

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

DATE OF MEETING: Friday, February 14, 2025

Time: 8:00 a.m.

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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/83390331981>. To access the meeting via audio only, dial 1-669-900-6833 and enter the meeting ID: **833 9033 1981**. (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 the Board office, located at 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117.

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](mailto: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. Minutes. (For Possible Action) Discussion and Possible Action to Approve the Minutes of the State of Nevada Board of Psychological Examiners' January 10, 2025, Meeting.**

**4. Financials**

- A. (For Possible Action) Discussion and Possible Action to Approve the Treasurer's Report for Fiscal Year 2025 (July 1, 2024 - June 30, 2025).
- B. (For Possible Action) Discussion and Possible Action to Approve Revisions to the Budget for Fiscal Year 2025 (July 1, 2024 – June 30, 2025).
- C. (For Possible Action) Discussion and Possible Action to approve paying the 2024 Nevada State Assessment Fee for PsyPact in the amount of \$1,300.
- D. (For Possible Action) Discussion and Possible Action to designate Board Members and/or Staff to Attend the Association of State and Provincial Psychology Boards (ASPPB) Mid-Year Meeting, April 24-27, 2025, in Montreal, QC, Canada for a combined total expenditure of approximately \$5,000.

**5. Legislative/Regulation Update**

- (For Possible Action) Report, Discussion and Possible Action on Regulation Activities and Legislative Activities, including the work of Interim Committees, 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.

**6. Report from the Nevada Psychological Association.**

**7. Report from the Board Office on Operations.**

**8. (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 #24-1023
- N. Complaint #24-1125
- O. Complaint #24-1202
- P. Complaint #25-0110
- Q. Complaint #25-0128

**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.** *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  
Andrew Ahrendt

Dalea Alawar  
Robert Antonacci

Onyinyechi Anukem  
Erick Arguello

Anna Arya  
Elsa Baena

Quintin Bailey	Vanessa Fuentes	Tyler Lennon	Erick Rogers
Rachel Bangit	Tyson Furr	Andrew Leone	Jessica Roos
Adam Barkey	Maiken Gale	Micol Levi-Minzi	Eric Rosmith
John Barona	Daniel Garrett	Jessica Liberman	Taraneh Rostami
Debra Berry-Malmberg	Teresa George	Benjamin Loew	Benjamin Rubin
Charles Bichajian	Matthew Gibbons	Vanessa Ma	Malia Sanchez
Jennifer Blitz	Shahla Gorovoy	Chelsea Mackey	Liza San Muguel-Montes
Leah Bonilla	Kimberly Gray	James Madero	Mary Schuberg
Linda Bortell	Peter Grover	James Maltzahn	Coreen Schwartz Starr
Lauren Buchanan	Lisa Gunderson	Alexandra Matthews	Shaina Shepherd
Brian Burgess	Michelle Haines	Sarah Mauck	Dianne Shumay
Ramona Burroughs	Tarramaz Harris	Katherine McKenzie	Laljit Sidhu
Jonathan Campos	Fredrica Hendrix	Paul McLaughlin	Alexis Sliva
DeAnn Cary	Bernadette Hinojos	Carol McLean	Katelyn Steele
Jerry Chen	Beverly Howze	Linda McWhorter	Willann Stone
Dominique Cheung	Chia-Chi Hu	Iris Melo	Tony Strickland
Christine Chew	Kelly Humphreys	Lorena Michel	Amy Swope
Chad Christensen	Clairissa Hunter	Stacey Mizokawa	Tara Tanaka
David Contreras	Mark Ingram	Christine Moberg	Matthew Tatum
Candy Crawford	Rachel Irish	Mark Mochin	Michelle Tatum
Adrienne DiFabio	Tina Jimenez	Shanna Mohler	Alicia Tolerico
Shannon Dillon	Deborah Johnson	Alexandra Montesi	John Tsanadis
Elizabeth Dimovski-Jackson	Margaret Jones	Luzviminda Morrow	Lee Underwood
Thuy-Phuong Do	Natalie Jones	Mary Nelson	Amy Vail
Anna Dolatabadi	Kathi Jones-Lorenz	Robert Nemerovski	Keith Valone
Christine Dozier	Jorge Juarez-Asturias	Stephanie Northington	Ina Von Ber
Alana Duschane	Cody Kaneshiro	Beverly Paschal	Michelle Vorwerk
Christopher Estep	Carolyne Karr	Jessica Peltan	Corinne Votaw
Megan Farnsworth	Robin Kay	Daniel Pott-Pepperman	Allison Vreeland
John Fite	Kristopher Kern	Renata Pleshchuk-Kowalski	Bethany Walters
Nichole Flowers	Dustin Kieschnick	Daniel Pott-Pepperman	Nelson Walters
Judy Fluor Runels	Donald Kincaid	Stephanie Procell	Justine Weber
Gratia Foerster	Kele Kirschenbaum	Lee Rather	Michael Whitman
Amy Fox	Monica Larson	Rachelle Rene	Kayli Wrenn
Stephen Francis	Timothy Law	Danielle Richards	Elisa Youngblood
Gila Frank	George Lazo	April Roberts	Gordon Zilberman
Sylva Frock	Robert Leach	Kristin Robinson	
		Tera Robison	

### PSYCHOLOGICAL ASSISTANTS

Jeffrey Aguiar	Amelia Evans	Shoshana Katz	Luzviminda Morrow
Rachel Ballard	Evan Fertel	Richelle Konczak	Blake Oldfield
Rosalind Banks	Grady Gallagher	Dimitra Kourtesi	Dylena Pierce
Tracy Basile	Cori Gold	Dorota Krotkiewicz	Amy Prescott
Ramy Bassioni	Milagro Gonzalez	Liya Levanda	Eric Prince
Mark Beverly	Kimberly Gray	Taylor Levine	Jacquelyn Rinaldi
Judit Brissette	Jennifer Grimes-Vawters	Angela Lewis	Yana Ryjova
Andrew Buchanan	Aeriel Halstead	Anna Lujan-Sondgroth	Coreen Schwartz Starr
Candis Carswell	Joseph Henrich	James Maltzahn	Sharon Simington
Taylor Chille	Akiko Hinds	Erica Marino	Michelle Strong
Althea Clark	Bernadette Hinojos	Genna Mashinchi	Michelle Tatum
Althea Cook	Tiffany Hunter	Alexandra Miguel	Andre Wielemaker
Emerson Epstein	Madison Hurley	Desiree Misanko	Monica Zepeda Rojo
	Courtney Hutchinson		

### PSYCHOLOGICAL INTERNS

Lallabrigida Cooper-Singleton	Michelle Gaston	Shalini Kabeer	Miriam Vela-Sanchez
Mario De Souza	Daniel Gonzalez	Michael McNamara	Richard Warmke
Jacqueline Friar	Tiffany Hunter	Bianca Reaves	
Sussan Fung	Lauren Johnson	Ruby Sharma	

### PSYCHOLOGICAL TRAINEES

Hoor Ul Ain	Ashley Dorsey	Chiante' Jemison	Melanie Rede
Marissa Alvarez	Erin Dunn	Todd Jennings	Shannon Sagert
Vanni Arcaina	Kinsey Ellis	Jordan Kaye	Christine Salva
Linnea Bacon	Michael Fensken	Julia Maranville	Madison Thomasson
Adaëze Chike-Okoli	Tatev Gaboyan	Sara Moore	Angelos Tsalafo
Kieffer Christianson	Kaelyn Griffin	Maegan Nation	Teresa Walker
Anna Cole	Michelle Harden	Karisa Deandra Odrunia	Jessica Woodyatt
Delaney Collins	Haleigh Harris	Ananda Peixoto-Couto	Lidia Wossen
Regine Deguzman	Brandon Hunley	Mattea Pezza	
Aimee D'Errico	Bianca Islas	Sherley Pierre	
Monica Done	Sierra Ann Jarvis	Bianca Reaves	

- A. (For Possible Action) Discussion and Possible Action to Approve Dr. Jennifer Grimes-Vawters' request to be employed without compensation under her registration as a Psychological Assistant.
- B. (For Possible Action) Discussion and Possible Action to Approve Dr. Milagro Gonzalez's request to extend her Registration as a Psychological Assistant for a Fourth Year.

### **10. (For Possible Action) Discussion and Possible Action Regarding Licensure Examination Requirements, including, but not limited to:**

- A. Update from BeHere NV regarding Potential Financial Assistance that Could be Provided to Certain Applicants for EPPP Study Materials.
- B. Information Regarding the EPPP-2 from Dr. Hao Song, Associate Executive Officer of Examination Services for the ASPPB.
- C. Continued discussion regarding the EPPP-2, including, but not limited to, whether to update and implement/reinstate the Board's previous skills-based competency examination pending the ASPPB's implementation of the combined EPPP exam.
- D. Whether the Board should request an Opinion from the Attorney General's Office Regarding the EPPP-2.

- 11. (For Possible Action) Discussion and Possible Action regarding Regulatory Guidance on R095-23 and the Release of Test Data (Response to 2023 AB244), including whether the Board should request an opinion from the Attorney General's Office.**
- 12. (For Possible Action) Discussion and Possible Action to Approve the Proposed Examination Retake Application Policy.**
- 13. (For Possible Action) Discussion and Possible Action to Approve a Revision to the Board's Employment, Compensation, and Evaluation Policy to add a Board Consultant position.**
- 14. (For Possible Action) Discussion and Possible Action on revising Question No. 20 on the Board's License Renewal Application Form to comply with 2013 SB338.**
- 15. (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 next regular meeting of the Nevada Board of Psychological Examiners is currently scheduled for Friday, March 7, 2025, beginning at 8:00 a.m.
- 16. Requests for Future Board Meeting Agenda Items (No Discussion Among the Members will Take Place on this Item)**
- 17. 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)
- 18. (For Possible Action) Adjournment**

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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, February 13, 2025.

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](mailto: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, February 11, 2025, 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/2025/2025\\_BOARD\\_MEETINGS/](https://psyexam.nv.gov/Board/2025/2025_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).

**From:** [1doncloud@proton.me](mailto:1doncloud@proton.me)  
**To:** [NBOP Admin](#); [NBOP ED](#)  
**Subject:** Public Comment EPPP 2 is biased especially against POC and obsolete  
**Date:** Saturday, January 25, 2025 10:07:41 AM

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

Dear Distinguished Board Members:

I am writing this public comment to express my concerns regarding the State of Nevada Board of Psychological Examiners continued use of the Examination for Professional Practice in Psychology (EPPP) Part 2/Skills which is now obsolete due to its inability to measure competence, unfairness and bias, especially against POC.

Board meeting minutes for October 13, 2023 outline problems with the EPPP 2 in a letter from Sam del Castillo, PhD to the Board. Furthermore, Board meeting minutes for October 11, 2024 show that a qualified Latina candidate who passed all other licensure requirements requested to take the EPPP 2 for the 4th time.

There has been limited adoption of the EPPP Part 2 by state boards outside of Nevada. In fact, Nevada is one of only two states that require the EPPP Part 2 for licensure as a psychologist. Since Nevada adopted the EPPP Part 2 there has been a marked decrease in the number of candidates who have been licensed to practice psychology in Nevada.

In June 2024, the Texas Board of Psychological Examiners filed an antitrust lawsuit filed against the Association of State and Provincial Psychology Boards (ASPPB), the maker of the EPPP 2, citing issues of fairness, financial burden and monopolistic practices associated with the EPPP Part 2.

In response, the ASPPB issued a press release on their website dated October 22, 2024, which states that the mandatory implementation of EPPP Part 2 is on "pause" indefinitely and that ASPPB "will undertake exploring the feasibility of creating a single-session exam that integrates both knowledge and skills assessment- a reimagined EPPP."

A Press Release online dated November 5, 2024, stated that working groups, subcommittees, town halls, and job task analysis will be conducted in 2025 and beyond to reimagine/redevelop the EPPP Part 2.

It will be several years if not a decade or more before ASPPB will be able to develop a valid and/or reliable EPPP Part 2.

The EPPP Part 1 has served as a valid and reliable measure of a candidate's psychological knowledge and competency since 1965. Nevada candidates for licensure as a psychologist should not be required to pass an examination that is now obsolete.

It is a violation of Standard 9.08 of The Ethical Principles of Psychologists and Code of Conduct (American Psychological Association 2017) to use an obsolete test in clinical practice, yet, the State of Nevada Board of Psychological Examiners continues to require



candidates to pass the EPPP Part 2, which is now an obsolete test (with questionable validity and reliability).

Sincerely,  
Donald Cloud



## Examination of Professional Practice of Psychology (EPPP) Part 2 - Informational Page

### Implementation

In response to the decision made by the Associate of State and Provincial Psychology (ASPPB) on October 22, 2024, which is to rescind the January 1, 2026 EPPP two-part exam mandate, the Board has stopped working on the regulatory package and is no longer implementing the EPPP two-part exam.

### What is the EPPP Part 2?

The Examination of Professional Practice of Psychology (EPPP) is the United States and Canada licensure exam for psychologists. Current applicants for licensure as a psychologist in California are required to take and pass the EPPP, which is a knowledge-based exam.

The ASPPB developed a skill-based portion of the exam, known as EPPP Part 2, with the intent to allow jurisdictions to measure competency of candidates for licensure. In 2018, the ASPPB decided to allow jurisdictions to use the EPPP two-part exam optionally, and in 2022, ASPPB decided to mandate the EPPP as a two-part examination effective on January 1, 2026.

### Historical information

The Board continues to closely monitor the development and decision of the ASPPB relating to the EPPP. The Board has compiled past documents as well as videos of continued conversations the Board has had on this issue that are already available on the Board's website for your convenience. Please see below for your information.

#### 2024 November Board Meeting

ASPPB was present and addressed their October 22, 2024 decision to pause the mandate to implement the EPPP two-part examination by January 1, 2026. They are moving forward instead with considering a single EPPP exam that assesses both knowledge and skills. ASPPB will be:

- ① Establishing a working group of volunteers from jurisdictional members, examination committees, ASPPB Board of Directors, staff and liaison groups, to begin in January 2025. The group will focus on issues regarding the reimagined EPPP, costs, licensure portability, and access to quality mental health care.
- ② Establish an ASPPB Board subcommittee that will concentrate on the timely development and progress of the reimagined EPPP.
- ③ Hosting quarterly townhalls, which will begin the first quarter of 2025, for members to hear updates from the working group and provide input and feedback.
- ④ A Job Task Analysis is underway to map out essential competencies for entering independent psychology practice, with input from the working group and ASPPB Board subcommittee.

The Board is no longer pursuing the EPPP two-part exam January 1, 2026 implementation efforts. Proposed regulatory changes submitted for EPPP two-part exam January 1, 2026 implementation will be modified to only implement the AB 282 mandates, which allows applicants to take either the EPPP and/or the California Law and Ethics Exam early as specified.

[Meeting Materials](#)

[Webcast](#) (Part 1)

[Webcast](#) (Part 2)

#### 2024 August Board Meeting

The Board provided the process, workload, and cost to develop a California practice exam as a follow-up and additional information. (Item 17)

[Meeting Materials](#)

[Webcast](#)

#### 2024 May Board Meeting

The Board reviewed and discussed proposed regulatory amendments relating to the supervised professional experience requirement for the EPPP Part 2 and draft forms to implement the two-part exam.

[Meeting Minutes](#) (Item 16(f))

[Meeting Materials](#) (Item 15(f))

[Webcast](#)

#### 2024 February Board Meeting

The Board discussed the EPPP two-part exam mandatory date of January 1, 2026 per the ASPPB and presented a historical overview of the two-part EPPP. (Item 21)

[Meeting Minutes](#)

[Meeting Materials](#)

[Webcast](#)

#### 2023 May Board Meeting



## ASPPB gives up on requiring Psychology licensing boards to use the EPPP Part 2

October 29, 2024 by Ben Caldwell



Last week, the Association of State and Provincial Psychology Boards (ASPPB) announced that they are pausing plans to require member boards to use the EPPP Part 2 as a condition of Psychologist licensure. They had faced fierce resistance to the mandate, including a recent Federal Trade Commission complaint and a coalition of states looking at developing an alternative exam.

### A brief history of the EPPP Part 2

The EPPP (Examination for the Professional Practice of Psychology) Part 2 has been a long time coming. In 2015, ASPPB initially announced plans to develop Part 2 as a second, skills-based assessment intended to work alongside the existing knowledge-based assessment that would become Part 1.



Even then, many states and psychologists balked at the plan. They argued that the proposed Part 2 test was not necessary, was not adequately validated, and would represent a significant additional cost for those seeking to become Psychologists.

Each attempt at the EPPP Part 2 costs \$450. ASPPB says that “a two-part examination will not create new barriers to practice. Rather, it promises to smooth the road to licensure.” A newly-required additional clinical exam, at an additional cost of several hundred dollars, is by definition a new barrier to practice.

Still, ASPPB pressed on with the plan. In 2018, they paused mandatory implementation in the face of resistance from member boards. However, as some of those boards made clear they would not implement an *optional* second test, ASPPB chose in 2022 to mandate its adoption. Essentially, ASPPB was holding the regular EPPP hostage, telling boards they would no longer be allowed to continue using the existing EPPP unless they also adopted the EPPP Part 2. ASPPB gave states until January 1, 2026 to adopt the new, 2-part exam.

## Boards fight the mandate

State boards again pushed back. Once it became clear that simply voicing their concerns directly to ASPPB was not working, several states decided to go further.

California passed legislation in 2023 making prelicensed Psychologists eligible to take “any and all” required licensing exams upon completion of the academic coursework required in their doctoral degree programs. The person would not even have to have graduated; the bill specifically excluded internship and dissertation.

Texas, meanwhile, fired off a letter in June 2024 complaining to the Federal Trade Commission. The Texas State Board of Examiners of Psychologists accused ASPPB of violating antitrust laws by creating an unnecessary, additional barrier to Psychologist licensure and mandating that all states adopt the new test. ASPPB disagreed, and hired a powerful law firm in preparation for a possible FTC response.

Texas also brought media attention to the dispute, and proposed amendments to

ASPPB bylaws [starting on page 11] that would allow member boards to opt out of anything ASPPB produced going forward.

Finally, a coalition of states led by Texas had started the steps of potentially developing an alternative exam for Psychologist licensure. The Texas Tribune noted that other states including California, Florida, New York, and Oklahoma had supported these initial efforts.

## ASPPB finally relents, mostly

In its statement announcing the change of course last week, ASPPB said they were rescinding the 2026 mandate. They reported that they would immediately begin work instead on a “single-session” exam that would integrate the existing knowledge test (Part 1) with the kind of skill assessment done in the currently-optional Part 2.

The statement suggests that ASPPB continues to believe in skills-based assessment, but recognizes that the internal fight developing over the Part 2 mandate was not worth the cost.

## What the debate reveals

It is no secret that clinical exams for mental health licensure are highly problematic. No mental health clinical exam has ever been correlated with actual future safety or effectiveness in practice, so they do not serve the public-protection mission of licensing boards in any demonstrable way. However, they *do* consistently show disparate outcomes on the basis of race and ethnicity, raising serious questions about their fairness. And my own work shows that mental health clinical exams do not appear to be developed and used in ways that meet industry standards for testing.

But they do give the appearance of high professional standards, and they tend to make their developers a lot of money. The Association of Social Work Boards (ASWB), which develops exams for social workers at the bachelor's, master's, and clinical levels, reported more than \$40 million in assets in ASWB's most recent federal filing. Roughly \$19 million of its \$21 million in annual revenue came from



testing fees.

Licensing boards are often in a difficult position where testing is concerned. Even if the tests have no actual value for protecting the public, testing is typically mandated by state law. There are not usually viable alternative exams available if a board doesn't like or trust the one it is using. And because boards often make up the associations that develop the tests, those boards are acting as both the buyer and seller of the exam — a clear conflict of interests. (The one major mental health profession for which this is not true in the US is counseling, as the independent National Board of Certified Counselors develops the counseling exams states typically use.)

## Pushback can win

Perhaps most importantly, this episode demonstrates that real pushback against unnecessary and expensive testing can work. In this case, we do not know much about the internal decision-making at ASPPB, but we can speculate about three



- **The Federal Trade Commission complaint was a real threat.** Texas had complained to the FTC that the effort to mandate the EPPP Part 2 amounted to an unfair restraint on boards' decision-making. ASPPB made clear that they didn't agree with that assessment. But had the FTC chosen to move forward with an investigation, ASPPB's legal costs would have been significant, and there is no guarantee they would have won in court. They may have chosen not to take the risk.
- **Lots of member boards were agitating against the new exam.** It's one thing if one or two members of an association of boards don't like the decisions of the association. It's quite another thing if several boards work together in opposition to those decisions. ASPPB saw that the debate was creating meaningful division in the organization. That's something they would understandably want to minimize.
- **Those opposing boards were going to develop an alternative.** If there's one thing that exam developers in mental health care seem allergic to, it's competition. ASWB, for example, has been very active in fighting proposals in several states to create alternative pathways to social work licensure.

Interestingly, John Bielasowicz, the presiding member of the Texas <sup>Item 2</sup> psychology board, told the Texas Tribune that ASPPB's decision to back off from the two-part exam may not end the state's efforts to develop an alternative.

Clinical exams for mental health licensure are a costly and after-60-years-still-unproven mechanism for protecting the public from incompetent mental health care. They constrict the licensee population at a time of dire mental health care shortages around the country.

The pushback against the EPPP Part 2 shows that resistance to these exams can work. That resistance appears to work best when it is loud, widespread, and willing to directly threaten exam developers' pocketbooks.

< How human therapists can thrive in a world of AI-based therapy

### **New Posts**

ASPPB gives up on requiring Psychology licensing boards to use the EPPP Part 2 October 29, 2024

How human therapists can thrive in a world of AI-based therapy August 19, 2024

An AI therapist can't really do therapy. Many clients will choose it anyway. August 15, 2024

AI therapy is about to make therapy a lot cheaper August 14, 2024

The Social Work Compact is bad public policy June 26, 2024

## **Preparing for the 2024 California MFT Law & Ethics Exam**



Supporting member jurisdictions in fulfilling their responsibility of public protection

## For Immediate Distribution

**Contact:** ASPPB Communications and Engagement Dept.  
678-216-1175 | [media@asppb.org](mailto:media@asppb.org) or [newsroom@asppb.org](mailto:newsroom@asppb.org)  
Newsroom [www.asppb.net/page/news](http://www.asppb.net/page/news)

## ASPPB Launches Collaborative Initiative for Reimagining EPPP Exam

*Upcoming Call for Diverse Group of Volunteers to be Issued in December*

**Tyrone, GA, November 5, 2024** – The Association of State and Provincial Psychology Boards (ASPPB), whose mission is to support member jurisdictions in fulfilling their responsibility of public protection, recently announced a motion approved by the ASPPB Board of Directors to pause the October 2022 decision, which outlined that by January 1, 2026, the Examination for Professional Practice in Psychology (EPPP) would consist of two parts: EPPP (Part 1 – Knowledge) and EPPP (Part 2 – Skills). The current EPPP (Part 2 – Skills) will remain accessible to all jurisdictions as a well-developed and standardized tool for comprehensively assessing applicant competence.

“The ASPPB Board of Directors decision reflects a commitment to set a new path forward assessing the examination structure based on valuable stakeholder feedback and evolving workforce needs,” said Dr. Mariann Burnetti-Atwell, ASPPB’S Chief Executive Officer. “The Board is focused on finding a solution that promotes jurisdictional and stakeholder input and engagement, minimizes the burden on jurisdictions and candidates, and protects the public while promoting portability of licensure for psychologists and improved access to quality psychological care.”

On October 31<sup>st</sup> in Dallas, Texas at ASPPB’s 64th Annual Meeting of Delegates, the ASPPB Board of Directors outlined a comprehensive plan for moving forward. Key initiatives include:

- **Establishment of a Working Group:** ASPPB will invite volunteers to form a diverse Working Group representing various stakeholders, including jurisdictional members and examination program committees. This group will convene in early 2025 to tackle critical issues related to reimagining the EPPP, such as workforce needs, exam costs, licensure portability, and access to quality mental health care.
- **Formation of an ASPPB Board Subcommittee:** A dedicated ASPPB Board subcommittee will oversee the progress of the EPPP initiative, ensuring timely development in line with stakeholder input.



## Supporting member jurisdictions in fulfilling their responsibility of public protection

- **Quarterly Town Halls:** Starting in the first quarter of 2025, ASPPB will host quarterly meetings to keep members informed with updates from the Working Group and engaged in the evolution of the EPPP.
- **Job Task Analysis (JTA):** This process is underway, and it is a crucial part of exam development that maps out essential competencies for entering independent psychology practice. The Working Group and ASPPB Board Subcommittee will reschedule the December JTA meeting to early 2025 so the JTA moves forward taking Working Group input into account.

Additionally, during the business meeting on October 31, 2024, the member delegation voted on a proposed amendment to Article IV of ASPPB bylaws presented by the Texas State Board of Examiners of Psychologists on July 29, 2024, which ultimately did not pass, with a tally of 29 opposed, 12 in favor, and one abstention.

"We are embarking on a new path forward, guided by collaboration and transparency," said Dr. Michelle G. Paul, President of ASPPB's Board of Directors. "Our goal is to build a stronger, unified licensure process that meets the needs of our members and serves the public we are dedicated to protecting. We look forward to working with a robust and diverse group of volunteers for the Working Group once we issue the call in December."

To read the letter titled "**Important Updates from the Association of State and Provincial Psychology Boards on the Examination for Professional Practice in Psychology (EPPP)**" issued today by ASPPB Board of Directors to its members, follow this [link](#).

### About ASPPB

The Association of State and Provincial Psychology Boards (ASPPB) is the alliance of 66 state, provincial, and territorial agencies responsible for the licensure and certification of psychologists throughout the United States and Canada. Established in 1961, ASPPB is committed to public protection and ensuring consistent standards of competence in the practice of psychology. For general information about ASPPB visit [www.asppb.net](http://www.asppb.net) and stay informed on the latest ASPPB by visiting [news](#) and follow us on [X](#) and [LinkedIn](#).



Supporting member jurisdictions in fulfilling their responsibility of public protection

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Stacy Waldron, PhD

October 22, 2024

**A New Path Forward: Prioritizing Resolution Over Conflict**

ASPPB is united by its mission: supporting our members in fulfilling their responsibility to protect the public. Additionally, ASPPB is guided by its bylaws, which direct the organization to promote cohesion within the regulatory framework of organized psychology, ensuring we build a strong foundation for the long-term success of our shared objectives.

Although the Board of Directors' position remains steadfast—public protection is best achieved by evolving our licensure examination to be comprehensive and competency-based, evaluating not only foundational knowledge but also practical skills—we find ourselves at a pivotal moment. Our collective goals are at risk of being overshadowed by a tug of war, where no clear winners emerge.

**A Shift in Approach**

In response to ongoing feedback from our membership and the broader professional, educational, and training communities, the Board has decided it is time to shift from conflict to resolution. As such, the Board has passed a motion to pause the October 2022 decision, which outlined that by January 1, 2026, the EPPP would consist of two parts: EPPP (Part 1 – Knowledge) and EPPP (Part 2 – Skills). The current EPPP (Part 2 – Skills) will continue to be available to all jurisdictions as an additional means of assessing applicant competence.

Instead, we will immediately undertake exploring the feasibility of creating a single-session exam that integrates both knowledge and skills assessment—a reimagined EPPP. We plan to begin this process by engaging with our membership at the upcoming meeting in Dallas, where we will actively seek feedback on the operational and regulatory impacts of this potential change. In addition to the Dallas meeting, ASPPB will offer a variety of opportunities (e.g., townhall meetings) for our members and liaisons to provide feedback on this approach.

As we move forward, we continue to be committed to transparency, collaboration, and ensuring that our decisions reflect the collective wisdom of the psychology regulatory community. By embracing a collaborative approach and listening to the voices of our members, we aim to build a stronger, more unified licensure process and uphold our core mission of public protection. Together, we can navigate this important moment in time and shape a future that supports both the growth of our profession and the protection of those we serve.

Respectfully,

The ASPPB Board of Directors



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

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October 13, 2023

**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 Whitney Owens, Psy.D., at 8:02 a.m. on October 13, 2023, online via "zoom" and physically at the office of the Board of Psychological Examiners, 4600 Kietzke Lane, Ste. B-166, Reno, Nevada 89502.

**Roll Call:** Board President, Whitney Owens, Psy.D.; members, Lorraine Benuto, Ph.D.; Monique Abarca, LCSW; Soseh Esmaeili, Ph.D.; Stephanie Holland, Psy.D.; Catherine Pearson, Ph.D. were present at roll call. Stephanie Woodard, Psy.D., was absent. Despite the one-member absence at roll call, there was a quorum of the Board members.

Also present were Deputy Attorney General (DAG) Harry Ward; Board Investigator Dr. Gary Lenkeit; Executive Director Laura Arnold; Board Staff Kelly Weaver; members of the public: Dr. Jodi Thomas (UNR Counseling Services).

- 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).

On October 9, 2023, the Board Office received written public comment from Dr. Sam del Castillo, Ph.D. in response to the Board's September 8, 2023, revision to its endorsement policy as it concerns the EPPP-2. The public comment was read into the record by Executive Director as follows:

*Dear Members of the Nevada Board of Psychological Examiners:*

*This public comment is regarding the board's decision to revise the licensure by endorsement policy as it relates to the EPPP-2 examination, and seeks to provide the board with additional considerations, data, and perspectives against this revision. Specifically, this comment seeks to request that the board reconsider its policy revision to prevent psychologists licensed in another state from obtaining licensure in Nevada until they have taken the EPPP-2.*

### *Equivalency and Portability*

*Nevada is among two states currently requiring the EPPP-2 for licensure, joined only by Georgia. As you know, the EPPP-2 exam is still considered in its "beta-testing" phase. The majority of states do not plan to implement the EPPP-2 requirement until January 2026, according to the most recent report. Therefore, requiring psychologists licensed in another state to undergo additional testing of EPPP-2 in addition to the state's jurisprudence exam, the Nevada Board of Psychological Examiners will create an additional burden that other states do not currently have in place, which will likely result in disincentivizing psychologists from pursuing licensure in this state. This additional burden effectively limits licensure portability and equivalency across states, while ASPPB has expressed seeking to create more uniform requirements for licensure. Requiring the EPPP-2 examination in Nevada prior to other states adopting the same requirement, is the opposite of creating uniform standards. The vast majority of other PSYPACT states do not require EPPP-2 examination for licensure. Additionally, ASPPB has stated that already licensed psychologists are not required to take EPPP-2 ([https://cdn.ymaws.com/www.asppb.net/resource/resmgr/eppp\\_2/eppp\\_\\_part\\_2-skills\\_\\_faq\\_s\\_1.pdf](https://cdn.ymaws.com/www.asppb.net/resource/resmgr/eppp_2/eppp__part_2-skills__faq_s_1.pdf)); therefore, the recently approved amendment to retroactively require psychologists licensed in Nevada via endorsement who have not taken the EPPP-2 as of November 2020 would counter ASPPB guidelines and recommendations.*

*Additionally, it would create public confusion and perhaps open psychologists to legal liability given that this would essentially nullify their license in the state until they are able to successfully pass the EPPP-2 examination. Further, a change to state licensure requirements would place an undue burden on early career psychologists compared to already licensed individuals who did not have to pass the EPPP-2 in their licensure process.*

*In fact, Nevada governor Joe Lombardo recently issued an executive order directing all Nevada occupational and professional licensing boards to suspend issuance of any new regulations in order to facilitate and streamline licensure processes (See [https://gov.nv.gov/Newsroom/ExecOrders/2023/Executive\\_Order\\_2023-004/](https://gov.nv.gov/Newsroom/ExecOrders/2023/Executive_Order_2023-004/)). In this order, Governor Lombardo rightfully points to Nevada as among the most onerous states in terms of licensing requirements. The executive order discusses the state's interest in recruiting and retaining qualified workers to the state and not creating unnecessary barriers.*



### *Recruitment and Retention*

*As an early adopter of "beta-testing" of EPPP-2, Nevada is competing against other states who do not currently have EPPP-2 requirement in place. Further implementation of EPPP-2 requirement for licensure serves as a deterrent for psychologists from coming to Nevada and instead, seek to practice in other states who do not have such onerous requirements. Nevada is already at a significant deficit of psychologists. Based on data from the 2021 Nevada Rural and Frontier Health Data Book, Mental Health American ranked Nevada as 51st in the country for prevalence of mental illness and limited access to mental-health services. Requiring further testing (which is already an additional cost and time burden) will discourage psychologists from coming to or staying in Nevada.*

*More so in recent years, psychologists are competing for jobs with master's level clinicians. Master's level clinicians are paid nearly as much as psychologists and do not have to undergo nearly as much testing to receive licensure. Conducting a simple cost/benefit analysis would lead students to conclude that pursuing a doctoral degree in psychology will prove more costly than simply pursuing master's level licensure without additional hoops to jump through. As a consequence, adding additional testing of EPPP-2 will create another barrier that will discourage people from joining the profession of psychology.*

### *Peer-reviewed scientific literature*

*In order for the board to fully consider the advantages and disadvantages of requiring new psychologist applicants in the state of Nevada to undergo the additional burden that taking the EPPP-2 would require, the board should first consider pertinent research. A primary concern with the early adoption of EPPP-2 as a requirement for licensure in Nevada is the dearth of peer-reviewed scientific literature on the validity of the EPPP-2, this is partially behind the reason for this examination to be considered in its "beta-testing phase." Further, there is no criterion research that was conducted in 3 order to set a cutoff passing score for the EPPP-2. Additionally, there is little to no data on the predictive validity of EPPP-2. To date, there is little to no data on how the EPPP2 relates to client outcomes. Currently, there is no indication that quality of services or care by psychologists in this state have diminished over the past few years, which would grant consideration of an additional requirement of examinations in order to protect public interest. Simply put, by requiring the EPPP-2 the board is creating a problem where one does not exist – there is no evidence of an increase in complaints against psychologists, demonstrating that current safeguards are working as intended. Why create additional burdens in the licensure process when there is no issue in quality of care or patient safety?*



*In fact, the national trend has moved away from standardized testing due to their lack of correlation with outcomes. This is evident, for example, with some graduate programs no longer requiring GRE or LSAT because data indicate that these exams are not predictive of success in graduate training or in future professional success. Many graduate programs have come to understand that such exams are simply acting as barriers preventing already marginalized students from accessing graduate education. The American Psychological Association and the Association of Psychology Postdoctoral and Internship Centers (APPIC) already provide rigorous oversight over training through their accreditation process and membership criteria. Additionally, state boards also provide public safeguards through their licensure and complaint review processes.*

### *Equity, Access, and Social Justice*

*Requiring additional testing for licensure is indeed an equity, access, and social justice issue. Given lack of evidence on testing outcomes for psychologists from different racial and ethnic backgrounds, it is unclear what the outcomes for test-takers are regarding this examination. The few data that do exist point to possible disparities in pass-rates among different demographic groups, particularly Black and Latine test takers (e.g., Sharpless, 2019). The EPPP and EPPP-2 act as gatekeeping tools preventing psychologists of color and those from lower socioeconomic backgrounds from accessing the profession they have spent years in training.*

*A recent study highlighted disparities among BIPOC and white test-takers: Black and Latine test-takers are 2.5 times less likely to pass the white test-takers (Sharpless, 2019). In fact, scholars have argued that disparities in EPPP testing outcomes fall into a legal category of "disparate impact" discrimination outlined in the Title VII of the Civil Rights Act of 1964 (Darnard, 2018). Given discrepancies with ethnic minority testtakers, the article recommends further psychometric investigation, particularly for EPPP2 prior to further implementation – perhaps this is a reason behind why so few states have implemented this requirement to date.*

### *Cost*

*During the board's discussion regarding the amendment to the licensure requirement, board members briefly commented on possible financial costs associated with incorporating an additional requirement of EPPP-2. The board mentioned the approximately \$400 fee for taking the exam. However, there are additional costs associated with taking such exams that were not considered. Exam preparation materials can average between \$200-500, not including other fees that may be necessary, such as administrative fees and processing fees. Another component that was not considered is the amount of time it takes to prepare for such an exam. Most exam preparation experts recommend approximately 3 months of 15-20 hours per week dedicated to preparation and studying. Time away from work and patient care is also*



*costly. A final consideration is that having an additional exam requirement for licensure would mean additional months of reduced pay until full licensure is obtained. This can be a difference in pay of as much as \$20,000 per year or more between an unlicensed and licensed psychologist. This pay difference is happening now, in Nevada, at multiple sites with psychological assistants.*

*In comparison, receiving licensure in another state requires a nominal fee, usually of less than \$100 and perhaps a state jurisprudence exam. Many states have "open-book" tests, which do not require extensive advanced preparation, and some of these states have significantly speedier processing times for licensure. Therefore, overall costs (and time) to obtain licensure in another state is significantly lower.*

#### *Personal Statement and Conclusion*

*As a recent graduate from an APA-accredited doctoral program, APPIC-member internship site, and APPIC-affiliated postdoctoral fellowship, I planned to launch my career in the state of Nevada. I am honored to join the few psychologists in this state that are providing crucial services to an underserved population. My research and postdoctoral training afforded me specialized training in gender and sexuality, a specialty that is highly sought-after and scarce in this state. I am also among around 5.5% of psychologists who is able to provide services in Spanish, bringing a specialized skill to a state in which Latinos comprise approximately 28% of the population. However, unnecessary bureaucratic burdens have made me reconsider whether this is the best option for my career, or whether I should instead, establish my career in a state in which I can practice more immediately without having to spend additional months and spending hundreds to potentially thousands of dollars to take an additional exam.*

*In conclusion, my hope is that the board will reconsider its decision to retroactively require psychologists to pass the EPPP-2 examination in order to receive licensure via endorsement. I encourage the board to consider the rational provided above and make Nevada a state with a more equitable licensure process. As you know, Nevada is in serious need of mental health providers and the board is at a pivotal point to create a process that incentivizes psychologists from joining the state in serving an underserved community.*

DAG Ward recommended that the Board not read the written public comment into the record in the future due to the public comment limitation of 3 minutes. However, doing so did not violate the open meeting laws, it is simply problematic due to the time limitations.

Dr. Thomas expressed similar concerns shared by her and other individuals at the counseling center as were expressed by Dr. del Castillo, particularly access to trainees

who want to come to Nevada and stay in the region after they train with the counseling center to increase the psychologist pool. Dr Thomas indicated because of the hurdles many of the trainees are choosing to obtain licensure elsewhere outside of Nevada. The counseling center is also concerned with the impact it may have on the pool of supervisors who may have to suspend their license to go through additional hoops. Additionally, individuals who are in the community that are reliant upon the role to make their income and how it may impact them. Not speaking on behalf of counseling services, Dr. Thomas would ask the Board to consider in future sessions to reconsider how they want to use the EPPP-1 or EPPP-2 for licensure in the future.

There was no further public comment at this time.

**3. (For Possible Action) Workshop to Solicit Comments on a Proposed Regulation (See 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. Owens opened the Workshop to public comment. There was no public comment presented at this time.

- a. Continuing Education requirements for licensure renewal – revision to NAC 641.136 to comply with the cultural competency continuing education requirements of AB 267.

Dr. Owens indicated AB 267 was passed during the last legislative session increasing the cultural competency requirements from two to six educational requirements. The Board does not have a lot of choice on the matter as they must implement AB 267 by revising NAC 641.136. The Board had no questions or comments to present at this time.

- b. NAC Chapter 641 Definitions – revising NAC 641.001 to add definitions for psychological examinations, testing, and evaluation.

These are the definitions that Dr. Lenkeit worked on to clean up the definitions related to psychological assessment and testing, which also incorporated changes discussed during the last Board meeting. Per Dr. Owens, the Board needed to decide which language they prefer, specifically number 2 related to the completion of a mental status examination. Dr. Lenkeit suggested not going with the second number 2 proposed because it is limiting. He has no objection with including “may include.” Dr. Owens recalled Dr. Holland mentioning “may include” during the last meeting to allow individuals the option to include or not include. Dr. Holland concurred with Dr. Lenkeit



**From:** [Bernadette Hinojos](#)  
**To:** [NBOP ED](#)  
**Subject:** Re: Adding an agenda item to the next meeting  
**Date:** Sunday, February 2, 2025 8:54:52 PM

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

Laura,

Thank you for the information. I am requesting that the board change the score required for the EPPP-2 or offer a waiver until ASPPB has made the changes to the EPPP exams. I have copied my statement below. Please let me know if you have any questions or desire any other information,

Dear Board of Psychological Examiners,

I am writing to request a review and potential change regarding the EPPP-2 requirement for licensure. It has become evident that many states, including the early adopters of this exam, have shifted their stance, with Nevada being one of the few states, alongside Guam and Newfoundland & Labrador, still requiring the EPPP-2 for licensure. The majority of other states have rolled back this requirement due to substantial concerns regarding the validity and reliability of the EPPP-2, particularly its impact on applicants from marginalized backgrounds.

Notably, Arizona has recently suspended the EPPP-2 requirement as of February 10, 2023, allowing for licensure of individuals who passed Part 1, irrespective of their performance on Part 2. This decision arose from presentations highlighting the exam's validity concerns and its disproportionate effects on applicants of color. Similar progress has been seen in Georgia, where currently waivers for the exam are being offered while they anticipate legislative changes concerning the EPPP-2.

Research indicates that the current passing score for the EPPP-2 poses significant challenges for clinicians of various backgrounds. As discussed during the board's December 2024 meeting, the conversation around adjusting this score is crucial, as it serves as a barrier to licensure, especially for those from marginalized groups, hindering their ability to pursue independent practice. This situation exacerbates the underrepresentation of diverse psychologists, with psychologists of color and those identifying as LGBTQIA+ facing particularly steep hurdles.

The significant disparity in earnings between psychological assistants and licensed psychologists places additional financial strain on early-career professionals. The costs associated with licensing fees, testing fees, study materials, and lost wages add up quickly. Currently, the limits on test attempts and mandatory waiting periods mean that qualified individuals could be sidelined for up to 18 months or more, extending their time to enter the workforce and compounding their financial burdens.

Moreover, the study materials available for the EPPP-2 are notably limited. The two only resources are a set of videos costing \$175 from a private psychologist and an online program from AATBS priced at \$329 for a 3-month subscription or \$399 for a 6-month subscription,

are inadequate for fostering a diverse range of learning styles, particularly for those who are neurodiverse and are inaccessible and not helpful. Other options, such as an \$87.50 practice exam, must be taken at the testing center and do not sufficiently support effective study preparation. This practice exam was not developed to provide information on the content needed to be studied.

Given the landscape of licensure requirements across the United States, the lack of incentive for study material providers to produce resources for the EPPP-2 is evident. With only one state maintaining this requirement, the likelihood of increased availability and accessibility of study materials appears minimal, particularly as the ASPPB works on potential revisions to the exam. The current shortage of mental health providers further complicates matters, with this additional requirement restricting access to vital services for marginalized communities.

Those working within these communities are experiencing heightened demand for services, especially among trans individuals seeking evaluations for gender-affirming surgeries. The barriers currently in place limit the number of providers able to meet these needs, thereby impacting the communities that rely on them the most. Analysis of the EPPP-1 reveals troubling racial disparities in failure rates, with Black and Hispanic test-takers facing notably higher failure rates compared to their White and Asian counterparts.

This data indicates discriminatory implications that warrant serious consideration. As the ASPPB contemplates changes to the EPPP-2, it is critical that the board acknowledge the current challenges faced by applicants, especially regarding the inadequacies in available study materials and the assessment's reliability. This matter extends beyond administrative adjustments; it is fundamentally a social justice issue.

There has been a growing movement among psychologists of color advocating for meaningful changes to the licensure process and the Examination for Professional Practice in Psychology (EPPP). Research on the EPPP-1 has shown that pass and fail rates vary significantly among different racial groups. Specifically, Black test-takers have a failure rate of 38.5%, while Hispanic test-takers have a failure rate of 35.6%. In contrast, White test-takers have a failure rate of 14.07%, and Asian test-takers have a failure rate of 24%. These disparities are significant enough to suggest discrimination, particularly between Black and Hispanic test-takers. Additionally, many state psychology boards and clinicians have raised concerns that similar issues may exist with the EPPP-2.

Due to the limited availability and inaccessibility of study materials, applicants may need to take this exam multiple times to achieve a passing score of 500. This can result in thousands of dollars spent and lost. I have personally known several individuals who either completed their training here or were considering moving here, but ultimately chose to relocate elsewhere due to the additional expenses and requirements. Additionally, individuals working at training sites and in private practice have faced challenges with staff and supervisors related to the EPPP-2 requirement.

I urge the board to take decisive action concerning the EPPP-2 requirement, either by offering waivers until more equitable practices are established or by reducing the passing score to better reflect the diverse populations we serve. Thank you for considering this urgent appeal.

Thank you for your time & consideration.

Thank you!  
In Solidarity,  
Bernadette  
Dr. Bernadette M. Hinojos, Psy.D  
CA Licensed Clinical Psychologist Psy35513  
(Pronounced "Burn-ah-det Ee-noh-jos")  
Pronouns: They/Them/Theirs



February 10th, 2025

To the Nevada Board of Psychological Examiners.

My name is Laura Baker, and I am the Director of Inclusive Counseling. I appreciate the opportunity to provide public comment regarding the EPPP Part 2 (Skills) examination requirement for licensure in Nevada.

At Inclusive Counseling, we have heard from licensed psychologists in California who are interested in relocating to Nevada to work with us. However, the EPPP-2 requirement has proven to be a significant barrier. Nevada is actively working to attract mental health providers, yet this additional hurdle discourages qualified professionals from making that move.

I'd like to highlight a few key concerns about the EPPP-2:

- 1.A **Limited Adoption and Validation:** Nevada is one of only two states requiring the EPPP-2, alongside Georgia. Most states have delayed implementation until at least 2026 due to concerns about its validity and efficacy. The exam remains in its beta-testing phase, with no peer-reviewed research to support its reliability as a measure of competency or its correlation with client outcomes.
- 2.A **Financial and Administrative Burden** The EPPP-2 imposes significant financial costs on applicants, creating unnecessary barriers for psychologists seeking licensure in Nevada. This contradicts efforts to address our state's critical mental health provider shortage by adding another disincentive for relocation.
- 3.A **Impact on Mental Health Access:** Nevada ranks last in the nation for access to mental health services, with waitlists for psychological assessments extending up to 24 months. Adding this unproven requirement risks worsening our already dire shortage of mental health professionals, directly impacting Nevadans in need of care.

At Inclusive Counseling, we serve highly marginalized populations who are disproportionately affected by these delays. The inability of qualified psychologists to practice here due to this requirement directly undermines our ability to provide timely assessments and therapy services.

I urge the Board to reconsider or delay the EPPP-2 requirement until it has been thoroughly validated and adopted uniformly across states. Removing this barrier will help attract more qualified providers and improve access to essential mental health services for Nevadans. Thank



you for your time and consideration. I am happy to provide additional information or answer any questions you may have.

Sincerely,  
Laura Baker, MFTA  
Director, Inclusive Counseling

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

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**January 10, 2025**

**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 January 10, 2025, 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., Secretary/Treasurer, Stephanie Woodard, Psy.D., members, Monique Abarca, LCSW, Soseh Esmaeili, Psy.D., and Catherine Pearson, Ph.D. were present at roll call. Stephanie Holland, Psy.D. and Robert Moering, Psy.D. were absent. There was a quorum of the Board members.

Also present were Deputy Attorney General (DAG) Harry Ward; Board Investigator Dr. Whitney Owens; Executive Director Laura Arnold; Administrative Director Sarah Restori; members of the public: Thomas Kinsora, Stephen Benning, Ashley Noel Pruitt, Akiko Hines, Claudia Mejia, Jennifer Grimes-Vawters, Sabrina Schnur, Monica Zepeda, Liya Levanda, Annie Vong, Lewis Etcoff, Kelly Robertson, and Mary Marcu.

**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](mailto: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 pending complaints.

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 the December 6, 2024, Regulation Workshop on NAC 641.136, the Board furthered its efforts to determine the language on which to move forward as it concerns continuing professional development satisfying a portion of the Board's continuing education requirements for licensees. She shared that the Board took action to remove the pro bono provision from the proposed language, and further discussed some of the other proposals that had been presented to the Board. During that discussion, the Board generally agreed that the proposed self-care provision does not align with the intent of continuing professional development and should not be included and to revise the provision permitting continuing professional development CE credits for preparing the materials for and teaching a graduate level applied psychology course, and to limit each of the academic activities identified to 6 hours. The regulation workshop was continued in favor of developing regulation language consistent with what was discussed during the December 6, 2024, meeting.

Dr. Stephen Benning provided public comment. He thanked the Board for the efforts to include these forms of professional development for continuing education credit. He sought to clarify if preparing a course applies to only a new graduate course and if it also applies to a course that has been revised. He also wondered if peer reviews of articles counts towards these credits.

Dr. Benuto shared that they did not place a limitation on whether it was a new course or course redesign. She also stated they did not discuss including peer reviewing articles towards CE credits.

*On motion by Stephanie Woodard, second by Soseh Esmaeili, the Nevada State Board of Psychological Examiners approved moving the regulation forward to a regulation hearing at a future Board meeting. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Catherine Pearson, and Stephanie Woodard.) Motion Carried: 5-0.*

#### **4. Minutes. (For Possible Action) Discussion and Possible Approval of the Minutes of the State of Nevada Board of Psychological Examiners' December 6, 2024, Meeting.**

There were no comments or changes suggested for the minutes of the December 6, 2024, meeting.

*On motion by Stephanie Woodard, second by Catherine Pearson, the Nevada State Board of Psychological Examiners approved the meeting minutes of the Regular Meeting of the Board held on December 6, 2024. Soseh Esmaeili approved the minutes as to form, but not content. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Catherine Pearson, and Stephanie Woodard.) Motion Carried: 5-0.*

## **5. Financials. (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 shared that as of December 31, 2024, the checking account balance was \$491,750.01. She stated with the end of December being the end of the 2023-24 biennium, the Board is now in the first quarter of the 2025-26 biennium and the second half of FY2025. The Board is now operating on a total of 182,055.52 in deferred revenue from licensure renewals received prior to December 31, 2024, for the 2025-26 biennium and that is distributed to the first 2025-26 biennium quarter. She shared that the Board is also operating on \$43,713.71 that has been received in late renewals in the first quarter of the 2023-24 biennium and distributed to the fourth 2023-24 biennium quarter, as well as what the Board received in new licensures, registrations, and reinstatements during the 1st half of fiscal year 2025.

She went on to share that the savings account balance, which is the Board's reserve account, was \$105,112.07.

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

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

## **6. Legislative/Regulation Update**

Dr. Benuto informed that she wanted to acknowledge that the Board's legislative expert, Neena Laxalt, passed away last week. She stated they have her passing noted under this agenda item, which they will address after the regulation and legislation updates and any impact Neena's passing may have on them.

The Executive Director stated she's still waiting for the LCB draft of R192-24, which is the national exam regulation, so that they can move that regulation forward to a hearing. She stated she is closely following SB 78, which is the Board consolidation bill, SB 68, which impacts the Board's NRS 641.145 reporting requirement, and AB64 which makes some changes to public meeting requirements. She stated as they get closer to the legislative session, there will be more bills assigned to BDRs.

- A. (For Possible Action) Discussion and Possible Action in response to and as it concerns the passing of Kathleen (Neena) Laxalt, the Board's legislative expert.



The Executive Director shared her condolences to Neena's family. She stated she feels comfortable tracking and following relevant bills and when necessary, provide input. She stated she does not feel its necessary at this point trying to engage other legislative expert for the purposes of this year's session.

In lieu of sending flowers, Neena's family has asked that donations be made in her name to St. Jude Children's Hospital.

*On motion by Monique Abarca, second by Stephanie Woodard, the Nevada State Board of Psychological Examiners approved sending a donation in the amount of \$150 to St. Jude Children's Hospital in Neena Laxalt's name. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Catherine Pearson, and Stephanie Woodard.) Motion Carried: 5-0.*

## **7. Report from the Nevada Psychological Association**

There were no updates from Nevada Psychological Association.

## **8. Report from the Board Office on Operations**

The Administrative Director presented the Board office statistics. She stated the Board licensed 5 new psychologists in December. As of January 3, the Board has 650 active licensees who have renewed their active license for the 2025-2026 biennium. She stated they are currently in the late renewal portion of this renewal period, and will not have the total number of active licensees who renewed their license for the 2025-26 biennium until after March 1. Also as of January 3, 30 licensees renewed their licenses from Active to Inactive, 43 renewed their Inactive licenses, and 12 let the Board know they would not be renewing their license and are now expired. There are still 50 licensees who were active during the 2023-24 biennium that have not renewed, but many of whom may renew during the current late renewal period, and there are 12 inactive licensees who have not yet renewed.

She went on to state that the Board has 144 active applications for licensure, and as for those they register, the psychological assistants, psychological interns, and psychological trainees, there are a total of 76 that are registered and 25 active applications.

The Executive Director shared that she had no other updates as this last month the Board was consumed with renewals. She stated once the Board has completed all renewals, she will be providing updates on the Board's applicants and licensees data.

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

### **A. Complaint #19-0626**

DAG Ward informed the hearing officer has submitted a second preliminary hearing and scheduling order on November 15<sup>th</sup>. The amended complaints have been filed and served in both cases. The hearing is set for November 12<sup>th</sup>-14<sup>th</sup>, 2025.

### **B. Complaint #23-0918**

DAG Ward informed Formal Complaint and Notice of Hearing was served on Respondent. Respondent is represented by counsel, who has answered the complaint. He stated the hearing scheduled for 1/10/2025 has been postponed. DAG Ward is in the process of trying to resolve this matter via consent decree with opposing counsel.

### **C. Complaint #24-0103**

DAG Ward informed the hearing officer has submitted a second preliminary hearing and scheduling order on November 15<sup>th</sup>. The amended complaints have been filed and served in both cases. The hearing is set for November 12<sup>th</sup>-14<sup>th</sup>, 2025.

### **D. Complaint #24-0312(1)**

DAG Ward informed this matter has been referred to the MFT Board. The cease-and-desist letter has been sent to the respondent. The respondent received it on 11/26/2024, and a response was filed by them with DAG Ward and the Executive Director. The investigator requested further revision to the respondent's online site. The cease-and-desist letter and response was forwarded to the New York and California Boards.

### **E. Complaint #24-0312(2)**

DAG Ward informed Complaint and Notice of Hearing was served on respondent. He stated the respondent, through counsel, answered the complaint. DAG Ward and counsel are in the process of discussing settlement.

### **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, which has been provided. They are in the process of issuing a cease-and-desist letter to the respondent in regard to language on the online sites.

### **G. Complaint #24-0607**

DAG Ward informed this was a self-report from a licensee regarding two misdemeanor convictions. The Board complaint has been prepared and forwarded to the respondent who has responded to the complaint. The respondent has agreed to the investigator's terms for resolution. Investigator to follow up with DAG Ward to resolve that matter.

#### 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 appropriate federal agencies. DAG Ward informed he has been in communication with counsel for respondent; respondent is in the process of preparing answers to the complaints and answers to complaints are due 1/17/2025.

#### I. Complaint #24-0730

DAG Ward informed a cease-and-desist letter has been sent to and received by respondent. DAG Ward informed he will follow up on respondent's failure to timely respond.

#### J. Complaint #24-0829

DAG Ward informed this was received and forwarded to an investigator for review. Additional information was received from both the complainant and respondent per the investigator's request. DAG to prepare disciplinary consent decree per investigator's recommendations. It is hoped this will be resolved without a hearing in the next couple months.

#### K. 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 with service pending locating an accurate address.

#### L. 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. The investigator provided a response and recommendations for a cease-and-desist order, which DAG Ward is in the process of preparing.

#### M. Complaint #24-1023

DAG Ward informed complaint received regarding ethical violations and forwarded to investigator. He informed the response to complaint was received and forwarded to investigator and DAG Ward. He stated there are issues of immunity defense. Investigator to provide update to DAG Ward and investigator to address incidental finding in complaint regarding unlicensed practice by another psychologist.

#### N. Complaint #24-1125

DAG Ward informed email complaint received regarding misrepresentation of credentials and forwarded to investigator. Respondent is an applicant for licensure in

Nevada. He stated response to complaint was received and online information updated. All responses and additional information forwarded to the investigator. He stated the investigator continues to monitor online information. Complaint forwarded to CA Board regarding providing services to CA residents from NV.

O. Complaint #24-1202

DAG Ward informed complaint received and forwarded to and reviewed by investigator. Complaint forwarded to respondent for response. DAG Ward stated cease-and-desist may be warranted.

DAG Ward shared that for complaints regarding unlicensed activity, such as advertising on social media, the Board investigates these complaints and DAG Ward often sends cease-and-desist letters in these cases, however, they're often unable to get physical addresses to serve these letters. He encouraged these complaints still be sent to the Board for investigation.

**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.**

The following applicants are recommended for approval of licensure contingent upon completion of licensure requirements: **Stephan Kappler, Liza San Miguel-Montes, Willann Stone, Tara Tanaka, Evan Fertel, Anna Arya, Dominique Cheung, and Benjamin Loew.**

*On motion by Monique Abarca, second by Soseh Esmaeili, the Nevada State Board of Psychological Examiners approved the following applicants for licensure contingent upon completion of licensure requirements: Stephan Kappler, Liza San Miguel-Montes, Willann Stone, Tara Tanaka, Evan Fertel, Anna Arya, Dominique Cheung, and Benjamin Loew. (Yea: Lorraine Benuto, Monique Abarca, Soseh Esmaeili, Catherine Pearson, and Stephanie Woodard.) Motion Carried: 5-0.*

- B. (For Possible Action) Discussion and Possible Action to Approve Dr. Jennifer Grimes-Vawters' request to be allowed to register as a PA without compensation.

Dr. Benuto informed that Dr. Jennifer Grimes-Vawters, who is approved as a Psychological Assistant, has requested Board approval under NAC 641.154 to work as a Psychological Assistant without compensation. She shared that NAC 641.154 states, in

relevant part, that a Psychological Assistant is entitled to compensation paid in equal amounts on a fixed schedule over the course of his or her training. She shared that an employment agreement that does not provide for the payment of a salary or stipend may be approved by the Board if the Board determines that the agreement is in the best interest of the Psychological Assistant.

Dr. Owens shared that the intention of that rule is to protect trainees from exploitation from supervisors. She wanted to remind the Board that decisions the Board makes don't just affect that applicant but can have further impact on applicants in the future.

Dr. Woodard sought clarification regarding her being paid in her work as a licensed professional counselor, and the work she's doing as a psychological assistant and not a professional counselor.

Dr. Grimes-Vawters stated she is currently being compensated as a professional counselor and this will transfer to just being a psychological assistant under Dr. Berg. Dr. Benuto sought clarification as is sounded like Dr. Grimes-Vawters will receive compensation under Dr. Berg. Dr. Grimes-Vawters confirmed this. Dr. Benuto informed Board approval would not be needed if she's getting compensated.

Dr. Owens stated that they wanted to protect trainees and students so they aren't being paid on a per patient basis so that supervisors aren't paying their students only if they're seeing patients as the intention of the postdoctoral year focuses on training and not on revenue generation for the supervisor.

Dr. Grimes-Vawters stated she did believe she would be paid on a per patient basis and this is her request. She informed this was her actual request and wrote the letter to the Board incorrectly.

Dr. Woodard wanted to touch on the potential implications of this request. She stated she does not understand the extenuating circumstances in this case that would qualify this for an exemption. She reminded the intent is to deter the relationship to be a business transaction.

This was tabled for a future agenda item so Dr. Grimes-Vawters can clarify her request to the Board.

#### **11. (For Possible Action) Discussion and Possible Action Regarding the EPPP Exams, including Potential Financial Assistance that Could be Provided to Certain Applicants for EPPP Study Materials.**

Dr. Benuto informed they met with Dr. Hunt with BeHere Nevada regarding the potential for financial resources that could help applicants with cost of study materials. Dr. Benuto also asked the Executive Director to provide basic data analysis on EPPP

data on Nevada Applicants. The Executive Director informed that she did speak with Dr. Hunt and she has no updates at this time. Dr. Hunt is scheduled to meet with the financial folks at UNLV to get guidance on distributing their state funds. They will stay in touch with BeHere as they develop possible financial assistance.

Dr. Benuto reviewed the EPPP Score Data that the Executive Director prepared for Nevada applicants. She noted that 259 individuals took the EPPP1 and 230 of those passed, and 65 individuals took the EPPP2 and 47 passed. Dr. Benuto stated, as discussed in the last Board meeting, there is no alternative test to the EPPP2 skills test for Nevada. She wanted to continue to be in communication with BeHere Nevada to develop resources for test takers.

Dr. Woodard wanted to reiterate the importance of having some sort of competency-based exam for the applicants and since there is no alternative, the importance of the EPPP2. She noted the expenses related to these exams and encouraged continued work with BeHere Nevada.

Dr. Owens wanted to clarify that Nevada did not add an extra exam, but the EPPP2 replaced a previous skills-based exam. She stated their previous exam existed for about three decades. She stated this Board has worked hard to remove barriers while also ensuring the quality and standards that help protect the public by use of standardized exams.

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

The Executive Director shared that in 2024, the Board worked diligently 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.

She shared that the Board's Regulation Workshops and Hearings on the various proposed draft versions of R095-23 included a lot of public comment that sought 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 if that was deemed necessary. The Executive Director began drafting a document for that purpose. She shared that the first section of that document is the background that gave rise to R095-23, that being 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 clarifications to

its regulatory language. The second section of that 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 Executive Director shared that she wanted to defer to the Board members to develop regulatory guidance language for R095-23. She synthesized the primary comments and questions related to how R095-23 could or should be interpreted and understood. She shared that Dr. Lenkeit wanted to ensure that the Board's licensees know about R095-23 that it is what clarifies and provides regulatory guidance in response to AB244.

Dr. Benuto informed she can help draft regulatory guidance language for the Board to further support efforts for creating R095-23 and these can be discussed at future Board meetings.

### **13. (For Possible Action) Strategic Planning Session - Discussion and Possible Action on the Board's Strategic Plans for 2025.**

The Executive Director reviewed the 2024 Strategic Plan Goals and Objectives. She started by stating one of the top priorities at the Board office, which consists of herself and the Administrative Director Sarah Restori, is customer service which includes being highly responsive and engaged with those who contact the Board office. She stated the Board regularly sends out emails through the database's Listserv to advise licensees on office closures, sub-committee and board member opportunities, regulation workshop and hearing notices, regulation and legislation that affects them, calls for volunteers, Board office happenings, renewal reminders, and other information. She shared that she created a separate Listserv where the emails come directly from the Executive Director to ensure licensees are being reached.

She went on to share that they are always updating the website and making sure the information on the website is up to date. She stated the State of Nevada is currently involved in a Content Management System Modernization project by which it intends to migrate the State's existing websites from the current Ektron platform to a new platform. She looks forward to this development as Ektron is not user friendly and antiquated.

She shared that all NAC Changes are uploaded to the website with a description of the change and kept current under the Rules and Regulations tab until such time as they are codified into the publicly available version of NAC Chapter 641. She stated in 2024 they worked to develop the Supervisor Handbook which has been updated to the website.

The Executive Director shared that they added a full-time administrative director, Sarah Restori, to the Board Staff in March 2024. She started her role by organizing the Board



office and working to align the records that are in the office with the Board's policies regarding files and records. They are intending on hiring part-time summer assistant to take on some of the record and file transition projects.

She shared that since adding the administrative director role, she's been able to put more effort into legislation, regulation, and policy that affects the Board. During this time and with Board approval, she's accomplished revising the numerous Board policies to align them with current practices. She stated they have a BDR for the next legislative session that will address some of the technical changes the Board wanted to make to NRS Chapter 641, those being removing the provision requiring registration of business entities, which the Board does not do, clarifying when the term "psychometrist" can be used, and providing a statute of limitations for when someone can submit a complaint to the Board against a Psychologist. She also shared that they moved a number of regulation revisions through the Board, LCB, and Legislative commission processes during 2024, as well as finally getting a more updated codified version of NAC Chapter 641. As a larger project, she intends to categorize and go through NRS Chapter 641 NAC Chapter 641 and their policies to ensure consistency and to tag anything that should be reviewed for revision or repeal.

Regarding cost analysis associated with the roles and responsibilities of the two full time roles, the Executive Director shared the cost analysis of the Board's office staff is always included in what she provides to the Board at every meeting with the treasurer's report.

She shared that they are actively transitioning to a paperless office. She stated the application, registration, licensure, and renewal processes are almost entirely paperless, although they do maintain an option for applicants to print, fill out, and mail in applications. She shared the plan to scan all of the Board's paper files, which include licensure, disciplinary, complaints, and Board office operations files primarily prior to 2023, is high on the priority list and they have a plan for it.

The Executive Director reviewed the revisions to numerous policies and procedures that were approved over the last year. She shared that in January, the Board approved the creation of Sarah's full time Administrative Director role and the Board office move to Las Vegas. In February, the Board approved revisions to the Employment, Compensation, and Review Policy to incorporate Sarah's role and to update Board staff performance evaluation procedures. During the February and March meetings, the Board discussed and approved some substantive changes to the Board's Complaints, Disciplinary, and Remediation Policy. She shared that in the April and May meetings, the Board discussed and approved revisions to its Policies and Procedures for Psychological Assistants, Interns, and Trainees which included changes which have helped improve the efficiency and understanding by which they process those applications and registrations. The May meeting also resulted in the Board approving related revisions to the ATEAM policy and procedures, approving revisions to the Board's licensure by endorsement policy, and approving a Board Investigator Performance Review



Evaluation Tool. She shared that during the June meeting, the Board approved revisions to its Licensure Application processes, which has resulted in great improvements in how the Board office processes the different levels of licensure applications, and during the June and July meetings, the Board discussed and approved the Board's required Language Access Plan. She shared that in August, the Board approved revisions to its Renewal Policy and its Application for Reinstatement. In September, it approved revisions to its Budget policy. And in October, it reviewed and discussed the proposed Supervisor Handbook, which was approved earlier today during the Board's regular meeting. The Board did not have a November meeting, and the December meeting included the beginning discussions around financial assistance to certain applicants taking the EPPP exams. She shared that the Board approved a records retention policy in late 2023.

She stated the Continuing Education requirement is something that has been in progress for the past six or seven months. She shared that the CE approval is something that the Board office does with great efficiency and consistency in conjunction with Ms. Abarca, they just need to write down the procedure.

She stated they still have to update an Employee Manual.

Regarding annual legislative and regulation training, she shared she is not sure what is available for this and if there is still a need for this. She can research this and come back with some information.

Regarding future legislative needs, the Executive Director shared that Master's level licensing is an ongoing topic in the ASPPB, but she's not aware of any model language that is yet available. She stated she continues to track this development. Once there is more concrete information and model language, it is something the Board can consider and discuss as it concerns any legislative efforts on that. She shared that regarding removal of legislation that requires registration of businesses with the Board and a revision to address the term psychometry as it relates to a regulation to which they want to align it, are in a Bill draft request that will hopefully go through during this next legislative session. As to 2025 legislative tracking, that is something she has been and will be doing on an ongoing and engaged basis during the next session

Regarding external audits and financial oversight, she stated this is not something that specifically needs to be overtaken. She works closely with the bookkeeper and their financial audit team on a regular basis to ensure their finances are accurate. She added this may be obsolete if the Board's finances get handed over to the state depending on what happens with SB78.

Regarding the State Exam, she stated this is something that they have begun reviewing with Dr. Holland, and will be picking back up on after they get through renewals and as they make their way through the legislative session.

Lastly, the Executive Director reviewed future goals and objectives. She shared that one of the objectives is an increase in base pay for Board staff. She shared that after the late renewal period ends on March 1, she will be evaluating the budget to determine the extent to which the Board can afford to increase the Board Staff's base salaries. She stated there are a number of considerations that she will address with the Board when that comes up for Board approval, not the least of which is to bring those salaries more in alignment with what the Board office staffs role entail and require as well as who the Board has in those roles, and also to address cost of living increases that the State provided to state employees in 2023 and in 2024 and with which other Nevada Boards have followed suit.

She went on to share that EPPP assistance is something that is currently being discussed in cooperation with BeHereNV. It was a topic that was discussed a bit during the December 2024 meeting and will continue to be discussed as BeHereNV has updates and is able to develop funding plans.

Lastly regarding goals, she shared that the Board's current database and renewal system is a bit antiquated and can be frustrating for its users. For purposes of it being the Board's renewal platform, it is not terribly efficient, as licensees who use it often have trouble logging in, the system is particular about how certain information is entered, and despite providing instruction, it doesn't always get entered correctly, and it requires a lot of manual effort on her and Sarah's part. She stated they both think there are better and more automated ways to process licensure renewals and maintain a database for applicants, registrants, and licensees. She stated that until they know how the State's new CMS rollout will go and what will be offered with it, and until they know what is going to happen with SB78, they aren't sure yet what they should be looking into.

The Board had no other additions for the future goals and objectives.

#### **14. (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 next regular meeting of the Nevada Board of Psychological Examiners is currently scheduled for Friday, February 14, 2025, beginning at 8:00 a.m.

#### **15. Request for Future Board Meeting Agenda Items (No Discussion Among the Members will Take Place on this Item)**

There were no requests for future Board meeting agenda items.

**16. 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](mailto: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.

Akiko Hines provided public comment. She shared that Nevada is the last state that offers the EPPP Part 2 because Georgia reversed their decision last month. She stated she feels it is easy for Board members to state they need to continue to have this test but if they've never taken it, it's not fair to require that if they've never had to take it. She stated there's quite a few people who have to retake the test, which costs \$450. She stated this does not benefit the marginalized community if they need providers. She stated if ASPPB is going to combine the tests, then she isn't sure why they need to continue to have two separate tests.

Dr. Thomas Kinsora shared concerns around test security. He stated that he feels they're on the brink of losing the protection of their test materials and this is something he is going to push to the state Supreme Court. He believes the Board needs to start putting things together including getting attorneys together to go before the Supreme Court. He stated he's in a case now where he was forced to turn over his raw data. He stated the attorneys are requesting all copies of his tests and all materials. Being forced to turn these documents over sets a dangerous precedent. He stated if attorneys are able to get these materials, they will coach their clients. He stated he needs something from the legislature or directly from the Board that guides psychologists so when they're faced with this, so they can go to the judge with this information to protect them from giving their protected tests.

## **17. (For Possible Action) Adjournment**

There being no further business before the Board, President Dr. Benuto adjourned the meeting at 9:45 a.m.

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

**DATE:** February 14, 2025

**ITEM:**

4A - (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 January 31, 2024, the checking account balance was \$ 500,556.17. The end of January was the first month of both the first 2025-26 biennium and second half of FY2025. The Board is now operating on a total of 182,055.52 in deferred revenue from licensure renewals received prior to December 31, 2024, for the 2025-26 biennium and that is distributed to the first 2025-26 biennium quarter. The Board is also operating on \$55,698.55 that was received in:

- late renewals in the first quarter of the 2023-24 biennium and distributed to the fourth 2023-24 biennium quarter (which is the first half of FY2025), and
- new licensures, registrations, and reinstatements during the 1<sup>st</sup> half of FY25 (also the 4<sup>th</sup> 2023-24 biennium) and what it has received so far in the 2<sup>nd</sup> half of FY25 (also the 1<sup>st</sup> 2025-26 biennium quarter).

The savings account balance, which is the Board's reserve account, was \$105,115.64. With the end of January being a little more than halfway through FY2025, the Board is at about 56% of budgeted expenditures and over 103% of expected revenue and cash.

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**

1/31/25

		<b>FY25 Budgeted Amount</b>	<b>FY25 Actual</b>	<b>% actual to budget</b>
<b>INCOME</b>				
<b>Net Money on hand (Checking)</b> as of 7/1/2024		<b>90,831.85</b>	<b>90,831.85</b>	
<b>Deferred Revenue</b>				
2600	Renewals - 7/1/24 and 1/1/25	<b>170,105.33</b>	<b>182,055.52</b>	107.03%
2600	Late Renewals - 1Q 23-24	<b>15,819.98</b>	<b>15,819.98</b>	100.00%
2600	Late Renewals - 1Q 25-26	<b>4,250.00</b>	<b>8,000.02</b>	188.24%
40201 40281-3 40203	New Licensure, Registrations, Reinstatements	<b>22,489.98</b>	<b>31,878.55</b>	141.75%
Total Deferred Income (Gross)			<b>237,754.07</b>	
	Deferred PP fees		<b>2,884.29</b>	
	NET Deferred Income		<b>234,869.78</b>	

<b>Regular Revenue</b>	23-24 Biennium Q4 New Licensure and Registrations	5,250.00	<b>8,259.22</b>	157.32%
	<b>Applications</b>			
40100	Psychologist Application	16,250.00	<b>12,477.93</b>	76.79%
40101	PA Application	3,000.00	<b>2,318.53</b>	77.28%
40102	Intern Application	1,200.00	<b>461.80</b>	38.48%
40103	Trainee Application	900.00	<b>2,014.50</b>	223.83%
4010	Reinstatement/Reactivation	500.00		0.00%
4015	Psychologist State Exam	15,000.00	<b>10,220.80</b>	68.14%
4030	Non-Resident Consultant	900.00	<b>500.00</b>	55.56%
4040	CE App Fee	900.00	<b>504.68</b>	56.08%
	<b>Other</b>			
4025/4050	Late and License Restoration Fees	4,000.00	<b>2,000.00</b>	50.00%
40251/40252	New and Duplicate License	1,250.00	<b>1,398.89</b>	111.91%
4045	Verification of Licensure	400.00	<b>244.68</b>	61.17%
4075	Cost Recovered (Disciplinary)			
4999	Interest, Misc	40.00	<b>24.71</b>	61.78%
<b>Total Income</b>		<b>\$262,255.29</b>	<b>\$275,295.52</b>	<b>104.97%</b>

<b>Payroll Expenses</b>		<b>FY25 Budgeted Amount</b>	<b>FY25 Actual</b>	<b>% actual to budget</b>
5100	Board Salary/Per Diem	10,000.00	<b>3,000.00</b>	30.00%
2700	Executive Director (net)	50,000.00	<b>31,913.16</b>	63.83%
2700	Administrative Director (net)	45,000.00	<b>26,884.02</b>	59.74%

2700	Staff Salary (Part-Time)	10,000.00	0.00	0.00%
9110	Staff Benefits	12,000.00	8,006.52	66.72%
2700	Investigator Salary	15,000.00	7,503.43	50.02%
5250	Workers Compensation	1,000.00	552.70	55.27%
2108/5300	PERS	45,000.00	28,074.24	62.39%
2100	Federal Payroll Taxes	24,000.00	18,482.96	77.01%
9100	Other Payroll Expenses	1,000.00	558.00	55.80%
	<b>Total Payroll</b>	<b>213,000.00</b>	<b>124,975.03</b>	<b>58.67%</b>

Operating Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget
6100	Out of State	6,500.00	4,422.85	68.04%
6200	In-State Travel	1,500.00	428.26	28.55%
7015	Office Supplies/furniture	3,250.00	860.97	26.49%
	Office expenses:			
7040	- Print-Copy	300.00	240.33	80.11%
7050	- Rent	20,000.00	9,719.70	48.60%
7100	- Postage	1,000.00	978.07	97.81%
7210	- DoIt Web SV	1,200.00	592.88	49.41%
7290/72902 7200	- Telephone/Internet & Utilities	1,500.00	776.40	51.76%
7500	- Copy Lease	1,500.00	794.71	52.98%
	- Water/Misc		103.32	
7770/7777	Software & Database	4,500.00	1,541.73	34.26%
8010	Legal & Professional Fees	40,000.00	14,327.24	35.82%
8015	Tort Claim	1,200.00	1,164.30	97.03%
8050/8055	Professional Services (Auditor, Bookkeeper, Lobbyist)	32,500.00	24,011.75	73.88%

8250	Dues & Reg (ASPPB, Conf, Continuing Ed)	5,000.00	560.00	11.20%
8520	Admin Services (LCB)	1,350.00	1,200.00	88.89%
9001	Banking Fees	100.00	22.00	22.00%
	PayPal Fees (against regular revenue)	1,250.00	1,194.50	95.56%
90100	Miscellaneous Expense	500.00		0.00%
	Uncategorized Expense	250.00		
<b>Total Expenses</b>		<b>\$123,400.00</b>	<b>\$62,939.01</b>	<b>51.00%</b>
<b>Total Expenses + Payroll</b>		<b>\$336,400.00</b>	<b>\$187,914.04</b>	<b>55.86%</b>
<b>Total Income + Cash</b>		<b>\$ 353,087.14</b>	<b>\$366,127.37</b>	<b>103.69%</b>
<b>Final Balance</b>		<b>\$16,687.14</b>	<b>\$178,213.33</b>	



February 03, 2025

Statement of Financial Position

As January 31, 2025

Nevada Board of Psychological Examiners

As verified by Michelle Fox

The following accounts have been reconciled for the month of January 31, 2025, and all transactions reviewed for accuracy.

Main Checking Account per bank statement dated 01/31/2025 -\$500,556.17

Savings Account per bank statement dated 01/31/2025 -\$105,115.64

A handwritten signature in cursive script that reads "Michelle Fox".

Michelle Fox

# NV State Board of Psychological Examiners

## Balance Sheet

As of January 31, 2025

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1100 Cash in Bank	500,556.17
3309 Savings	105,115.64
<b>Total Bank Accounts</b>	<b>\$605,671.81</b>
Accounts Receivable	
1200 Accounts Receivable	3,099.29
<b>Total Accounts Receivable</b>	<b>\$3,099.29</b>
Other Current Assets	
12000 Undeposited Funds	0.00
12100 Inventory Asset	0.00
1400 Prepaid Expenses	60.41
Uncategorized Asset	0.00
<b>Total Other Current Assets</b>	<b>\$60.41</b>
<b>Total Current Assets</b>	<b>\$608,831.51</b>
Other Assets	
1300 Deferred outflows of resources	0.00
<b>Total Other Assets</b>	<b>\$0.00</b>
<b>TOTAL ASSETS</b>	<b>\$608,831.51</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
1106 Accounts Payable	3,903.93
<b>Total Accounts Payable</b>	<b>\$3,903.93</b>
Other Current Liabilities	
2100 Federal Income Withholding	3,433.94
2100 Payroll Liabilities	4,337.10
2107 Federal Taxes (941/944)	-76.15
2108 PERS	3,456.98
Health Insurance	849.67
NV Unemployment Tax	0.00

# NV State Board of Psychological Examiners

## Balance Sheet

As of January 31, 2025

	TOTAL
<b>Total 2100 Payroll Liabilities</b>	<b>8,567.60</b>
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	344,057.78
2700 Direct Deposit Payable	0.00
<b>Total Other Current Liabilities</b>	<b>\$362,937.20</b>
<b>Total Current Liabilities</b>	<b>\$366,841.13</b>
<b>Total Liabilities</b>	<b>\$366,841.13</b>
Equity	
3000 Opening Bal Equity	0.00
3900 2550 Fund Balance	223,490.62
Net Income	18,499.76
<b>Total Equity</b>	<b>\$241,990.38</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$608,831.51</b>

# NV State Board of Psychological Examiners

## Profit and Loss

July 2024 - January 2025

	TOTAL
Income	
4010 Psychologist Application	
40100 Psychologist Application	12,477.93
40101 PA Application	2,318.53
40102 Intern Application	461.80
40103 Trainee Application	2,014.50
<b>Total 4010 Psychologist Application</b>	<b>17,272.76</b>
4015 Psychologist State Exam	10,220.80
4020 Psych Biennial	175,750.33
40201 Prorated Psych Biennial	7,225.70
<b>Total 4020 Psych Biennial</b>	<b>182,976.03</b>
4025 Psychologist Licensing Fee	
40251 New License	1,250.00
40252 Change/Duplicate/Reinstatement	148.89
<b>Total 4025 Psychologist Licensing Fee</b>	<b>1,398.89</b>
4028 Registration Fee	
40281 Psych Asst fee	4,015.34
40282 Psych Intern Fee	77.21
40283 Psych Trainee	399.14
<b>Total 4028 Registration Fee</b>	<b>4,491.69</b>
4030 Non-Resident Consultant	500.00
4040 CE App Fee	504.68
4045 Verification of Licensure	244.68
4050 Renewal Late Fee	2,000.00
4999 Interest	24.71
<b>Total Income</b>	<b>\$219,634.24</b>
GROSS PROFIT	<b>\$219,634.24</b>
Expenses	
307910 7210 Dolt Web SVb	592.88
5100 Board Sal	3,000.00
5175 Board Staf	
51753 Investigator Salary	6,358.50
<b>Total 5175 Board Staf</b>	<b>6,358.50</b>
5250 Workers Compensation	552.70
5300 PERS	0.00
6100 Out of State Travel	704.42
6102 Lodging	2,519.28
6106 Air Tvl	1,157.21
6110 Out of State Travel Misc Costs	41.94
<b>Total 6100 Out of State Travel</b>	<b>4,422.85</b>

# NV State Board of Psychological Examiners

## Profit and Loss

July 2024 - January 2025

	TOTAL
6200 In State Travel	428.26
7015 Supplies	860.97
7020 Office Expense	103.32
7040 Print-Copy	240.33
7050 Rent	9,719.70
<b>Total 7020 Office Expense</b>	<b>10,063.35</b>
7100 Postage	978.07
7200 Utilities	302.06
7290 Telephone	-4.64
72902 Internet	478.98
<b>Total 7290 Telephone</b>	<b>474.34</b>
<b>Total 7200 Utilities</b>	<b>776.40</b>
7500 Copy Lease	794.71
7770 Software	1,541.73
8000 Legal & Professional Fees	4,200.00
8010 Legal	10,127.24
8015 Tort Claim	1,164.30
<b>Total 8000 Legal &amp; Professional Fees</b>	<b>15,491.54</b>
8050 Prof Servs	17,611.25
8055 Lobbyist	6,400.50
<b>Total 8050 Prof Servs</b>	<b>24,011.75</b>
8250 Dues & Reg	560.00
8500 Admin Serv	
8520 LCB	1,200.00
<b>Total 8500 Admin Serv</b>	<b>1,200.00</b>
9001 Banking Fees	
9002 Bank Crgs	22.00
<b>Total 9001 Banking Fees</b>	<b>22.00</b>
9100 Payroll Expenses	558.00
9110 Company Contributions	
Health Insurance	8,006.52
Retirement	14,022.08
<b>Total 9110 Company Contributions</b>	<b>22,028.60</b>
9130 Wages	82,450.44
Taxes	
9111 Federal Taxes (941/944)	6,793.89
NV Unemployment Tax	0.00
<b>Total Taxes</b>	<b>6,793.89</b>
<b>Total 9100 Payroll Expenses</b>	<b>111,830.93</b>
PayPal Fees	12,732.64

NV State Board of Psychological Examiners

Profit and Loss

July 2024 - January 2025

	TOTAL
Reimbursements	4,915.20
<b>Total Expenses</b>	<b>\$201,134.48</b>
NET OPERATING INCOME	<b>\$18,499.76</b>
NET INCOME	<b>\$18,499.76</b>



NV State Board of Psychological Examiners

General Ledger  
January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
3309 Savings							
	Beginning Balance						105,112.07
01/31/2025	Deposit		Interest		4999 Interest	3.57	105,115.64
Total for 3309 Savings						\$3.57	
1100 Cash in Bank							
	Beginning Balance						491,750.01
01/02/2025	Deposit				-Split-	5,950.00	497,700.01
01/02/2025	Expense		Michelle Fox		8050 Prof Servs	-200.00	497,500.01
01/02/2025	Deposit				-Split-	4,850.00	502,350.01
01/02/2025	Deposit				-Split-	5,048.56	507,398.57
01/03/2025	Payroll Check	DD	Sarah J. Restori	Pay Period: 12/20/2024-01/02/2025	2700 Direct Deposit Payable	-1,680.96	505,717.61
01/03/2025	Payroll Check	DD	Laura M. Arnold	Pay Period: 12/20/2024-01/02/2025	2700 Direct Deposit Payable	-1,996.28	503,721.33
01/03/2025	Deposit				-Split-	10,041.77	513,763.10
01/03/2025	Expense			Renewal Late Fee Refund	4050 Renewal Late Fee	-200.00	513,563.10
01/03/2025	Payroll Check	DD	Sheila G. Young	Pay Period: 12/20/2024-01/02/2025	2700 Direct Deposit Payable	-561.02	513,002.08
01/07/2025	Expense		Information Technology		307910 7210 Dolt Web SVb	-42.15	512,959.93
01/07/2025	Expense		Information Technology		307910 7210 Dolt Web SVb	-16.24	512,943.69
01/08/2025	Expense		U S Post Office	Certified Mail service - Case #24-1202	7100 Postage	-12.13	512,931.56
01/08/2025	Deposit				-Split-	1,400.00	514,331.56
01/08/2025	Expense		Target		7015 Supplies	-74.15	514,257.41
01/09/2025	Deposit				-Split-	2,163.52	516,420.93
01/09/2025	Expense		PERS		5300 PERS	-3,720.54	512,700.39
01/10/2025	Expense				2600 Deferred Revenue	-350.00	512,350.39
01/10/2025	Expense				9001 Banking Fees:9002 Bank Crgs	-1.00	512,349.39
01/10/2025	Expense		Bank of America Credit Card		-Split-	-4,514.66	507,834.73
01/13/2025	Expense				7020 Office Expense	-43.97	507,790.76
01/13/2025	Expense			Hearing Officer - 19-0626 and 24-0103	8000 Legal & Professional Fees:8010 Legal	-1,600.00	506,190.76
01/13/2025	Expense		Public Employees' Benefits Program (PEBP)		Payroll Expenses:Company Contributions:Health Insurance	-1,000.12	505,190.64
01/13/2025	Expense				7020 Office Expense	-6.99	505,183.65
01/13/2025	Expense		Cox Communications		7200 Utilities:7290 Telephone:72902 Internet	-64.09	505,119.56
01/14/2025	Expense				9001 Banking Fees:9002 Bank Crgs	-1.00	505,118.56
01/14/2025	Tax Payment		IRS	Tax Payment for Period: 12/01/2024-12/31/2024	2100 Federal Income Withholding	-2,357.54	502,761.02
01/14/2025	Expense		St. Jude's Childrens Hospital	Donation in Neena Laxalt's memory	8050 Prof Servs:8055 Lobbyist	-150.00	502,611.02
01/15/2025	Deposit				-Split-	2,721.09	505,332.11
01/15/2025	Expense		U S Post Office	Certified Mail - 25-0110	7100 Postage	-10.89	505,321.22
01/15/2025	Deposit		Allison Deatherage	Inactive License Renewal	2600 Deferred Revenue	100.00	505,421.22
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	Pay Period: 01/03/2025-01/16/2025	2700 Direct Deposit Payable	-613.55	504,807.67
01/17/2025	Expense		Information Technology		307910 7210 Dolt Web SVb	-16.24	504,791.43
01/17/2025	Payroll Check	DD	Sarah J. Restori	Pay Period: 01/03/2025-01/16/2025	2700 Direct Deposit Payable	-1,680.97	503,110.46
01/17/2025	Expense		Information		307910 7210 Dolt Web	-69.50	503,040.96

NV State Board of Psychological Examiners

Item 4A

General Ledger  
January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
			Technology		SVb		
01/17/2025	Payroll Check	DD	Laura M. Arnold	Pay Period: 01/03/2025-01/16/2025	2700 Direct Deposit Payable	-1,996.28	501,044.68
01/17/2025	Deposit				-Split-	3,196.92	504,241.60
01/17/2025	Expense		QuickBooks Payroll Service		9100 Payroll Expenses	-80.00	504,161.60
01/21/2025	Expense		Canon Financial Services, Inc.		7500 Copy Lease	-113.74	504,047.86
01/21/2025	Expense				7020 Office Expense	-28.98	504,018.88
01/22/2025	Deposit				-Split-	3,287.95	507,306.83
01/23/2025	Deposit				-Split-	60.00	507,366.83
01/24/2025	Expense		Amazon	License Certificate Envelopes	7015 Supplies	-25.42	507,341.41
01/28/2025	Deposit		Lorena Michel		4010 Psychologist Application:40100 Psychologist Application	150.00	507,491.41
01/28/2025	Expense		Mihata Holdings, LP		7020 Office Expense:7050 Rent	-1,500.00	505,991.41
01/28/2025	Expense		Michelle Fox	Bookkeeper	8050 Prof Servs	-200.00	505,791.41
01/28/2025	Expense		U S Post Office	Complaint #25-0128 - service via certified mail	7100 Postage	-10.39	505,781.02
01/29/2025	Expense				9001 Banking Fees:9002 Bank Crgs	-1.00	505,780.02
01/30/2025	Expense		Amazon		7015 Supplies	-22.74	505,757.28
01/30/2025	Expense		QuickBooks Payroll Service		9100 Payroll Expenses	-24.00	505,733.28
01/30/2025	Expense		State Farm Insurance		5250 Workers Compensation	-195.24	505,538.04
01/31/2025	Payroll Check	DD	Laura M. Arnold	Pay Period: 01/17/2025-01/30/2025	2700 Direct Deposit Payable	-1,996.27	503,541.77
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	Pay Period: 01/17/2025-01/30/2025	2700 Direct Deposit Payable	-138.53	503,403.24
01/31/2025	Payroll Check	DD	Sarah J. Restori	Pay Period: 01/17/2025-01/30/2025	2700 Direct Deposit Payable	-1,680.96	501,722.28
01/31/2025	Payroll Check	DD	Sheila G. Young	Pay Period: 01/17/2025-01/30/2025	2700 Direct Deposit Payable	-1,166.11	500,556.17
Total for 1100 Cash in Bank						\$8,806.16	
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							1,919.24
01/03/2025	Payroll Check	DD	Sarah J. Restori	PERS	2700 Direct Deposit Payable	403.85	2,323.09
01/03/2025	Payroll Check	DD	Laura M. Arnold	PERS - Company Contribution	2700 Direct Deposit Payable	472.53	2,795.62

NV State Board of Psychological Examiners

Item 4A

General Ledger  
January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
01/03/2025	Payroll Check	DD	Laura M. Arnold	PERS	2700 Direct Deposit Payable	472.53	3,268.15
01/03/2025	Payroll Check	DD	Sarah J. Restori	PERS - Company Contribution	2700 Direct Deposit Payable	403.85	3,672.00
01/17/2025	Payroll Check	DD	Laura M. Arnold	PERS - Company Contribution	2700 Direct Deposit Payable	472.53	4,144.53
01/17/2025	Payroll Check	DD	Sarah J. Restori	PERS - Company Contribution	2700 Direct Deposit Payable	403.85	4,548.38
01/17/2025	Payroll Check	DD	Sarah J. Restori	PERS	2700 Direct Deposit Payable	403.85	4,952.23
01/17/2025	Payroll Check	DD	Laura M. Arnold	PERS	2700 Direct Deposit Payable	472.53	5,424.76
01/31/2025	Journal Entry	RJE-4		adjust to proper account	-Split-	-3,720.54	1,704.22
01/31/2025	Payroll Check	DD	Laura M. Arnold	PERS	2700 Direct Deposit Payable	472.53	2,176.75
01/31/2025	Payroll Check	DD	Sarah J. Restori	PERS	2700 Direct Deposit Payable	403.85	2,580.60
01/31/2025	Payroll Check	DD	Sarah J. Restori	PERS - Company Contribution	2700 Direct Deposit Payable	403.85	2,984.45
01/31/2025	Payroll Check	DD	Laura M. Arnold	PERS - Company Contribution	2700 Direct Deposit Payable	472.53	3,456.98
Total for 2108 PERS						\$1,537.74	
Health Insurance							
Beginning Balance							731.62
01/03/2025	Payroll Check	DD	Sarah J. Restori	Health Insurance	2700 Direct Deposit Payable	39.35	770.97
01/17/2025	Payroll Check	DD	Sarah J. Restori	Health Insurance	2700 Direct Deposit Payable	39.35	810.32
01/31/2025	Payroll Check	DD	Sarah J. Restori	Health Insurance	2700 Direct Deposit Payable	39.35	849.67
Total for Health Insurance						\$118.05	
NV Unemployment Tax							
01/03/2025	Payroll Check	DD	Sarah J. Restori	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/03/2025	Payroll Check	DD	Laura M. Arnold	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/03/2025	Payroll Check	DD	Sheila G. Young	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/17/2025	Payroll Check	DD	Sarah J. Restori	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/17/2025	Payroll Check	DD	Laura M. Arnold	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Sheila G. Young	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Sarah J. Restori	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	NV Unemployment Tax	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Laura M. Arnold	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						\$1,655.79	
2302 Accrued PTO							
Beginning Balance							6,877.88
Total for 2302 Accrued PTO							
2600 Deferred Revenue							
Beginning Balance							416,076.93

NV State Board of Psychological Examiners

General Ledger  
January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
01/01/2025	Journal Entry	AJE-18		ADJ to income	-Split-	-104,019.23	312,057.70
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	312,707.70
01/02/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	103.00	312,810.70
01/02/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	103.00	312,913.70
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	313,583.68
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	314,253.66
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	314,923.64
01/02/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	103.00	315,026.64
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	315,696.62
01/02/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	103.00	315,799.62
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	316,469.60
01/02/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	103.00	316,572.60
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	317,242.58
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	317,912.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	318,562.56
01/02/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	100.00	318,662.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	319,312.56
01/02/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	100.00	319,412.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	320,062.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	320,712.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	321,362.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	322,012.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	322,662.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	323,312.56
01/02/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	100.00	323,412.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	324,062.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	324,712.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	325,362.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	326,012.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	326,662.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	327,312.56
01/02/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	327,962.56
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	328,632.54
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	329,302.52
01/03/2025	Deposit			Active License Renewal - Duplicate Payment Refund	1100 Cash in Bank	-669.98	328,632.54
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	329,302.52
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	329,972.50
01/03/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	103.00	330,075.50
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	330,745.48
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	331,415.46
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	332,085.44
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	332,755.42
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	333,425.40
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.70	334,095.10
01/03/2025	Deposit			Active License Renewal - Second Duplicate Payment refund	1100 Cash in Bank	-669.98	333,425.12
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	334,095.10
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	334,765.08
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	335,435.06
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	336,105.04
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	336,775.02
01/03/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	337,445.00
01/08/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	338,095.00
01/08/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	100.00	338,195.00
01/08/2025	Deposit			Active License Renewal	1100 Cash in Bank	650.00	338,845.00
01/09/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.70	339,514.70
01/09/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	340,184.68
01/10/2025	Expense			Returned Renewal Check - Mantsha Boikanyo	1100 Cash in Bank	-350.00	339,834.68
01/15/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	340,504.66
01/15/2025	Deposit		Allison Deatherage	Inactive License Renewal	1100 Cash in Bank	100.00	340,604.66

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
01/17/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	341,274.64
01/17/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	341,944.62
01/17/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	342,614.60
01/22/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.98	343,284.58
01/22/2025	Deposit			Inactive License Renewal	1100 Cash in Bank	103.50	343,388.08
01/22/2025	Deposit			Active License Renewal	1100 Cash in Bank	669.70	344,057.78
Total for 2600 Deferred Revenue						\$ - 72,019.15	
2700 Direct Deposit Payable							
01/03/2025	Payroll Check	DD	Sarah J. Restori	Pay Period: 12/20/2024-01/02/2025	-Split-	1,680.96	1,680.96
01/03/2025	Payroll Check	DD	Laura M. Arnold	Pay Period: 12/20/2024-01/02/2025	-Split-	1,996.28	3,677.24
01/03/2025	Payroll Check	DD	Laura M. Arnold	Direct Deposit	1100 Cash in Bank	-1,996.28	1,680.96
01/03/2025	Payroll Check	DD	Sheila G. Young	Pay Period: 12/20/2024-01/02/2025	-Split-	561.02	2,241.98
01/03/2025	Payroll Check	DD	Sarah J. Restori	Direct Deposit	1100 Cash in Bank	-1,680.96	561.02
01/03/2025	Payroll Check	DD	Sheila G. Young	Direct Deposit	1100 Cash in Bank	-561.02	0.00
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	Pay Period: 01/03/2025-01/16/2025	-Split-	613.55	613.55
01/17/2025	Payroll Check	DD	Sarah J. Restori	Pay Period: 01/03/2025-01/16/2025	-Split-	1,680.97	2,294.52
01/17/2025	Payroll Check	DD	Sarah J. Restori	Direct Deposit	1100 Cash in Bank	-1,680.97	613.55
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	Direct Deposit	1100 Cash in Bank	-613.55	0.00
01/17/2025	Payroll Check	DD	Laura M. Arnold	Pay Period: 01/03/2025-01/16/2025	-Split-	1,996.28	1,996.28
01/17/2025	Payroll Check	DD	Laura M. Arnold	Direct Deposit	1100 Cash in Bank	-1,996.28	0.00
01/31/2025	Payroll Check	DD	Laura M. Arnold	Pay Period: 01/17/2025-01/30/2025	-Split-	1,996.27	1,996.27
01/31/2025	Payroll Check	DD	Sheila G. Young	Pay Period: 01/17/2025-01/30/2025	-Split-	1,166.11	3,162.38
01/31/2025	Payroll Check	DD	Laura M. Arnold	Direct Deposit	1100 Cash in Bank	-1,996.27	1,166.11
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	Pay Period: 01/17/2025-01/30/2025	-Split-	138.53	1,304.64
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	Direct Deposit	1100 Cash in Bank	-138.53	1,166.11
01/31/2025	Payroll Check	DD	Sheila G. Young	Direct Deposit	1100 Cash in Bank	-1,166.11	0.00
01/31/2025	Payroll Check	DD	Sarah J. Restori	Pay Period: 01/17/2025-01/30/2025	-Split-	1,680.96	1,680.96
01/31/2025	Payroll Check	DD	Sarah J. Restori	Direct Deposit	1100 Cash in Bank	-1,680.96	0.00
Total for 2700 Direct Deposit Payable						\$0.00	
2100 Federal Income Withholding							
Beginning Balance							2,017.95
01/03/2025	Payroll Check	DD	Sheila G. Young	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	92.96	2,110.91
01/03/2025	Payroll Check	DD	Laura M. Arnold	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	602.03	2,712.94
01/03/2025	Payroll Check	DD	Sarah J. Restori	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	503.14	3,216.08
01/14/2025	Tax Payment		IRS	Federal Taxes (941/943/944)	1100 Cash in Bank	-2,357.54	858.54
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	113.09	971.63
01/17/2025	Payroll Check	DD	Laura M. Arnold	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	602.03	1,573.66
01/17/2025	Payroll Check	DD	Sarah J. Restori	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	503.12	2,076.78
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	22.94	2,099.72
01/31/2025	Payroll Check	DD	Sarah J. Restori	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	503.14	2,602.86
01/31/2025	Payroll Check	DD	Laura M. Arnold	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	602.05	3,204.91
01/31/2025	Payroll Check	DD	Sheila G. Young	Federal Taxes (941/943/944)	2700 Direct Deposit Payable	229.03	3,433.94
Total for 2100 Federal Income Withholding						\$1,415.99	
3900 2550 Fund Balance							
Beginning Balance							223,490.62



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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
Total for 3900 2550 Fund Balance							
4010 Psychologist Application							
40100 Psychologist Application							
Beginning Balance							11,862.48
01/03/2025	Deposit			Psych App fee	1100 Cash in Bank	155.10	12,017.58
01/03/2025	Deposit			Psych App fee	1100 Cash in Bank	155.10	12,172.68
01/09/2025	Deposit			Psych App fee	1100 Cash in Bank	155.25	12,327.93
01/28/2025	Deposit		Lorena Michel	Psych App fee	1100 Cash in Bank	150.00	12,477.93
Total for 40100 Psychologist Application						\$615.45	
40101 PA Application							
Beginning Balance							2,012.63
01/09/2025	Deposit			PA App fee	1100 Cash in Bank	150.00	2,162.63
01/15/2025	Deposit			PA App fee	1100 Cash in Bank	155.90	2,318.53
Total for 40101 PA Application						\$305.90	
40102 Intern Application							
Beginning Balance							461.80
Total for 40102 Intern Application							
40103 Trainee Application							
Beginning Balance							2,014.50
Total for 40103 Trainee Application							
Total for 4010 Psychologist Application						\$921.35	
4015 Psychologist State Exam							
Beginning Balance							9,599.80
01/09/2025	Deposit			SE App fee	1100 Cash in Bank	207.00	9,806.80
01/15/2025	Deposit			SE App fee	1100 Cash in Bank	207.00	10,013.80
01/15/2025	Deposit			SE App fee	1100 Cash in Bank	207.00	10,220.80
Total for 4015 Psychologist State Exam						\$621.00	
4020 Psych Biennial							
Beginning Balance							71,731.10
01/01/2025	Journal Entry	AJE-18		ADJ to income	-Split-	104,019.23	175,750.33
Total for 4020 Psych Biennial						\$104,019.23	
40201 Prorated Psych Biennial							
Beginning Balance							3,922.78
01/15/2025	Deposit			New Licensure	1100 Cash in Bank	660.78	4,583.56
01/15/2025	Deposit			New Licensure	1100 Cash in Bank	665.38	5,248.94
01/17/2025	Deposit			New licensure	1100 Cash in Bank	659.84	5,908.78
01/22/2025	Deposit			New Licensure	1100 Cash in Bank	658.92	6,567.70
01/22/2025	Deposit			New Licensure	1100 Cash in Bank	658.00	7,225.70
Total for 40201 Prorated Psych Biennial						\$3,302.92	
Total for 4020 Psych Biennial with subs						\$107,322.15	
4025 Psychologist Licensing Fee							
40251 New License							
Beginning Balance							1,125.00
01/15/2025	Deposit			New License	1100 Cash in Bank	25.00	1,150.00
01/15/2025	Deposit			New License	1100 Cash in Bank	25.00	1,175.00
01/17/2025	Deposit			New License	1100 Cash in Bank	25.00	1,200.00
01/22/2025	Deposit			New License	1100 Cash in Bank	25.00	1,225.00
01/22/2025	Deposit			New License	1100 Cash in Bank	25.00	1,250.00
Total for 40251 New License						\$125.00	
40252 Change/Duplicate/Reinstatement							
Beginning							117.84

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
Balance							
01/22/2025	Deposit			New Certificate - Name Change	1100 Cash in Bank	31.05	148.89
Total for 40252 Change/Duplicate/Reinstatement						\$31.05	
Total for 4025 Psychologist Licensing Fee						\$156.05	
4028 Registration Fee							
40281 Psych Asst fee							
Beginning							3,860.09
Balance							
01/22/2025	Deposit			PA Reg Extension	1100 Cash in Bank	155.25	4,015.34
Total for 40281 Psych Asst fee						\$155.25	
40282 Psych Intern Fee							
Beginning							77.21
Balance							
Total for 40282 Psych Intern Fee							
40283 Psych Trainee							
Beginning							399.14
Balance							
Total for 40283 Psych Trainee							
Total for 4028 Registration Fee						\$155.25	
4030 Non-Resident Consultant							
Beginning							400.00
Balance							
01/02/2025	Deposit			NRC App fee	1100 Cash in Bank	100.00	500.00
Total for 4030 Non-Resident Consultant						\$100.00	
4040 CE App Fee							
Beginning							504.68
Balance							
Total for 4040 CE App Fee							
4045 Verification of Licensure							
Beginning							184.68
Balance							
01/23/2025	Deposit			License Verification	1100 Cash in Bank	20.00	204.68
01/23/2025	Deposit			License Verification	1100 Cash in Bank	40.00	244.68
Total for 4045 Verification of Licensure						\$60.00	
4050 Renewal Late Fee							
01/03/2025	Deposit			Active License Renewal late fee	1100 Cash in Bank	200.00	200.00
01/03/2025	Expense			Renewal Late Fee Refund	1100 Cash in Bank	-200.00	0.00
01/03/2025	Deposit			Active License Renewal - late fee	1100 Cash in Bank	200.00	200.00
01/03/2025	Deposit			Active License Renewal - Late fee	1100 Cash in Bank	200.00	400.00
01/09/2025	Deposit			Renewal late fee	1100 Cash in Bank	200.00	600.00
01/09/2025	Deposit			Renewal late fee	1100 Cash in Bank	200.00	800.00
01/15/2025	Deposit			Late fee	1100 Cash in Bank	200.00	1,000.00
01/17/2025	Deposit			Renewal Late Fee	1100 Cash in Bank	200.00	1,200.00
01/17/2025	Deposit			Renewal Late Fee	1100 Cash in Bank	200.00	1,400.00
01/17/2025	Deposit			Renewal Late Fee	1100 Cash in Bank	200.00	1,600.00
01/22/2025	Deposit			Renewal Late Fee	1100 Cash in Bank	200.00	1,800.00
01/22/2025	Deposit			Renewal Late fee	1100 Cash in Bank	200.00	2,000.00
Total for 4050 Renewal Late Fee						\$2,000.00	
4999 Interest							
Beginning							21.14
Balance							
01/31/2025	Deposit		Interest	Interest Earned	3309 Savings	3.57	24.71
Total for 4999 Interest						\$3.57	
307910 7210 Dolt Web SVb							
Beginning							448.75
Balance							
01/07/2025	Expense		Information Technology	NV Information Technology Bill Payment	1100 Cash in Bank	16.24	464.99
01/07/2025	Expense		Information Technology	NV Information Technology Bill Payment	1100 Cash in Bank	42.15	507.14

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
01/17/2025	Expense		Information Technology	NV Information Technology Bill Payment	1100 Cash in Bank	69.50	576.64
01/17/2025	Expense		Information Technology	NV Information Technology Bill Payment	1100 Cash in Bank	16.24	592.88
Total for 307910 7210 Dolt Web SVb						\$144.13	
9100 Payroll Expenses							
Beginning Balance							454.00
01/17/2025	Expense		QuickBooks Payroll Service	INTUIT * DES:QBooks Pay ID:1020688 BOARD OF PSYCHOLGIC CO ID:XXXXX56346 CCD	INDN:NV 1100 Cash in Bank	80.00	534.00
01/30/2025	Expense		QuickBooks Payroll Service	INTUIT * DES:QBooks 109 ID:5278567 BOARD OF PSYCHOLGIC CO ID:XXXXX56346 CCD	INDN:NV 1100 Cash in Bank	24.00	558.00
Total for 9100 Payroll Expenses						\$104.00	
9110 Company Contributions							
Health Insurance							
Beginning Balance							7,006.40
01/13/2025	Expense		Public Employees' Benefits Program (PEBP)	TRANSFER NV BOARD OF PSYCHOLO:State of Nevada Trea Confirmation# XXXXX62316	1100 Cash in Bank	1,000.12	8,006.52
Total for Health Insurance						\$1,000.12	
Retirement							
Beginning Balance							11,392.94
01/03/2025	Payroll Check	DD	Sarah J. Restori	Employer Retirement Contribution	2700 Direct Deposit Payable	403.85	11,796.79
01/03/2025	Payroll Check	DD	Laura M. Arnold	Employer Retirement Contribution	2700 Direct Deposit Payable	472.53	12,269.32
01/17/2025	Payroll Check	DD	Laura M. Arnold	Employer Retirement Contribution	2700 Direct Deposit Payable	472.53	12,741.85
01/17/2025	Payroll Check	DD	Sarah J. Restori	Employer Retirement Contribution	2700 Direct Deposit Payable	403.85	13,145.70
01/31/2025	Payroll Check	DD	Sarah J. Restori	Employer Retirement Contribution	2700 Direct Deposit Payable	403.85	13,549.55
01/31/2025	Payroll Check	DD	Laura M. Arnold	Employer Retirement Contribution	2700 Direct Deposit Payable	472.53	14,022.08
Total for Retirement						\$2,629.14	
Total for 9110 Company Contributions						\$3,629.26	
9130 Wages							
Beginning Balance							66,601.92
01/03/2025	Payroll Check	DD	Sarah J. Restori	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,307.69	68,909.61
01/03/2025	Payroll Check	DD	Laura M. Arnold	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,700.15	71,609.76
01/17/2025	Payroll Check	DD	Sarah J. Restori	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,307.69	73,917.45
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	675.00	74,592.45
01/17/2025	Payroll Check	DD	Laura M. Arnold	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,700.15	77,292.60
01/31/2025	Payroll Check	DD	Sarah J. Restori	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,307.69	79,600.29
01/31/2025	Payroll Check	DD	Laura M. Arnold	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	2,700.15	82,300.44
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	150.00	82,450.44
Total for 9130 Wages						\$15,848.52	
Taxes							
9111 Federal Taxes (941/944)							
Beginning Balance							5,435.86

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
01/03/2025	Payroll Check	DD	Sheila G. Young	Social Security Employer	2700 Direct Deposit Payable	37.67	5,473.53
01/03/2025	Payroll Check	DD	Sheila G. Young	Medicare Employer	2700 Direct Deposit Payable	8.81	5,482.34
01/03/2025	Payroll Check	DD	Laura M. Arnold	Social Security Employer	2700 Direct Deposit Payable	167.41	5,649.75
01/03/2025	Payroll Check	DD	Laura M. Arnold	Medicare Employer	2700 Direct Deposit Payable	39.15	5,688.90
01/03/2025	Payroll Check	DD	Sarah J. Restori	Medicare Employer	2700 Direct Deposit Payable	33.46	5,722.36
01/03/2025	Payroll Check	DD	Sarah J. Restori	Social Security Employer	2700 Direct Deposit Payable	143.08	5,865.44
01/17/2025	Payroll Check	DD	Sarah J. Restori	Social Security Employer	2700 Direct Deposit Payable	143.07	6,008.51
01/17/2025	Payroll Check	DD	Sarah J. Restori	Medicare Employer	2700 Direct Deposit Payable	33.46	6,041.97
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	Social Security Employer	2700 Direct Deposit Payable	41.85	6,083.82
01/17/2025	Payroll Check	DD	Laura M. Arnold	Medicare Employer	2700 Direct Deposit Payable	39.15	6,122.97
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	Medicare Employer	2700 Direct Deposit Payable	9.79	6,132.76
01/17/2025	Payroll Check	DD	Laura M. Arnold	Social Security Employer	2700 Direct Deposit Payable	167.41	6,300.17
01/31/2025	Payroll Check	DD	Sarah J. Restori	Medicare Employer	2700 Direct Deposit Payable	33.46	6,333.63
01/31/2025	Payroll Check	DD	Sarah J. Restori	Social Security Employer	2700 Direct Deposit Payable	143.08	6,476.71
01/31/2025	Payroll Check	DD	Laura M. Arnold	Medicare Employer	2700 Direct Deposit Payable	39.16	6,515.87
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	Social Security Employer	2700 Direct Deposit Payable	9.30	6,525.17
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	Medicare Employer	2700 Direct Deposit Payable	2.17	6,527.34
01/31/2025	Payroll Check	DD	Sheila G. Young	Social Security Employer	2700 Direct Deposit Payable	80.35	6,607.69
01/31/2025	Payroll Check	DD	Sheila G. Young	Medicare Employer	2700 Direct Deposit Payable	18.79	6,626.48
01/31/2025	Payroll Check	DD	Laura M. Arnold	Social Security Employer	2700 Direct Deposit Payable	167.41	6,793.89
Total for 9111 Federal Taxes (941/944)						\$1,358.03	
NV Unemployment Tax							
01/03/2025	Payroll Check	DD	Sarah J. Restori	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/03/2025	Payroll Check	DD	Laura M. Arnold	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/03/2025	Payroll Check	DD	Sheila G. Young	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/03/2025	Payroll Check	DD	Sarah J. Restori	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
01/03/2025	Payroll Check	DD	Sheila G. Young	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
01/03/2025	Payroll Check	DD	Laura M. Arnold	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/17/2025	Payroll Check	DD	Laura M. Arnold	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/17/2025	Payroll Check	DD	Sarah J. Restori	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
01/17/2025	Payroll Check	DD	Sarah J. Restori	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/17/2025	Payroll Check	DD	Laura M. Arnold	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00

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DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
01/17/2025	Payroll Check	DD	Whitney E Koch Owens	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Sheila G. Young	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Laura M. Arnold	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Whitney E Koch Owens	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Laura M. Arnold	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Sarah J. Restori	NV Career Enhancement Program	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Sarah J. Restori	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
01/31/2025	Payroll Check	DD	Sheila G. Young	NV SUI Employer	2700 Direct Deposit Payable	0.00	0.00
Total for NV Unemployment Tax						\$0.00	
Total for Taxes						\$1,358.03	
Total for 9100 Payroll Expenses with subs						\$20,939.81	
5100 Board Sal							
Beginning Balance							3,000.00
Total for 5100 Board Sal							
5175 Board Staf							
51753 Investigator Salary							
Beginning Balance							4,455.00
01/03/2025	Payroll Check	DD	Sheila G. Young	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	607.50	5,062.50
01/31/2025	Payroll Check	DD	Sheila G. Young	Gross Pay - This is not a legal pay stub	2700 Direct Deposit Payable	1,296.00	6,358.50
Total for 51753 Investigator Salary						\$1,903.50	
Total for 5175 Board Staf						\$1,903.50	
5250 Workers Compensation							
Beginning Balance							357.46
01/30/2025	Expense		State Farm Insurance	State Farm Insurance Bill Payment	1100 Cash in Bank	195.24	552.70
Total for 5250 Workers Compensation						\$195.24	
5300 PERS							
01/09/2025	Expense		PERS	TRANSFER NV BOARD OF PSYCHOLO:Public Employee's Re Confirmation# XXXXX04062	1100 Cash in Bank	3,720.54	3,720.54
01/31/2025	Journal Entry	RJE- 4		adjust to proper account	-Split-	-3,720.54	0.00
Total for 5300 PERS						\$0.00	
6100 Out of State Travel							
Beginning Balance							704.42
Total for 6100 Out of State Travel							
6102 Lodging							
Beginning Balance							2,519.28
Total for 6102 Lodging							
6106 Air Tvl							
Beginning Balance							1,157.21
Total for 6106 Air Tvl							
6110 Out of State Travel Misc Costs							
Beginning							41.94



NV State Board of Psychological Examiners

Item 4A

General Ledger  
January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
Balance							
Total for 6110 Out of State Travel Misc Costs							
Total for 6100 Out of State Travel with subs							
6200 In State Travel							
01/10/2025	Expense		Bank of America Credit Card	Board Office post-meeting meal	1100 Cash in Bank	27.76	27.76
01/10/2025	Expense		Bank of America Credit Card	Board Office post-meeting meal	1100 Cash in Bank	67.50	95.26
01/10/2025	Expense		Bank of America Credit Card	Board Office lunch	1100 Cash in Bank	121.33	216.59
01/10/2025	Expense		Bank of America Credit Card	ED Lodging	1100 Cash in Bank	179.67	396.26
01/10/2025	Expense		Bank of America Credit Card	ED Airport Parking	1100 Cash in Bank	32.00	428.26
Total for 6200 In State Travel						\$428.26	
7015 Supplies							
Beginning Balance							738.66
01/08/2025	Expense		Target	TARGET T- 4155 01/08 #XXXXXX7623 PURCHASE TARGET T- 4155 S Las Vegas NV CKCD 5411 XXXXXXXXXX597956	1100 Cash in Bank	74.15	812.81
01/24/2025	Expense		Amazon	License Certificate Envelopes	1100 Cash in Bank	25.42	838.23
01/30/2025	Expense		Amazon	PURCHASE 0129 AMAZON MKTPL*Z74L70V42 Amzn.com/billWA XXXXX1650XXXXXXXXXX1020 CKCD 5942 XXXXXXXXXXXX597956	1100 Cash in Bank	22.74	860.97
Total for 7015 Supplies						\$122.31	
7020 Office Expense							
Beginning Balance							23.38
01/13/2025	Expense			CHECKCARD 0112 WATER COFFEE DELIVERY XXX-XX85508 FL XXXXX4250XXXXXXXXXX7615 CKCD 5999 XXXXXXXXXXXX597956	1100 Cash in Bank	6.99	30.37
01/13/2025	Expense			CHECKCARD 0111 WATER COFFEE DELIVERY XXX-XX85508 FL XXXXX4250XXXXXXXXXX5363 CKCD 5999 XXXXXXXXXXXX597956	1100 Cash in Bank	43.97	74.34
01/21/2025	Expense			CHECKCARD 0118 WATER COFFEE DELIVERY XXX-XX85508 FL XXXXX4250XXXXXXXXXX4234 CKCD 5999 XXXXXXXXXXXX597956	1100 Cash in Bank	28.98	103.32
Total for 7020 Office Expense						\$79.94	
7040 Print-Copy							
Beginning Balance							240.33
Total for 7040 Print-Copy							
7050 Rent							
Beginning Balance							8,219.70
01/28/2025	Expense		Mihata Holdings, LP	TRANSFER NV BOARD OF PSYCHOLO:Mihata Holdings Confirmation# XXXXX08928	1100 Cash in Bank	1,500.00	9,719.70
Total for 7050 Rent						\$1,500.00	
Total for 7020 Office Expense with subs						\$1,579.94	
7100 Postage							
Beginning Balance							944.66
01/08/2025	Expense		U S Post Office	Certified Mail service - Case #24-1202	1100 Cash in Bank	12.13	956.79
01/15/2025	Expense		U S Post Office	Certified Mail - 25-0110	1100 Cash in Bank	10.89	967.68
01/28/2025	Expense		U S Post Office	Complaint #25-0128 - service via certified mail	1100 Cash in Bank	10.39	978.07
Total for 7100 Postage						\$33.41	
7200 Utilities							
Beginning Balance							302.06
Total for 7200 Utilities							

NV State Board of Psychological Examiners

Item 4A

General Ledger  
January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
7290 Telephone							
Beginning Balance							-4.64
Total for 7290 Telephone							
72902 Internet							
Beginning Balance							414.89
01/13/2025	Expense		Cox Communications	CHECKCARD 0112 COX LAS VEGAS COMM SV 234-3993 NV XXXXX1650XXXXXXXXXX7138 RECURRING CKCD 4899 XXXXXXXXXXXX484434	800- 1100 Cash in Bank	64.09	478.98
Total for 72902 Internet							\$64.09
Total for 7290 Telephone with subs							\$64.09
Total for 7200 Utilities with subs							\$64.09
7500 Copy Lease							
Beginning Balance							680.97
01/21/2025	Expense		Canon Financial Services, Inc.	Canon Financial Services Bill Payment	1100 Cash in Bank	113.74	794.71
Total for 7500 Copy Lease							\$113.74
7770 Software							
Beginning Balance							1,435.34
01/09/2025	Deposit			Adobe Acrobat	1100 Cash in Bank	19.99	1,455.33
01/10/2025	Expense		Bank of America Credit Card	Google Suite	1100 Cash in Bank	86.40	1,541.73
Total for 7770 Software							\$106.39
8000 Legal & Professional Fees							
Beginning Balance							4,200.00
Total for 8000 Legal & Professional Fees							
8010 Legal							
Beginning Balance							8,527.24
01/13/2025	Expense			Hearing Officer - 19-0626 and 24-0103	1100 Cash in Bank	1,600.00	10,127.24
Total for 8010 Legal							\$1,600.00
8015 Tort Claim							
Beginning Balance							1,164.30
Total for 8015 Tort Claim							
Total for 8000 Legal & Professional Fees with subs							\$1,600.00
8050 Prof Servs							
Beginning Balance							13,211.25
01/02/2025	Expense		Michelle Fox	Zelle payment to for Michelle Fox "Inv. 440 - 1-2-2025"; Conf# swou3w5t2	1100 Cash in Bank	200.00	13,411.25
01/10/2025	Expense		Bank of America Credit Card	Campbell Jones Cohen - FY24 Audit	1100 Cash in Bank	4,000.00	17,411.25
01/28/2025	Expense		Michelle Fox	Bookkeeper	1100 Cash in Bank	200.00	17,611.25
Total for 8050 Prof Servs							\$4,400.00
8055 Lobbyist							
Beginning Balance							6,250.50
01/14/2025	Expense		St. Jude's Childrens Hospital	Donation in Neena Laxalt's memory	1100 Cash in Bank	150.00	6,400.50
01/15/2025	Deposit			Donation in memory of Neena Laxalt	1100 Cash in Bank	-150.00	6,250.50
01/15/2025	Deposit			Donation in memory of Neena Laxalt	1100 Cash in Bank	150.00	6,400.50
Total for 8055 Lobbyist							\$150.00
Total for 8050 Prof Servs with subs							\$4,550.00
8250 Dues & Reg							

NV State Board of Psychological Examiners

Item 4A

General Ledger  
January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
	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						19.00
01/10/2025	Expense			External transfer fee - 3 Day - XXXXX8384	01/09/2025 Confirmation: 1100 Cash in Bank	1.00	20.00
01/14/2025	Expense			External transfer fee - 3 Day - XXXXX3804	01/13/2025 Confirmation: 1100 Cash in Bank	1.00	21.00
01/29/2025	Expense			External transfer fee - 3 Day - XXXXX8266	01/28/2025 Confirmation: 1100 Cash in Bank	1.00	22.00
Total for 9002 Bank Crgs						\$3.00	
Total for 9001 Banking Fees						\$3.00	
	PayPal Fees						
	Beginning Balance						11,855.79
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	11,875.64
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	3.47	11,879.11
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	11,898.96
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	11,918.81
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	11,938.66
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	11,958.51
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	3.47	11,961.98
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	3.47	11,965.45
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	11,985.30
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,005.15
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	3.47	12,008.62
01/02/2025	Deposit			Deferred PP fee	1100 Cash in Bank	3.47	12,012.09
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,031.94
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,051.79
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,071.64
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,091.49
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,111.34
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	3.47	12,114.81
01/03/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.78	12,120.59
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,140.44
01/03/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.90	12,146.34
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,166.19
01/03/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.90	12,172.09
01/03/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.78	12,177.87
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	20.51	12,198.38
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,218.23
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,238.08
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,257.93
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,277.78
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,297.63
01/03/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.78	12,303.41
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,323.26
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,343.11
01/03/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,362.96
01/09/2025	Deposit			Regular PP fee	1100 Cash in Bank	6.79	12,369.75
01/09/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.78	12,375.53
01/09/2025	Deposit			Regular PP fee	1100 Cash in Bank	6.68	12,382.21

NV State Board of Psychological Examiners

General Ledger  
January 2025

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
01/09/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,402.06
01/09/2025	Deposit			Regular PP Fee	1100 Cash in Bank	5.13	12,407.19
01/09/2025	Deposit			Regular PP fee	1100 Cash in Bank	4.49	12,411.68
01/09/2025	Deposit			Deferred PP Fee	1100 Cash in Bank	19.70	12,431.38
01/15/2025	Deposit			Regular PP fee	1100 Cash in Bank	6.68	12,438.06
01/15/2025	Deposit			Deferred PP fee	1100 Cash in Bank	24.58	12,462.64
01/15/2025	Deposit			Regular PP fee	1100 Cash in Bank	7.71	12,470.35
01/15/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.93	12,476.28
01/15/2025	Deposit			Active PP fee	1100 Cash in Bank	5.78	12,482.06
01/15/2025	Deposit			Deferred PP fee	1100 Cash in Bank	24.42	12,506.48
01/15/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,526.33
01/17/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.78	12,532.11
01/17/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.78	12,537.89
01/17/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,557.74
01/17/2025	Deposit			Deferred PP fee	1100 Cash in Bank	20.97	12,578.71
01/17/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,598.56
01/17/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.78	12,604.34
01/17/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,624.19
01/22/2025	Deposit			Deferred PP fee	1100 Cash in Bank	20.51	12,644.70
01/22/2025	Deposit			Deferred PP fee	1100 Cash in Bank	19.85	12,664.55
01/22/2025	Deposit			Deferred PP fee	1100 Cash in Bank	5.91	12,670.46
01/22/2025	Deposit			Deferred PP fee	1100 Cash in Bank	20.91	12,691.37
01/22/2025	Deposit			Deferred PP fee	1100 Cash in Bank	24.36	12,715.73
01/22/2025	Deposit			Regular PP fee	1100 Cash in Bank	5.78	12,721.51
01/22/2025	Deposit			Regular PP fee	1100 Cash in Bank	6.06	12,727.57
01/22/2025	Deposit			Deferred PP fee	1100 Cash in Bank	3.50	12,731.07
01/22/2025	Deposit			Regular PP fee	1100 Cash in Bank	1.57	12,732.64
Total for PayPal Fees						\$876.85	
Reimbursements							
Beginning Balance							3,993.60
01/03/2025	Payroll Check	DD	Laura M. Arnold	Reimbursement	2700 Direct Deposit Payable	164.13	4,157.73
01/03/2025	Payroll Check	DD	Sarah J. Restori	Reimbursement	2700 Direct Deposit Payable	143.07	4,300.80
01/17/2025	Payroll Check	DD	Laura M. Arnold	Reimbursement	2700 Direct Deposit Payable	164.13	4,464.93
01/17/2025	Payroll Check	DD	Sarah J. Restori	Reimbursement	2700 Direct Deposit Payable	143.07	4,608.00
01/31/2025	Payroll Check	DD	Sarah J. Restori	Reimbursement	2700 Direct Deposit Payable	143.07	4,751.07
01/31/2025	Payroll Check	DD	Laura M. Arnold	Reimbursement	2700 Direct Deposit Payable	164.13	4,915.20
Total for Reimbursements						\$921.60	

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

**DATE:** February 14, 2025

**ITEM:**

4B - (For Possible Action) Discussion and Possible Action to Approve Revisions to the Budget for Fiscal Year 2025 (July 1, 2024 – June 30, 2025).

**SUMMARY:**

With renewals nearly completed and revenue, income, and expenses having performed better in various line items than projected so far during this fiscal year, the executive director proposes revisions to the budget to adjust various budgeted amounts to more closely reflect the actual amounts that the Board has received and spent at this point in the fiscal year.



**NV State Board of Psychological Examiners**  
**Budget - Fiscal Year 2025**

1/31/25

		FY25 Budgeted Amount	FY25 Actual	% actual to budget
<b>INCOME</b>				
<b>Net Money on hand (Checking)</b> as of 7/1/2024		90,831.85	90,831.85	
<b>Deferred Revenue</b>				
2600	Renewals - 7/1/24 and 1/1/25	180,000.00	182,055.52	101.14%
2600	Late Renewals - 1Q 23-24	15,819.98	15,819.98	100.00%
2600	Late Renewals - 1Q 25-26	8,000.00	8,000.02	100.00%
40201 40281-3 40203	New Licensure, Registrations, Reinstatements	30,000.00	31,878.55	106.26%
Total Deferred Income (Gross)			237,754.07	
	Deferred PP fees		2,884.29	
	NET Deferred Income		234,869.78	

<b>Regular Revenue</b>	23-24 Biennium Q4 New Licensure and Registrations	8,000.00	8,259.22	103.24%
	<b>Applications</b>			
40100	Psychologist Application	20,000.00	12,477.93	62.39%
40101	PA Application	3,750.00	2,318.53	61.83%
40102	Intern Application	800.00	461.80	57.73%
40103	Trainee Application	3,000.00	2,014.50	67.15%
4010	Reinstatement/Reactivation	500.00		0.00%
4015	Psychologist State Exam	15,000.00	10,220.80	68.14%
4030	Non-Resident Consultant	900.00	500.00	55.56%
4040	CE App Fee	900.00	504.68	56.08%
	<b>Other</b>			
4025/4050	Late and License Restoration Fees	4,000.00	2,000.00	50.00%
40251/40252	New and Duplicate License	2,000.00	1,398.89	69.94%
4045	Verification of Licensure	400.00	244.68	61.17%
4075	Cost Recovered (Disciplinary)			
4999	Interest, Misc	40.00	24.71	61.78%
<b>Total Income</b>		<b>\$293,109.98</b>	<b>\$275,295.52</b>	<b>93.92%</b>

<b>Payroll Expenses</b>		<b>FY25 Budgeted Amount</b>	<b>FY25 Actual</b>	<b>% actual to budget</b>
5100	Board Salary/Per Diem	5,000.00	3,000.00	60.00%
2700	Executive Director (net)	55,000.00	31,913.16	58.02%
2700	Administrative Director (net)	45,000.00	26,884.02	59.74%

2700	Staff Salary (Part-Time)	10,000.00	0.00	0.00%
9110	Staff Benefits	17,500.00	8,006.52	45.75%
2700	Investigator Salary	15,000.00	7,503.43	50.02%
5250	Workers Compensation	1,000.00	552.70	55.27%
2108/5300	PERS	45,000.00	28,074.24	62.39%
2100	Federal Payroll Taxes	30,000.00	18,482.96	61.61%
9100	Other Payroll Expenses	1,000.00	558.00	55.80%
	<b>Total Payroll</b>	<b>224,500.00</b>	<b>124,975.03</b>	<b>55.67%</b>

Operating Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget
6100	Out of State	10,000.00	4,422.85	44.23%
6200	In-State Travel	1,000.00	428.26	42.83%
7015	Office Supplies/furniture	2,750.00	860.97	31.31%
	Office expenses:			
7040	- Print-Copy	500.00	240.33	48.07%
7050	- Rent	20,000.00	9,719.70	48.60%
7100	- Postage	1,200.00	978.07	81.51%
7210	- DoIt Web SV	1,200.00	592.88	49.41%
7290/72902 7200	- Telephone/Internet & Utilities	1,500.00	776.40	51.76%
7500	- Copy Lease	1,500.00	794.71	52.98%
	- Water/Misc	200.00	103.32	51.66%
7770/7777	Software & Database	4,500.00	1,541.73	34.26%
8010	Legal & Professional Fees	40,000.00	14,327.24	35.82%
8015	Tort Claim	1,200.00	1,164.30	97.03%
8050/8055	Professional Services (Auditor, Bookkeeper, Lobbyist)	32,500.00	24,011.75	73.88%

8250	Dues & Reg (ASPPB, Conf, Continuing Ed)	5,000.00	560.00	11.20%
8520	Admin Services (LCB)	1,350.00	1,200.00	88.89%
9001	Banking Fees	100.00	22.00	22.00%
	PayPal Fees (against regular revenue)	1,750.00	1,194.50	68.26%
90100	Miscellaneous Expense	500.00		0.00%
	Uncategorized Expense	250.00		
<b>Total Expenses</b>		<b>\$127,000.00</b>	<b>\$62,939.01</b>	<b>49.56%</b>
<b>Total Expenses + Payroll</b>		<b>\$351,500.00</b>	<b>\$187,914.04</b>	<b>53.46%</b>
<b>Total Income + Cash</b>		<b>\$ 383,941.83</b>	<b>\$366,127.37</b>	<b>95.36%</b>
<b>Final Balance</b>		<b>\$32,441.83</b>	<b>\$178,213.33</b>	

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

**DATE:** February 14, 2025

**ITEM:**

4C - (For Possible Action) Discussion and Possible Action to approve paying the 2024 Nevada State Assessment Fee for PsyPact in the amount of \$1,300.

**SUMMARY:**

The Board office has received PsyPact's Assessment fee for 2024 in the total amount of \$1,300.00. That amount reflects 118 APIT Holders in the amount of \$1,180.00 and 12 TAP Holders in the amount of \$120.00. The invoice is due to be paid by April 15, 2025.





# 2024 STATE ASSESSMENT FEE

STATE

PSYPACT COMMISSION

Janet Orwig  
(678) 216-1175  
PO Box 849,  
Tyrone, GA 30290

INVOICE NUMBER

DATE

INVOICE DUE

Amount DUE

ITEM	DESCRIPTION	AMOUNT
Total APIT Holders	Providers	\$
Total TAP Holders	Providers	\$
<p><i>*Rule 10.2 (A) Compact States will be charged an assessment of \$ 10 per Authorization Holder licensed in their Home State per fiscal year to be no greater than \$6,000 annually.*</i></p>		

## NOTES

Please make payment by credit card using the included form, or please mail in a check made payable to **PSYPACT Commission** to PO Box 849, Tyrone, GA 30290.

TOTAL \$



For more information or any issues, please email us at [info@psypact.org](mailto:info@psypact.org)

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

**DATE:** February 14, 2025

**ITEM:**

- 4D - (For Possible Action) Discussion and Possible Action to designate Board Members and/or Staff to Attend the Association of State and Provincial Psychology Boards (ASPPB) Mid-Year Meeting, April 24-27, 2025, in Montreal, QC, Canada for a combined total expenditure of approximately \$5,000.

**SUMMARY:**

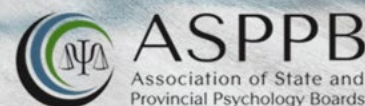
The ASPPB's Mid-Year Meeting will be held on April 24-27, 2025, in Montreal, QC, Canada. The combined total expenditure for three members/staff to go would be approximately \$5,000, and adjustments have been made to the budget in an earlier agenda item to accommodate that expense.

# ASPPB's 39<sup>th</sup> Midyear Meeting

## Fresh Focus: Critical Updates and Expanding Perspectives in Psychology Regulation



**Montreal, QC, Canada**  
**April 24<sup>th</sup> – 27<sup>th</sup>, 2025**



### THURSDAY, APRIL 24, 2025

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**10:00 a.m. – 2:30 p.m. EDT**    **Board Administrators and Registrars Committee (BARC) Meeting**  
RSVP Needed

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**11:00 a.m. – 2:30 p.m.**    **Board and College Chairs Committee (BCCC) Meeting**  
RSVP Needed

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**3:00 p.m. – 4:30 p.m.**    **Meeting of the ASPPB Boards of Directors and ASPPB Members**

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**5:30 p.m. – 7:30 p.m.**    **Welcome Reception and Registration**  
Dinner on Your Own

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## FRIDAY APRIL 25, 2025

7:30 a.m. – 8:45 a.m. EDT      General Session Breakfast and Registration

7:30 a.m. – 8:45 a.m.      First-time Attendees Breakfast

## FRIDAY, APRIL 25, 2025

9:00 a.m.

### Welcome and Call to Order

Hugh D. Moore, PhD, MBA President

:

### Welcome from Ordre des Psychologues du Quebec (Quebec Board of Psychologists)

Christine Grou, PhD, President

### Midyear Meeting Program

Cindy Olvey, PsyD, ASPPB Secretary-Treasurer, Chair, Midyear Meeting Committee

### Continuing Education and Meeting App Instructions

## SESSION 1 (CE PROGRAM BEGINS)

9:30 a.m.

### Quebec Fairness Commissioner (keynote)

André Gariépy, Lawyer, F.C.Adm., C.Dir

10:30 a.m.

### Q and A

10:45 a.m.

### Break

## SESSION 2

11:00 a.m.

### Impacts to Board/College Composition - Yesterday, Today and in the Future

12:00 p.m.

### Q and A

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12:15 p.m. Break

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12:30 p.m. Lunch

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## SESSION 3

1:45 p.m. Building Trust and Reputation Through Impactful Customer Service

2:45 p.m. Q and A

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3:00 p.m. Break

## SESSION 4

3:15 p.m. ASPPB and Other Updates

- EPPP Collaborative Implementation Task Force (CITF) introduction/update
  - Master's Credentialing (PRILM Task Force)
  - Strategic Plan Update
- 

4:30 p.m. Recess

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6:00 – 9:00 p.m. President's Dinner

## SATURDAY, APRIL 26, 2025

7:30 a.m. – 8:45 a.m. EDT General Breakfast

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7:30 a.m. – 8:45 a.m. New Board Member Training Breakfast  
Alex Siegel, PhD, JD, Director of Professional Affairs

## SATURDAY, APRIL 26, 2025



<b>9:00 a.m.</b>	<b>Call to Order and Announcements</b> Hugh D. Moore, PhD, MBA  <b>Consider Volunteering for ASPPB</b> Jennifer C. Laforce, PhD, CPsych, President-Elect, ASPPB Board of Directors  <b>Running for the Board of Directors/ASPPB Awards</b> Michelle G. Paul, PhD, Past-President, ASPPB Board of Directors, Chair, Nominations Committee
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## SESSION 5

**9:15 a.m.**                      **The Road to RxP**

**10:15 a.m.**                      **Q and A**

**10:30 a.m.**                      **Break**

## SESSION 6

**10:45 a.m.**                      **Jurisdictional Updates**

**11:45 p.m.**                      **LUNCH**

## SESSION 7

**12:45 p.m.**                      **The Current Landscape of Ethics Codes and Codes of Conduct**

**1:45 p.m.**                      **Q and A**

**2:30 p.m.**                      **Recess**

**5:30 – 7:00 p.m.**                      **President's Reception**

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Dinner on Your Own

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## SUNDAY, APRIL 27, 2025

7:30 a.m. – 8:30 a.m. EDT      **Breakfast**

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## SUNDAY, APRIL 27, 2025

8:30 a.m.      **Call to Order and Announcements**  
Hugh D. Moore, PhD, MBA

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## SESSION 8

8:30 a.m.      **Legal Updates**  
Dale Atkinson, Esq

9:30 a.m.      **Q and A**

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9:45 a.m.      **Break**

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## SESSION 9

10:00 a.m.      **Current Workforce Shortages and the Need for Competent Providers**

11:00 a.m.      **Q and A**

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11:30 a.m.      **Adjourn**  
Hugh D. Moore, PhD, MBA

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### Regulation Revisions Table

<b><u>Legislative File No.</u></b>	<b><u>Description</u></b>	<b><u>Status</u></b>
R192-24	National Exam Regulation	LCB has issued a regulation number; awaiting an LCB Draft to be able to have a Regulation hearing.
R001-25	Continuing Education Regulation	LCB has issued a regulation number; awaiting an LCB Draft to be able to have a Regulation hearing.

### 2025 Legislative Session

<b><u>Bill No</u></b>	<b><u>Description</u></b>	<b><u>Status</u></b>
<a href="#">SB78</a>	Board consolidation bill – consolidates Nevada’s behavioral health boards under the Dept. of Business & Industry – Office of Boards, Commissions and Councils Standards	2/5/2025 - Dept. of B&I made presentations to the Senate and Assembly Committees on Commerce and Labor
<a href="#">SB165</a>	Revises NRS Chapter 641 (Psychologists) to provide for the licensure, regulation, investigation and discipline of Behavioral Health and Wellness Practitioners	2/5/2025 – Read first time, and to Committee
<a href="#">AB196</a>	Revises certain provisions of NRS Chapter 641 related to the term “psychometrist”, the registration of business entities, and creating a limitations period for complaints.	2/5/2025 – From printer, and to Committee
<a href="#">SB68</a>	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.	2/3/2025 – Read first time, and to Committee
<a href="#">AB64</a>	Revisions to provisions relating to public meetings – time for public comment, comments on pending cases, and remote meetings.	2/4/2025 – Read first time, and to Committee

# Board Office Statistics

Item 7

## 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
<b>Psychologists</b>	Licenses Issued	10	7	8	8	6	5	6						50
	Applications Received	16	13	18	4	13	7	5						76
<b>Psychological Assistants</b>	Registrations Issued	1	7	3	3	3	1	0						18
	Applications Received	4	3	4	0	0	0	0						11
<b>Psychological Interns</b>	Registrations Issued	1	0	0	0	0	0	0						1
	Applications Received	0	0	1	2	0	1	0						4
<b>Psychological Trainees</b>	Registrations Issued	0	1	1	8	0	0	0						10
	Applications Received	0	2	8	0	0	1	2						13
<b>Non-Resident Consultants</b>	Registrations Issued	0	1	1	1	0	0	1						4
<b>Background Checks</b>	Reviewed	1	0	0	1	0	0	0						2
<b>Continuing Education</b>	Applications Reviewed	7	0	4	2	1	2	1						17
<b>State Exams</b>	Administered	11	12	13	9	7	3	5						60
<b>Complaints</b>	Received	4	3	2	2	1	1	2						15
<b>Totals</b>		55	49	63	40	31	21	22	0	0	0	0	0	281

### Licensees - 2025-26 as of 1/31/2025:

Active	<b>668</b>
- Renewed	663
- New	5
Inactive	119
- Renewed	77
- Interim / pending late renewal	42
Expired	326
- Retired / stated non-renewal	21

### Current Applications and Registrations:

	App	Reg
Psychologists	140	
Psychological Assistants	9	35
Psychological Interns	11	3
Psychological Trainees	7	32

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

**DATE:** February 14, 2025

**ITEM:**

9A - (For Possible Action) Discussion and Possible Action to Approve Dr. Jennifer Grimes-Vawters' request to be employed without compensation under her registration as a Psychological Assistant.

**SUMMARY:**

Dr. Jennifer Grimes-Vawters, who is approved as a Psychological Assistant, has requested Board approval under NAC 641.154 to work as a Psychological Assistant without compensation. NAC 641.154 states, in relevant part, that a Psychological Assistant is entitled to compensation paid in equal amounts on a fixed schedule over the course of his or her training. However, an employment agreement that does not provide for the payment of a salary or stipend may be approved by the Board if the Board determines that the agreement is in the best interest of the Psychological Assistant.



**Nevada Board of Psychological Examiners  
Executive Director Notes**

**DATE:** February 14, 2025

**ITEM:**

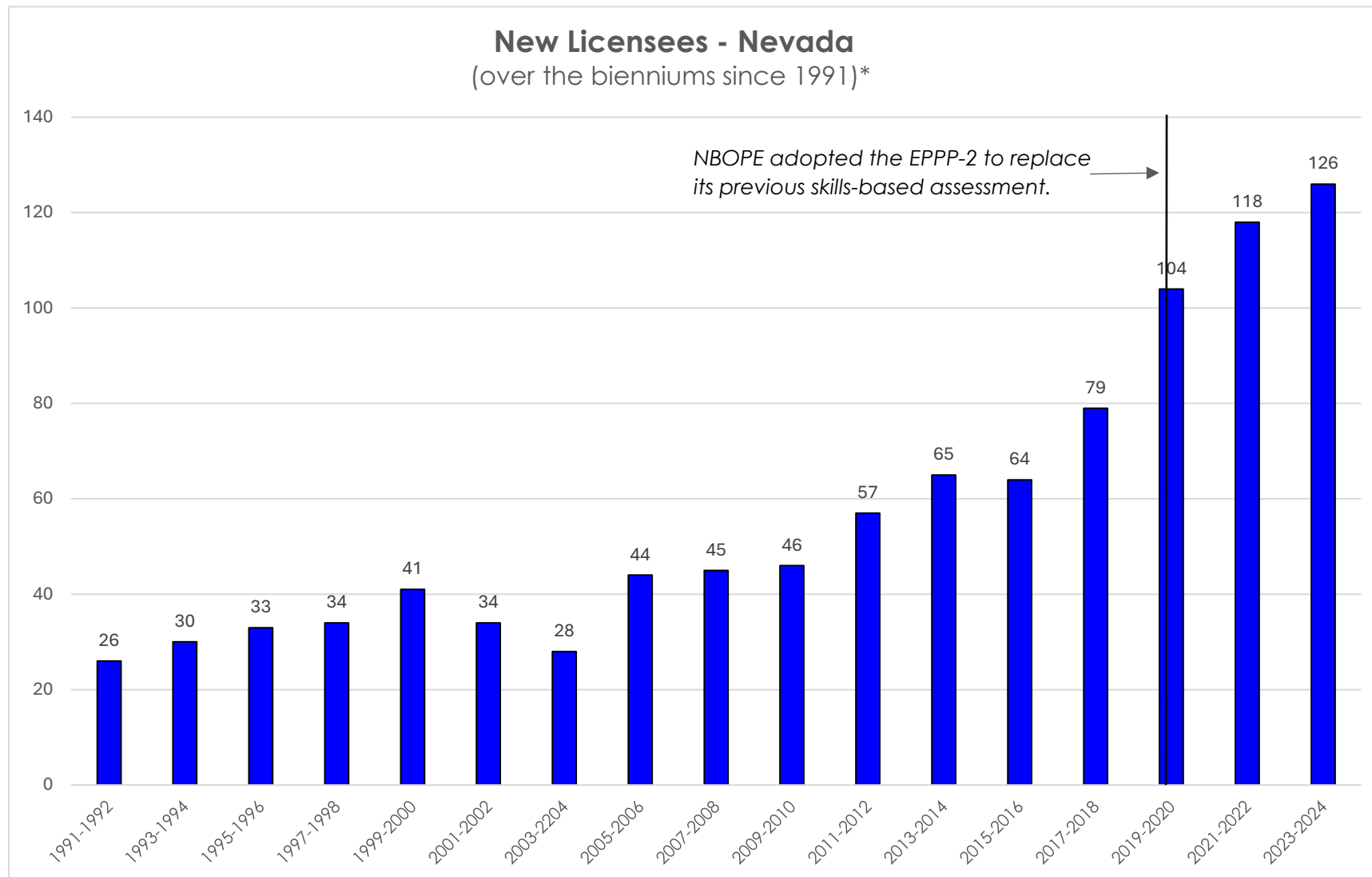
9B - (For Possible Action) Discussion and Possible Action to Approve Dr. Milagro Gonzalez's request to extend her Registration as a Psychological Assistant for a Fourth Year.

**SUMMARY:**

Dr. Milagro Gonzalez, who is registered as a Psychological Assistant, has requested Board approval to extend her registration for a fourth year. Dr. Gonzalez was initially registered as a Psychological Assistant on February 18, 2022, under Dr. Kara Cross's supervision, and has been granted extensions since then under the same supervision. Dr. Gonzalez's current registration as a Psychological Assistant is scheduled to expire on February 17, 2025.

Because an extension of Dr. Gonzalez's registration would extend her registration into a fourth year, [NAC 641.151\(3\)](#) requires that the Board approve the registration extension request.

Included in the meeting materials for Dr. Gonzalez is her letter to the Board explaining the reason for her request.



\* The graph depicting the number of new licensees in Nevada over the bienniums since 1991 was prepared by the Board Office from the Nevada Psychology Board's licensure data.

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

**DATE:** February 14, 2025

**ITEM:**

- 11 - (For Possible Action) Discussion and Possible Action regarding Regulatory Guidance regarding R095-23 and the Release of Test Data (Response to 2023 AB244), including whether the Board should request an opinion from the Attorney General's Office.

**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 to AB244 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 provides proposed regulatory guidance for R095-23.

When this information was brought before the Board during the December 6, 2024, meeting, there was a suggestion to eliminate the first and second sections from the document and focus solely on providing the regulatory guidance. Rather than engaging in any further discussion on the regulatory guidance section, the Board opted to table that discussion for further consideration during the January 10, 2025, meeting, during which the agenda item was further tabled in order to permit those who volunteered to assist in draft language the ability provide it.

The Board has also received requests from licensees to provide, among other things, specific guidance on the release of test data, in response to which there has been a suggestion that the Board obtain an opinion from the Attorney General's office on the scope of what it can provide.

Gary Lenkeit, Ph.D.  
Licensed Psychologist  
9163 W. Flamingo Rd., Ste 120  
Las Vegas, Nevada 89147  
702-263-0094

Public comment for agenda item 11

During the 2023 Nevada Legislative Session, AB 244 was passed by the Legislature and signed into law by the Governor. This bill amended NRS 629 to add a section which established the right of an individual “compelled to submit to a mental or physical examination” to “have an observer of choice present throughout the examination.” (AB 244, section 1.1b)

The term “mental examination” was not defined in NRS 641/NAC 641 prior to the passage of AB 244. Therefore, in response to inquiries from psychologists, and in order to bring clarity to this term, the Nevada Board of Psychological Examiners developed and adopted language to define “mental examination.” This language is contained in LCB file number R095-23, which was filed on September 16, 2024, and is now part of NAC 641. A copy of this regulation can be found on NBOPE’s website (psyexam.nv.gov) under Rules/Regulations.

LCB’s file number R095-23 also defined the term “psychological test data” as the meaning ascribed to the term “test data” in the American Psychological Association ***Ethical Principles of Psychologists and Code of Conduct*** and defined the term “psychological test material” as the meaning ascribed to the term “test material” in the same document. The American Psychological Association ***Ethical Principles of Psychologists and Code of Conduct*** is adopted as the guiding ethical principles for psychologists practicing in Nevada in NAC 641.250 and as such, psychologists in Nevada are legally required to abide by this code.

LCB file number R-095-23 has not been readily available to psychologists and other interested parties throughout the state. It is available on the Board’s website, but an individual would need to specifically know where to look for this document on the website. Complete updated versions of NAC 641 are not available through search engines, as the code has not incorporated most of the recent regulation changes. It is my opinion it is very important for all psychologists in the state, particularly those operating in the legal system, to be aware of this regulation change and



have a copy of this document. Therefore, I would respectfully recommend that the Board send a copy of R095-23 to all psychologists in the state.

Recently an issue has been raised that the changes in regulations have not sufficiently addressed the issue of test security. During the debate on R095-23, recommendations were made to include further language on this topic. Ultimately, after much debate, this language was rejected in the final drafting. If the Board wishes to reconsider this language or similar language, a full debate on this issue would need to occur.

Recent correspondence to the Board office has requested that the Board assume an activist and advocacy position for psychologists with the judiciary and legislature. It is important for all psychologists to understand that NBOPE is a regulatory body charged with protecting the public from the practice of psychology by unqualified persons and from unprofessional conduct by persons licensed to practice psychology (NRS 641.010). NBOPE is not, and cannot be, and advocacy organization for psychological practice. Such advocacy could easily conflict with the Board's regulatory role. The Nevada Board of Psychological Examiners has provided guidance to all psychologists to practice within ethical bounds through statutes and regulations, including LCB file number R-095-023. The Board must not step out of this role. For psychologists, knowledge of NRS 641, which incorporates the APA Code of Ethics, and NAC 641, including LCB file number R-095-23, are the guiding principles to practice in Nevada, and should therefore be referenced by psychologists in their encounters with the judicial system to express the perimeters of required conduct by psychologists.

Respectfully submitted,

Gary Lenkeit, Ph.D.

Licensed Psychologist

***Regulatory Guidance on Psychological Evaluations / Testing – [R095-23](#)******Nevada Board of Psychological Examiners' Regulatory Language Clarification in Response to 2023 AB244 (NRS 629.620)***

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**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.<sup>1</sup>

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 Psychology<sup>2</sup>, 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 AB244<sup>3</sup>, 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 Clarifications Related to AB244**

During its September 8, 2023, meeting, the Board considered proposed clarifications in its regulation language as it concerns AB244 by providing definitions of certain terms in and adding language to NAC Chapter 641<sup>4</sup>, 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.<sup>5</sup> 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

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

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

<sup>3</sup> 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.

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

<sup>5</sup> 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.

Board took public comment on and discussed various revisions to R095-23. The version that the Board ultimately approved 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](#).<sup>6</sup>

### **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.

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

- 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) 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**

The Nevada Board of Psychological Examiners’ (Board) intent in clarifying its regulatory language as it concerns AB244 was to differentiate between testing test data and test materials in reference to what can and cannot be released. The American Psychological Association (APA) Code of Ethics, *which the Board has adopted and incorporated by reference in [NAC 641.250\(1\)](#)*, provides a distinction between test data and test material. In relevant part, the APA’s code of ethics defines test data as “...raw and scaled scores, client/patient responses to test questions or stimuli, and psychologists’ notes and recordings concerning client/patient statements and behavior during an examination.” APA, 2017, §9.04. In contrast, test materials refer to “...manuals, instruments, protocols, and test questions or stimuli.” APA, 2017, §9.11. The APA Code of Ethics also mandates that “Psychologists make reasonable efforts to maintain the integrity and security of test materials and other assessment techniques, consistent with law and contractual obligations, and in a manner that permits adherence to this Ethics Code.” APA, 2017, §9.11.

In alignment with the above ethical codes that the Board has adopted and incorporated into its regulations, test data should be released without the test materials. While test data can be a subset of test material, only responses to test questions are stimuli that can be released—as opposed to the actual manuals, instruments, protocols, test questions, or stimuli. To ensure compliance with the APA code of ethics, psychologists may opt to remove test questions or stimuli from response test forms if doing so is necessary to safeguard the integrity and security of test materials prior to releasing them.

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

**DATE:** February 14, 2025

**ITEM:**

- 12 - (For Possible Action) Discussion and Possible Action to Approve the Proposed Examination Retake Application Policy.

**SUMMARY:**

In its continuing efforts to streamline the Board's various applicant review procedures, the executive director has prepared a draft policy that governs the review procedure for applicants who request to retake an examination for licensure for a fourth time. Currently, those who fail an examination required for licensure three times must apply to the Board to retake that examination a fourth time, which is considered and addressed at an open and public Board meeting. A review process that does not require an applicant to be subject to a review during a public meeting when facing a fourth exam retake aligns and is consistent with the rationale for the review policies the Board has created for other review scenarios, such as background check reviews and test accommodation applications.





**STATE OF NEVADA**  
**BOARD OF PSYCHOLOGICAL EXAMINERS**  
**Examination Retake Application Review Policy**

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## **Purpose**

In accordance with the applicable provisions of NRS Chapter 641 and NAC Chapter 641, this policy describes the process by which the Board considers and makes a determination on an applicant's request to take an examination required for licensure for the fourth time.

## **Procedure**

- A. An applicant who fails an examination required for licensure three times is required to submit to the Board office an application to retake that examination a fourth time (examination retake application).
- B. All examination retake applications that the Board office receives shall be referred to the Board's Examination Retake Review Panel, which is comprised of the Board President, a Board investigator, and the Board's Administrative Director.
- C. Within three (3) business days after the Board office's receipt of an examination retake application, the Administrative Director shall:
  1. review the application to ensure it contains the information the application requires, and
  2. forward to the Board President and a Board investigator of the Administrative Director's choosing for their respective review and consideration:
    - a. a copy the examination retake application, and
    - b. the Administrative Director's decision on the application.
- D. The Examination Retake Review panel shall review and make a determination on the examination retake application within fourteen (14) days of the Board Office's receipt of that application. In making a determination on the examination retake application, each member of the review panel shall share with the other two review panel members his or her determination on the application.
  - a. If the review panel members have a consensus on the examination retake application, the Administrative Director shall advise the applicant of that decision accordingly.
  - b. If the review panel members are unable to come to a consensus on the examination retake application, the application shall be referred to the full Board for its review and determination during a regular Board meeting.

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

**DATE:** February 14, 2025

**ITEM:**

- 13 - (For Possible Action) Discussion and Possible Action to Approve a Revision to the Board's Employment, Compensation, and Evaluation Policy to add a Board Consultant position.

**SUMMARY:**

During the December 6, 2024, Board meeting, the executive director announced Dr. Gary Lenkeit's resignation from the Board as one of its investigators. In so doing, the executive director also noted that she would be proposing a revision to the Board's Employment, Compensation, and Evaluation policy to add a Board Consultant position with the idea that Dr. Lenkeit could be the first fill that roll so that the Board could continue to benefit from Dr. Lenkeit's deep knowledge regarding and experience with the Board when and if needed.

Pursuant to [NRS 641.115](#), which permits the Board to "Employ attorneys, investigators, consultants, hearing officers, and employees necessary to the discharge of its duties[,]" the executive director has drafted the proposed revision to the Board's Employment, Compensation, and Evaluation policy to add a Board Consultant role. With the Board Consultant role in place in that policy, the Board can continue to benefit from the knowledge and experience of not only Dr. Lenkeit, but other past Board members that may succeed Dr. Lenkeit in that role when issues arise for which the Board seeks input and consultation.



## POLICY OF THE NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

### Employment, Compensation, and Evaluation Policy

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#### 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. *The Board may employ a Board Consultant for the purpose of providing input and guidance on Board matters for which the Board seeks experienced assistance. The individual hired by the Board as a Board Consultant shall be a Nevada Licensed Psychologist who previously sat on the Board for at least one full 4-year term.*
- c. This policy applies to all opportunities and privileges of employment including but not limited to hiring, termination, compensation, and training.
- d. 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 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.

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- 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.



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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.
- 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.

- 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 *hourly wage* if the annual performance evaluation is rated as average or better.
- 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 employs shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.

#### ***4. Board Consultant***

- a. *Employment. The Board may employ a Board Consultant in the manner stated in section 1(a), above, for the purpose and with the qualifications stated in section 1(b), above.*
- b. *Compensation. See Addendum A for Board Consultant's pay schedule.*
  1. *The Board shall pay its Board Consultant an hourly fee as it is earned at the Board's regular payroll intervals, less any deductions required by law or authorized by the Board Consultant.*
  2. *Merit Pay Increase. The Board Consultant shall be eligible for an annual merit salary increase of not less than 2% of the hourly wage if the annual performance evaluation is rated as average or better.*
- c. *Duties and Responsibilities. The Board Consultant's duties and responsibilities shall be to provide input and guidance on Board matters for which the Board requests experienced assistance.*
- d. *Review and Evaluation. The Board Consultant shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.*

#### **5. 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.

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- 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.

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## 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.

#### 6. 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.

#### 7. 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.

#### 8. 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.
9. 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).

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**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
2/14/2025	Reviewed and revised	Revised to add Board Consultant

**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 *and Consultant*** 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)

<b>STEP</b>	<b>HOURLY</b> 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



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

**DATE:** February 14, 2025

**ITEM:**

- 14 - (For Possible Action) Discussion and Possible Action on revising Question No. 20 on the Board's License Renewal Application Form to comply with 2013 SB338.

**SUMMARY:**

During the license renewal period for the 2025-26 biennium, a licensee noted that Question No. 20 of the renewal application contained language that had been changed during the 2013 legislative session. Specifically, 2013 SB338 changed the term "mental retardation" to "intellectual disability."

Question No. 20 on the Board's renewal application states:

"Has any government agency ever substantiated allegations made against you for physical, mental, emotional abuse or neglect, sexual abuse, or exploitation of (1) a child, (2) a resident of an adult care home, Medicare facility, psychiatric hospital or state institution for the mentally retarded, or (3) an adult?"

It is proposed that the Board approve revising that question to incorporate what is required by 2013 SB338, as follows:

Has any government agency ever substantiated allegations made against you for physical, mental, emotional abuse or neglect, sexual abuse, or exploitation of (1) a child, (2) a resident of an adult care home, Medicare facility, psychiatric hospital or state institution for ~~the mentally retarded~~ *those with intellectual disabilities*, or (3) an adult?



STATE OF NEVADA  
**BOARD OF PSYCHOLOGICAL EXAMINERS**

3080 South Durango Drive, Suite 102 | Las Vegas, Nevada 89117

702.276.0926

[www.Psyexam.nv.gov](http://www.Psyexam.nv.gov)

**LICENSE RENEWAL FORM - ACTIVE**  
**For the Year Ending December 31, 2026**  
**Current Registration expires December 31, 2024**

Licensee Name:

License #: PY

Expires On: December 31, 2024

Renewal Amount Due: **\$650.00**

Due Date: December 31, 2024

***Please Note: A Penalty of \$200.00 will be assessed if postmarked after December 31, 2024***

MAIL RENEWAL FORM AND FEE TO:  
 State of Nevada Board of Psychological Examiners  
 3080 South Durango Drive, Suite 102  
 Las Vegas, Nevada 89117

**To renew your license, please complete the full form and return this document, and any other necessary information, with the appropriate fees.**

Please verify and correct information below:

**Current Public Information**

**Revised Public Information**

Address:	
Phone:	
Email:	

**Mailing Address – NOT PUBLIC**

(If different than public information above)

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ARE YOU AN ACTIVE MEMBER OR VETERAN OF THE U.S. ARMED FORCES? Yes \_\_\_ No \_\_\_

ARE YOU THE CURRENT/SURVIVING SPOUSE OF AN ACTIVE MEMBER/VETERAN? Yes \_\_\_ No \_\_\_

ARE YOU NOW, OR HAVE YOU IN THE PAST YEAR, SERVED AS A SUPERVISOR  
OF A PSYCHOLOGICAL TRAINEE, INTERN OR POST-DOCTORAL STUDENT? Yes \_\_\_ No \_\_\_

MAIN FOCUS OF PRACTICE: (NRS 641.220) (LIMIT 5) \_\_\_\_\_

I am interested in assisting the Board with:

\_\_\_ Exam Review / Development    \_\_\_ Specialty Based Evaluations/ Reviews    \_\_\_ Disciplinary Consultations

Left blank intentionally

**ATTENDANCE RECORD OF CONTINUING EDUCATION COURSES**

**PLEASE NOTE: UNLESS YOU RECEIVE AN AUDIT LETTER IN THE MAIL, NO DOCUMENTATION OF COMPLETION OF CE COURSES SHOULD ACCOMPANY THIS FORM.** NAC 641.132 states, in part, that the licensee shall retain evidence of the completion of the continuing education under NAC 641.136 for at least 5 years after the completion of that continuing education. A copy of a certificate must be submitted to the Board UPON REQUEST to verify completion of the course of study or training. Failure to provide the requested certificate(s) may subject the licensee to disciplinary action. Any false, incorrect, or misleading statement(s) on this form may subject the licensee to disciplinary action.

Submission of this form certifies that you have completed the continuing education required by NRS 641. 220 and NAC 641.136 (INCLUDING 30 TOTAL HOURS OF CONTINUING EDUCATION CREDITS, WITH 6 HOURS OF INSTRUCTION IN SCIENTIFIC AND PROFESSIONAL ETHICS AND STANDARDS, AND COMMON AREAS OF PROFESSIONAL MISCONDUCT; 2 HOURS OF INSTRUCTION IN EVIDENCE BASED SUICIDE PREVENTION AND AWARENESS; AND 6 HOURS OF INSTRUCTION RELATING TO CULTURAL COMPETENCY AND DIVERSITY, EQUITY, AND INCLUSION) and that the evidence of completion of continuing education required pursuant to NAC 641.136 (1) is true and accurate.

\_\_\_\_\_  
Signature\_\_\_\_\_  
Date

The section below should be completed and submitted with your renewal form. Note: "Face-To-Face" includes live online opportunities when real-time interaction with the instructor is possible. "Distance" includes home study and asynchronous learning.

DATE(S)	PROGRAM TITLE	SPONSOR	HOURS EARNED	FACE-TO- FACE / LIVE	DISTANCE / HOME	ETHICS	SUICIDE P/A	DIVERSITY

\_\_\_\_ check if continued on next page

Subtotal from next page: \_\_\_\_\_

Professional Ethics CE Credits Earned: \_\_\_\_\_

Evidence Based-Suicide Prevention and Awareness Credits Earned: \_\_\_\_\_

Cultural Competency and Diversity, Equity, And Inclusion \_\_\_\_\_

Total CE Credits Earned: \_\_\_\_\_

DATE(S)	PROGRAM TITLE	SPONSOR	HOURS EARNED	FACE-TO- FACE	DISTANCE	ETHICS	SUICIDE P/A	DIVERSITY

Page Sub-total: \_\_\_\_\_

Please put grand total on front page

Please answer the following questions:

**SINCE THE LAST TIME YOU RENEWED YOUR LICENSE IN NEVADA:**

1. Has any jurisdiction rejected or denied your application for licensure/certification/registration as a psychologist or any other profession? Yes \_\_\_ No \_\_\_
2. Have you ever been disciplined by a psychology licensing body? Yes \_\_\_ No \_\_\_
3. Has any jurisdiction limited your practice in any way or by any other action? Yes \_\_\_ No \_\_\_
4. Have you ever been disciplined while holding any other professional license/ registration/ certificate? Yes \_\_\_ No \_\_\_
5. Have you ever been convicted of, or entered a plea of guilty or nolo contendere to a criminal offense, felony, or misdemeanor (other than a minor traffic violations)? Yes \_\_\_ No \_\_\_
6. Have you voluntarily surrendered or restricted your professional license/ registration/ certificate in any jurisdiction? Yes \_\_\_ No \_\_\_
7. Have you ever been censured, reprimanded, dismissed, suspended, terminated or asked to resign, or has disciplinary action been taken against you during your education, training or employment as a mental health professional? Yes \_\_\_ No \_\_\_
8. Have you ever been refused renewal of any professional license/registration/certificate for any reason in any jurisdiction? Yes \_\_\_ No \_\_\_
9. Are you the subject of a current proceeding or outstanding/unresolved complaint or investigation in relation to the profession of psychology or any other profession? Yes \_\_\_ No \_\_\_
10. Have you ever aided or abetted another individual in practicing psychology without a license or an exemption in any jurisdiction? Yes \_\_\_ No \_\_\_
11. Have you ever practiced psychology without a license or exemption in any other jurisdiction? Yes \_\_\_ No \_\_\_
12. Are you a registered in any jurisdiction as a sex offender? Yes \_\_\_ No \_\_\_
13. Are you physically or mentally incapable to render psychological services with the reasonable skill, safety, and competency at present? Yes \_\_\_ No \_\_\_
14. Do you use drugs and/or alcohol to an extent that affects your professional competency? Yes \_\_\_ No \_\_\_
15. Have you ever been party to a malpractice action or had a malpractice action brought against you or entered into a malpractice settlement? Yes \_\_\_ No \_\_\_
16. Have you ever been subject to an action by an ethics committee of any professional organization in any jurisdiction? Yes \_\_\_ No \_\_\_
17. Have you been denied staff membership or privileges in any hospital or health care facility or had such membership or privilege revoked, suspended or subjected to restrictions or been requested to withdraw or resign? Yes \_\_\_ No \_\_\_
18. Has any third-party payor, including Medicare and Medicaid, terminated, suspended, restricted or revoked your status as a provider for reasons related to your professional practice? Yes \_\_\_ No \_\_\_
19. Have you ever had professional liability insurance cancelled? Yes \_\_\_ No \_\_\_
20. Has any government agency ever substantiated allegations made against you for physical, mental, emotional abuse or neglect, sexual abuse, or exploitation of (1) a child, (2) a resident of an adult care home, Medicare facility, psychiatric hospital or state institution for ~~the mentally-retarded~~ *those with intellectual disabilities*, or (3) an adult? Yes \_\_\_ No \_\_\_



**21. Child support information** – Please check one:

- a. ☐ I am not subject to a court order for the support of a child.
- b. ☐ I am subject to a court order for the support of one or more children and am in compliance with the order or plan approved by the district attorney or other public agency enforcing the order.
- c. ☐ I am subject to a court order for the support of one or more children and am **not** in compliance with the order or a plan approved by the district attorney or other public agency enforcing the order for the repayment of the amount payable pursuant to the order.

**EXPLAIN ANY YES ANSWERS ON QUESTIONS 1-20 OR 21c (Attach Extra Page If Necessary):**


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22. Are you currently registered with PSYPACT? Yes ☐ No ☐

23. Do you hold a license in Psychology in another jurisdiction? Yes ☐ No ☐

In good standing? Yes ☐ No ☐

List other licenses held. \_\_\_\_\_

24. Have you received training in the treatment of mental and emotional trauma immediately following an emergency or disaster, training in the short-term treatment of mental and emotional trauma, or training in the long-term treatment of mental and emotional trauma? Yes ☐ No ☐

a. If yes, describe the training received: \_\_\_\_\_

b. Are you willing to respond in the event of an emergency or disaster if requested? Please note, by answering yes you are agreeing to your information being provided to the government agency responsible for the response to the event, as directed by the Governor or State Legislature (NRS 641.221).

Yes ☐ No ☐

25. Do you have a professional will in place? Yes ☐ No ☐

26. In accordance with Nevada Administrative Code, list your designated custodian of health care records in the event of the discontinuation of your practice, whether temporary or permanent (name, contact information).

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27. List the names under which you advertise your practice: (NRS 641.225):

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**I affirm, under penalty of perjury, that all information supplied herein for my license renewal is true, accurate and complete, and that I have not withheld, misrepresented, or falsely stated any information relevant to my training and experience or my fitness to practice psychology.**

Signature \_\_\_\_\_ Date \_\_\_\_\_