3. Registration as a psychological intern is valid for 2 years unless otherwise approved by the Board.

4. After a psychological intern has obtained the amount of predoctoral supervised experience required pursuant to paragraph (a) of subsection 2 of [NAC 641.080](#) or paragraph (b) of subsection 3 of [NAC 641.080](#), he or she may not apply for renewal of his or her registration as a psychological intern.

(Added to NAC by Bd. of Psychological Exam'rs by R111-13, eff. 10-24-2014; A by R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.1516 Psychological trainees: Registration. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological trainee only after he or she has provided to the Board proof that he or she is currently enrolled on at least a part-time basis to obtain a doctoral degree from:

(a) A program which is accredited by the American Psychological Association or meets the requirements of [NAC 641.062](#); or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

2. Initial registration as a psychological trainee is valid for 2 years.

3. Registration as a psychological trainee may be renewed once for 2 years and for a second renewal period of 1 year unless otherwise approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.15165 Psychological assistants, interns and trainees: Application for registration deemed withdrawn; reapplication. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. An application for registration as a psychological assistant, psychological intern or psychological trainee shall be deemed withdrawn if the application is not completed within 2 years after the date on which the Board first received the application materials.

2. If an application is deemed withdrawn pursuant to this section, the applicant may reapply for such registration and must pay any application fees in effect at the time of the reapplication.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.1517 Psychological interns and trainees: Agreement between supervisor and doctoral training program. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. A supervisor shall provide to the Board a copy of a written agreement between the supervisor and the doctoral training program of each psychological intern or psychological trainee whom he or she supervises. The agreement must include, without limitation:

(a) An outline of the skill level of the psychological intern or psychological trainee at the beginning of the supervised experience.

(b) The goals for the supervised experience of the psychological intern or psychological trainee.

(c) A format and procedure for reporting to the doctoral training program the following information concerning the psychological intern or psychological trainee:

- (1) His or her progress in building skills;
- (2) His or her progress toward meeting the goals specified in paragraph (b); and
- (3) Any areas requiring continued growth.

(d) An acknowledgment that the written agreement must be in place in order for the psychological intern or psychological trainee to:

- (1) Have lawful and ethical access to clients and the protected health information of clients; and
- (2) Use his or her supervised experience to make progress toward a degree, certification or license.

(e) The schedule of meetings between the supervisor and the psychological intern or psychological trainee relating to the supervision of the psychological intern or psychological trainee.

2. If a psychological intern or psychological trainee has multiple supervisors, the schedule of meetings included in the written agreement pursuant to paragraph (e) of subsection 1 must include the name of each supervisor of the psychological intern or psychological trainee who is scheduled to attend each meeting.

(Added to NAC by Bd. of Psychological Exam'rs by R038-16, eff. 12-21-2016; A by R074-18, 1-30-2019)

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

“Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.1519 Qualifications of supervisor. ([NRS 641.100](#), [641.170](#))

1. A psychologist who wishes to serve as a supervisor of a psychological assistant, psychological intern or psychological trainee must:

- (a) Except as otherwise approved by the Board, be licensed by the Board to practice psychology; and
- (b) Have successfully completed the training in clinical supervision described in subsection 2.

2. Training in clinical supervision pursuant to paragraph (b) of subsection 1 may consist of any of the following:

- (a) Fifteen hours of continuing education concerning the supervision of psychological assistants, psychological interns and psychological trainees provided by an accrediting agency described in paragraph (b) of subsection 2 of NAC 641.136. Not more than one-half of those hours of continuing education may be obtained through self-study performed through such an accrediting agency.
- (b) One semester, or its equivalent as determined by the Board, of supervised supervisory experience as a psychological assistant, psychological intern or psychological trainee in a nested model of supervision as described in NAC 641.152
- (c) A formal graduate-level course in supervision.
- (d) Any combination of the training described in paragraphs (a), (b) and (c) that is determined by the Board pursuant to subsection 3 to be equivalent to the training described in paragraph (a), (b) or (c).

3. A psychologist who wishes to serve as a supervisor but has not successfully completed the training described in paragraph (a), (b) or (c) of subsection 2 may submit any combination of the training described in those paragraphs to the Board for review. The Board will approve the combination of training if it determines that the combination of training is equivalent to the training described in paragraph (a), (b) or (c) of subsection 2.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R117-08, 12-17-2008; R038-16, 12-21-2016; R074-18, 1-30-2019)—(Substituted in revision for NAC 641.1563); [REDACTED])

NAC 641.15195 Powers and duties of supervisor. ([NRS 641.100](#), [641.170](#))

1. A supervisor shall employ methods of proper and diligent oversight of a psychological assistant, psychological intern or psychological trainee who is under his or her supervision to meet his or her ethical and legal responsibilities set forth in subsection 2 of [NAC 641.161](#). Such methods must include the implementation of policies and procedures that ensure the accessibility of the supervisor to the psychological assistant, psychological intern or psychological trainee commensurate with the professional developmental level of the psychological assistant, psychological intern or psychological trainee as required by the agreement submitted to the Board pursuant to [NAC 641.1517](#) or [641.153](#), as applicable. Such methods may include:

- (a) The physical presence of the supervisor;
- (b) Availability of or observation by the supervisor electronically or by fiber optics; and
- (c) Availability of another licensed medical or behavioral health provider affiliated with the site at which the psychological assistant, psychological intern or psychological trainee is providing services.

2. To ensure compliance with subsection 1, a supervisor may employ various modes and methods of supervision of a psychological assistant, psychological intern or psychological trainee under his or her supervision, including, without limitation:

- (a) Individual supervision;
- (b) Group supervision;
- (c) Tracking the progress of clients and patients treated or assessed by the psychological assistant, psychological intern or psychological trainee;
- (d) Conducting therapy or an assessment with the psychological assistant, psychological intern or psychological trainee;
- (e) Discussing the cases of clients and patients with the psychological assistant, psychological intern or psychological trainee;
- (f) Directly observing the delivery of services by the psychological assistant, psychological intern or psychological trainee, either in person or through the use of a remote technology system which uses electronic, digital or other similar technology; or
- (g) Reviewing audio or video recordings of the delivery of services by the psychological assistant, psychological intern or psychological trainee.

3. A supervisor shall:

- (a) Maintain primary responsibility for the care plan of each client and patient treated or assessed by a psychological assistant, psychological intern or psychological trainee under his or her supervision; and
- (b) Review and sign all clinical documentation, including, without limitation, reports, treatment plans and progress notes, for all services provided by a psychological assistant, psychological intern or psychological trainee under his or her supervision, including, without limitation, those services for which he or she is seeking reimbursement under the State Plan for Medicaid that were rendered under the authorized scope of practice of the psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#), as applicable.

4. Except as otherwise provided in this subsection, a supervisor shall be available to a psychological assistant, psychological intern or psychological trainee whom he or she supervises while the psychological assistant, psychological intern or psychological trainee is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider in the case of the absence of the supervisor.

5. A supervisor shall provide to the Board:

- (a) Evidence of the manner in which he or she meets his or her supervisory duties as outlined in subsections 1 and 2.
- (b) Upon the registration of a psychological assistant, psychological intern or psychological trainee, a training plan that includes, without limitation, the policies the supervisor will put in place to ensure the availability of the supervisor or a designee thereof and the modes, methods, procedures or policies the supervisor intends to employ to ensure compliance with this section and [NAC 641.161](#).

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019; A by R121-21, 9-28-2022; *R002-24, 9/16/2024*)

NAC 641.152 Psychological assistants, interns and trainees: Requirements for supervision and control of work; assignment to specialist for specific skill training. ([NRS 641.100](#), [641.170](#))

1. Except as otherwise provided in subsection 9, a psychological assistant or psychological intern may work only under the supervision and control of a psychologist who satisfies the requirements of [NAC 641.1519](#).
2. The Board hereby adopts by reference the following publications:
 - (a) The Standards of Accreditation for Health Service Psychology, as approved by the American Psychological Association in February 2015, which is available, free of charge, at the Internet address <https://www.apa.org/ed/accreditation/standards-of-accreditation.pdf>, or, if that Internet address ceases to exist, from the Board.
 - (b) Section C of the Implementing Regulations of the Commission on Accreditation of the American Psychological Association, as revised most recently by the Commission in February 2024, which is available, free of charge, at the Internet address <https://accreditation.apa.org/policies>, or, if that Internet address ceases to exist, from the Board.
3. If a publication adopted by reference in subsection 2 is revised, the Board will review the revision to determine its suitability for this State. If the Board determines that the revision is not suitable for this State, the Board will hold a public hearing to review its determination and give notice of that hearing within 90 days after the date of the publication of the revision. If, after the hearing, the Board does not revise its determination, the Board will give notice that the revision is not suitable for this State within 90 days after the hearing. If the Board does not give such notice, the revision becomes part of the publication adopted by reference pursuant to subsection 2.
4. Except as otherwise provided in subsection 9, a psychological trainee may work only under the supervision and control of a supervisor who is formally assigned by his or her home doctoral training program in compliance with required practicum training elements set forth in the publications adopted by reference in subsection 2.

5. Subject to the conditions set forth in this section and [NAC 641.161](#), a supervisor may use a nested model of supervision wherein:

- (a) A psychological assistant who is under the supervision of the supervisor supervises a psychological intern or psychological trainee; or
- (b) A psychological intern who is under the supervision of the supervisor supervises a psychological trainee.

6. A supervisor who uses a nested model of supervision described in subsection 5 shall, at least once each week, engage in supervision activities with a psychological assistant or psychological intern who is providing supervisions pursuant to paragraph (a) or (b) of subsection 5, as applicable. Such supervision activities:

- (a) May occur at a time other than when the psychological assistant or psychological intern is actively providing supervision; and
- (b) May include, without limitation:
 - (1) One-on-one or group supervision;
 - (2) Face-to-face supervision; and
 - (3) Didactic teaching.

7. The supervisor of a psychological assistant, psychological intern or psychological trainee is responsible for:

- (a) The adequate supervision of the psychological assistant, psychological intern or psychological trainee; and
- (b) The care plan of each client and patient treated or assessed by a psychological intern or psychological trainee under the supervision of the psychological assistant or psychological intern, as applicable, pursuant to subsection 5.

8. A supervisor shall ensure that:

- (a) A psychological trainee receives at least 1 hour of individual supervision for each 10 hours of service delivery per week. At least one-half of such individual supervision each week must be performed by the supervisor. Not more than 1 hour of such supervision each week may be performed by a psychological assistant or psychological intern in accordance with subsection 5. As used in this paragraph, "service delivery" means activities that involve direct contact with a client in person or through telehealth, as defined in NRS 629.515, as amended by section 1 of Assembly Bill No. 276, chapter 19, Statutes of Nevada 2023, at page 78.
- (b) A psychological intern receives at least 4 hours of supervision each week. At least 2 hours each week of such supervision must be face-to-face individual supervision by one or more psychologists who have an ongoing supervisory relationship with the psychological intern and primary responsibility for the cases on which the supervision is provided. The remainder of the supervision required by this paragraph may be provided in an individual or group setting by:

- (1) A psychologist; or
 - (2) A psychological assistant in accordance with subsection 5.
- (c) A psychological assistant receives at least 1 hour of individual supervision for each 40 hours worked in a week or, if the psychological assistant works less than 40 hours in a week, an amount of individual supervision that is proportionate to the amount of supervision that would be required if the psychological assistant worked 40 hours in the week.
9. For specific skill training, the supervisor of a psychological assistant, psychological intern or psychological trainee may assign the psychological assistant, psychological intern or psychological trainee to a specialist, including, without limitation, a person who is licensed in this State as a psychiatrist, behavior analyst, social worker, marriage and family therapist or clinical professional counselor or a person who is licensed or certified in this State as an alcohol and drug counselor. The specialist must have clearly established practice and teaching skills that are demonstrable to the satisfaction of the Board. Not more than one-quarter of the number of supervised hours needed to fulfill the required year of postdoctoral experience may be accrued under the direction of specialists. Any services submitted by a supervisor for reimbursement under the State Plan for Medicaid that were rendered under the authorized scope of practice of a psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#) while under the supervision of a specialist pursuant to this subsection must also be supervised by the supervisor.
10. A psychological assistant or psychological intern must be:
- (a) An employee of the supervisor; or
 - (b) If the psychological assistant or psychological intern is not employed by the supervisor and the supervisor is not employed by the agency at which the psychological assistant or psychological intern is based, a party to a written agreement with the supervisor and agency specifying payment terms and the role of the supervisor or training committee over the training of the psychological assistant or psychological intern, including, without limitation, acknowledgement by all parties that:
 - (1) The supervisor or training committee will have access to all patient medical records and full oversight and responsibility for the work and training plan of the psychological assistant or psychological intern; and
 - (2) The psychological assistant or psychological intern may not be an independent contractor of the supervisor or agency during the term of the contract.
- (Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A 8-24-90; R089-03, 1-18-2005; R111-13, 10-24-2014; R133-17, 12-19-2018; R074-18, 1-30-2019; R115-19, 2-28-2022; [REDACTED])

NAC 641.153 Agreement regarding employment. ([NRS 641.100](#), [641.170](#)) An employment agreement which is proposed to be entered into by a psychological assistant or psychological intern and his or her employing supervisor or agency must:

1. Acknowledge that such employment complies with regulations adopted by the Board relating to the practice of psychological assistants or psychological interns, as applicable; and
2. Be submitted in writing to and approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

NAC 641.154 Requirements for payment of stipend, wages or fees; compensation of supervisor; emphasis of supervision. ([NRS 641.100](#), [641.170](#))

1. Except as otherwise provided in this subsection, a psychological assistant or psychological intern is entitled to be paid a stipend in equal amounts on a fixed schedule over the course of his or her training. The stipend may not be paid based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan or a percentage of the fees received. An employment agreement which is proposed to be entered into by a psychological assistant or psychological intern and does not provide for the payment of a stipend may be approved by the Board pursuant to [NAC 641.153](#) if the Board determines that the agreement is in the best interest of the psychological assistant or psychological intern.

2. If a psychological trainee is paid, he or she must be paid a fixed wage on a periodic basis, and may not be paid based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan or a percentage of the fees received.

3. A psychological assistant, psychological intern or psychological trainee may not receive fees for professional services except as the agent of his or her employing supervisor or agency.

4. Except as otherwise provided in this subsection, a supervisor may not accept compensation from a psychological assistant, psychological intern or psychological trainee for his or her supervision. In extenuating circumstances, the Board may approve the acceptance of such compensation by a supervisor. Any agreement concerning compensation of a supervisor by a psychological assistant, psychological intern or psychological trainee for his or her supervision must:

(a) Clearly establish which licensed mental health or behavioral health professional accepts responsibility for the practice of the psychological assistant, psychological intern or psychological trainee pursuant to subsection 2 of [NAC 641.161](#); and

(b) Be approved by the Board before it becomes effective.

5. A supervisor shall ensure that the emphasis of the supervised experience of a psychological assistant, psychological intern or psychological trainee whom he or she supervises is on training the psychological assistant, psychological intern or psychological trainee, as applicable, rather than on the raising of revenue by the psychological assistant, psychological intern or psychological trainee, as applicable.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R074-18, 1-30-2019; R115-19, 2-28-2022)

NAC 641.1565 Supervision involving potential conflict of interest prohibited. (NRS 641.100, 641.170)

1. A supervisor shall not supervise a psychological assistant, psychological intern or psychological trainee if that supervision involves a potential conflict of interest, including, without limitation, supervision of a psychological assistant, psychological intern or psychological trainee:

- (a) Who is a member of the supervisor's household;
- (b) Who is related to the supervisor by blood, adoption or marriage, within the third degree of consanguinity or affinity;
- (c) With whom the supervisor has had or is having a dating relationship;
- (d) With whom the supervisor has a financial or business relationship, including, without limitation, an agreement concerning compensation of the supervisor by the psychological assistant, psychological intern or psychological trainee for his or her supervision, unless the financial or business relationship is approved by the Board or authorized by [NAC 641.154](#); and
- (e) With whom the supervisor has a psychologist-patient relationship.

2. As used in this section, "dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement. The term does not include a casual relationship or an ordinary association between persons in a business or social context.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

NAC 641.1567 Duties of supervisor regarding preparation and maintenance of records and notification of Board. (NRS 641.100, 641.170)

1. A supervisor shall prepare records that will enable him or her to:

- (a) Effectively train and evaluate each psychological assistant, psychological intern or psychological trainee whom he or she supervises; and
- (b) Accurately determine the number of hours of supervised experience obtained by each psychological assistant, psychological intern or psychological trainee whom he or she supervises.

2. A supervisor shall maintain all records relating to the supervision of a psychological assistant, psychological intern or psychological trainee, including, without limitation, the records required to be maintained pursuant to [NAC 641.1517](#), [641.157](#), [641.159](#) and [641.219](#), for not less than 5 years after the last date of supervision. Upon request, such records must be available for inspection by the Board.

3. A supervisor shall notify the Board within 10 days after his or her supervision of a psychological assistant, psychological intern or psychological trainee is completed or terminated.

4. A supervisor shall notify the Board of any change in his or her residential address or business address within 30 days after the change.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019)

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

“Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.157 Duties of supervisor regarding meetings and face-to-face individual supervision; documentation; grounds for discipline of supervisor for failure to comply. ([NRS 641.100](#), [641.170](#))

1. A supervisor shall meet individually with the psychological assistant, psychological intern or psychological trainee whom he or she supervises commensurate with the professional development level of the psychological assistant, psychological intern or psychological trainee.

2. A supervisor shall provide a full-time psychological assistant whom he or she supervises with at least 1 hour of face-to-face individual supervision each week or a proportional level of supervision for a part-time psychological assistant.

3. A supervisor shall provide a full-time psychological intern whom he or she supervises with at least the number of hours of face-to-face individual supervision each week required pursuant to subparagraph (2) of paragraph (q) of subsection 5 of [NAC 641.080](#) or a proportional level of supervision for a part-time psychological intern.

4. A supervisor shall provide a psychological trainee whom he or she supervises with at least 1 hour of face-to-face individual supervision each week for every 10 hours of placement of the psychological trainee at his or her assigned training site.

5. The supervisor shall document the hours of face-to-face individual supervision provided pursuant to subsections 2, 3 and 4, as applicable.

6. A supervisor who does not adequately supervise a psychological assistant, psychological intern or psychological trainee is subject to disciplinary action by the Board for committing an unethical practice contrary to the interest of the public.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 7-7-82; A 8-3-88; R089-03, 1-18-2005; R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.158 Limitations on number of assistants, interns, trainees and supervisors; limitation on number of training sites for psychological trainees. (NRS 641.100, 641.170)

1. A psychologist may serve as a supervisor to a combination of not more than four full-time equivalent psychological assistants, psychological interns, psychological trainees or other interns licensed, registered or certified, as applicable, under the provisions of [chapter 641A](#), [641B](#) or [641C](#) of NRS at the same time.

2. A psychologist shall not supervise:

- (a) A person described in subsection 1 with whom the psychologist has a familial or other multiple relationship; or
- (b) More persons described in subsection 1 than the psychologist is capable of ensuring adequate supervision.

3. A psychological assistant or psychological intern may not be employed by more than two supervisors at the same time.

4. A psychological trainee may not be assigned to more than two training sites at the same time.

5. As used in this section, "multiple relationship" means a professional relationship between a psychologist and another person where:

- (a) The psychologist and the other person currently have another type of relationship;
- (b) The psychologist is currently in a relationship with a person closely associated with or related to the person with whom the psychologist has the professional relationship; or
- (c) The psychologist plans to enter into another relationship in the future with the person with whom the psychologist is in a professional relationship or a person closely associated with or related to that person.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019; ~~R002-24, 9-16-2024~~)

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

"Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.159 Log of supervised experience. ([NRS 641.100](#), [641.170](#))

1. A supervisor and his or her psychological assistant, psychological intern or psychological trainee shall keep a regular log of supervised professional experience intended to meet the requirements of paragraph (d) of subsection 1 of [NRS 641.170](#).

2. The log must show:

- (a) The nature of the professional activities and services rendered by the psychological assistant, psychological intern or psychological trainee;
- (b) The population or clients served; and
- (c) Any supervisory contacts.

3. Entries to the log must be verified by the supervisor and the psychological assistant, psychological intern or psychological trainee.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R074-18, 1-30-2019; R115-19, 2-28-2022)

NAC 641.161 Responsibility to inform clients of status of assistant, intern or trainee; ethical and legal responsibility of supervisor for professional activities of assistant, intern or trainee; restrictions on advertising or listing. ([NRS 641.100](#), [641.170](#))

1. A supervisor and his or her psychological assistant, psychological intern or psychological trainee are responsible for informing clients of the status of the psychological assistant, psychological intern or psychological trainee.

2. The supervisor is ethically and legally responsible for:

- (a) All professional activities undertaken by the psychological assistant, psychological intern or psychological trainee;
- (b) The welfare of the patients and clients treated by a psychological assistant, psychological intern or psychological trainee under his or her supervision; and
- (c) The development in competency of any psychological assistant, psychological intern or psychological trainee under his or her supervision.

3. A psychological assistant, psychological intern or psychological trainee may not independently advertise or misrepresent himself or herself as independently licensed. When listed on any roster, panel or directory or named in any professional materials or correspondence,

a psychological assistant, psychological intern or psychological trainee must indicate his or her title and status as a psychological assistant, psychological intern or psychological trainee and the name of his or her supervisor.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

Unlicensed Personnel

NAC 641.168 Psychological testing. ([NRS 641.100](#))

1. A licensed psychologist may have personnel who are not licensed pursuant to [chapter 641](#) of NRS perform the following types of psychological testing under the psychologist's direct supervision and periodic observation:

- (a) Objective written psychological tests may be administered and scored only by a person who has successfully completed training to administer and score such tests.
- (b) Objective tests that require a response other than in writing may be administered and scored only by a school psychologist or a person who has completed the training in psychometrics that is required for a master's degree.
- (c) Projective tests may be administered and scored only by a psychological assistant, a psychological intern or a psychological trainee who has successfully completed training to administer and score such tests.

2. The results of a psychological test may be interpreted only by a psychological assistant, a psychological intern or a psychological trainee who has successfully completed training to interpret such a test.

3. The supervising psychologist is responsible at all times for the actions of the personnel who administer, score and interpret such psychological tests.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 7-11-94; *A by R002-24; 9-16-2024*)

Nevada Board of Psychological Examiners Board Meeting Staff Report

DATE: December 6, 2024

ITEM:

13 - (For Possible Action) Discussion and Possible Action Regarding Potential Financial Assistance that Could be Provided to Certain Applicants for EPPP Study Materials.

SUMMARY:

After recently becoming aware of the efforts of at least one other jurisdiction (Minnesota) to provide assistance to certain licensure applicants who had difficulty passing the EPPP, there was a request that the Board explore whether something similar could be done in Nevada. The Board's president met with representatives from [BeHere NV](#) to begin the dialog regarding what options there may be to provide such assistance, during which it was agreed to bring it before the Board for further discussion and consideration. Dr. Lorraine Benuto and Dr. Sara Hunt will lead the discussion on this topic and idea.

Nevada Board of Psychological Examiners Board Meeting Staff Report

DATE: December 6, 2024

ITEM:

14 - (For Possible Action) Discussion and Possible Action regarding the Proposed Policy/Regulatory Guidance regarding R095-23 (Response to 2023 AB244).

SUMMARY:

In 2024, the Board undertook efforts to respond to 2023 AB244, which established certain rights to a person compelled to submit to a mental or physical examination, including that person's ability to have a third party observer present during the examination. Included in the Board's response were regulation revisions that passed through the Legislative Commission as [R095-23](#).

The Board's Regulation Workshops and Hearings on the various proposed draft versions of R095-23 included public comment that sought, among other things, clarity and distinctions in the terminology suggested and proposed for the regulation. The Board ultimately decided to approve a version of the regulation that would allow it to address its regulatory intent with guidance that would assist in interpreting R095-23.

The Board's executive director has begun the process of drafting that Regulatory Guidance, as follows:

- The first section of the proposed document is the background that gave rise to R095-23 – namely, AB244 that went into effect during the 2023 Legislative Session – and the Board's efforts to respond to it by publishing a statement on its website and developing regulatory language.
- The second section of the proposed document goes through R095-23 as it was passed through the LCB and the Legislative Commission and highlights what the regulation does and what it says.
- The third section stops short of proposing the regulatory guidance for the Board in favor of the assistance that would come from dialog among the Board members on, for instance, the terms of art that are at issue in providing the R095-23 guidance. To facilitate that discussion, what is provided are the primary public comments, questions, and concerns as they related to how R095-23 could or should be interpreted and understood.

Regulatory Guidance on Psychological Evaluations / Testing

Nevada Board of Psychological Examiners' response to 2023 AB244 (NRS 629.620)

Background

Assembly Bill AB244 – Enacted in 2023

During Nevada's 2023 Legislative Session, the Legislature passed and enacted [AB244](#), which establishes certain rights of a person compelled to submit to a mental or physical examination under certain circumstances. Among those rights is that person's ability to have a third party observer present during and throughout a mental or physical examination.¹

Nevada Psychologists view AB244 as a serious and material threat to the practice of Psychology – a threat to public safety and the validity of the testing tools that Psychologists use. As a result of public comment during its July 14, 2023, meeting regarding AB244's negative impact on public safety and the practice of Psychology², the Nevada Board of Psychological Examiners (Board) took action to create and issue a statement on AB244, and to create regulatory language that would provide certain definitions and address the prohibition on releasing test data.

Statement in Response to AB244

After its September 8, 2023, and October 13, 2023, meetings, during which the Board considered and then approved the proposed statement in response to AB244³, the Board published that [Statement](#). In effect, that statement advises Nevada Psychologists that, as enacted, AB244 violates ethics codes for Psychologists and creates risks to public safety based upon the examination conditions it creates.

Development of Regulatory Language to Address AB244

During its September 8, 2023, meeting, the Board considered proposed regulation language to address AB244 by providing definitions of certain terms in and adding language to NAC Chapter 641⁴, after which it approved moving that language to a regulation workshop. The regulation workshop took place during the Board's October 13, 2023, meeting, during which the Board approved moving the proposed regulation language to a regulation hearing.⁵ The regulation hearing on the proposed regulatory language, the draft of which was assigned the number R095-23 by the Legislative Counsel Bureau (LCB), took place over the Board's March 8, 2024, April 12, 2024, and June 7, 2024, meetings. During those meetings, the Board took public comment on and discussed various revisions to R095-23. The version that the Board ultimately approved

¹ As enacted, AB244 has been codified as [NRS 629.620](#).

² The public comment regarding AB244 is detailed in the Board's [July 14, 2023](#), meeting minutes.

³ The development of the Board's Statement in response to AB244 is detailed in the Board's [September 8, 2023](#), and [October 13, 2023](#), meeting minutes.

⁴ The development of the proposed regulation language for the Board's initial consideration is detailed in the Board's [September 8, 2023](#), meeting minutes.

⁵ The bases on which the Board approved moving the proposed regulation language to a regulation hearing is provided in the Board's [October 13, 2023](#), meeting minutes.

during its June 7, 2024, regulation hearing is what the Nevada Legislative Commission approved during its September 13, 2024, meeting, and which is now in effect. See, [R095-23](#).⁶

R095-23 Regulation Language Enacted in Response to AB244

R095-23, Section 1

According to the new regulation language that R095-23 added to NAC Chapter 641 (provided in R095-23, Section 1), the terms “mental examination” and “psychological testing” are defined, as follows:

- The Board interprets the term *mental examination*, as that term is used in AB244, to mean a comprehensive clinical interview in which psychosocial data is collected.
 - o That term may include, without limitation, the completion of a psychological examination or mental status examination by a licensed psychologist, psychological assistant, psychological intern, or psychological trainee.
 - o That term does not include psychological testing.
- The term *psychological testing*, as that term is used in R095-23, Section 1, means the administration of testing that uses standardized psychometric measures of psychological functioning, cognitive and motor functioning, symptom and performance validity, and any other skill or ability used to provide a diagnosis or recommendation.

R095-23, Section 3

R095-23 also added language to existing NAC 641.234. That additional language is now NAC 641.234(3), (4), and (6), and it states:

- (3) Except as otherwise provided NAC 641.234(4) or where otherwise required by state or federal law, anyone who is licensed or registered by the Board is prohibited from disclosing psychological test material or psychological test data:
 - o To any person, including the person who is the subject of the psychological test or assessment procedure, or
 - o During any judicial proceeding, administrative proceeding, or legislative proceeding.
- (4) A person who is the subject of a psychological test or assessment procedure may request that records related to the psychological test or assessment procedure be disclosed to a designated psychologist.
 - o Any such request must be a written request and comply with all federal and state laws relating to the disclosure of mental health information, including, without limitation, HIPAA.
 - o Anyone registered or licensed with the Board who receives such a request is required to disclose to the designated psychologist all records related to the psychological test or assessment procedure.

**** Nothing in section (4) authorizes the inspection of psychological test materials by person who is the subject of a psychological test or assessment procedure.**

⁶ Although officially in effect, R095-23 is not yet codified in the version of NAC Chapter 641 that is publicly available.

- (6) As used in NAC 641.234, the terms *psychological test data* and *psychological test material* have the same meanings as the terms “test data” and “test material”, respectively, in the [Ethical Principles of Psychologists and Code of Conduct](#).

Regulatory Guidance - R095-23

THIS SECTION TO BE COMPLETED WITH THE ASSISTANCE OF BOARD INPUT

Based on the dialog that occurred over the course of the Board Workshops and Hearings for R095-23, the Board's intention in developing a regulatory response to AB244 was to differentiate between testing materials and other testing information in reference to what can and cannot be released. To that end, the intention of the regulation is to state that testing materials, including certain test data, cannot be released.

Among the comments on this issue were:

- *A request for clarity in reference to the distinction between test material and test data (one response being that the APA Code of Ethics makes that distinction), and a recommendation that test data that is released should be without the test materials.*
- *A query regarding the difference between test material and test data in terms of test protocols that include test materials, such as the WAIS form (a response to that being to clarify that test data is a subset of test material, but as soon as data goes into the realm of having part of the actual test on it, it is not releasable)*
- *Concerns that:*
 - *there is confusion in the field of psychologists, and particularly neuropsychologists, not knowing what section 9.04 means, and*
 - *the release of a test form with answers on it that may reveal protected test information*
- *A narrow reading of what test data is may be contrary to NRS Chapter 629 (legislative formula that allows patients access to their information)*
- *A suggestion that protocols be included in what is protected (once information is placed on protocols that contain protected test materials, they become protected test material)*

**Nevada Board of Psychological Examiners
Board Meeting Staff Report**

DATE: December 6, 2024

ITEM:

15 - (For Possible Action) Discussion and Possible Action to Approve the Executive Director's Probable Election to Receive Benefits through the Nevada Public Employees' Benefits Program (PEBP).

SUMMARY:

During its February 9, 2024, meeting, the Board approved revisions to its Employment, Compensation, and Evaluation Policy to include, among other things, a provision under the Benefits sections for the Executive Director and full time office staff that permits them to elect to receive insurance benefits through the Nevada Public Employees' Benefits Program (PEBP). With Board approval, the Board's Administrative Director elected to receive those benefits, and it has been a part of the Board's budget since she began her role with the Board.

The Board's executive director did not previously elect receiving PEBP benefits, having come to the role with benefits from elsewhere. Because those circumstances are very likely to soon change, the executive director requests that the Board approve her probable future election to receive PEBP benefits. While there would be an increase to the benefits budget item, the Board has sufficient money in the budget to absorb that additional expense and still be within budget.



POLICY OF THE NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

Employment, Compensation, and Evaluation Policy

Purpose

In accordance with NRS 641.045(2), the Nevada State Board of Psychological Examiners ("Board") has established this policy "concerning compensation and reviewing the performance of the staff of the Board." This policy, and any accompanying procedures, defines and describes the course and scope of employment of the Board's staff.

1. General Provisions

- a. The Board shall recruit, employ, and retain an Executive Director and Board Investigators without regard to actual or perceived race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, native language, age (against individuals 40 years of age or older), sexual orientation, gender identity or expression, genetic information, veterans or military status, political affiliation, marital status, disability, lawful use of any product when not at work, or opposing unlawful employment practices.
- b. This policy applies to all opportunities and privileges of employment including but not limited to hiring, termination, compensation, and training.
- c. The Board may adopt administrative procedures as necessary to implement the provisions of this document.

2. Executive Director

a. Employment

i. Probationary Period / Status of Appointment.

1. The probationary period of the Executive Director shall end six months from the date of hire, unless otherwise adjusted by action of the Board.
2. During the probationary period, the conduct and job performance may be reviewed by the Board at the request of the Board President. Dismissal may be made at any time during the probationary period. Once the probationary period has been successfully completed, the Executive Director will have attained permanent status.

ii. Compensation. See Addendum A for salary schedule

1. The Board shall pay Executive Director a gross annual salary incrementally as it is earned at the Board's regular payroll intervals, less any deductions required by law or authorized by Executive Director ("Salary").
2. Executive Director shall receive and be subject to such annual cost of living adjustments ("COLA") as determined by the Board.
3. Merit Pay Increase. Executive Director shall be eligible for an annual merit salary increase of not less than 2% of the annual salary if the annual performance evaluation is rated as average or better.
4. Payroll. Payroll shall be distributed on a bi-weekly basis.

iii. Benefits.

1. Insurance. Upon Board approval, the Executive Director may elect to receive insurance benefits through the Nevada Public Employees' Benefits Program (PEBP).
2. Retirement Program. Within the adopted procedures of the Nevada Public Employees Retirement System (PERS), Executive Director shall elect to receive one of the following two plans:
 - a. Employee Contribution Plan A. The Board shall make 100% of normal contributions to PERS. Under this plan, the Board shall make the full retirement contribution based on an adjusted gross salary that reflects the employee's share.
 - b. Employee Contribution Plan B. The Board shall make 50% of normal contributions to PERS and Executive Director shall be responsible for 50% as a payroll deduction.
3. Paid Vacation and Sick Leave. The Executive Director shall accrue and be entitled to use paid vacation and sick leave as follows.
 - a. Accrual shall be at the rate of 1.25 days of vacation time and 1.25 days of sick leave for each full month worked. Executive Director may earn no more than fifteen (15) vacation days and fifteen (15) sick leave days per fiscal year.
 - b. Vacation days should be used during the fiscal year in which they are earned. Any vacation days not used by September 1 of the fiscal year immediately following shall be forfeited. Accrual shall begin anew each July 1.
 - c. Sick leave may only be used for authorized reasons. Authorized reasons for using sick leave are: an inability to work because of illness

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- or injury, incapacity due to pregnancy or childbirth, medical and dental appointments, family illness (limited to immediate family requiring care), and death in the immediate family (typically up to 5 working days).
- d. If the Executive Director will be absent from official duties, the Board President or the Board President's designee shall be notified in advance.
 - e. The Executive Director shall notify the Board President in advance of taking vacation days. Requests for vacation time of 5 days or more must receive the prior approval of the Board.
 - f. Upon separation from employment with the Board, the Executive Director shall be entitled to payment for any unused vacation days up to the allowable limit.
4. Leave without Pay. Leave without pay may be taken at the discretion of the Executive Director or Board. The Executive Director shall notify the Board President in advance of taking leave without pay. Requests for Leave Without Pay of 5 days or more must receive the prior approval of the Board.
- iv. Holidays. Executive Director shall receive payment for eleven recognized state holidays per year (New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Nevada Day, Veterans Day, Thanksgiving Day / Family Day, and Christmas Day).
 - v. Travel. The Executive Director may be required to travel in connection with official duties.
 - 1. If appropriate, the Executive Director shall receive an allowance for meals and lodging in accordance with the rate established by the U.S. General Services Administration or State of Nevada.
 - 2. If, in the course of official duties, the Executive Director is required to use their own personal vehicle (e.g. travel to State Legislature), reimbursement will be made at the mileage rate authorized by the current federal rate as determined by the U.S. Internal Revenue Service.
 - vi. Review and Evaluation. Executive Director's employment performance shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.
 - vii. Background Check. The Executive Director shall undergo a background check with fingerprints upon his/her initial employment. Any findings in the

background check shall be disclosed to the Board President who shall determine if the Board of the Whole should review and/or take action.

viii. Termination.

1. Termination by Resignation. The Executive Director may terminate employment at any time and is encouraged to provide at least 30 days' advance written notice to the Board.
2. Involuntary Termination. The Board may terminate the Executive Director's employment at any time for any reason that is not unlawful or for no reason, with or without Cause, as follows:
 - a. Termination by the Board Without Cause. The Board may terminate the Executive Director's employment at-will, at any time, for any reason that is not unlawful or for no stated reason, without Cause (as defined below), upon providing the Executive Director at least 5 working days personal notice or 21 working days' written notice sent certified U.S. Mail to the Executive Director's last known residence address on file with the Board.
 - b. Termination by the Board for Cause. The Executive Director's employment as Executive Director may be terminated at any time for Cause upon a majority vote of the Board. "Cause" shall be defined as: (1) any act of dishonesty, fraud, malfeasance, embezzlement, theft, unethical conduct, or for gross negligence in the performance of the Executive Director's duties and responsibilities under this document; (2) the Executive Director's substantial neglect of or refusal to discharge the Executive Director's duties; (3) the Executive Director's willful refusal to follow a lawful order or instruction of the Board.
3. In the event of termination, the Board shall pay the Executive Director:
 - (1) earned Salary through the last day of employment;
 - (2) any accrued and unused paid vacation;
 - (3) One-third of any accrued and unused sick leave; and
 - (4) any unreimbursed appropriate expenses.

- ix. The Executive Director shall not take for personal use at any time, including separation from employment, any items purchased by the Board, including electronic equipment and office supplies.

b. Duties and Responsibilities.

- i. Executive Director shall well and faithfully perform all the normal duties and responsibilities of an Executive Director, under Nevada law as the Chief Executive Officer of the Board, the specifically described duties set forth below, and any additional and reasonable duties as the Board may assign.

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- ii. Executive Director's duties include, but are not limited to the following:
 - 1. Management of the daily operations of the Board Office;
 - 2. Purchasing, Payroll, and other financial transactions;
 - 3. Oversight of licensure and registrant procedures;
 - 4. Communication with Board members, licensees and applicants, and members of the general public;
 - 5. Compliance with Board actions, including approved policies and procedures, as well as applicable state laws and regulations; and
 - 6. Development of Board Staff roles as warranted by the Board office workload, operations, and budget.
 - iii. Executive Director shall work in conjunction with the Board President or the Board President's designee to ensure the Board functions properly, professionally, and appropriately.
 - iv. The Board shall establish the general responsibilities and duties of the Executive Director. Unless otherwise directed through Board action, policy or procedure, or in accordance with state law, it shall be the duty of the Board President, or the Board's designee, to oversee the execution of the duties and responsibilities of the Executive Director.
 - v. When formal approval by the Board is not required in connection with the performance of duties, the Executive Director shall advise the Board President of all significant decisions related to the function of the Board and the Board Office.
 - vi. The Executive Director shall be required and expected to perform the duties and responsibilities at a high professional level in order to meet the various goals, objectives, and priorities established by the Board. The Executive Director shall be expected to meet and attain all such goals and objectives, as well as any other goals and objectives as the Board may otherwise set for the Executive Director, after consultation with Executive Director.
 - vii. Attendance at Board and Significant Meetings. The Executive Director shall attend all regular, special, and closed meetings of the Board. The Executive Director shall also attend other meetings as may be appropriate or necessary in his/her judgment or as directed by the Board, and may submit any recommendations on any business or issues being considered by the Board.

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- viii. Communication. The Executive Director shall be responsible for keeping the Board updated in a timely manner with respect to developments, occurrences, and activities of the Board and the Board office.
 - ix. The Board and the Executive Director shall maintain a collaborative and cooperative working relationship that is in the best interests of the Board as a whole. The Board shall provide the Executive Director with periodic opportunities to discuss their working relationship.
 - x. The Executive Director is accountable to the Board as a whole and not to individual members of the Board.
 - xi. Confidentiality. Except as otherwise required by applicable law or order of a court or government agency of competent jurisdiction, the Executive Director shall:
 - 1. treat any confidential Board information as strictly confidential, including, but not limited to, personally identifiable information related to licensees, registrants, and applicants, and information deemed as non-public under state and/or federal law including information protected by the ADA and HIPPA; and
 - 2. not directly or indirectly use, copy, remove from the Board premises, disclose, publish, or communicate to any entity or person any Confidential Information except as required in the performance of Executive Director's duties and for the effective administration of The Board.

This obligation shall continue upon the Executive Director's separation from employment.

3. Board Investigators

- a. Employment. The Board shall employ Board Investigators in the manner stated in section 1(a), above, for the purpose of investigating and reporting on complaints that are submitted to the Board, as stated in the Board's Complaint and Disciplinary Policy.
- b. Compensation. See Addendum A for Board Investigators' pay schedule.
 - 1. The Board shall pay its Board Investigators an hourly fee as it is earned at the Board's regular payroll intervals, less any deductions required by law or authorized by each Board Investigator.
 - 2. Merit Pay Increase. Each Board Investigator the Board employs shall be eligible for an annual merit salary increase of not less than 2% of the annual salary if the annual performance evaluation is rated as average or better.

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- c. Duties and Responsibilities. The Board Investigators' duties and responsibilities shall be those investigative and reporting responsibilities stated in the Board's Complaint and Disciplinary Policy.
 - d. Review and Evaluation. Each Board Investigator the Board employees shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.
4. Board Office Staff.
- a. The Executive Director's duty to develop Board Staff roles as warranted by Board office workload and operations shall include suggesting to the Board for its approval employee positions and salaries that are appropriate for the nature of the work to be undertaken and that the Board's budget can reasonably accommodate.
 - b. The Executive Director shall, in consultation with the Board President, select and hire qualified candidates for Board office positions that are approved by the Board to be added to Board office staff and as those positions are identified in Addendum A – Salary Schedule.
 - c. The following conditions of employment apply to those Board office employees that the Executive Director hires as Board office staff members:
 - i. Probationary Period / Status of Appointment.
 - 1. The probationary period of a Board office employee (the probationary employee) shall end six months from the date of hire, unless otherwise adjusted by the Executive Director after consultation with the Board President.
 - 2. During the probationary period, the conduct and job performance may be reviewed by the Executive Director. After consultation with the Board President, the Executive Director may dismiss the probationary employee at any time during the probationary period. Once the probationary period has been successfully completed, the probationary employee will have attained permanent status as Board office staff.
 - ii. Compensation. See Addendum A for salary schedule
 - 1. The Board shall pay its Board office staff, as follows:
 - a. For Board office employees who are paid a salary, a gross annual salary incrementally as it is earned at the Board's regular payroll intervals, less any deductions required by law or authorized by that salaried Board office employee.

- b. For Board office employees who are paid hourly, a gross amount based upon the number of hours worked during the payroll interval, less any deductions required by law or authorized by that hourly Board office employee.
- 2. Merit Pay Increase. Board office employees shall be eligible for an annual merit salary increase of not less than 2% of the annual salary if the annual performance evaluation is rated as average or better.
- 3. Payroll. Payroll shall be distributed on a bi-weekly basis.

iii. Benefits

- 1. Insurance. Upon Board approval, full time Board office staff may elect to receive insurance benefits through the Nevada Public Employees' Benefits Program.
- 2. Retirement Program.
 - a. Within the adopted procedures of the Nevada Public Employees Retirement System (PERS), Board office employees who receive a salary shall elect to receive one of the following two plans:
 - i. Employee Contribution Plan A. The Board shall make 100% of normal contributions to PERS. Under this plan, the Board shall make the full retirement contribution based on an adjusted gross salary that reflects the employee's share.
 - ii. Employee Contribution Plan B. The Board shall make 50% of normal contributions to PERS and Executive Director shall be responsible for 50% as a payroll deduction.
 - b. Only full-time Board office staff shall receive the retirement benefits described above. Part-time staff, including Board investigator(s) and part-time office support (less than 25 hours scheduled per week), shall not be eligible for PERS benefits.
- 3. Paid Vacation and Sick Leave. Full-time Board office staff shall accrue and be entitled to use vacation and sick leave, as follows:
 - a. Accrual shall be at the rate of 1.25 days of vacation time and 1.25 days of sick leave for each full month worked. Full-time Board office staff may earn no more than fifteen (15) vacation days and fifteen (15) sick leave days per fiscal year.
 - b. Vacation days should be used during the fiscal year in which they are earned. Any vacation days not used by September 1 of the fiscal year

immediately following shall be forfeited. Accrual shall begin anew each July 1.

- c. Sick leave may only be used for authorized reasons. Authorized reasons for using sick leave are: an inability to work because of illness or injury, incapacity due to pregnancy or childbirth, medical and dental appointments, family illness (limited to immediate family requiring care), and death in the immediate family (typically up to 5 working days).
 - d. If full-time Board office staff will be absent from official duties, that Board office staff member shall notify the Executive Director or the Executive Director's designee in advance of being absent from official duties.
 - e. Full-time Board office staff shall notify the Executive Director in advance of taking vacation days. Requests for vacation time of 5 days or more must receive additional approval from the Board President.
 - f. Upon separation from employment with the Board, the full-time Board office staff shall be entitled to payment for any unused vacation days up to the allowable limit.
4. Leave without Pay. A full-time Board office staff member's leave without pay may be taken at the discretion of the Executive Director, but shall not be taken without prior notice to the Executive Director. Requests for Leave Without Pay of 5 days or more must receive additional approval from the Board President.
- iv. Holidays. Full-time Board office staff shall receive payment for eleven recognized state holidays per year (New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Nevada Day, Veterans Day, Thanksgiving Day / Family Day, and Christmas Day) plus the federally recognized holiday of Juneteenth.
 - v. Travel. Board office staff may be required to travel in connection with official duties.
 - 1. If appropriate, Board office staff shall receive an allowance for meals and lodging in accordance with the rate established by the U.S. General Services Administration or State of Nevada.
 - 2. If, in the course of official duties, Board office staff is required to use their own personal vehicle (e.g. travel to State Legislature), reimbursement will be made at the mileage rate authorized by the current federal rate as determined by the U.S. Internal Revenue Service.

- vi. Review and Evaluation. Board Office Staff's employment performance shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.
- vii. Termination.
 - 1. Termination by Resignation. Board office staff may terminate employment at any time and is encouraged to provide at least two weeks advance written notice to the Executive Director.
 - 2. Involuntary Termination. The Executive Director may terminate a Board office staff member's employment at any time for any reason that is not unlawful or for no reason, with or without Cause, as follows:
 - a. Termination Without Cause. The Executive Director may terminate a Board office staff member's employment at-will, at any time, for any reason that is not unlawful or for no stated reason, without Cause (as defined below), upon providing that Board office staff member at least 5 working days' personal notice or 21 working days' written notice sent certified U.S. Mail to the Board office staff member's last known residence address on file with the Board.
 - b. Termination for Cause. After consultation with the Board President, the Executive Director may terminate a Board office staff member's employment at any time. "Cause" shall be defined as: (1) any act of dishonesty, fraud, malfeasance, embezzlement, theft, unethical conduct, or for gross negligence in the performance of the Executive Director's duties and responsibilities under this document; (2) the Board office staff member's substantial neglect of or refusal to discharge that Board office staff member's duties; (3) the Board office staff member's willful refusal to follow a lawful order or instruction of the Executive Director.
 - 3. In the event of termination, the Board shall pay:
 - a. full-time, salaried Board office staff: (1) earned Salary through the last day of employment; (2) any accrued and unused paid vacation; (3) One-third of any accrued and unused sick leave; and (4) any unreimbursed appropriate expenses.
 - b. Part-time, hourly Board office staff: (1) earned hourly wages through the last day of employment; and (2) any unreimbursed appropriate expenses.
- viii. Confidentiality. Except as otherwise required by applicable law or order of a court or government agency of competent jurisdiction, members of the Board's office staff shall:

1. treat any confidential Board information as strictly confidential, including, but not limited to, personally identifiable information related to licensees, registrants, and applicants, and information deemed as non-public under state and/or federal law including information protected by the ADA and HIPPA; and
2. not directly or indirectly use, copy, remove from the Board premises, disclose, publish, or communicate to any entity or person any Confidential Information except as required in the performance of Executive Director's duties and for the effective administration of The Board.

This obligation shall continue upon the each Board office staff member's separation from employment.

- ix. Staff members of the Board office shall not take for personal use at any time, including separation from employment, any items purchased by the Board, including electronic equipment and office supplies.

5. Employee Dispute Resolution.

- a. Mediation. In the event a conflict arises between the Executive Director and a Board member or other staff of the Board, mediation shall be available as a voluntary and informal means of reaching a resolution to a particular situation. The mediation process shall generally be conducted under the direction of the Board President. Where the Board President is a party in the mediation, the Board shall designate an alternative.
- b. Grievance and Complaint Procedure.
 - i. If Executive Director is aggrieved by an action that relates, but is not limited, to such issues as working conditions, discipline, a report on performance, or the inconsistent application of policies and procedures, he/she may file a written grievance to the Board. Before filing a grievance, an attempt to resolve the situation through informal discussions with the Board President is recommended.
 - ii. A grievance must be filed with the Board within 20 working days after the date of the event being grieved or the date that Executive Director learned of the event. The specified period to resolve a grievance may be extended by mutual agreement. A grievance shall include a proposed resolution.
- c. Appeal
 - i. In the event the Board moves to discipline, demote, or dismiss the Executive Director, the Executive Director shall be provided at least 10

working days' written notice of such action. Executive Director shall be provided the findings of the Board in writing.

- ii. Executive Director shall have the opportunity to appeal a decision of the Board in a publicly noticed meeting.

6. Training and Professional Development. The Board supports training programs and professional development to improve the efficiency and productivity of the Executive Director.

- a. The Executive Director is responsible for identifying for the Board office staff any necessary and appropriate orientation, on-the-job training, and any formal or specialized training in areas unique to the work environment and required by the Board. Such training may include that which is required or recommended by the State of Nevada, including the Division of Human Resource Management (e.g. courses in supervision, management, customer service, and business/finance/purchasing).
- b. The Board Investigators are is responsible for identifying necessary and appropriate orientation and any formal or specialized training in areas unique to their duties and obligations and/or required by the Board.

7. Indemnification.

- a. The Board shall defend and hold Executive Director harmless from any demands, claims, suits, actions, and legal proceedings (including the cost of defending against such matters) ("Claims") brought against him/her, whether in his/her individual or in her official capacity as the Board's Executive Director provided that he/she was acting within the course and scope of employment as Executive Director at the time of the alleged acts or omissions giving rise to the Claims, and excluding criminal litigation.
- b. The Board shall have the right to choose counsel to defend and hold Executive Director harmless from any Claims. Executive Director shall furnish such information and proper assistance to the Board as it may require in connection with any litigation or administrative proceeding in which the Board, the Board, or any the Board officers, employees, or agents is or may become a party, which arose during Executive Director's employment with the Board.
- c. Nothing in this policy imposes an obligation upon any individual Board member to personally indemnify and/or hold the Executive Director harmless against any Claims.
- d. Executive Director agrees to release and discharge the Board and the Board harmless and indemnify the Board and the Board for all liabilities, losses, demands, claims, accounts, actions and proceedings arising or resulting from Executive Director breaching this policy. This paragraph shall survive

termination of the Executive Director's employment and shall be enforceable, in addition to other remedies provide by law or this policy, by injunctive relief issued by a court of competent jurisdiction.

8. State of Nevada Employee Handbook. As appropriate and applicable, the most recent version of the State of Nevada Employee Handbook and/or Chapter 284 of Nevada Revised Statutes (State Personnel) may be referenced for any terms not specifically addressed in this policy or any associated administrative procedure(s).

Revision History

2/12/2021	Adopted	
3/4/2022	Reviewed and revised	Updated information on PERS benefits
6/6/2022	Revised	Updated limits of accrued vacation and sick leave; Defines benefits for Executive Director
5/12/2023	Revised	Revised hourly rate for part time staff
2/9/2024	Reviewed and revised	Revised to add Board Investigators and Board Office Staff, and to remove Performance Evaluations in favor of the Board's separate Staff Performance Evaluation Procedure

ADDENDUM A – Salary and Pay Schedules**Executive Director** Salary Schedule (2% annual increase)Plan A
Employer PERS Contribution

STEP	PER YEAR
01	\$56,783
02	\$57,919
03	\$59,077
04	\$60,259
05	\$61,464

Plan B
Employer/Employee PERS Contribution

STEP	PER YEAR
01	\$68,828
02	\$70,204
03	\$71,608
04	\$73,040
05	\$74,501

Administrative Director Salary Schedule (2% annual increase)Plan A
Employer PERS Contribution

STEP	PER YEAR
01	\$49,500
02	\$50,490
03	\$51,500
04	\$52,530
05	\$53,581

Plan B
Employer/Employee PERS Contribution

STEP	PER YEAR
01	\$60,000
02	\$61,200
03	\$62,424
04	\$63,672
05	\$64,945

Board Investigator Salary Schedule (2.5% annual increase; Not PERS eligible)

STEP	HOURLY
	Maximum 6 Hours per month or 72 Hours per Year
01	\$150.00
02	\$153.75
03	\$158.00
04	\$162.00
05	\$166.00

Part-time Staff (2% annual increase; Not PERS eligible)

STEP	HOURLY Maximum 4 Hours per day or up to 20 Hours per Week
01	\$20.00
02	\$20.40
03	\$20.81
04	\$21.23
05	\$21.65

Payroll Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget			FY25-1 Biennial-Q4 July 2024-December 2024 Budgeted	FY25-2 Biennial-Q1 January 2025-June 2025 Budgeted			
5100	Board Salary/Per Diem	10,000.00	1,950.00	19.50%			5,000.00	5,000.00			
2700	Executive Director (net)	50,000.00	21,935.96	43.87%			25,000.00	25,000.00			
2700	Administrative Director (net)	45,000.00	18,483.38	41.07%			22,500.00	22,500.00			
2700	Staff Salary (Part-Time)	10,000.00					5,000.00	5,000.00			
9110	Staff Benefits	20,000.00	6,006.28	30.03%			10,000.00	10,000.00			
2700	Investigator Salary	15,000.00	4,186.15	27.91%			7,500.00	7,500.00			
5250	Workers Compensation	1,000.00	357.46	35.75%			500.00	500.00			
2108/5300	PERS	45,000.00	20,633.16	45.85%			22,500.00	22,500.00			
2100	Federal Payroll Taxes	24,000.00	13,811.07	57.55%			12,000.00	12,000.00			
9100	Other Payroll Expenses	1,000.00	374.00	37.40%			500.00	500.00			
	Total Payroll	221,000.00	87,737.46	39.70%			110,500.00	110,500.00			
Operating Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget			FY25-1 Biennial-Q4 July 2024-December 2024 Budgeted	FY25-2 Biennial-Q1 January 2025-June 2025 Budgeted			
6100	Out of State	6,500.00	3,605.38	55.47%			3,250.00	3,250.00			
6200	In-State Travel	1,500.00		0.00%			750.00	750.00			
7015	Office Supplies/furniture	3,250.00	715.98	22.03%			1,625.00	1,625.00			
	Office expenses:										
7040	- Print-Copy	300.00	240.33	80.11%			250.00	50.00			
7050	- Rent	20,000.00	6,719.70	33.60%			10,000.00	10,000.00			
7100	- Postage	1,000.00	723.11	72.31%			500.00	500.00			
7210	- DoIt Web SV	1,200.00	273.46	22.79%			600.00	600.00			
7290/72902	- Telephone/Internet & Utilities	1,500.00	608.30	40.55%			750.00	750.00			
7200											
7500	- Copy Lease	1,500.00	567.23	37.82%			750.00	750.00			
7770/7777	Software & Database	4,500.00	1,021.68	22.70%			2,250.00	2,250.00			
8010	Legal & Professional Fees	40,000.00	10,727.24	26.82%			20,000.00	20,000.00			
8015	Tort Claim	1,200.00	1,164.30	97.03%			1,200.00	0.00			
8050/8055	Professional Services (Auditor, Bookkeeper, Lobbyist)	32,500.00	12,270.00	37.75%			16,250.00	16,250.00			
8250	Dues & Reg (ASPPB, Conf, Continuing Ed)	5,000.00	560.00	11.20%			2,500.00	2,500.00			
8520	Admin Services (LCB)	1,350.00	1,200.00	88.89%			675.00	675.00			
9001	Banking Fees	100.00	16.00	16.00%			50.00	50.00			
	PayPal Fees (against regular revenue)	1,250.00	991.52	79.32%			625.00	625.00			
90100	Miscellaneous Expense	500.00		0.00%			250.00	250.00			
	Uncategorized Expense	250.00					125.00	125.00			
	Total Expenses	\$123,400.00	\$41,404.23	33.55%			\$62,450.00	\$61,050.00			
	Total Expenses + Payroll	\$344,400.00	\$129,141.69	37.50%			\$172,950.00	\$171,550.00			
	Total Income	\$ 357,350.15	\$153,125.14	42.85%			\$243,805.15	\$212,397.65			
	Final Balance	\$12,950.15	\$23,983.45			Final Balance	\$70,855.15	\$40,847.65			