



**State of Nevada
Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board**

NOTICE OF PUBLIC MEETING

Wednesday, October 21, 2020 ~ 4:30pm

Location

NO PHYSICAL ACCESS

Per Governor Sisolak's March 21, 2020 Emergency Directive 006 suspending the physical meeting location requirement for public bodies. Please see teleconference options below.

Supporting material relating to this meeting will not be physically available but electronic copies are available on the Board's website at <https://www.nvspeechhearing.org/about/Minutes.asp>

Teleconference Access

ZOOM VIDEO & AUDIO:

<https://us02web.zoom.us/j/88131806721?pwd=cVh3OEJabHE3K3dnb2oxeTVaL29vdz09>

AUDIO ONLY BY TELEPHONE: (253) 215-8782

Meeting ID: 881 3180 6721 **Passcode:** 330537

If you are outside the United States or need **toll-free audio access**, please contact the Board office at board@nvspeechhearing.org to request a toll-free number no later than 3:00pm Pacific on the day of the meeting.

AGENDA

The **STATE OF NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY AND HEARING AID DISPENSING BOARD** may: address agenda items out of sequence (b) combine agenda items or (c) pull or remove items from the agenda at any time. The Board may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person. (NRS 241.020, NRS 241.030). Action by the Board on any item may be to approve, deny, amend, or table.

1. Call to Order, Confirmation of Quorum

2. Public Comment

No vote may be taken upon a matter raised during a period devoted to public comment until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020)

3. Approval of the Minutes: Board Meeting of July 22, 2020

(for possible action)

4. Retroactive Board Review of Heather Castellano Apprentice Application per NAC 637B.0398

(for possible action)

5. License Reinstatement Application: Ashley Butler, SLP License # SP-2384 (Expired)

(for possible action)

6. **License Reinstatement Application: Scott Sumrall, AuD License #A-2133 (Involuntary Surrender by Revocation)**
(for possible action)
7. **Update on Practitioner Needs and Board Response to COVID-19**
(for possible action)
8. **Review and Approval of Proposed Revision to Cost Sharing Agreement and Administrative Collaborative Proposal with Board of Occupational Therapy**
(for possible action)
9. **Legislative Update: Sarah Adler, Silver State Government Relations**
(informational only)
10. **Work Session on Legislative Priorities and Review of 2020 Licensee Survey Results**
(for possible action)
 - a. NRS 637B.175 Increase Statutory Caps on Licensing Fees
 - b. NRS New Speech-Language Pathology Assistant, Audiology Assistant
11. **Executive Director Annual Evaluation**
(for possible action)
12. **Executive Director's Report**
(for possible action)
 - a. Licensure Statistics
 - b. FY21 Q1 Financial Report & FY20 Balance Sheet
 - c. Update on Database Upgrade to Accept New Applications Online
 - d. Board Member Appointments/Reappointments
 - e. Complaints
13. **Report from Legal Counsel**
(informational only)
14. **Reports from Board Chair and Members**
(for possible action)
 - a. Report from Board Chair and Board Members
 - b. 2021 Meeting Schedule: Next meeting proposed for Wednesday, January 20, 2021 at 4:30pm
 - c. Future Agenda Items
 1. Continued work on Legislative Priorities:
 - a. NRS 637B.175 - Increase Statutory Caps on Licensing Fees;
 - b. NRS New - Speech-Language Pathology Assistant, Audiology Assistant
 2. Review of Draft Jurisprudence Exam
15. **Public Comment**
No vote may be taken upon a matter raised during a period devoted to public comment until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020)
16. **Adjournment**
(for possible action)

Public comment is welcomed by the Board. Public comment will be limited to five minutes per person and comments based on viewpoint will not be restricted. A public comment time will be available prior to action items on the agenda and on any matter not specifically included on the agenda as the last item on the agenda. At the discretion of the President, additional public comment may be heard when that item is reached. The Board Chair may allow additional time to be given a speaker as time allows and in his/her sole discretion. (NRS 241.020, NRS 241.030)

Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the Board may refuse to consider public comment. (NRS 233B.126)

Persons with disabilities who require special accommodations or assistance at the meeting should contact the Board office at (775) 787-3421 or email at board@nvspeechhearing.org no later than 48 hours prior to the meeting. Requests for special accommodations made after this time frame cannot be guaranteed.

THIS MEETING HAS BEEN PROPERLY NOTICED AND POSTED IN THE FOLLOWING LOCATIONS:

Office of the Attorney General 100 N. Carson Street Carson City, Nevada 89701	Office of the Attorney General 5420 Kietzke Lane, Suite 202 Reno, Nevada 89511	Grant Sawyer State Office Building 555 E. Washington Avenue, #3900 Las Vegas, Nevada 89101
Washoe County Courthouse 75 Court Street Reno, NV 89501	Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board 6170 Mae Anne Avenue, Suite 1 Reno, Nevada 89523	Washoe County Clerk 1001 E. 9th Street, Building A Reno, NV 89520
Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board Website www.nvspeechhearing.org		State of Nevada Administrative Website www.nv.gov

This agenda has been sent to all members of the Board and other interested persons who have requested an agenda from the Board. Persons who wish to continue to receive an agenda and notice must request so in writing on an annual basis.

Supporting material relating to public meetings of the Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board is available ~~at the Board's administrative offices located at 6170 Mae Anne Avenue, Suite 1, Reno, Nevada 89523~~ on the Board's website at <https://www.nvspeechhearing.org/about/Minutes.asp> or by contacting Jennifer R. Pierce, Executive Director by phone at (775) 787-3421 or email board@nvspeechhearing.org.

No physical access to copies of materials for this meeting. Meeting Notice not posted at sites marked above per State of Nevada Declaration of Emergency Directive 006.

Anyone desiring additional information regarding the meeting is invited to call the Board office at (775) 787-3421.

AGENDA ITEM 1

Call to Order, Confirmation of Quorum

Call to Order, Confirmation of Quorum.

ACTION: Meeting called to order.

ATTACHMENT(S): *None*

AGENDA ITEM 2

Public Comment

No vote may be taken upon a matter raised during a period devoted to public comment until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020).

ACTION: None – INFORMATIONAL ONLY

ATTACHMENT(S): None

AGENDA ITEM 3

Approval of the Minutes: Board Meeting of July 22, 2020

The minutes of the meeting of July 22, 2020 are presented for approval.

ACTION: Approve, table, or take no action on the matter.

ATTACHMENT(S):

1. *2020 7 22 Minutes ~ Not Yet Approved*



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

MINUTES OF PUBLIC MEETING

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

July 22, 2020

Members Present: Tami Brancamp, Andrea Menicucci, Nighat Abdulla, Michael Hodes, Timothy Hunsaker, Bonnie Lamping, Thomas Rainford

Members Absent: None

Staff Present: Jennifer Pierce, Executive Director
 Stacey Whittaker, Licensing Coordinator
 Henna Rasul, Sr. Deputy Attorney General, Board Counsel
 Sarah Adler, Board Lobbyist
 Alex Tanchek, Board Lobbyist

Public Present: Kristen Anderson-Boyle, Madeline Brungardt, Vincent Del Giudice, Nancy Kuhles, Nathan Josh Melton, Jr., Kim Reddig, Amanda Sumrall, Scott Sumrall, Laura Turner, Karen Zuver

Call to Order, Confirmation of Quorum

Tami Brancamp, Board Chair, called the meeting to order at 4:33 pm. A roll call confirmed a quorum was present.

Public Comment

There was no public comment.

Approval of Minutes: April 22, 2020

Tami Brancamp asked if there were any corrections or revisions to the minutes of the meeting of April 22, 2020. No corrections were noted. Bonnie Lamping made a motion to approve the minutes of April 22, 2020 as written. Andrea Menicucci seconded the motion. The motion passed.

Approval of Minutes: April 29, 2020

Tami Brancamp asked if there were any corrections or revisions to the minutes of the meeting of April 29, 2020. No corrections were noted. Bonnie Lamping made a motion to approve the minutes of April 29, 2020 as written. Andrea Menicucci seconded the motion. The motion passed.

License Reinstatement Application: Vincent Del Giudice, License # SLP-1982

Tami Brancamp reviewed the summary provided to the Board by Ms. Pierce. On June 23, 2020, the Board office received a License Reinstatement Application from Mr. Del Giudice, who was licensed as a Speech-Language Pathologist in Nevada from November 8, 2017 to July 4, 2019. Mr. Del Giudice now resides and practices in North Carolina, but the reinstatement application indicated that he was contacted by a former employer, Vegas Voice Institute, in Las Vegas to provide telehealth services in Nevada, and began employment with them on May 26, 2020. Mr. Del Giudice cited Governor Steve Sisolak's Emergency Directive 011 issued on April 1, 2020, allowing that "Professional licensing boards regulating providers of medical services shall temporarily waive certain licensing requirements to allow the practice of currently unlicensed skilled medical professionals during the pendency of the COVID-19 crisis." This directive, however, does not include Speech-Language Pathologists in its definition of "skilled medical professionals" in Section 1, and also requires that "Individuals seeking waiver and exemption of professional licensing requirements are required to notify the applicable Nevada licensing board or agency and provide any requested information" in Section 4. Mr. Del Giudice emailed the Board on May 19, 2020 inquiring about the Continuing Education requirement for license reinstatement but did not indicate his plan to resume practice in Nevada or ask about waiver due to COVID-19 or telehealth. It appears that Mr. Giudice waited to submit the reinstatement application until he had completed the required CEs, all of which were completed in May and June 2020. Mr. Del Giudice had adequate opportunity to request information from the Board via phone or email prior to beginning practice, and licensing information in relation to COVID-19 was readily accessible through Board's website and meeting minutes.

Mr. Del Giudice was present in the meeting and apologized to the Board for the oversight and acknowledged that he should have been more careful. He was approached by his former employer in Nevada to provide telehealth services, who forwarded him the Emergency Directive. Mr. Del Giudice had two colleagues on the line to speak on his behalf. Both Nathan Josh Melton, Jr. and Madeline Brungardt spoke very positively in support of Mr. Del Giudice's character, integrity, and skill as an SLP.

Tami Brancamp summarized the Board's options to consider reinstatement of the license as well as assessment of a civil penalty. Ms. Pierce summarized two recent similar cases to give the Board context on prior decisions. The Board discussed possible fine amounts and a suggestion was made to impose a fine and reinstatement of the license with no conditions.

Tami Brancamp called for a motion. Bonnie Lamping made a motion to approve the Reinstatement Application with no conditions and impose a \$50.00 administrative fine for unlicensed practice. Timothy Hunsaker seconded the motion. The motion passed.

Ms. Pierce explained to Mr. Del Giudice that he could contact the Board office the next day and make payment to have his license reinstated immediately.

Case A20-01: Scott Sumrall, AuD, License # A-2133. Public Hearing to Determine Whether There Has Been a Violation of the Board Order issued on April 29, 2020

Tami Brancamp introduced the matter and Mr. Sumrall confirmed his presence in the meeting. Henna Rasul provided guidance to the Board and directed the Board to review the supporting documentation. Tami Brancamp and Michael Hodes recused themselves as they both have past personal connections to Mr. Sumrall and/or his family members. Andrea Menicucci, Vice Chair took over the meeting to chair the matter. Ms. Rasul advised the Board to focus on the adjudication sections of both the January 22, 2020 Consent Decree and April 29, 2020 Board Order.

Ms. Rasul called on Jennifer Pierce who summarized the matter. On April 29, 2020 Case A20-01 came before the Board and Mr. Sumrall was found in violation of the Consent Decree executed January 22, 2020 and ordered to complete the items listed below. The Board was provided with copies of the January 22, 2020 Consent Decree, April 29, 2020 Board Order, and email communications between Mr. Sumrall and Board staff.

1. *Pay attorney's fees and costs totaling \$3,071.76 no later than May 15, 2020.*
 - May 15, 2020: Mr. Sumrall contacted the Board on the afternoon of Friday May 15th to request a payment agreement.
 - May 20, 2020: Following an exchange of multiple emails, it was agreed that Mr. Sumrall could pay \$100 monthly by the 25th day of each month, beginning immediately.
 - May 20, 2020: Mr. Sumrall paid \$100.
 - June 26, 2020: Mr. Sumrall paid \$500

This item is ongoing and \$2,471.76 is still owed.
2. *Submit documentation of completion of six (6) hours of outstanding Continuing Education courses in professional ethics as mandated by the January 22, 2020 Consent Decree no later than May 15, 2020.*
 - May 6, 2020: Mr. Sumrall submitted documentation of the required six (6) hours of CE, all completed on April 29, 2020.

This item is satisfied.
3. *Sit for and pass the Dispensing Practical Exam with payment of examination fee as mandated by the January 22, 2020 Consent Decree within 30 days of contact from the Board to schedule the examination.*
 - June 10, 2020: Mr. Sumrall was contacted by Board staff to schedule the practical examination and offered a test date on June 19, 2020 which he agreed to.
 - June 11, 2020: Mr. Sumrall was sent information to prepare for the 6/19/2020 exam.
 - June 17, 2020: Mr. Sumrall was contacted to confirm the exam date and requirements.
 - June 18, 2020: Mr. Sumrall contacted Board staff to reschedule the exam and was offered another exam date on July 2, 2020.
 - June 26, 2020: After no response from Mr. Sumrall, Board staff emailed him again regarding the July 2, 2020 date.

- June 29, 2020: Mr. Sumrall responded that he could not be available that day as he would be out of town for the July 4th holiday. He further indicated he would return July 6th but was leaving again July 9th for a work trip and requested July 7 or 8 or any time after July 15th.
- June 30, 2020: Board staff responded that the local exam administrator would be unavailable from July 6-22 and offered a date after this or an exam in Las Vegas.
- July 6, 2020: After no response from Mr. Sumrall, Board staff emailed him again regarding the exam. Mr. Sumrall responded and indicated that he was in the process of moving out of state and was unsure about scheduling.
- July 7, 2020: Board staff spoke to Mr. Sumrall by telephone regarding scheduling the exam.
- July 8, 2020: Board staff and the Executive Director staffed the case and confirmed that Mr. Sumrall would not be able to sit for and pass the exam by July 10th (30 days from contact to schedule) as ordered by the Board. Board Counsel confirmed that staff could not extend the Board's Order.

4. *Submit the required Audiology Dispensing Endorsement application and associated fees within one (1) week of completion of the dispensing practical examination as mandated by the January 22, 2020 Consent Decree.*

Not yet applicable as the practical exam is not complete.

On July 15, 2020 Mr. Sumrall was provided with notice via email, Regular US mail, and Certified US mail with letters dated July 15, 2020 and July 10, 2020 containing notice of the alleged Board Order Violation and the Board's intent to hear the case on July 22, 2020.

Mr. Sumrall was provided with multiple options to complete the practical exam requirement and on two (2) separate occasions did not respond to Board emails, totaling 14 days of lost time in scheduling. It does not appear as though Mr. Sumrall has prioritized compliance with the Board's order and is attempting to set his own terms for conformity. As a result of this allegation, Mr. Sumrall was ordered on July 15, 2020 by the Executive Director to surrender his license to practice Audiology in Nevada immediately, pursuant to page 8, lines 8-12 of the January 22, 2020 Consent Decree. This was a temporary suspension during which time he could not engage in the practice of Audiology or renew his Nevada license until the Board considered the matter. Mr. Sumrall's Audiologist license expired on June 19, 2020 and was in the late renewal period at the time of the notice letter. The license expired on Sunday, July 19, 2020 and may only be reactivated through an Application for Reinstatement. Mr. Sumrall indicated in a telephone conversation with Board staff on July 7, 2020 that he is in the process of moving to Illinois but was interested in maintaining his Nevada license.

Ms. Pierce recommended that if a finding is made that Mr. Sumrall has violated the terms of the April 29, 2020 Board Order, the Board should administer a public reprimand and refuse to renew Mr. Sumrall's license until he pays the practical examination fee and sits for/passes the dispensing practical examination within 90 days of the Board's order. Then Mr. Sumrall would need to submit to the Board an Application for License Reinstatement with payment and an Audiology Dispensing Endorsement Application with payment. Both applications would be heard by the Board.

Timothy Hunsaker asked for clarification on the expiration and renewal of Mr. Sumrall's license and whether that included the dispensing endorsement. Ms. Pierce explained that Mr. Sumrall has never held the dispensing endorsement and that his standard Audiologist license expired on June 19, 2020 but since our law allows for a 30-day late renewal for an additional fee, Mr. Sumrall could have renewed up through July 19, 2020. However, due to the alleged violation of the Board Order, his license was involuntary surrendered effective July 10, 2020 and can only become active again through a Reinstatement Application.

Andrea Menicucci called on Mr. Sumrall to make his statement. Mr. Sumrall responded that he no longer needs a Nevada license, as he is trying to close his office in Sparks and is actively in the process of moving out of state. He further stated that he spoke with Stacey Whittaker, Licensing Coordinator who recommend that he keep his Nevada license valid if he planned to seek licensure in another state and should complete the required Continuing Education and sit for the practical examination. Mr. Sumrall explained that he was out of town with his planned test subject and could not attend the first exam date of June 19, 2020. Mr. Sumrall stated that he was "more than willing to make any accommodation necessary" and volunteered to fly to Las Vegas to sit for the exam. Ms. Menicucci asked Mr. Sumrall if he had anything to add and he stated, "I am more than willing to do anything necessary to make the Consent Decree valid and fulfill the Consent Decree."

Timothy Hunsaker asked Mr. Sumrall to clarify that Stacey Whittaker had recommended that he renew his license, but he did not do so. Mr. Sumrall confirmed that Ms. Whittaker recommended he keep his license valid. He stated that he completed the continuing education required for renewal but when he tried to submit his renewal it was denied, and he then received notification that his license was suspended. Ms. Pierce clarified that Board staff had no record of a renewal attempt by Mr. Sumrall. The database will flag a renewal request that needs review but there never was a renewal attempt from Mr. Sumrall. Mr. Sumrall again stated that he is moving to Illinois and closing his office in Nevada, so he does not need a Nevada license but it would be easier to get a license in Illinois with an active license in Nevada. Andrea Menicucci asked Mr. Sumrall if he is currently licensed in another state and he responded that he is not. Ms. Menicucci then asked Mr. Sumrall if he has continued to practice since receiving the Cease and Desist order, and he stated that he has not, and his practice has been closed since mid-March 2020.

Ms. Menicucci confirmed when and how Mr. Sumrall contacted the Board on May 15, 2020 as ordered to pay the attorney's fees. Ms. Pierce confirmed that Mr. Sumrall sent an email at 2:07pm on Friday, May 15, 2020 but it was not received until Monday, May 18, 2020. Mr. Sumrall stated that he was in Illinois at the time and so there was a time difference when he sent the email. Ms. Menicucci confirmed that the initial payment was made five (5) days late, on May 20, 2020 when a payment arrangement was agreed upon. Ms. Menicucci also confirmed with Ms. Pierce that Mr. Sumrall completed the required Continuing Education on April 29, 2020, the date of the last Public Hearing. Ms. Menicucci further stated her concern that Mr. Sumrall waited until the day before the June 19th scheduled exam to let the Board know he would not be available. Mr. Sumrall stated that he did not get notification of what the expectations of the exam were. He stated he did not know he was supposed to bring a test subject and was out of town in Illinois but planning to be back on time. Ms. Menicucci reminded Mr. Sumrall that he had many opportunities for

communication with Board staff and could have easily asked for more information about exam requirements. Ms. Pierce confirmed that Mr. Sumrall was sent an email on June 10, 2020 confirming the June 19th exam date and indicating he would receive exam instructions. Ms. Pierce further shared for the record that Board staff have experienced difficulty communicating with Mr. Sumrall, as he appears to use two different emails at different times and the Board also does not have a current mailing address for Mr. Sumrall. Mr. Sumrall stated that he would provide the Board with a current mailing address. Ms. Pierce confirmed that Mr. Sumrall was sent written instructions on the practical exam by Stacey Whittaker to both of his email addresses on June 11, 2020 at 3:26pm.

Ms. Menicucci asked if there were any other comments. Mr. Sumrall stated “I’m more than happy to fulfill any agreement that we’ve had. I’m leaving the state of Nevada and I need a license in another state and this current issue is preventing that from happening”.

Ms. Menicucci asked Board Counsel Henna Rasul for guidance on next steps. Mr. Sumrall interrupted and stated “I know there’s a balance due on the original Consent Decree. I’ll pay the balance immediately. I’m leaving the state...I don’t want to leave the state. I love practicing in this state. Love the patients I have in this state. The majority of them I’ve referred to people that I trust and I would prefer to keep my license here but I can’t because I have to leave for unfortunate circumstances, but I can’t do that without my license being active here.”

Ms. Rasul reviewed the two attempts to try and reconcile this matter with Mr. Sumrall, including the finding of the Consent Decree violation in April 2020, and stated that she is in support of the Executive Director’s recommendations. Should the Board follow this recommendation, the license action would be classified as “Involuntary Surrender by Revocation”.

Mr. Sumrall stated that he could not agree with an involuntary surrender by revocation because he feels he was willing to fly to Las Vegas for the practical exam. Ms. Rasul reminded him that this is not an agreement and the Board will make a decision on the matter and take a vote. Mr. Sumrall acknowledged that there is a “payment issue” and stated he would “pay at any time”, and would take the practical exam with any examiner and is willing to travel, stating “I’m more than happy to satisfy that Consent Decree”. Ms. Rasul reminded the Board that Mr. Sumrall has now violated two of the Board’s prior orders.

Bonnie Lamping stated that she feels Board staff have made an extraneous effort to assist Mr. Sumrall in successfully meeting the terms of the Consent Decree and feels Mr. Sumrall has been negligent in compliance with the Board’s orders. She further stated that she is surprised this is the second time the matter is before the Board and is concerned about the cost of time and money for Board staff to continue assisting Mr. Sumrall in being successful. Ms. Lamping recalled that Mr. Sumrall made similar statements in the April 29, 2020 hearing about being willing to pay the fees that day or submit the continuing education hours. Ms. Lamping suggested that the Board follow the recommendations of the Executive Director. Ms. Rasul also reminded the Board that there have been additional attorney’s fees and costs incurred since the last hearing on April 29, 2020

and recommended that Mr. Sumrall be required to pay for those. Mr. Sumrall stated that would be fine.

Ms. Menicucci asked if Mr. Sumrall had anything to add. Mr. Sumrall stated that he “agrees there have absolutely probably been additional costs” to the Board, and also does not “reject the fact that the Board has made attempts”, but hopes that the Board will accept the fact that he is between two states and is going through a difficult personal situation and needs to be able to get a license in another state. He stated “I don’t deny the fact that what has happened with my license in Nevada...that it’s not great...it doesn’t look great. I’m more than happy to do whatever I have to do to make it right”.

Ms. Menicucci summarized the two violations and Mr. Sumrall stated “I’ll satisfy both of them in whatever time period you want”, further stating that the only issue with the Consent Decree is the practical exam and stated he would do the exam with any practitioner on any date offered, and pay the balance due of the fees. Ms. Menicucci summarized that the Board’s duty is to oversee licensure and protect the public and that Mr. Sumrall has been given opportunities to fulfill the Consent Decree and Order and has had difficulty doing that, despite being given specific tasks to fulfill, which he has not done.

Board Counsel Henna Rasul advised the Board to stop receiving comments and enter into deliberations without comments or interruption from either party. Ms. Menicucci asked the Board to review all the documentation provided and ask for comments, stating that she herself sees multiple issues and this is the second time the Board has heard the matter. Timothy Hunsaker stated that he sees Mr. Sumrall’s effort to pay \$600 to date yet believes that if one’s license is at stake, a person should do everything in their power to get the matter resolved.

Thomas Rainford suggested that Mr. Sumrall should be required to pay the full balance of all attorney’s fees and costs before being allowed to sit for the practical exam and recommended only allowing Mr. Sumrall 60 days to take the examination. Mr. Hunsaker stated he does believe Mr. Sumrall has violated the Order based on not completing the practical exam. Bonnie Lamping stated that she is concerned about Mr. Sumrall’s lack of urgency in complying with the Board’s order. Mr. Sumrall interrupted and stated that he was not able to complete the examination due to travel. Timothy Hunsaker suggested the Board find Mr. Sumrall in violation for not completing the dispensing practical exam as ordered.

Ms. Rasul further explained the term “involuntary surrender” which is used when a license is expired and has the effect of a suspension or a revocation, depending on the timeframe.

Andrea Menicucci called for a motion. Bonnie Lamping made a motion to find Mr. Sumrall in violation of the Board’s order of April 29, 2020 for failing to sit for and pass the dispensing practical exam within 30 days of contact from the Board to schedule. Thomas Rainford seconded the motion. Tami Brancamp and Michael Hodes abstained. The motion passed.

Board Counsel Henna Rasul advised that the Board should now consider discipline. Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to impose the following:

1. Public reprimand;
2. Involuntary surrender of license by revocation.
3. Payment of the balance of attorney's fees and costs. This includes the balance of \$2,471.76 from the January 2020 Consent Decree and April 2020 Board Order, plus additional fees incurred from May-July 2020 which will be totaled by the Attorney General's Office and included in the final Board Order. The practical exam may not be scheduled until these fees are paid in full;
4. Pay the practical examination fee, and sit for and pass the dispensing practical examination. An Application for License Reinstatement and Dispensing Endorsement may not be submitted until Mr. Sumrall has successfully passed the Dispensing Practical Exam;
5. Once the examination is complete, submit to the Board an Application for License Reinstatement with payment and an Audiology Dispensing Endorsement Application with payment. Both applications must be complete with truthful and accurate responses. Both applications will be placed on the agenda of the next Board meeting for review.

Thomas Rainford seconded the motion. Tami Brancamp and Michael Hodes abstained. The motion passed.

Board Counsel Henna Rasul asked the Board to vote on the date to make this order effective, as there may be a delay in obtaining signatures on the written order. Andrea Menicucci called for a motion. Thomas Rainford made a motion to make the Order effective today, July 22, 2020. Timothy Hunsaker seconded the motion. Tami Brancamp and Michael Hodes abstained. The motion passed.

Update on Practitioner Needs and Board Response to COVID-19

Following the discussion in the April 22, 2020 meeting on this matter, the Executive Director created a licensing "crosswalk" presented to the Board for this meeting to determine which, if any requirements, may be altered by the Board. Most of our Board's requirements are established in NRS or NAC, so we have determined that changes may not be made through Board action, though the Board may rely on the Governor's Emergency Directives to supersede these requirements if they apply.

a. Practitioner Compliance with Stay-At-Home Orders/Closure of Non-Essential Businesses

The Board was provided with Emergency Directive 024 of June 25, 2020 and notified that it requires *"State licensing boards are hereby directed to enforce all provisions of this Directive against licensees and establishments within their purview and impose disciplinary measures against licensees who violate this Directive."* (Section 8).

- b. **Code of Ethics/Patient Abandonment:** There have been no issues raised on this topic since the April 2020 Board meeting.
- c. **Licensing Extensions/Waivers:** Without statutory authority, the Board cannot grant license extensions and the two (2) Emergency Directives related to licensing do not apply to our licensees or have expired:
 - **Emergency Directive 09 (4/1/2020) and Emergency Directive 26 (6/29/2020)**
Directive 09 Allowed for a 90-day extension on licenses “*if reduced government operations due to the state of emergency makes timely renewal of the license or permit impracticable or impossible.*” This Directive was never applicable to our Board, as our operations were not reduced, though Directive 26 has since amended this and only grants a 90-day extension on licenses that expired through June 30, 2020.
 - **Emergency Directive 011 (4/1/2020)**
The Board has interpreted that this Directive does not apply to our licenses as it appears to have been intended to mobilize a healthcare workforce to treat COVID-19 and our licensee types are not listed as affected practitioners.
- d. **License Requirement Waivers:** Without statutory authority, the Board cannot waive license requirements.
- e. **Exams:**
PRAXIS Exams and IHS Dispensing Written Exams have resumed. Our Board began scheduling IHS Dispensing Practical Exams on June 10, 2020.
- f. **Practitioners Supporting Long Term Care and Other Facilities:** There have been no issues raised on this topic since the April 2020 Board meeting.
- g. **Telehealth:** There have been no issues raised on this topic since the April 2020 Board meeting, though some providers reportedly continue to question whether they may provide continuity services to already-established patients who have relocated temporarily to another state or country. Kim Reddig, NSHA President was on the call and reported that the Department of Education has issued guidance that SLPs should not provide services or treatment to students who are residing in another state even if they are still enrolled in a Nevada school.

Review and Approval of FY 2021 Budget 2020, Reserve Funds Policy, and Cost Sharing Agreement with Board of Occupational Therapy

The proposed FY21 budget and accompanying worksheets were presented for the Board’s review and approval. The Board also reviewed its Reserve Funds Policy and the FY21 Cost-Sharing Agreement with the Occupational Therapy Board.

FY20 Net Income was -\$41,982.93. This is the fifth consecutive year that expenses have been in excess of revenue and the Board has absorbed reserves to cover expenses. Total equity at this time

is \$61,459.10 with a projected deficit budget for FY21 of -\$28,222.57. While it is of concern that our reserves will be depleted further, this year's deficit budget was developed strategically to support long-term, cost-saving investments in the licensing database to begin accepting online new applications and in legislative support that will assist in achieving the Board's legislative priorities.

Several efforts have been initiated to curtail costs and operate in a more efficient, cost-effective manner. It is hoped that these efforts will shave costs over time and slow depletion of the Board's reserves:

- **Online Applications**

Licensees may renew online currently, but all new applications must be submitted in hard-copy, paper form. The database upgrade currently underway will allow licensees to apply online and staff to process applications electronically. It is expected that this transition will be more accessible and convenient for licensees, reduce application processing time, and decrease the Board's dependence on paper and resulting storage fees.

- **2020 Website Upgrade**

The website transition and upgrade in 2020 has already reaped significant benefits and maintenance cost-savings. With a more user-friendly "back-end" and built-in support hours each month, Board staff can directly manage 95% of the website content, reducing the need to pay hourly IT support costs and eliminating delays for simple tasks such as posting agendas or updating content. We were able to execute timely updates to the website at the onset of the COVID-19 pandemic and have made many other changes easily and quickly.

- **Transition to Office 365 and SharePoint**

At the end of 2019 we transitioned Board email and storage to Office 365 and began using SharePoint to store Board documents, a cloud-based system that is secure, accessible from anywhere, and provides reliable document retention and back-up. It has been especially useful as staff began working remotely due to COVID-19 and has virtually eliminated interruptions in efficiency.

- **Transition to Paperless Operations**

Historically records have been kept in paper form and storage costs for these old records total \$480 per year, which may increase as more documents are generated and stored. Board staff are working to adopt processes that rely less on paper, whenever possible, by creating and storing records electronically and utilizing tools such as Adobe Pro to create and combine PDF documents without expending paper and printing resources.

- **Hold on Staff Salary Increases**

Due to the Board's budget outlook and acknowledgment of the overall financial climate due to COVID-19, staff merit/COLA/benefit increases will not be considered for FY21.

- **Decrease Legal Support Needs**

While we cannot predict the number and nature of complaints received, going forward it is hoped that Board staff will require less support from Legal Counsel as experience is gained in this area. It is also hoped that future efforts may be put toward licensee education and support and combined with the Board's plan to consider a Jurisprudence Exam, may better inform licensees on our practice laws and regulations and result in fewer complaints.

- **Considerations for Space/Supply/Service Alternatives**

The Board may also choose to consider long-term strategic efforts to reduce other costs. The implementation of ZOOM meetings has improved the Board's ability to meet remotely, yet we are still relying on an expensive teleconference service to ensure accessibility. It may be beneficial to consider an alternative web-based platform that has toll-free/accessible integrated audio. Additionally, and with the onset of COVID-19 driving staff to work remotely, the Board may consider future needs for space and equipment, and whether office space is needed on a full-time basis.

The Board reviewed all documents provided and Tami Brancamp, Board Chair stated that she was in support of efforts to operate in a leaner manner. Tami Brancamp called for a motion. Andrea Menicucci made a motion to approve the FY21 budget as presented. Thomas Rainford seconded the motion. The motion passed.

Review and Approval of Revisions to Board Operating Policies and Procedures

Draft revisions to the Board's Operating Policies and Procedures were presented for the Board's review and approval. The last revision occurred in August 2016. Current edits include the following:

- **1:02 Accounting System:** Revised to reflect current audit/balance sheet practice pursuant to NRS 281G.400.
- **7:03 Board Records:** Revised to reflect establishment and use of Office 365 SharePoint site for storage of electronic records.
- **7:04 Computer Records:** Revised to reflect establishment and use of Office 365 SharePoint site for storage of electronic records.

Tami Brancamp called for a motion. Thomas Rainford made a motion to approve the revisions to the Board Operating Policies and Procedures as presented. Michael Hodes seconded the motion. The motion passed.

Review and Approval of Employment Agreement with Wayne Springmeyer for Investigation Services

Historically, the Board has utilized the services of Wayne Springmeyer, an Investigator employed part-time by the Occupational Therapy Board for complaint cases and our Board was invoiced for these services by the OT Board. In an effort to clearly delineate operations between the two Boards, it is proposed that our Board enter into an Employment Agreement with Mr. Springmeyer for these services, provided to the Board for review. Services would be provided on an as-needed, part-time hourly basis, with a target to not exceed \$2,000 budgeted in a fiscal year.

Tami Brancamp called for a motion. Andrea Menicucci made a motion to approve the Employment Agreement with Wayne Springmeyer for Investigator services as presented. Thomas Rainford seconded the motion. The motion passed.

Legislative Update

Sarah Adler, Board Lobbyist provided an update to the Board on legislative activity. Ms. Adler provided a brief overview of the outcomes of the recent special session held by the Legislature. Ms. Adler also addressed the recent work of the Sunset Subcommittee, charged with reviewing and determining the future of licensing boards. Ms. Adler advised the Board that she anticipates there may be a BDR in the 2021 Legislative Session from the Sunset Subcommittee regarding Boards and may include a recommendation to move Boards under the Department of Business and Industry. She further suggested that the Board may want to consider proactive response to this. Michael Hodes suggested that we wait and see what happens with a BDR and Tami Brancamp concurred. This item was informational only and no action was taken.

Work Session on Legislative Priorities and Review of 2020 Licensee Survey Results

Tami Brancamp called on Jennifer Pierce who summarized the potential legislative priorities presented for the Board's consideration. Ms. Pierce directed the Board to and briefly summarized the results of the 2020 Licensee Survey. We received a total of 465 responses, broken down as follows: SLP: 80.39%, AUD/DISP AUD: 7.54%, and HAS/HAS-A: 7.54%. The survey addressed the Board's intent to seek legislation to raise fee caps, potential licensing for Audiology and SLP Assistants, and the impact of COVID-19 on our licensees.

a. NRS 637B.175 ~ Increase Statutory Caps on Licensing Fees

The Board is seeking to increase the fee caps in NRS to allow for later increase in actual fees charged as needed through regulation change. All but one of the Board's current fees charged are at the maximum fee cap. The Board's plan has been to continue working on this and pursue a BDR in the 2021 Legislative Session. This work included the licensee survey, regular Board Work Sessions as a standing agenda item for every meeting, and collaboration with stakeholders.

The survey results showed that over 50% of respondents were opposed or strongly opposed to a raise in fee caps. However, the Board's review of financial statements, reserve funds, and the review of the FY21 budget earlier in this meeting supports pursuing an increase to keep the Board operational and build a reserve fund back up to a reasonable limit. There was discussion as to whether seeking this legislation would trigger a review by the Sunset Subcommittee, and a suggestion to consider lowering the proposed fee cap increases to counter concerns that if the fee caps are raised significantly, then the Board may seek a substantial increase in actual fees. Consensus was that the Board would like to move forward with raising the current fee caps as approved in January 2020 but could consider lower fee caps if required to obtain a bill sponsor.

Tami Brancamp called for a motion. Thomas Rainford made a motion to move forward with a BDR to increase the fee caps as approved in January 2020 and authorize the Board Lobbyist and Executive

Director to negotiate these amounts as needed with a potential bill sponsor and bring revisions back to the Board for approval. Andrea Menicucci seconded the motion. The motion passed.

b. NRS New ~ Speech-Language Pathology Assistant, Audiology Assistant

This proposed new legislation would define and create authority and criteria for licensing Speech-Language Pathology Assistants and Audiology Assistants in the State of Nevada. This is a national trend with many states moving towards some form of legislation and licensing requirements. The Board's plan has been to continue working on this and potentially pursue a BDR in the 2023 Legislative Session. This work includes the licensee survey, inclusion of Board Work Sessions as a standing agenda item for every meeting, and collaboration with stakeholders. There was a great deal of feedback received on both Assistant types from the Licensee Survey. It was proposed and agreed that this feedback would be reviewed and addressed in future Board meetings.

Executive Director's Report

Tami Brancamp called on Jennifer Pierce who directed the members to the written report and summarized as follows:

a. Licensure Statistics

Licensing statistics for the period of April 1, 2020 through June 30, 202 were reviewed, showing a net increase of 35 licenses (+3%). This is consistent with FY19 Q4 totals, which saw an increase of 50 licenses (+4%) at the end of June 2019. We have experienced a surge in new applications as many new practitioners graduate from academic programs, and it is possible that the increase is a bit lower than last year at this time due to the impact of COVID-19.

b. Fiscal Year 2020, 4th Quarter ending June 30, 2020 Financial Reports

Profit and Loss Through Q4

- Total Revenue: \$164,632.367 Percent of Budget: 101.94%
- Deferred Revenue: \$72,321.44
- Total Expenses: \$206,615.30 Percent of Budget: 98.29%
- **Net Income: -\$41,982.93**

Deviations from Budget

There were several significant deviations/overages at the end of the year:

- Administrative support (personnel) was 103% of budget, likely as a result of the ED position change and pay overlap for two EDs between September and December 2020. This has been accounted for in the FY21 budget.
- Attorney General/Legal Fees were more than twice the budgeted amount. This is an unpredictable cost to plan for, though we can pinpoint at least one complaint case, more frequent and longer Board meetings held, and the new ED's increased reliance on Counsel while getting settled in the position. It should also be noted that the Board is still due \$2,471.76 in legal fees per an executed Consent Decree.
- Examination Costs were over budget; however these are offset by Exam fees.

- Office Supplies were 173% over budget and likely due to the addition of the new ED and the office move. This is offset by having spent less than 50% of the amount budgeted for equipment, and these items likely could be classified either way.

Balance Sheet

- Total Cash Assets: \$136,133.42
- Total Liabilities: \$80,660.32
- **Total Equity: \$61,459.10**

c. Update on Board Orientation/Training for Members and Staff and Access to Board Portal

A *Board Handbook* and accompanying PowerPoint video have been developed as an orientation/ refresher training for Board Members and staff. Board members will also be sent an invitation to access a secure *Board Portal* folder in SharePoint where they may access these training materials as well as supplemental resources (i.e. online Attorney General Boards & Commissions Training, state manuals, Board policies, etc.) at any time. All current Board and Advisory Committee members are asked to review the materials and complete an attestation that they have accessed and reviewed the trainings.

d. Update on Proposed Regulations LCB File R095-19

The proposed regulations were adopted by the Board at its meeting April 22, 2020 and sent to the Legislative Commission, where they were approved at its June 5, 2020 meeting and filed with the Secretary of State on June 8, 2020. Board staff will update any necessary applications or website information as needed.

e. Update on Changes Related to AB275

AB275 was passed in the 2019 legislative session, prohibiting a regulatory body from denying licensure of an applicant based on his or her immigration or citizenship status and authorizing an applicant for a professional or occupational license who does not have a social security number (SSN) to provide an individual taxpayer identification number (TIN) instead.

We were advised that the Board should: 1) not ask whether the applicant is US Citizen or authorized to work in the US, and 2) should allow for TIN as an alternative to SSN. The following application forms were changed in May 2020 to add TIN as an alternative to SSN and remove the checkbox for "*US Citizen or Authorized to Work in the US*":

- *New Application for Licensure (both)*
- *Application for Limited License (add TIN)*
- *License Reinstatement Application (add TIN)*

f. Update on Database Upgrade to Accept New Applications Online

Board staff have begun working with Albertson Consulting to enhance the website and database to allow the Board to begin accepting new applications electronically as we already do for renewals. The new applications have been built and are being tested. We expect to launch the new applications in August 2020.

g. Update on OTC Hearing Aids

The FDA Reauthorization Act of 2017 directed the FDA to establish an OTC Hearing Aid Classification. August 18, 2020 is the three-year anniversary of its passing and the deadline for the FDA to issue proposed rules which will be followed by a public comment period. IHS has issued a request for licensing bodies to advocate for “the continued role of licensure for the delivery of professional services associated with hearing aids, including the performance of comprehensive hearing evaluations, validation and verification testing, and counseling.”

h. Board Member Appointments/Reappointments

The Board has three (3) members whose terms are set to expire in July 2020:

- Nighat Abdulla, Public Member will have served two (2) terms and is not eligible for reappointment. The position is posted on the Board’s website and it is recommended that Board members and licensees assist in actively recruiting for a new Public member. The Governor’s Office has not received any applications for this position.
- Two other members, Tami Brancamp, Board Chair, and Michael Hodes, Board Member, are eligible for reappointment and if desiring to remain on the Board, will need to apply to the Governor’s Office for reappointment.

i. Complaints

There is one (1) outstanding Complaint currently in the investigative process.

No action was taken.

Report from Legal Counsel

Henna Rasul, Board Counsel had no new information to report.

Reports from Board Chair and Board Members**a. Recognition of Board Service: Nighat Abdulla, Public Member**

Tami Brancamp, Board Chair acknowledged Ms. Abdulla who has served on this Board and prior iterations since 2011 and was also a member of the Board of Examiners for Marriage and Family Therapists from March 2007 to June 2011. Ms. Abdulla was thanked for her generous service and presented with a service award which will be mailed to her home. Ms. Abdulla thanked the Board and stated that she appreciates having the opportunity to learn from her fellow Board members and appreciates the wonderful experience.

b. Report from Board Chair and Board Members

There were no reports from the Board Chair or members.

c. 2020 Proposed Meeting Schedule

The next regular Board Meeting was confirmed for Wednesday, October 21, 2020 at 4:30pm via ZOOM teleconference.

d. Future Agenda Items:

Items for the next Board meeting will include:

1. Continued work on Legislative Priorities:
 - NRS 637B.175 - Increase Statutory Caps on Licensing Fees
 - NRS New - Speech-Language Pathologist Assistant, Audiologist Assistant
2. Executive Director Annual Evaluation

Public Comment

There was no public comment.

Adjournment

Tami Brancamp adjourned the meeting at 7:35 p.m.

AGENDA ITEM 4

Retroactive Board Review of Heather Castellano Apprentice Application per NAC 637B.0398

Heather Castellano is a Hearing Aid Apprentice licensed in April 2019. Ms. Castellano is also the owner/operator of Hearing Centers of Nevada in Henderson and was so at the time her HAS-A license was issued.

NAC 637B.0398 states that “An Apprentice shall not maintain, run or operate an office or satellite office in which hearing aids are fitted and dispensed without the approval of the Board.” It recently came to the attention of Board staff that Ms. Castellano’s application was not reviewed by the Board at the time of original application. Additionally, we have confirmed that as the owner/operator of the practice, Ms. Castellano is also the employer of her Apprentice sponsor, Glenn Martin, AuD.

Ms. Castellano’s license is active and in good standing, and in September 2020 Ms. Castellano became eligible to work without direct supervision on Dr. Martin’s recommendation.

This matter is being presented to the Board retroactively to ensure integrity and adherence to NAC 637B.0398 and document the Board’s review of the application.

ACTION: Approve, table, or take no action on the matter.

ATTACHMENT(S):

1. *HAS Application: Castellano*
2. *2020 9 18_ Notice Letter of Board Review Castellano*
3. *Apprentice Sponsorship and Training Agreement*
4. *2020 9 29_ Approval to Work Without Direct Supervision*



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

P.O. Box 34540 Reno, NV 89533-4540

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www.nvspeechhearing.org board@nvspeechhearing.org

Application for Licensure

☐ Speech-Language Pathologist☐ Standard☐ Provisional CFY☐ Temporary☐ Audiologist☐ Standard☐ Dispensing Endorsement☐ Temporary☒ Hearing Aid Specialist☐ Standard☐ Provisional☐ Temporary☒ Apprentice

Legal Name:

Heather Castellano

SLP / ASHA Certification No. :

HAS / NBC-HIS Certification No.:

Educational Institution/City/State:

Apple Valley High School Apple Valley CA

Date Graduated:

1992

Degree Awarded:

diploma

Are you now or have you ever been licensed, certified or registered in any jurisdiction? ☐ Yes ☒ No

If Yes, List each license held in the previous 10 years:

State/Jurisdiction: _____ License #: _____ Issue Date _____ Expiration Date _____

State/Jurisdiction: _____ License #: _____ Issue Date _____ Expiration Date _____

State/Jurisdiction: _____ License #: _____ Issue Date _____ Expiration Date _____

Nevada Employer: Hearing Centers of Nevada - Owner

Start Date 1/2/19

Address: 3075 Jumping Moon Ct Herd NV

Phone: 775 508 2020

Street/PO Box, City, State, Zip

Current/Previous Employer: Tobin H.C.

Dates (From/To) 8/16 - 11/19

Address: 4815 W. Russell Rd 6F LV

Phone: 702 608 4327

Street/PO Box, City, State, Zip

Current/Previous Employer: Senior Helpers

Dates (From/To) Dec/14 - Dec/16

Address: 5560 Ft. Apache LV

Phone: 702 802 4511

Street/PO Box, City, State, Zip

Current/Previous Employer: Tobin HC

Dates (From/To) 9/14 - 12/14

Address: 4815 W. Russell Rd 6F LV

Phone: 702 608 4327

Street/PO Box, City, State, Zip

Nevada State Business License Information

- ☐ I do NOT have a Nevada state business license number.
- ☐ I have applied for a Nevada business license with the Nevada Secretary of State in compliance with the provision of NRS Chapter 76 and my application is pending.
- ☒ I have a Nevada Business License number assigned by the Secretary of State in compliance with the provisions of NRS Chapter 76.

Name on business license:

Hearing Centers NV

Business License #:

NV201816616687

Child Support Information - You MUST check ONE answer

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

Legal Information – Explanation of any Yes answer must be attached

- Has there ever been a complaint filed, investigation or legal action taken against your professional license for any reason? ☐ Yes ☒ No
- Are there any pending legal actions, complaints, investigations or hearings in process? ☐ Yes ☒ No
- Have you ever had a professional license, certification or registration denied, restricted, suspended or revoked? ☐ Yes ☒ No
- Have you ever relinquished responsibilities, resigned a position or been fired while a complaint was pending against you? ☐ Yes ☒ No
- Have you ever been convicted of, or pled guilty or nolo contendere to, a violation of ANY federal or state statute, city or county ordinance, or any law of a foreign country? ☐ Yes ☒ No
(Exclude minor traffic violations.)

Military Service / Veterans Status - Attach documentation of veteran or active military status

☐ None ☐ Uniformed Military ☐ Veteran ☒ Veteran Military Spouse ☐ Veteran Spouse

Veterans please answer the following questions:

- (a) "Have you ever served on active duty in the Armed Forces of the United States and separated from such service under conditions other than dishonorable?" ☐ Yes ☒ No
- (b) "Have you ever been assigned to duty for a minimum of 6 continuous years in the National Guard or a reserve component of the Armed Forces of the United States and separated from such service under conditions other than dishonorable?" ☐ Yes ☒ No
- (c) "Have you ever served the Commissioned Corps of the United States Public Health Service or the Commissioned Corps of the National Oceanic and Atmospheric Administration of the United States in the capacity of a commissioned officer while on active duty in defense of the United States and separated from such service under conditions other than dishonorable?" ☐ Yes ☒ No

Audiologists and Speech-Language Pathologists

Notice as Mandatory Reporter of Abuse or Neglect

☒ I acknowledge I have been informed of my duty as a mandatory reporter of abuse or neglect of a child pursuant to NRS 432B.

DECLARATION

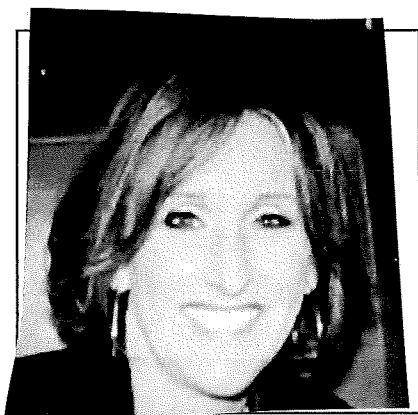
I declare, under penalty of perjury, all the information supplied herein is to the best of my knowledge true, accurate and complete and I have not withheld, misrepresented, or falsely stated any information relevant to my application, education, training, experience or my fitness to practice the profession for which I am applying.

[Signature]

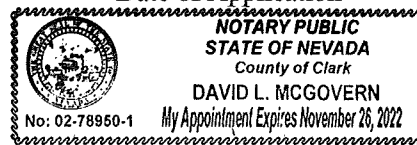
Signature of Applicant

Heather Castellano

Print Name



Date of Application



Notary Public Stamp

[Signature]

Notary Public Signature

APRIL 5, 2019

Date Signed

BOARD USE ONLY

Date Received:

4-10-19

License No. HAS-2499 App. Date Issued 4-11-19Fees Paid By ☐ Credit CardNational Certification/Praxis N/A

Transcripts

☒ Check/MO # 1010☐ License Verification(s) N/AAmount: \$ 250.00☒ Veteran's Discount

\$125.00

Destroyed check #1010 \$250.00

Discounted fee paid online

4-10-19



State of Nevada

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September 18, 2020

Heather Castellano, HAS-A
Hearing Centers of Nevada
3041 W. Horizon Ridge Parkway, #130
Henderson, NV 89052
Certified Mail

Re: Notice of Board Review: Heather Castellano, License #2499-Apprentice

Dear Ms. Castellano

It recently came to our attention that you are the owner/operator of Hearing Centers of Nevada. Your Apprentice license was issued in April 2019, however NAC 637B.0398 (4) clearly states that "*An apprentice shall not maintain, run or operate an office or a satellite office in which hearing aids are fitted and dispensed without the approval of the Board.*" Additionally, we have confirmed that as the owner/operator of this practice, you are also the employer of your Apprentice sponsor, Glenn Martin, AuD.

While your license is active and in good standing, per the NAC above, your Apprentice application should have been reviewed by the full Board at the time of application. In order to ensure integrity and adherence to our practice laws and regulations, I am writing to provide notice of the Board's intent to conduct a retroactive review of the matter and consider your "character, alleged misconduct, professional competence, or health" at its next meeting on October 21, 2020. The meeting will begin at 4:30pm Pacific time. There will be no public access to the meeting per Governor Steve Sisolak's March 21, 2020 Emergency Directive 006 suspending the physical meeting location requirement for public bodies. We will send you an agenda no later than three (3) working days prior to the meeting with instructions for attending via teleconference.

The meeting is a public meeting, and you are welcome to attend. Please let us know if you have further questions or concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer R. Pierce".

Jennifer R. Pierce
Executive Director

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY													
<p>■ Complete items 1, 2, and 3.</p> <p>■ Print your name and address on the reverse so that we can return the card to you.</p> <p>■ Attach this card to the back of the mailpiece, or on the front if space permits.</p>	<p>A. Signature <input checked="" type="checkbox"/> <i>[Signature]</i> <input type="checkbox"/> Agent <input type="checkbox"/> Addressee</p>													
<p>1. Article Addressed to:</p> <p><i>Heather Castellano</i> <i>Hearing Centers of Nevada</i> <i>3041 W. Horizon Ridge Pkwy #130</i> <i>Henderson, NV 89052</i></p>	<p>B. Received by (Printed Name) <i>Jennifer Young</i></p>	<p>C. Date of Delivery <i>9/23/2020</i></p>												
<p>9590 9402 5867 0038 6963 50</p>	<p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes If YES, enter delivery address below: <input type="checkbox"/> No</p>													
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<p>PS Form 3811, July 2015 PSN 7530-02-000-9053 Domestic Return Receipt</p>														



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APPRENTICE SPONSORSHIP AND TRAINING AGREEMENT

On-Site Training and Work Experience

An Apprentice shall participate in the in-service training program under the direct supervision of a Sponsor for a minimum of 2 years. The on-site training and work experience portion of the in-service training must include:

- A minimum of 16 hours per week and 30 weeks per year and may be completed in conjunction with the academic portion of the in-service training.
- The evaluation of the Apprentice's achievement of the following **core competencies**:
 - a. Sanitation protocols
 - b. The identification and documentation of the needs of a client
 - c. Visual inspections of the ear and otoscopic examinations
 - d. Audiometric testing
 - e. The results of hearing evaluations
 - f. Ear impressions, preparations and molds
 - g. Physical and electronic checks of hearing aids
 - h. The fitting, programming, troubleshooting, adjusting and repairing of hearing aids
 - i. Client documentation

Academic Training

The academic portion of the in-service training of an Apprentice must be specific to the training and education necessary to perform competently the duties and responsibilities necessary for the practice of fitting and dispensing hearing aids and must include, without limitation, training and education concerning:

- a. Laws and rules relating to ethics
- b. Federal laws and rules governing hearing aids
- c. Infection controls
- d. Basic hearing science
- e. Hearing instrument science and fitting practices; and
- f. Audiometric testing and masking

Please indicate what academic program will be utilized to fulfill this requirement:

☐ IHS Distance Learning Program

☒ Other: alan lowell


Documentation

An Apprentice and his or her Sponsor shall jointly review and document the progress of the Apprentice in achieving the core competencies. All work completed by an Apprentice must be reviewed daily and signed by the Sponsor and the Apprentice.

A Sponsor of an Apprentice shall:

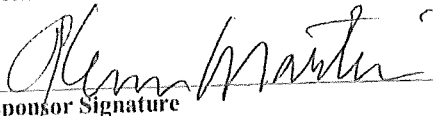
- a. Provide direct supervision to the Apprentice
- b. Determine the competency level of the Apprentice to perform tasks relating to fitting and dispensing hearing aids
- c. Evaluate the work of the Apprentice
- d. Document the training provided to and the direct supervision of the Apprentice
- e. Provide written notification to the Board if:
 - i. The Apprentice is no longer under the sponsorship of the Sponsor;
 - ii. The Apprentice withdraws from or terminates his or her in-service training;
 - iii. The Sponsor withdraws as a Sponsor for the Apprentice;
 - iv. The Apprentice has completed 1 year of in-service training under the direct supervision of the Sponsor and the Sponsor believes that the Apprentice is competent to work without physical on-site supervision; or
 - v. The Apprentice successfully completes all of the requirements for in-service training.

This document serves as a training guideline and agreement between the Apprentice and his or her Sponsor for the duration of the apprenticeship program.


 Apprentice Signature

2/8/19
 Date

Heather Castellano
 Print Name


 Sponsor Signature

2.8.19
 Date

Glenn Martin
 Print Name

A-145
 License Number



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

6170 Mae Anne Avenue, Suite 1, Reno, NV 89523

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www.nvspeechhearing.org Email board@nvspeechhearing.org

Date: September 29, 2020

To: Glenn Martin, Au.D.

The Board has received written notification from you as the Sponsor of **Heather Castellano HAS-2499 Apprentice**, that as of **September 23, 2020**, she is competent to work without direct on-site supervision. Your request has been approved by the Board.

Nevada Law and Regulations allow for a Hearing Aid Apprentice who has completed 1 year of in-service training under the direct supervision of their Sponsor, to work without physical on-site supervision upon attaining approval of the Board. NAC637B.0398

All work performed by a Licensed Apprentice must be reviewed and approved by the supervising Hearing Aid Specialist or Audiologist.

NAC 637B.0398 Duties of sponsor; review of work; direct supervision not required for certain duties; prohibition on operating office or satellite office without approval of Board. (NRS 637B.132, 637B.194, 637B.235)

1. A sponsor of an apprentice shall:
 - (a) Except as otherwise provided in subsection 3, provide direct supervision to the apprentice;
 - (b) Determine the competency level of the apprentice to perform tasks relating to fitting and dispensing hearing aids;
 - (c) Evaluate the work of the apprentice;
 - (d) Document the training provided to and the direct supervision of the apprentice; and
 - (e) Provide written notification to the Board if:
 - (1) The apprentice is no longer under the sponsorship of the sponsor;
 - (2) The apprentice withdraws from or terminates his or her in-service training;
 - (3) The sponsor withdraws as a sponsor for the apprentice;
 - (4) The apprentice has completed 1 year of in-service training under the direct supervision of the sponsor and the sponsor believes that the apprentice is competent to work without physical on-site supervision; or
 - (5) The apprentice successfully completes all the requirements for in-service training.
2. All work completed by an apprentice must be reviewed daily and signed by the sponsor and the apprentice.
3. An apprentice is not required to be under the direct supervision of a sponsor when performing any of the duties that may be delegated to an office assistant, aide or technician pursuant to subsection 1 of NAC 637B.0442.
4. An apprentice shall not maintain, run or operate an office or a satellite office in which hearing aids are fitted and dispensed without the approval of the Board.
5. As used in this section, "direct supervision" means:
 - (a) During the first year of the in-service training of an apprentice, being physically on-site at the same location as the apprentice.
 - (b) After the first year of the in-service training of an apprentice and upon attaining the approval of the Board, daily communication with the apprentice without the requirement of being physically on-site at the same location as the apprentice.

Please let us know if we can be of further assistance,

Stacey Whittaker, Licensing Coordinator
 State of Nevada Speech-Language Pathology Audiology &
 Hearing Aid Dispensing Board



Hearing Centers of Nevada

HEARING TESTS | CERUMEN MANAGEMENT | HEARING AIDS | MOBILE TESTING | CURBSIDE SERVICE
3041 W. Horizon Ridge Parkway #130, Henderson NV 89052 | (702) 965-4333 Ph. | (702) 965-4130 Fax

Stacey Whittaker, Licensing Coordinator
Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board
6170 Mae Anne Avenue, Suite 1, Reno, NV 89523
775.787.3421 P | 775.746.4105 F

9/23/2020

RE: Heather Castellano, Apprenticeship

Dear Stacey:

I have known Heather Castellano for approximately the last four and one-half years. During this time I have worked with Heather side by side, and been able to observe her, as she works with patients on a day to day basis. I have noticed that Heather has a dedicated passion for serving hearing patients with kindness and expertise. She is very thorough in her review of the patient's needs, so as to provide the best service possible for the patient population we serve. Heather is very intelligent and not self serving. She puts other people's best interests first, so as to be honest and fair with people she works with.

I have no reservations in recommending Heather as an independent Apprentice, as she is competent to work without physical onsite supervision per NAC 637B.0398.

Should you require any further information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Glenn Martin". The signature is written in a cursive, flowing style.

Glenn Martin Au.D.

AGENDA ITEM 5

License Reinstatement Application: Ashley Butler, SLP License # SP-2384 (Expired)

On October 1, 2020 Board staff sent out an expiration notice to all licensees whose licenses expired between January 1, 2020 and September 30, 2020. That same day, our office received a License Reinstatement Application from Ms. Butler for reinstatement of her license as a Speech Language-Pathologist, #SP-2285 which was initially issued on March 30, 2018 and expired on March 29, 2020.

Ms. Butler's reinstatement application indicates that she has been employed and practicing without a license in Nevada through her employment with Special Education Support Staff in Las Vegas, Nevada. Ms. Butler has explained that she was not practicing while on maternity leave from January 2020 to approximately August 2020 but has been practicing without a license since the start of this school year. Ms. Butler also indicated that she currently holds a Nevada DOE endorsement, however as she is not employed directly by a public educational institution, should also hold the state license per the recently adopted revision to NAC 637B:

Sec. 2. 1. Except as otherwise provided in subsection 2, for the purposes of subsection 1 of NRS 637B.080, the provisions of chapter 637B of NRS do not apply to a person who holds a current credential issued by the Department of Education pursuant to chapter 391 of NRS and any regulations adopted pursuant thereto who engages in the practice of audiology or speech-language pathology, as applicable, within the scope of that credential if the person:

- (a) Holds an active teacher's license issued pursuant to chapter 391 of NRS and an endorsement to teach pupils who have hearing impairments or to teach pupils who have speech and language impairments;*
- (b) Is employed by a public educational institution; and*
- (c) Does not engage in the practice of audiology or speech-language pathology as an independent contractor or provide services in the private practice of audiology or speech-language pathology.*

2. If a person who holds a current credential issued by the Department of Education pursuant to chapter 391 of NRS and any regulations adopted pursuant thereto also holds a valid license to engage in the practice of audiology or the practice of speech-language pathology pursuant to the provisions of chapter 637B of NRS and any regulations adopted pursuant thereto, such a person is subject to the provisions of chapter 637B of NRS and any regulations adopted pursuant thereto to the extent that he or she engages in the practice of audiology or speech-language pathology as an independent contractor or provides services in the private practice of audiology or speech-language pathology.

Sec. 3. 1. If a person has engaged or is engaging in the practice of audiology, the practice of speech-language pathology or the practice of fitting and dispensing hearing aids in this State without holding a valid license issued pursuant to the provisions of chapter 637B of NRS, the Board will issue and serve on the person a citation that contains an order for the person to cease and desist as authorized by NRS 637B.290.

A citation issued pursuant to subsection 1 may include the assessment of an administrative fine against the person to whom the citation is issued. If an administrative fine is assessed against a person to whom a citation is issued, such an administrative fine must be:

- (a) If unauthorized practice occurred over a period of 30 days or less, not less than \$50 or more than \$200.*
- (b) If the unauthorized practice occurred over a period of more than 30 days, not less than \$200 or more than \$5,000.*

A person to whom a citation is issued pursuant to subsection 1 may appeal the citation by submitting a written request for a hearing to the Board. The written request for a hearing must be submitted to the Board not later than 30 days after the date on which the citation was issued. Upon receipt of a written request for a hearing, the Board will conduct a hearing on the citation. At the conclusion of the hearing, the Board may waive any administrative fine assessed against the person to whom the citation was issued if:

- (a) The administrative fine was assessed for a first offense;*
- (b) The unauthorized practice for which the administrative fine was assessed occurred due to a failure by the person to renew his or her license in a timely manner pursuant to NAC 637B.036 and the license was reinstated not later than 60 days after the date on which the license expired; or*
- (c) The Board determines that good cause exists. As used in this paragraph, "good cause" includes, without limitation, circumstances under which a person suffers from an illness, injury or disability, experiences a family hardship or is subject to other circumstances beyond the person's control as may be determined by the Board.*

4. If a person against whom a citation has been issued pursuant to subsection 1 submits a written request for a hearing to the Board and the written request seeks a waiver of any administrative fine assessed against the person, the person who submits such a written request must include with the request proof necessary to demonstrate the existence of one or more of the circumstances justifying the waiver of the administrative fine as set forth in subsection 3.

Board operations have not been impacted by COVID-19 and we have been able to issue and renew licenses without limitations. No changes have been made to fees, license requirements, or renewal timelines, and we have no record of a related request from Ms. Butler since her license expired on March 29, 2020.

ACTION: Take one of the following actions regarding the application: 1) Approve; 2) Deny.

The Board may also consider a civil penalty (fine) not to exceed \$5,000 per NRS 637B.280. Our recently adopted revision to NAC 637B allows for the following:

- *If unauthorized practice occurred over a period of 30 days or less, not less than \$50 or more than \$200.*
- *If the unauthorized practice occurred over a period of 30 days or more, not less than \$200 or more than \$5,000.*

For reference, the Board has recently heard four (4) similar cases and imposed the following:

- Four (4) months unlicensed practice: Reinstated without conditions; \$200 fine imposed.
- Six (6) months unlicensed practice: Reinstated without conditions; \$300 fine imposed.
- Thirty days unlicensed practice: Reinstated without conditions; \$200 fine imposed.
- Less than thirty days unlicensed practice. Reinstated without conditions; \$50 fine imposed.

ATTACHMENT(S):

1. *Reinstatement Application: Butler*
2. *2020 10 12_Notice Letter Cease & Desist*
3. *ASHA Transcript*
4. *Waiver of Notice*



State of Nevada

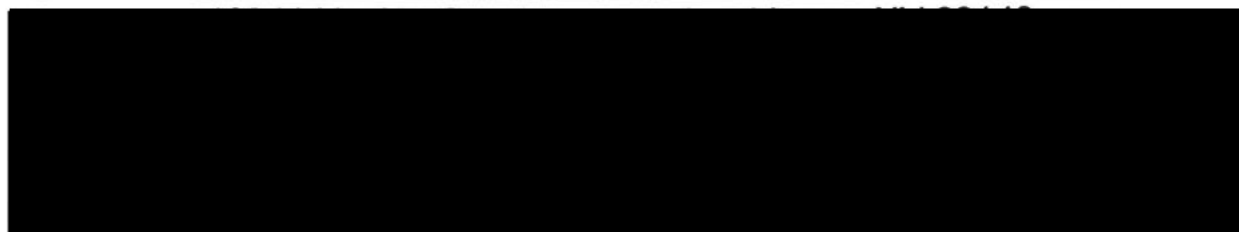
Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

6170 Mae Anne Avenue, Suite 1, Reno, NV 89523

(775) 787-3421 / Fax (775) 746-4105

www.nvspeechhearing.org Email board@nvspeechhearing.org**License Reinstatement Application**License Number: SP-2285☒ **Speech-Language Pathologist**☐ **Audiologist**☐ **Hearing Aid Specialist****Licensee Information**

If different than previous name on Nevada license, legal proof of name change is required.

Legal Name: Ashley Butler**Explanation of Reinstatement Request**Have you been employed and practicing in Nevada since your license expired? ☒ Yes ☐ No*If "yes", please attach a written explanation of the reasons and/or circumstances your license was not renewed on time. Please note that your application may require further review by the Board.***Employment Information Update (last 3 years)**Current Nevada Employer: Special Education Support Staff Start Date: August 1, 2018Address: 6630 Surrey St. Las Vegas, NV 89119 Work Phone 702-982-7933
Street City State ZipEmployer: Therapy Time Start Date: August 2010Address: 4600 E Shea Blvd., Phoenix, AZ 85028 Work Phone 602-386-8601
Street City State Zip

Employer: _____ Start Date: _____

Address: _____ Work Phone _____
Street City State Zip**Certification Status Update**☒ **ASHA**☐ **ABA**☐ **NBC-HIS**

*Attach copy of current certification or card

Number 14011499 Expiration 12/31/2020

Licensing History Update

License Type	State	License #	Expiration
Speech Language Pathologist	NV	SP-2285	3/29/2020
Speech Language Pathologist	UT	10756376-4102	5/31/2019
Speech Language Pathologist	AZ	SLP6815	11/30/2019

Nevada Business License Information – Check appropriate answer. An answer is mandatory.

- ☐ I have a Nevada Business License number assigned by the Secretary of State upon compliance with the provisions of NRS Chapter 76.
 Name on business license: _____
 Business License #: _____

☒ I do NOT have a Nevada business license number.

Child Support Information – Please check appropriate answer. An answer is mandatory

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

Legal Information (YES answer requires explanation)

Since the date of your last application or renewal, have there been any disciplinary actions or legal actions taken against your professional license for any reason? ☐ Yes ☒ No

Are there any pending legal actions, complaints, investigations or hearings in process? ☐ Yes ☒ No

Since the date of your last application or renewal, have you had a professional license, certification or registration denied, restricted, suspended or revoked? ☐ Yes ☒ No

Since the date of your last application or renewal, have you relinquished responsibilities, resigned a position or been fired while a complaint was pending against you? ☐ Yes ☒ No

Since the date of your last application or renewal, have you been convicted of, or pled guilty or nolo contendere to, a violation of ANY federal or state statute, city or county ordinance, or any law of a foreign country? (Exclude minor traffic violations not involving drugs or alcohol.) ☐ Yes ☒ No

If you answered "yes" to any question above, please attach a written explanation of the incident/action. Please note that your application may require further review by the Board.

Continuing Education Information – Minimum 15 hours for all license types

List dates of completion; course(s), and CE Hours awarded for continuing education credit that was completed in the **previous 12 months**. If dual licensed, check applicable license for CE credit.

Date	Course	CE Hours
5/31/2019	From Research to the Real World: Using EBPs in ASD	15

Acknowledgement and Declaration of Applicant**Notice of Mandatory Reporting**

I acknowledge I have been informed of my duty as a mandatory reporter of abuse or neglect of a child pursuant to NRS 432B. (Speech-Language Pathologist, Audiologist)

I declare, under penalty of perjury, all the information supplied herein is to the best of my knowledge true, accurate and complete and I have not withheld, misrepresented, or falsely stated any information relevant to my training or experience or my fitness to practice audiology or speech pathology.

Ashley Butler
Signature of Applicant

10/1/2020
Date

BOARD USE ONLY

Date Received: _____

Date Issued: _____

Fees Paid By: ☐ Credit Card ☐ Check/MO# _____ Amount Paid: \$ _____
☐ Certification Verification ☐ License Verification ☐ Continuing Education



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

6170 Mae Anne Avenue, Suite 1, Reno, NV 89523

(775) 787-3421 / Fax (775) 746-4105

www.nvspeechhearing.org Email board@nvspeechhearing.org

October 12, 2020

Ashley Butler
10341 Havkin Court
Las Vegas, NV 89149

RE: **License #SP-2285 (Expired)**
Notice to Cease and Desist

Dear Ms. Butler,

On October 1, 2020 this office sent out an expiration notice to all licensees whose licenses expired between January 1, 2020 and September 30, 2020. That same day, our office received a License Reinstatement Application from you for reinstatement of your license as a Speech Language-Pathologist, #SP-2285 which was initially issued on March 30, 2018 and expired on March 29, 2020.

Your reinstatement application indicates that you have been employed and practicing without a license in Nevada through your employment with Special Education Support Staff in Las Vegas, Nevada. Based on email communication with you dated today, 10/12/2020, it appears as though you were not practicing while on maternity leave from January 2020 to approximately August 2020, but have been practicing without a license since the start of this school year.

Board operations have not been impacted by COVID-19 and we have been able to issue and renew licenses without limitations. No changes have been made to fees, license requirements, or renewal timelines, and we have no record of a related request from you since your license expired on March 29, 2020.

Please note, by failing to timely renew your license and continuing to practice as an unlicensed Speech-Language Pathologist suggests violation of the following Speech-Language Pathology, Audiology and Hearing Aid Dispensing laws and regulations:

Nevada Revised Statutes (NRS)

NRS 637B.290 Practice without license: Prohibition; penalties.

- 1. A person shall not engage in the practice of audiology, speech-language pathology or fitting and dispensing hearing aids in this State without holding a valid license issued pursuant to the provisions of this chapter.*

2. *In addition to any other penalty prescribed by law, if the Board determines that a person has engaged in the practice of audiology, speech-language pathology or fitting and dispensing hearing aids in this State without holding a valid license issued pursuant to the provisions of this chapter, the Board may:*
 - (a) *Issue and serve on the person an order to cease and desist until the person obtains from the Board the proper license or otherwise demonstrates that he or she is no longer in violation.*

NRS 637B.310 Injunctive relief against person practicing without license.

1. *The Board through its Chair or Vice Chair may maintain in any court of competent jurisdiction a suit for an injunction against any person engaging in the practice of audiology, speech- language pathology or fitting and dispensing hearing aids without a license valid under this chapter.*
 2. *Such an injunction:*
 - (a) *May be issued without proof of actual damage sustained by any person, this provision being a preventive as well as a punitive measure.*
 - (b) *Shall not relieve such person from criminal prosecution for practicing without a license.*
- (Added to NRS by 1979, 1257; A 2015, 2310)*

NRS 637B.320 Penalty.

Any person who violates any of the provisions of this chapter is guilty of a misdemeanor.
(Added to NRS by 1979, 1257)

You are hereby ordered to Cease and Desist the practice of Speech-Language Pathology until the Board considers your License Reinstatement Application.

You are hereby given notice of the Board's intent to consider your character, alleged misconduct, professional competence or health at its next meeting on October 21, 2020.

The meeting will begin at 4:30pm Pacific time. There will be no public access to the meeting per Governor Steve Sisolak's March 21, 2020 Emergency Directive 006 suspending the physical meeting location requirement for public bodies. You may attend via teleconference and we will send you a copy of the agenda with instructions to join the teleconference. Please note that you may join using audio only or using both audio AND video. Video only will not include sound.

Since this meeting date is less than 30 days from now, the Board must receive the attached Waiver of Notice from you no later than 5:00pm Pacific on Wednesday, October 14, 2020 in order to include you in the agenda for the October 21, 2020 meeting. Failure to submit the Waiver by this date will result in your case being postponed to the Board's next regular meeting, likely in January 2021.

The meeting is a public meeting, and you are welcome to attend. The Board may go into closed session to consider the following general topics: your License Reinstatement Application and your alleged unlicensed practice from August 2020 to present. You are welcome to attend the

closed session, have an attorney or other representative of your choosing present during the closed meeting, present written evidence, provide testimony, and present witnesses relating to your character, alleged misconduct, professional competence, or physical or mental health.

Pursuant to NRS 637B.280, the Board may take any of the following actions in consideration of your application:

NRS 637B.280 Authority of Board to take disciplinary or other action; private reprimands prohibited; orders imposing discipline deemed public records.

1. *If, after notice and a hearing as required by law, the Board determines that the applicant or licensee has committed any act which constitutes grounds for disciplinary action, the Board may, in the case of the applicant, refuse to issue a license, and in all other cases:*
 - (a) Refuse to renew a license;*
 - (b) Revoke a license;*
 - (c) Suspend a license;*
 - (d) Administer to the licensee a public reprimand;*
 - (e) Impose conditions on the practice of the licensee;*
 - (f) Impose a civil penalty not to exceed \$5,000 for each act constituting grounds for disciplinary action; or*
 - (g) Impose any combination of the disciplinary actions described in paragraphs (a) to (f), inclusive.*
2. *The Board shall not administer a private reprimand.*
3. *An order that imposes discipline and the findings of fact and conclusions of law supporting that order are public records.*
(Added to NRS by 1979, 1257; A 2003, 3453; 2005, 776; 2015, 2309)

If you have any questions regarding this process, please feel free to contact the Board office at (775) 787-3421.

Your prompt attention to this matter is greatly appreciated.

Sincerely,



Jennifer R. Pierce, Executive Director
Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board

cc: Henna Rasul, State of Nevada, Senior Deputy Attorney General; Counsel to the Board

ASHA CE Transcript – Certification Interval Courses

Account Information

Name: Ashley N Butler

Account Number: 14011499

Active Certification Maintenance Interval: 2018–2020

Prior Certification Maintenance Interval: 2015–2017

My Intervals

- 2018-2020 Certification Maintenance Interval
- 2015-2017 Certification Maintenance Interval

2018-2020 Certification Maintenance Interval CE Course Listing

CEU Date	ASHA CEUs	Course Name
05/31/2019	1.50	SPRING COURSE: From Research to the Real World: Using EBPs in ASD
Total:	1.50	This is not an official ASHA CE Transcript.

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2015-2017 Certification Maintenance Interval CE Course Listing

CEU Date	ASHA CEUs	Course Name
08/31/2017	0.10	Tell Me All About It: Strategies for Summarizing and Main Idea
08/31/2017	0.10	Got R Problems? A Phonemic Approach to R Remediation
08/31/2017	0.10	Practical Approaches to Fluency for School-Aged Students
08/31/2017	0.10	How to Choose Educationally Relevant Mobile Apps
08/31/2017	0.10	Why Don't They Do That in Class?: Easy Carryover with Curriculum-Based Therapy
08/31/2017	0.10	Create the Perfect Schedule
08/31/2017	0.10	5 Mistakes to Avoid in Data Collection

01/30/2017	0.05	Serving Clients From Diverse Backgrounds: Speech-Language Difference vs. Disorder
08/31/2016	0.25	Tongue Tie 101 for SLPs: What Is Our Role?
02/12/2016	0.20	Targeting Social Competence for Adolescents With ASD
11/30/2015	0.35	Play-Based Trtmt: Basic Strategies for Exceptional Instruction
11/30/2015	0.15	The ABC's of Working with Children with Hearing Loss
11/30/2015	0.10	Play-based Activities for Phonological Development
11/30/2015	0.20	Language RTI & Common Core: Universal Language Benchmarking
11/30/2015	0.10	Vanderbilt Journal Club: What Does It Mean When a Child Talks Late?
09/30/2015	0.10	Specific Play-based Intervention Activities for CAS
09/30/2015	0.10	Therapy for School-Age Children with CAS
Total:	2.30	This is not an official ASHA CE Transcript.

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My ASHA CE Transcript

- [My 2018-2020 CCC-SLP Certification Maintenance Info](#)
- [Recent Courses on My ASHA CE Transcript](#)



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

6170 Mae Anne Avenue, Suite 1, Reno, NV 89523

(775) 787-3421 / Fax (775) 746-4105

www.nvspeechhearing.org Email board@nvspeechhearing.org**WAIVER**

**Notice of Public Meeting
Wednesday, October 21, 2020**

The Nevada open Meeting Law, NRS 241.033(1) (see below), states that the "public body shall not hold a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of any person, unless it has given written notice to that person of the time and place of the meeting." Such written notice must either be (a) delivered personally to that person at least five (5) working days before the meeting, or (b) sent by certified mail to the last known address of that person at least twenty-one (21) working days before the meeting.

I hereby acknowledge my right to be noticed under NRS 241.033, however, I hereby waive such notice so that the State of Nevada Speech-Language Pathology Audiology and Hearing Aid Dispensing Board ("Board") may discuss and consider my Reinstatement Application. I further understand the meeting is scheduled to commence at 4:30 p.m. on Wednesday, October 21, 2020. Per Governor Sisolak's March 21, 2020 Emergency Directive suspending the physical meeting location requirement for public bodies, there will be no physical access to the meeting, which will be held via teleconference and the instructions and agenda will be provided prior to the meeting.

Ashley Butler
Signature

10/12/2020
Date

Ashley Butler
Print name

NRS 241.033

NRS 241.033 Meeting to consider character, misconduct, competence or health of person or to consider appeal of results of examination: Written notice to person required; exception; public body required to allow person whose character, misconduct, competence or health is to be considered to attend with representative and to present evidence; attendance of additional persons; copy of record.

1. A public body shall not hold a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of any person or to consider an appeal by a person of the results of an examination conducted by or on behalf of the public body unless it has:
 - (a) Given written notice to that person of the time and place of the meeting; and
 - (b) Received proof of service of the notice.
2. The written notice required pursuant to subsection 1:
 - (a) Except as otherwise provided in subsection 3, must be:
 - (1) Delivered personally to that person at least 5 working days before the meeting; or
 - (2) Sent by certified mail to the last known address of that person at least 21 working days before the meeting.
 - (b) May, with respect to a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person, include an informational statement setting forth that the public body may, without further notice, take administrative action against the person if the public body determines that such administrative action is warranted after considering the character, alleged misconduct, professional competence, or physical or mental health of the person.
 - (c) Must include:
 - (1) A list of the general topics concerning the person that will be considered by the public body during the closed meeting; and
 - (2) A statement of the provisions of subsection 4, if applicable.

AGENDA ITEM 6

License Reinstatement Application: Scott Sumrall, AuD License #A-2133 (Involuntary Surrender by Revocation)

On July 22, 2020 Case A20-01 came before the Board and Mr. Sumrall was found in violation of the Consent Decree executed January 22, 2020 and Board Order dated April 29, 2020. Mr. Sumrall's license to practice as an Audiologist in Nevada was revoked by Involuntary Surrender and he was ordered to complete the items listed below. A status update is included for each:

1. Payment of \$4,740.81 in attorney's fees and costs.

This is the balance of \$2,471.76 from the January 2020 Consent Decree and April 2020 Board Order, plus additional fees incurred from May-July 2020 totaling \$2,269.05, and less the \$600 paid between May and June 2020.

Mr. Sumrall paid the balance in full on September 29, 2020.

2. Upon full payment of the fees listed above, Mr. Sumrall could pay the practical examination fee, and sit for and pass the dispensing practical examination. An Application for License Reinstatement and Dispensing Endorsement could not be submitted until he successfully passed the Dispensing Practical Exam.

Mr. Sumrall paid the exam fee on October 13, 2020 and successfully passed the Dispensing Practical Examination on October 14, 2020.

3. Once the Dispensing Practical Examination was successfully completed, Mr. Sumrall could submit to the Board an Application for License Reinstatement with payment and an Audiology Dispensing Endorsement Application with payment. Both applications must be complete with truthful and accurate responses and would be placed on the agenda of the next Board meeting for review.

Mr. Sumrall submitted the Application for License Reinstatement and Dispensing Endorsement and paid the fee for both on October 15, 2020. Mr. Sumrall still needed to complete CE units as of the receipt of the application and was instructed to submit the certificates prior to the Board Meeting.

ACTION: Take one of the following actions regarding the application: 1) Approve; 2) Deny.

The Board does not have authority to place conditions on the license or extend the conditions imposed in the prior orders.

ATTACHMENT(S):

1. Reinstatement Application
2. Waiver of Notice
3. Board Order 7/22/2020



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

6170 Mae Anne Avenue, Suite 1, Reno, NV 89523

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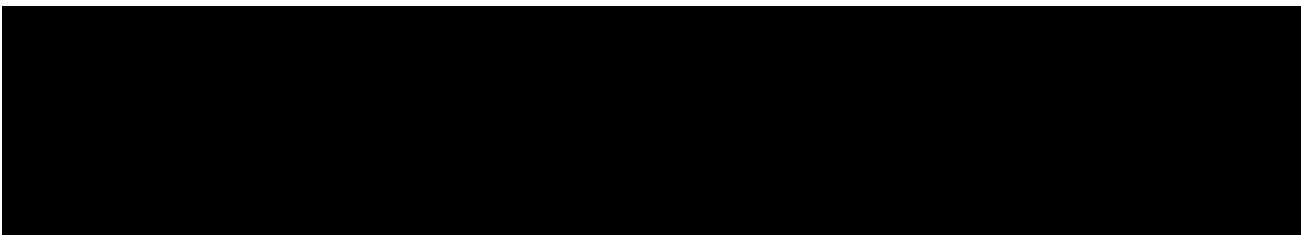
www.nvspeechhearing.org Email board@nvspeechhearing.org**License Reinstatement Application**

License Number: _____

☐ Speech-Language Pathologist☐ Audiologist☐ Hearing Aid Specialist**Licensee Information**

If different than previous name on Nevada license, legal proof of name change is required.

Legal Name: _____

**Explanation of Reinstatement Request**Have you been employed and practicing in Nevada since your license expired? ☐ Yes ☐ No***If "yes", please attach a written explanation of the reasons and/or circumstances your license was not renewed on time. Please note that your application may require further review by the Board.*****Employment Information Update (last 3 years)**

Current Nevada Employer: _____ Start Date: _____

Address: _____ Work Phone _____
Street City State Zip

Employer: _____ Start Date: _____

Address: _____ Work Phone _____
Street City State Zip

Employer: _____ Start Date: _____

Address: _____ Work Phone _____
Street City State Zip**Certification Status Update**

*Attach copy of current certification or card

☐ ASHA☐ ABA☐ NBC-HIS

Number _____ Expiration _____

Licensing History Update

License Type	State	License #	Expiration

Nevada Business License Information – Check appropriate answer. An answer is mandatory.

- ☐ I have a Nevada Business License number assigned by the Secretary of State upon compliance with the provisions of NRS Chapter 76.
 Name on business license: _____
 Business License #: _____

- ☐ I do NOT have a Nevada business license number.

Child Support Information – Please check appropriate answer. An answer is mandatory

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

Legal Information (YES answer requires explanation)

Since the date of your last application or renewal, have there been any disciplinary actions or legal actions taken against your professional license for any reason? ☐ Yes ☐ No

Since the date of your last application or renewal, have you had a professional license, certification or registration denied, restricted, suspended or revoked? ☒ Yes ☐ No

Since the date of your last application or renewal, have you relinquished responsibilities, resigned a position or been fired while a complaint was pending against you? ☐ Yes ☒ No

Since the date of your last application or renewal, have you been convicted of, or pled guilty or nolo contendere to, a violation of ANY federal or state statute, city or county ordinance, or any law of a foreign country? (Exclude minor traffic violations not involving drugs or alcohol.) ☐ Yes ☐ No

If you answered "yes" to any question above, please attach a written explanation of the incident/action. Please note that your application may require further review by the Board.

Continuing Education Information – Minimum 15 hours for all license types

List dates of completion; course(s), and CE Hours awarded for continuing education credit that was completed in the **previous 12 months**. If dual licensed, check applicable license for CE credit.

Date	Course	CE Hours

Acknowledgement and Declaration of Applicant**Notice of Mandatory Reporting**

☐ I acknowledge I have been informed of my duty as a mandatory reporter of abuse or neglect of a child pursuant to NRS 432B. (Speech-Language Pathologist, Audiologist)

I declare, under penalty of perjury, all the information supplied herein is to the best of my knowledge true, accurate and complete and I have not withheld, misrepresented, or falsely stated any information relevant to my training or experience or my fitness to practice audiology or speech pathology.



Signature of Applicant

Date

BOARD USE ONLY

Date Received: _____

Date Issued: _____

Fees Paid By: ☐ Credit Card ☐ Check/MO# _____ Amount Paid: \$ _____

☐ Certification Verification ☐ License Verification ☐ Continuing Education

To whom it may concern,

As the Board is aware there was a consent decree in place for practicing without the correct licensing endorsements. Considering the circumstances of the Covid orders and other circumstances affecting my ability to complete the practical exam within the timeframe set in the consent decree, my license was revoked by the board for not having the practical exam completed by the date required. I have not practiced and do not intend to practice within the state of Nevada in the foreseeable future; however I do need my license reinstated for the sole purpose of not having a revoked license in place for future licensing needs. To the best of my knowledge all requirements necessary and requested by the board for reinstatement have been completed.



**BEFORE THE STATE OF NEVADA SPEECH-LANGUAGE PATHOLOGY
AUDIOLOGY AND HEARING AID DISPENSING BOARD**

IN THE MATTER OF:

Case No. A20-01

SCOTT SUMRALL, AuD
License No. A-2133,

ORDER

Respondent.

This matter was heard at the State of Nevada Speech-Audiology Pathology Audiology and Hearing Aid Dispensing Board ("BOARD") public telephonic meeting on July 22, 2020, in the State of Nevada. Providing legal counsel for the Board was Henna Rasul, Senior Deputy Attorney General. Respondent, SCOTT SUMRALL ("RESPONDENT") signed and submitted an Open Meeting Law Waiver of Notice for the July 22, 2020 hearing and subsequently appeared at the hearing. The hearing was conducted to determine whether or not RESPONDENT violated the terms of the April 29, 2020 Order and the January 22, 2020 Consent Decree.

On or about January 22, 2020, Scott Sumrall ("Respondent") and the State of Nevada Speech-Pathology Audiology and Hearing Aid Dispensing Board ("Board") entered into a fully executed Board approved Consent Decree, wherein Respondent stipulated to and agreed to various terms, including, but not limited to the following:

1(a). Within forty-five (45) days of the approval and execution of this Consent Decree, RESPONDENT shall pay attorney's fees and costs in the amount of one thousand three hundred eighty-nine and 24/100 dollars (\$1,389.24) RESPONDENT may pay the above-stated fees by way of a payment plan prepared by the BOARD, on the condition that a payment plan is set up with the BOARD within forty-five (45) days from the date of the approval and execution of this Consent Decree.

1(b). Within three (3) months of the approval and execution of this Consent Decree, RESPONDENT will take a six (6) hour BOARD approved continuing education course on professional ethics. This continuing education course may not be applied towards the continuing education requirements for the maintenance of RESPONDENT's license.

1 1(d). RESPONDENT must submit the required Audiology Dispensing
2 Endorsement application and associated fee(s) within one (1) week of completion of the
3 written and practical International Licensing Examination (ILE) exams.

4 As of the date of the April 29, 2020 hearing, RESPONDENT failed to:

5 1. Submit or set up a payment plan for the total amount of one thousand three
6 hundred eighty-nine and 24/100 dollars (\$1,389.24) within forty-five (45) days of the
7 approval and execution of the Consent Decree, thereby violating the terms of the Consent
8 Decree;

9 2. Take a six (6) hour BOARD approved continuing education course on
10 professional ethics; and

11 3. Submit the required Audiology Dispensing Endorsement application and
12 associated fee(s) within one (1) week of completion of the written and practical
13 International Licensing Examination (ILE) exams.

14 On or about April 29, 2020, a public hearing was conducted and the Board entered
15 its decision as follows:

16 1. The BOARD will administer a Public Reprimand to RESPONDENT.

17 2. RESPONDENT shall pay attorney's fees and costs totaling three thousand
18 seventy-one and 76/100 dollars (\$3,071.76) no later than May 15, 2020. This amount
19 reflects attorney's fees and costs since the execution of the January 22, 2020 Consent
20 Decree in the amount of one thousand six hundred eighty-two and 52/100 dollars
21 (\$1,682.52) and the unpaid attorney's fees and costs stipulated to in the January 22, 2020
22 Consent Decree in the amount of one thousand three hundred eighty-nine and 24/100
23 (\$1,389.24).

24 3. RESPONDENT shall submit documentation of completion of six (6) hours of
25 outstanding continuing education courses in professional ethics as mandated in the
26 January 22, 2020 Consent Decree no later than May 15, 2020.

27 ///

28 ///

1 4. RESPONDENT shall sit for and pass the Dispensing Practical Exam with
2 payment of examination fee as mandated in the January 22, 2020 Consent Decree within
3 thirty (30) days of contact from the Board to schedule the examination.

4 5. RESPONDENT shall submit the required Audiology Dispensing
5 Endorsement application and associated fees within one (1) week of completion of the
6 dispensing practical exam as mandated by the January 22, 2020 Consent Decree.

7 6. All other terms in the January 22, 2020 Consent Decree and August 2019
8 notice to Cease and Desist dispensing hearing aids remain in full force and effect.

9 7. Failure to abide by the terms of this ORDER shall be cause for the BOARD to
10 take disciplinary against RESPONDENT's License No. A-2133.

11 Consequently, the Board finds that pursuant to Chapter NRS 637B.280, it has
12 jurisdiction over this matter and that RESPONDENT violated the term(s) of the
13 April 29, 2020 Order by failing to sit for and pass the Dispensing Practical Exam with
14 payment of examination fee as mandated in the January 22, 2020 Consent Decree within
15 thirty (30) days of contact from the Board to schedule the examination. (Term 4 of the
16 April 29, 2020 Order)

17 Based upon the foregoing and good cause appearing, effective July 22, 2020, IT IS
18 HEREBY ORDERED by the BOARD the following:

19 1. The BOARD will administer a Public Reprimand to RESPONDENT and
20 RESPONDENT's audiology license is REVOKED by Involuntary Surrender.

21 2. RESPONDENT shall pay attorney's fees and costs totaling five thousand
22 three hundred forty and 81/100 dollars (\$5,340.81) with credit given to amounts already
23 paid as of the effective date of this ORDER. This amount reflects attorney's fees and costs
24 accrued since the execution of the January 22, 2020 Consent Decree.

25 3. RESPONDENT may sit for and pass the Dispensing Practical Exam with
26 payment of examination fee as mandated in the January 22, 2020 Consent Decree once all
27 fees referenced in paragraph 2 are paid in full.

28 ///

4. RESPONDENT may submit an Application for Licensure Reinstatement and the Audiology Dispensing Endorsement application with payment once he has successfully passed the Dispensing Practical Exam.


5. Both applications in paragraph 4 must be completed with truthful and accurate responses and will be considered for approval by the BOARD at a public meeting.

6. All other terms in the April 29, 2020 Order, January 22, 2020 Consent Decree and August 2019 notice to Cease and Desist dispensing hearing aids remain in full force and effect.

DATED this 27th day of July, 2020.

**STATE OF NEVADA SPEECH-PATHOLOGY
AUDIOLOGY AND HEARING AID DISPENSING
BOARD**

By:


Board Chairman

Andrea L. Menicucci MS. CCC-SLP

CERTIFICATE OF SERVICE

I certify that I am an employee of the State of Nevada, Office of the Attorney General,
and that on this 27th day of July, 2020, I served a true and correct copy of the
foregoing **ORDER**, by Email, U.S. Regular and Certified Mail to the following party:

Scott Sumrall
Modern Audiology Sparks
634 Pyramid Way
Sparks, NV 89431

**Certified Mail Receipt No.: 7019 0140 0001 1419 2930*

Scott Sumrall
10635 Date Palm Court
Sparks, NV 89441

**Certified Mail Receipt No.: 7019 0140 0001 1419 2947*



MERCEDES FUENTES
Office of the Attorney General
State of Nevada



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

6170 Mae Anne Avenue, Suite 1, Reno, NV 89523

(775) 787-3421 / Fax (775) 746-4105

www.nvspeechhearing.org Email board@nvspeechhearing.org**WAIVER**

**Notice of Public Meeting
Wednesday, October 21, 2020**

The Nevada open Meeting Law, NRS 241.033(1) (see below), states that the “public body shall not hold a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of any person, unless it has given written notice to that person of the time and place of the meeting.” Such written notice must either be (a) delivered personally to that person at least five (5) working days before the meeting, or (b) sent by certified mail to the last known address of that person at least twenty-one (21) working days before the meeting.

I hereby acknowledge my right to be noticed under NRS 241.033, however, I hereby waive such notice so that the State of Nevada Speech-Language Pathology Audiology and Hearing Aid Dispensing Board (“Board”) may discuss and consider my Reinstatement Application. I further understand the meeting is scheduled to commence at 4:30 p.m. on Wednesday, October 21, 2020. Per Governor Sisolak’s March 21, 2020 Emergency Directive suspending the physical meeting location requirement for public bodies, there will be no physical access to the meeting, which will be held via teleconference and the instructions and agenda will be provided prior to the meeting.

Signature

10-15-20

Date

SCOTT SUMRALL, AU.D.

Print name

NRS 241.033

NRS 241.033 Meeting to consider character, misconduct, competence or health of person or to consider appeal of results of examination: Written notice to person required; exception; public body required to allow person whose character, misconduct, competence or health is to be considered to attend with representative and to present evidence; attendance of additional persons; copy of record.

1. A public body shall not hold a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of any person or to consider an appeal by a person of the results of an examination conducted by or on behalf of the public body unless it has:
 - (a) Given written notice to that person of the time and place of the meeting; and
 - (b) Received proof of service of the notice.
2. The written notice required pursuant to subsection 1:
 - (a) Except as otherwise provided in subsection 3, must be:
 - (1) Delivered personally to that person at least 5 working days before the meeting; or
 - (2) Sent by certified mail to the last known address of that person at least 21 working days before the meeting.
 - (b) May, with respect to a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person, include an informational statement setting forth that the public body may, without further notice, take administrative action against the person if the public body determines that such administrative action is warranted after considering the character, alleged misconduct, professional competence, or physical or mental health of the person.
 - (c) Must include:
 - (1) A list of the general topics concerning the person that will be considered by the public body during the closed meeting; and
 - (2) A statement of the provisions of subsection 4, if applicable.

AGENDA ITEM 7

Update on Practitioner Needs and Board Response to COVID-19

There have been no changes since the July 2020 Board meeting, though we have received a few questions about licensing and telehealth. This agenda item was kept as a standing item to address any new issues or matters brought by licensees, Board members, and/or staff.

ACTION: Take action, table the matter, or take no action on the request.

ATTACHMENT(S): None

AGENDA ITEM 8

Review and Approval of Proposed Revision to Cost Sharing Agreement with Board of Occupational Therapy and Proposed Board Administrative Collaborative

The Board of Occupational Therapy has reached out to our Board, along with several others, with a two-part proposal for cost/space sharing and a working collaborative, both described below:

Revision to Cost-Sharing Agreement

The Board of Occupational Therapy has offered the use of vacant space in our shared office to other Boards that may be interested in remote work with a shared space on a part-time, as needed basis to reduce costs but maintain compliance with "physical office" requirements, especially in lieu of COVID-19 and many staff transitioning to remote work.

Our approved FY21 budget included \$8,540.29 in office space cost sharing to the OT Board, of which we have already paid \$4,225.15 for June-December 2020. We were also notified by the OT Board of a calculation error that would bring the original annual total down to \$6,677.22, **resulting in just \$2455.07 due for the remainder of the year.**

In discussion with the Executive Director of the OT Board, our Board's Executive Director proposed relinquishing her full-time private office and transitioning to a permanent remote work arrangement with visits to the office as needed for Board or other meetings. This arrangement is personally preferred, encourages leaner operations as overhead costs are reduced, and would not create any interruption to efficiency, while still providing the Board. The OT Board has responded with a proposal to accept relinquishment of the office, with continued shared costs for one-half of the Licensing Specialist's office and some of the common areas. **This would bring our total remaining due for FY21 down to \$805.65.**

Additionally, and in order to create a "cleaner" sharing arrangement of the physical office and equipment should other Boards join the space, the OT Board has offered to purchase our Board's unused furniture and equipment.

There are two cost share revisions available for January-June 2021 below, with Proposal 1 recommended. Should Proposal 1 be accepted, the OT Board has estimated that our Board's FY22 cost allocation would be approximately \$3,385, less than half of the original FY21 budget figure.

	Proposal 1: Relinquish ED office & sell equipment	Proposal 2: Keep ED office & equipment
January-June Shared Costs	\$805.65	\$2455.07
Desk & lateral file cabinet	-\$200	0
Office chair	-\$334	0
Television	-\$779	0
TOTAL	\$507.35 due from OT Board	\$2,452.07 due to OT Board

Board Administrative Collaborative

The Board of Occupational Therapy has proposed this initiative as a means for Boards to improve communications and assist one another in maintaining compliance with administration requirements, as well as an alternative and proactive approach to addressing State and Legislative concerns.

At this time it is not recommended that the Board enter into this formal agreement, due to time constraints, the unknown future of what state and legislative action will look like, and the availability of resources and support from other sources and other Boards without the need for a formal commitment.

ACTION: Take action, table the matter, or take no action on the request.

ATTACHMENT(S):

1. *Speech Cost Allocation Revision_9 3 2020*
2. *Board Collaborative Email and Draft Agreement*



STATE OF NEVADA
BOARD OF OCCUPATIONAL THERAPY

6170 Mae Anne Ave., Suite 1 | Reno, Nevada 89523
Phone: (775) 746-4101 | www.nvot.org | Fax: (775) 746-4105

September 3, 2020

Jennifer Pierce, Executive Director
Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board
6170 Mae Anne Ave., Suite 1
Reno, NV 89523

Re: Revision to Co-Location and Cost Sharing Allocation for FY 2021

Dear Ms. Pierce,

In reviewing your Board's share of costs, it was found that an error was made in the calculation of actual square footage of the dedicated space which has been corrected. The shared expenses remain the same as these are actual costs incurred in FY 2020, recaptured through allocation in FY 2021. The corrected allocation for FY 21 is \$6,677.22, without any change in dedicated office space.

The Board of Occupational Therapy is proposing to revise the Co-Location and Cost Sharing Allocation for FY 21 to revised the formula to reflect the surrender of the dedicated Executive Director office space retaining the 1/2 allocation of the Licensing office, effective January 1, 2021 through June 30, 2021.

A proposed revised FY 21 co-location cost allocation is provided for your review which incorporates a reduction of space allocation effective January 1, 2021. The balance due would be \$805.65 for the period January through June, 2021. Should your Board not approve the reduction in staff space allocation, the balance due would be \$ 2,452.07.

After your review and approval by your Board, the revised FY 21 co-location cost allocation balance due for the period January 1 through June 30, 2021 will become due.

The Board of Occupational Therapy is proposing to purchase the office furniture/equipment owned by your Board comprised of a desk, lateral file cabinet, office chair and television. The television and office chair were purchased in 2020 and we are proposing to reimburse you the actual costs of purchase; the desk and lateral file cabinet were purchased in 2012; I am proposing \$200.00 as a reasonable offer for those items.

An itemized invoice for the purchase of the furniture/equipment is required to document the transfer of assets; payment will be made upon receipt.

If you have any questions regarding the above proposals, please contact me.

Sincerely,

Loretta L. Ponton

Loretta L. Ponton, Executive Director
Board of Occupational Therapy

Attachment: FY 2021 Revised Co-Location Cost Allocation

**State of Nevada
Board of Occupational Therapy
Co-Location Cost Allocation
FY 2021 Revised**

Corrected Square Foot Allocation Speech-Language Pathology Audiology & Hearing Aid Dispensing Board				
*1.5 staff =183 sq ft @ \$1.759	\$	321.90	*leasing services worksheet/actual sq ft	
*common areas @ 20%	\$	64.38		
shared expenses	\$	170.16	July - Dec	Paid in Advance
Monthly Cost	\$	556.44		
Annual Cost- Revised Corrected	\$	6,677.22		
Original Cost Allocation	\$	8,450.29	\$ 3,338.61	\$ 4,225.15

Change to 1/2 Office; No dedicated ED Office, effective Jan 1 2021 Speech-Language Pathology Audiology & Hearing Aid Dispensing Board				
*.5 staff =53 sq ft @ \$1.759	\$	93.23	*leasing services worksheet/actual sq ft	
*common areas @ 20%	\$	18.65		
shared expenses actual 2020 reimbursed	\$	170.16	Jan - June	
Monthly Cost	\$	282.03	\$ 1,692.19	
Revised Cost Allocation FY 21	\$	3,384.37		

			Balance Due	
Revised FY 21 Speech Cost Allocation	\$	5,030.80	\$	805.65

Allocation of Square Feet	Actual Square Feet	
53	106	Licensing Office
130	130	Speech ED Office
183	236	Total Dedicated Office Space

State of Nevada

Professional and Occupational Licensing Boards

Administrative Collaborative

Preface State of Nevada professional and occupational licensing Boards (Boards) are funded solely from the fees received from the professions they regulate. The Boards are exempt from the State Budget Act (NRS 353.005) and receive no funding from the State General Fund.

The Boards oversee various occupations and professions and are charged with the protection of the public health, safety and welfare of the citizens in Nevada. The Boards provide the public and practitioners a means by which they can pursue administrative legal recourse, in cases of questionable actions or practice.

The Boards independently conduct business in accordance with legislative, state and internal directives. They are charged with compliance with existing and new legislative mandates, state administrative requirements and establishing internal management systems. Small Boards face challenges due to limited funding and staff resources.

The Boards are governed by additional laws and legislation outside their specific professions NRS sections; and must adhere to those requirements in conducting their business and operations. A partial listing of applicable laws include but is not limited to the following:

Title 17 State Legislative Department – NRS 218G Legislative Audits;

Title 18 State Executive Department - NRS 232A Appointments by the Governor to Public Bodies, NRS 232B Legislative Review of Public Agencies, NRS 233B Nevada Administrative Procedures Act

Title 19 Miscellaneous Matters Relating to Government and Public Affairs - NRS 241 Meetings of State and Local Agencies (Open Meeting Law)

Title 23 Public Officers - NRS 281 General Provisions, NRS 281A Ethics in Government; NRS 282 Official Bonds and Oaths and NRS 283 Resignations, Vacancies and Removals

Title 54 Professions, Occupations and Business - NRS 622 General Provisions, NRS 622A Administrative Procedures and NRS 629 Healing Arts

In addition to State laws, the Professional and Occupational Licensing Boards have the responsibility to adhere to specific requirements contained in the State of Nevada Administrative Manual (SAM).

Whereas, Professional and Occupational Licensing Boards have varying levels of experienced executive staff who may benefit from opportunities for collaboration with experienced resources in administration of professional and occupational regulatory Boards; and

Whereas, collaboration efforts may include but not be limited to:

- Consultation with experienced personnel working with professional and occupational regulatory Boards;
- Joint training opportunities for Board members and staff;
- Consulting on administrative requirements, and reporting of Board activities;
- Sharing of best practices and processes, procedures and administrative manuals;
- Reviewing current and proposed legislation pertaining to professional and occupational licensing Boards as a whole;
- Any other matter deemed pertinent to the Boards.

Whereas, it has been determined that it is in the best interests of the State of Nevada and Professional and Occupational Licensing Boards to enter into an Administrative Collaborative in order to provide a cost effective and efficient means to enhance collaborative efforts and establish a structured means by which Professional and Occupational Licensing Boards may increase adherence to state and legislative requirements and strengthen the Professional and Occupational Licensing Boards' administrative and oversight functions.

There is hereby established the ***“Professional and Occupational Licensing Boards, Administrative Collaborative”*** comprised of the Executive Directors or designated personnel of each participating Board who shall be authorized to represent their respective Boards' interests as participating Professional and Occupational Licensing Boards.

Participation in the Administrative Collaborative may be terminated by any of the parties, at any time upon 30 days written notice.

Now therefore in consideration thereof, the ***“Administrative Collaborative”*** shall become effective upon approval by a minimum of three (3) Professional and Occupational Licensing Boards as evidenced by signature below.

Board of Occupational Therapy

Board

Chair Dated

Board

Chair Dated

Board

Chair Dated

Board

Chair Dated

Board

Chair Dated

Chair Dated

AGENDA ITEM 9

Legislative Update

Sarah Adler, Board Lobbyist will provide the Board with a general update on legislative activities.

ACTION: None – INFORMATIONAL ONLY

ATTACHMENT(S):

1. *Sunset Subcommittee Summary of Recommendations_2020 Interim*

SUMMARY OF RECOMMENDATIONS

SUNSET SUBCOMMITTEE OF THE LEGISLATIVE COMMISSION

Nevada Revised Statutes (NRS) 232B.210

This summary presents the recommendations approved by the Sunset Subcommittee of the Legislative Commission at its meeting and work session on August 31, 2020. The recommendations will be submitted to the Legislative Commission for its consideration and possible inclusion in bill draft requests (BDRs) to be forwarded to the 81st Session of the Nevada Legislature. The Subcommittee's final report will provide further details of its actions.

RECOMMENDATIONS FOR LEGISLATION

Entities Recommended for Continuation With Statutory Revisions

1. State Board of Parole Commissioners ([NRS 213.108](#))—The Subcommittee voted to send letters to the Office of Finance, Office of the Governor; the Senate Committee on Finance; the Assembly Committee on Ways and Means; and the Fiscal Analysis Division of the Legislative Counsel Bureau to correct an error in [Assembly Bill 543](#) (2019) that resulted in the executive secretary position prescribed by [NRS 213.1085](#) to be paid at the rate of an executive assistant. Further, the Subcommittee recommended legislation to amend [NRS 213.1243](#) to require the district court judge to impose the sentence for the underlying crime and for the conditions of lifetime supervision to be imposed after any period of probation or term of imprisonment and any period of release on parole and [NRS 213.10885](#) to require a comprehensive review of the standards adopted regarding risk assessment at least every five years, instead of every three years. **(BDR –)**
2. Commission to Study Governmental Purchasing ([NRS 332.215](#))—The Subcommittee approved recommending legislation to authorize the Commission to request up to two bill drafts for each regular legislative session. **(BDR –)**
3. Nevada Funeral and Cemetery Services Board ([NRS 642.020](#))—The Subcommittee voted to urge the Board to implement policies and procedures within its powers to improve the timeliness of death reporting so that death certificates are distributed to the necessary parties expeditiously. Further, the Subcommittee recommended legislation to amend [NRS 642.080](#) to require graduation from a mortuary science program, instead of specific hours of coursework, to satisfy the requirement for licensure as an embalmer, and to make the necessary statutory changes to facilitate the use of the closest funeral home, even if it is across the state border. **(BDR –)**

Entity Recommended for Termination With Functions Transferred

4. Advisory Committee to Study Laws Concerning Sex Offender Registration ([NRS 179D.132](#))—The Subcommittee voted, as requested by the Office of the Attorney General, to recommend legislation to terminate the Committee and recommend its duties be transferred to the Advisory Commission on the Administration of Justice ([NRS 176.0123](#)), the

Nevada Sentencing Commission ([NRS 176.0133](#)) of the newly created Department of Sentencing Policy, or both entities. **(BDR –)**

Recommendation Relating to the Nevada Board of Homeopathic Medical Examiners ([NRS 630A.100](#))

5. The Subcommittee voted to require the Nevada Board of Homeopathic Medical Examiners to report to the Legislature on or before the first day of the 2021 Session on its progress implementing the provisions of [Senate Bill 98](#) (2019). Further, the Subcommittee recommends that a bill draft be requested automatically if the report does not indicate that the provisions of SB 98, including the appointment of new board members to replace all members serving at the time the legislation was enacted, have been completed. Such a BDR would terminate the Board and transfer the responsibility for regulating the practice of homeopathic medicine to the State Board of Health as proposed in SB 98, as introduced. **(BDR –)**

RECOMMENDATIONS FOR COMMITTEE ACTION

Entities Recommended for Continuation

6. Colorado River Commission of Nevada ([NRS 538.051](#))
7. State Apprenticeship Council ([NRS 610.030](#))
8. Board of Medical Examiners ([NRS 630.050](#))
9. Nevada State Board of Veterinary Medical Examiners ([NRS 638.020](#))
10. Board of Athletic Trainers ([NRS 640B.170](#))
11. State Board of Cosmetology ([NRS 644A.200](#))
12. Advisory Council on Mortgage Investments and Mortgage Lending ([NRS 645B.019](#))
13. Commission of Appraisers of Real Estate ([NRS 645C.180](#))
14. Appraisal Advisory Review Committee ([NRS 645C.180](#), [645C.210](#), and *Nevada Administrative Code* [NAC] [645C.600](#))

Entities Recommended for Continuation With Additional Actions and Reporting

15. State Barbers' Health and Sanitation Board ([NRS 643.020](#))—The Subcommittee voted to continue the State Barbers' Health and Sanitation Board (Barbers) with the recommendation that the State Board of Cosmetology (Cosmetologists) serve in a mentor capacity for the Barbers to allow the Barbers to replicate some of the best practices of the Cosmetologists and report back to the Legislature on or before the first day of the 2021 Session on its progress regarding: (1) website development; (2) modernization of practices; (3) cooperation with the Cosmetologists; (4) increasing frequency of testing and licensing, preferably to on demand;

and (5) credit card payments. The Barbers were further asked to report back to the Subcommittee during the 2021–2022 Interim on their progress.

16. Real Estate Commission ([NRS 645.050](#))—The Subcommittee voted to continue the Commission with the recommendation that it study ways to more fully implement [SB 69](#) (2017). The Subcommittee noted that subsection 11 of [NAC 645.185](#) authorizes a cooperating broker to represent a person “other than a resident of Nevada” and questioned the reasoning for not allowing a cooperating broker to represent a resident of Nevada.

FURTHER COMMITTEE ACTIONS RECOMMENDED

Recommendations Relating to the Timeliness of Death Reporting

17. Send a letter to the Board of Medical Examiners urging it to communicate to all its licensees through its newsletter, website, and outreach presentations regarding both registration in Nevada’s Electronic Death Registry System and the required timelines for death reporting.
18. Send a letter to the State Board of Health requesting it to consider clarifying by regulation who is responsible to sign the death certificate when multiple physicians and/or advanced practice registered nurses (APRNs) have provided care to a patient who later dies.
19. Send a letter to the Nevada Hospital Association in order to raise awareness of the importance of timely death reporting and the requirements per [NAC 440.160](#) that all deaths be certified within 48 hours.
20. Send a letter to certain parties encouraging their continued discussion to improve the timeliness of death reporting, including increasing awareness that [SB 291](#) (2017) amended [NRS 440.470](#) to authorize the attending physician or attending APRN to initiate the record of death and provide the required information at the time of death. This letter should be addressed to the:
 - a. State Board of Health ([NRS 439.030](#));
 - b. State Registrar of Vital Statistics ([NRS 440.110](#));
 - c. State Board of Nursing ([NRS 632.020](#));
 - d. Board of Medical Examiners ([NRS 630.050](#));
 - e. Nevada Funeral and Cemetery Services Board ([NRS 642.020](#));
 - f. State Board of Osteopathic Medicine ([NRS 633.181](#)); and
 - g. [Bureau of Health Care Quality and Compliance, Division of Public and Behavioral Health, Department of Health and Human Services.](#)

Recommendation Relating to the Advisory Committee for a Veterans Cemetery in Northern Nevada ([NRS 417.230](#))

21. Send a letter to the director of Nevada's Department of Veterans Services requesting that the director review the membership of the Advisory Committee for a Veterans Cemetery in Northern Nevada urging it to seek the appointment of new members, if necessary, to ensure the members are able to comply with the statutory requirement for the Advisory Committee to meet at least four times a year.

Recommendation Relating to Increasing the Diversity of Members of Certain Regulatory Bodies

22. Send a letter to certain regulatory bodies encouraging the recruitment of Black, Indigenous, and other persons of color as members to reflect the diversity of the state. According to [Senate Concurrent Resolution 1](#) (2020) of the 32nd Special Session of the Nevada Legislature, nearly 49 percent of Nevada's population is represented by persons of color, including persons who are Black, Indigenous, Hispanic, Asian, or Pacific Islander and persons of more than one racial or ethnic background.

Recommendation Relating to Compliance With and Communication of Controlling Health Standards Related to Coronavirus Disease of 2019 (COVID-19) by Certain Regulatory Bodies

23. Send a letter to certain regulatory bodies urging them to comply with controlling health standards when conducting the business of the body to reduce the transmission of Severe Acute Respiratory Syndrome Coronavirus 2 (SARS-CoV-2)—the virus that causes COVID-19. The letter should direct the regulatory bodies to communicate with their licensees as necessary to keep them apprised of changes to controlling health standards.

AGENDA ITEM 10

Work Session on Legislative Priorities and Review of 2020 Licensee Survey Results

a. NRS 637B.175 ~ Increase Statutory Caps on Licensing Fees

The Board is seeking to increase the fee caps in NRS to allow for later increase in actual fees charged as needed through regulation change. All but one of the Board's current fees charged are at the maximum fee cap. The Board's plan has been to continue working on this and pursue in the 2021 Legislative Session.

A licensee survey was conducted in Spring 2020, and each meeting will include a Board Work Session as a standing agenda item.

A potential sponsor has been identified and sent information to support our BDR request. We hope to have a response soon and per the Board's approval in July 2020, the Executive Director and Lobbyist will work with the potential sponsor to identify appropriate fee cap amounts to pursue. An Executive Summary supporting this request was prepared and is attached for the Board's review.

An analysis of potential fee increases confirms that the Board would still benefit from an increase in fee caps at a lowered maximum. Should fee caps be increased in NRS, and if an increase in actual fees is pursued through regulation, the Board's budget would be positively impacted with even a small fee increase

A verbal update on any recent progress will be provided during the meeting. Should feedback be received from the potential bill sponsor by the meeting date, the Board may want to consider approving new fee cap amounts.

New Application & License Fee	Total New Applications = 75	Current Fee	\$10 Increase	\$30 Increase	\$50 Increase
		\$250	\$260	\$280	\$300
		\$18,750	\$19,500	\$21,000	\$22,500
Renewals	Total Renewals = 1133 (90% renewal of 1259 licensees)	Current Fee	\$10 Increase	\$30 Increase	\$50 Increase
		\$100	\$110	\$130	\$150
		\$113,300	\$124,630	\$147,290	\$169,950
Total Revenue		\$124,550	\$136,630	\$160,790	\$184,950
Total Increase		\$0	\$12,080	\$36,240	\$60,400

b. NRS New ~ Speech-Language Pathology Assistant, Audiology Assistant

This proposed new legislation would define and create authority and criteria for licensing Speech-Language Pathology Assistants and Audiology Assistants in the State of Nevada. This is a national trend with many states moving towards some form of legislation and licensing requirements. The Board's plan has been to continue working on this and pursue in the 2023 Legislative Session.

A licensee survey was conducted in Spring 2020, and each meeting will include a Board Work Session as a standing agenda item. It is also suggested

The results of the 2020 Licensee Survey are included for the Board's review and discussion. It would be helpful to discuss questions and potential next steps for each Assistant type, as each has very different considerations.

AuD Assistants

1. *Is there a need/demand for this professional role in Nevada?*

- Most respondents indicated there are **NOT** support personnel in use their work setting other than unlicensed office assistants, aides, or technicians
 - Question 35: Yes = 16.47% Unsure: 5.88% No: 77.65%
- Most respondents indicated they **DO** see a need/benefit to adding licensing for Audiology Assistants
 - Question 36: Yes = 48.28% Unsure/Not Enough Information: 32.18% No: 19.54%
 - Question 36: "If no, please explain" Responses
 - Question 37: "If yes, what benefits do you think there are to adding licensing for Audiology Assistants? (select all that apply)"
- Most respondents indicated they **DO NOT** have concerns about adding licensing for Audiology Assistants
 - Question 38: Yes = 14.94% | Unsure/Not Enough Information: 41.38% | No: **43.68%**

2. *What is the most appropriate licensing path (see below) given the duties assigned, cost to the licensee, cost to the Board, and requirement that the supervising Audiologist assume full responsibility for the assistant?*

Open for discussion of licensing vs. certification or registration.

3. *The ASHA-recommended allowable services are almost exclusive to hearing aid fitting and dispensing, raising the question of whether this role could support both Audiologists and Hearing Aid Specialists.*

Most respondents indicated they **DO NOT** already delegate duties to an unlicensed office assistant, aide, or technician as allowed in NAC 637B.0442

- Question 34: Yes = 51.76% | No: 48.24% | *43% of yes responses were HAS or HAS-A

3. *Does the current NAC regarding delegation to an office assistant allow for this role in some capacity already, and would a regulation change be sufficient to allow for the use of support personnel, especially given that the burden is already on the licensed practitioner to ensure an audiology assistant is qualified and skilled to complete delegated tasks?*

See question 2, above – open for discussion regarding NAC revision vs. addition of licensing type.

4. What is the most appropriate fee range for this role given income potential?

A review of other Nevada Boards that license assistants shows that actual fees for assistants average almost 70% of the cost of the “higher” license for a new application, and 46% of the renewal cost.

Role	ACTUAL FEES							
	New App + License	"Higher" license	Less "Higher" License	%	Renewal	"Higher" License	Less "Higher" License	%
Chiropractic Assistant	100	425	-325	24%	60	350	-290	17%
Dispensing Optician Apprentice	100	500	-400	20%	100	300	-200	33%
Landscape Architect Intern	100	225	-125	44%	125	200	-75	63%
LPN/Nursing Assistant	50	100	-50	50%	25	100	-75	25%
OT Assistant	175	250	-75	70%	125	175	-50	71%
PT Assistant	200	100	-100	200%	100	150	-50	67%
Podiatry Hygienist	100	600	-500	17%	100	400	-300	25%
Psychologist Assist/ Intern/ Trainee	125	125	0	100%	Not listed	-	0	-
Licensed Social Worker	140	140	0	100%	100	150	-50	67%
Average	121		-175	69%	92	228	-121	46%
Boards: Chiropractic, Dispensing Opticians, Landscape Architecture, Nursing, Occupational Therapists, Physical Therapists, Podiatry, Psychological Examiners, Social Workers.								

5. What may be the increased cost to the Board (licensing activities, oversight & discipline, database enhancements) and does the value of potential new licensing fees support this, especially given the potentially small number of applicants.

- Depending on numbers and the addition of practitioners with less training and experience, there may be an increase in disciplinary cases. However, our complaint cases are low (21 cases since FY16 out of 1299 licensees on 9/30/2020 = .02%).
- Online applications are now accepted and would need to be revised to capture assistants

SLP Assistants

1. Is there a need/demand for this professional role in Nevada?

- Most respondents indicated they **DO** see a need/benefit to adding licensing for SLP Assistants, though many were unsure or did not have enough information.
 - Question 25: Yes = 49.16% | Unsure/Not Enough Information = 32.87% | No = 17.98%
 - Question 25: "If no, please explain" (
 - Question 26: "If yes, what need/benefits do you think there are to adding licensing for SLP Assistants?" (select all that apply)
- Responses were **almost evenly split** regarding concerns about adding licensing for SLP Assistants
 - Question 28: Yes = 30.11% | Unsure/Not Enough Information = 36.93% | No = 32.95%
 - Question 29: "If yes, what concerns do you have about adding licensing for SLP Assistants?" (select all that apply)"

2. What is the most appropriate licensing path given the duties assigned, cost to the licensee, and cost to the Board?

Open for discussion of licensing vs. certification or registration.

3. Is there the possibility of other educational pathways being developed in Nevada besides the program currently operating out of Nevada State College?

Open for information & discussion.

4. What are the implications for the crossover with the current NDE endorsement and how can we best collaborate?

Over half of SLP 50.42% of survey respondents indicated **they also hold this endorsement**, and we have confirmed that there is a cost to the practitioner for the endorsement.

- Question 22: In addition to your license, do you also hold the Nevada Department of Education Endorsement to provide SLP services? Yes = 50.42% | No = 49.58%

5. What are the implications for the NSC training program and current NDE-endorsed staff if the Board adopts the ASHA recommendation for preferred training with an associate degree in in SLPA or a bachelor's degree in Speech-Language pathology?

Most respondents indicated they would like to see a **bachelor's degree in SLP or Communication Disorders** as the most appropriate minimum level of education required.

- Question 27: Associate degree in SLPA Program = 16.91% | Bachelor's Degree in SLP or Communication Disorder= 76.79% | Other = 6.30%

6. What is the most appropriate fee range for this role given income potential?

See table above.

7. *What may be the increased cost to the Board (licensing activities, oversight & discipline, database enhancements) and does the value of potential new licensing fees support this, especially given the potentially small number of applicants.*

- Depending on numbers and the addition of practitioners with less training and experience, there may be an increase in disciplinary cases. However, our complaint cases are low (21 cases since FY16 out of 1299 licensees on 9/30/2020 = .02%).
- Online applications are now accepted and would need to be revised to capture assistants

8. *Next steps for collaboration and development?*

Feedback is requested from the Board and it is recommended that continued work and discussion be sought with stakeholders, including the Department of Education and school districts, educational institutions, associations, and others.

ACTION: Take action, table the matter, or take no action.

ATTACHMENT(S):

1. *2020 Survey Executive Summary*
2. *Survey 2020 Summary + Charts*
3. *Considerations for Licensing SLP Assistants_April 2020*
4. *Considerations for Licensing AUD Assistants_April 2020*



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

Executive Summary in Support of Proposed Revision to NRS 637B.175 Fees | September 2020

NRS 637B.175 Fees

1. The Board shall charge and collect only the following fees whose amounts must be determined by the Board, but may not exceed:

	Current	New: Board Approved 2020	New: Proposed Reduced*
Application fee.....	150	300	200
License fee.....	100	200	150
Fee for the renewal of a license.....	100	200	150
Reinstatement fee.....	100	300	200
Examination fee.....	300	400	No Increase
Fee for converting to a different type of license.....	50	100	No Increase
Fee for each additional license or endorsement.....	50	100	No Increase
Fee for obtaining license information.....	50	100	100

2. If an applicant submits an application for a license by endorsement pursuant to NRS 637B.204, the Board shall collect not more than one-half of the fee set forth in subsection 1 for the initial issuance of the license.

3. All fees are payable in advance and may not be refunded.

(Added to NRS by 1979, 1256; A 1983, 198; 1991, 172; 2015, 2307, 3017, 3895)—(Substituted in revision for NRS 637B.230)

**Proposed reduced amounts have been adjusted from the increased amounts approved by the Board in January 2020 and will need to go back to the Board for final approval.*

History of Fee Increases

The last change to the Board's fee caps occurred upon the merger of the formerly separate *Audiologists and Speech Pathologist Board* and *Hearing Aid Specialists Board* during the 2015 Legislative session. Fee caps were changed three times prior, in 1991, 1983, and 1979. A revision to NAC 637B was completed in 2016 to match the actual fees charged to the 2015 change in fee caps, leaving little cushion for future fee increases.

Reserves

Every year from FY16 to FY19, the Board's operating budget resulted in a negative net income and the Board was able to utilize over \$70,000 in reserves to cover the difference. The Board's current reserve is now below one-year's operating costs and should be replenished to increase solvency and align with Legislative direction and Board policy regarding reserve funds.

Licensee Growth

Our Board has seen a consistent average increase in licensee totals of 6% since 2015, resulting in an almost 20% increase in licensing and oversight work.

Legal Costs

With growth comes the opportunity for more complaint cases which can be costly to the Board. Since FY16 the Board has worked 21 complaint cases, an average of four (4) per year. Only six (6) cases have resulted in a formal order that would allow the Board to recoup costs. The approximate cost of legal and investigative fees to the Board for these cases totals almost \$12,000 and may be more but cannot be fully calculated due to the age of records. Only a fraction of this, less than \$2,000, has been recovered to date via repayment following a Board order.

Investments in Technology & Efficiency

The Board has made several investments in the past few years in licensing database that is integrated with our website to process applications and renewals in an efficient manner and allow for more effective license management. All licensing processes are fully online and a 2020 website redesign improved licensee access to Board information as well as a more user-friendly backend that allows Board staff to make content changes easily versus relying on a paid third-party to do so. New ZOOM teleconference meeting technology allows the Board to reduce in-person meeting costs. Office 365 has allowed staff to work remotely and without interruption during COVID-19 and will support future remote work that reduces overhead costs. Board staff are committed to a leaner future that includes less reliance on paper and traditional operating expenses.

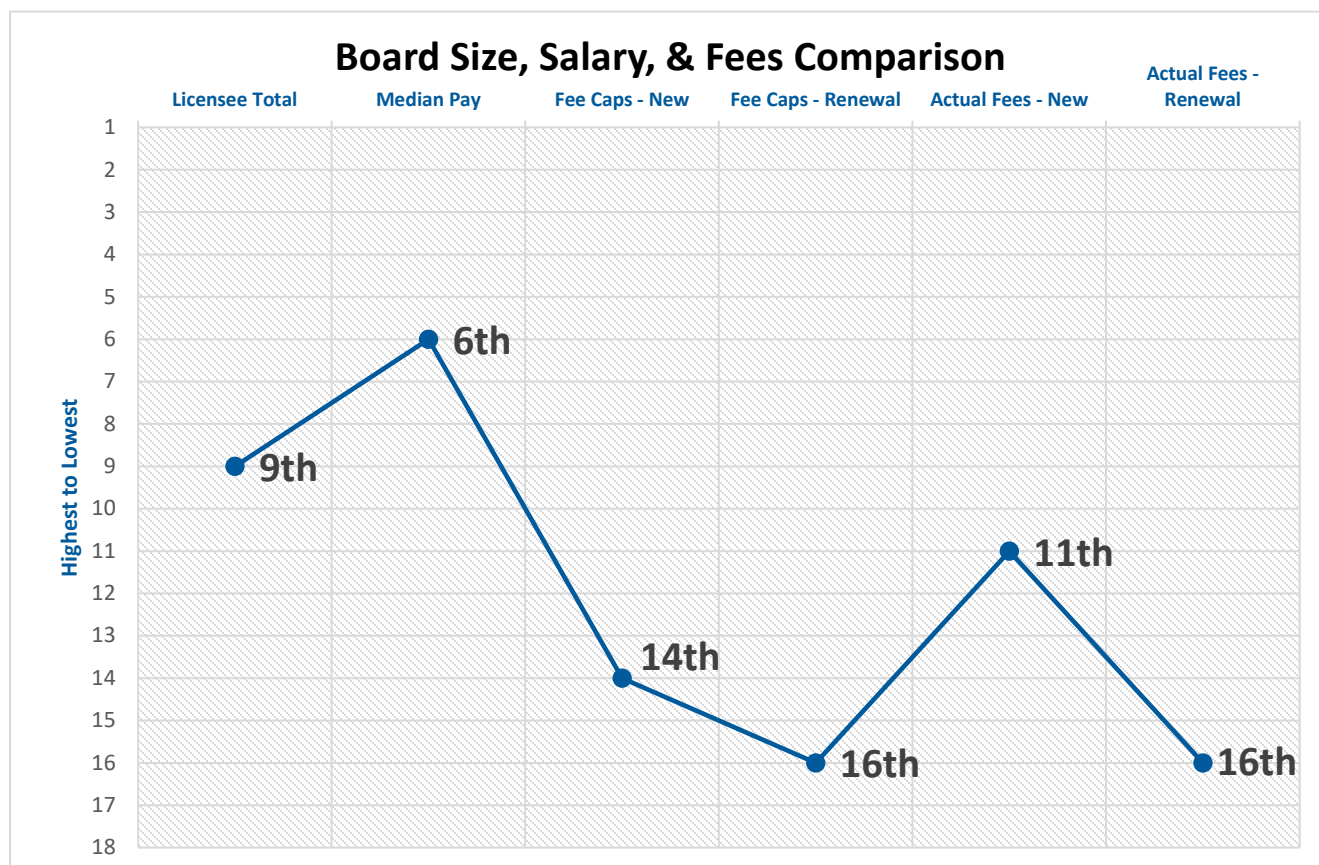
Reduced Staffing & Cost-Sharing Measures

The Board employs three (3) part-time staff: an Executive Director at .7 FTE, a Licensing Coordinator at .5 FTE, and an Investigator used on an as-needed, hourly basis. The Licensing Coordinator is shared with the Board of Occupational Therapy, with whom our Board and the Board of Environmental Health Specialists share an office space to minimize costs. The Board is considering a revision to this arrangement to reduce the use of space and equipment in the physical office. Board staff will also forego salary increases in FY21.

Fees Not Commensurate with Other Professions

We compared our licensee census, licensee salaries, and licensing fees against 17 other Nevada Boards that are similar in size and/or professional area to our Board¹.

- Our Board's license totals and median professional salaries are **50% or higher** than the other Boards.
- Both our fee caps and actual fees charged are **less than 50%** of the other Boards.
- Eight (8) of these comparison Boards **changed their NRS fee caps** in the last two legislative sessions: two (2) in 2017, and six (6) in 2019.





State of Nevada
Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

2020 Licensee Survey | Survey Summary

465 total Responses | SLP: 80.39% ~ AUD/DISP AUD: 7.54% ~ HAS/HAS-A: 7.54%

Majority responses for each set of questions are listed below. ***NOTE, the response numbers are low, and these are not statistically significant or well-over the total of other responses. These are simply the highest in each category.**

DEMOGRAPHICS	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
2. Age Range	45-54	35-44	45-54	45-54	35-44	45-65+
3. Gender	Female	Female	Male	Female	Female	Female
4. Years in Practice	0-5 & 21-30	11-20	11-20	0-5	11-20	11-30+
5. Highest Degree	Doctoral	Doctoral	Bachelor's	Master's	Master's	Master's
6. Annual Salary	\$60,000 - \$89,999	Over \$90,000	Over \$90,000	\$60,000 - \$89,999	\$60,000 - \$89,999	Prefer to not disclose
7. Employment Type	Employee	Employee	Employee	Employee	Employee	Various
8. Employment Level	Full-time	Full-time	Full-time	Full-time	Full-time	Full-time
9. Primary Work Setting	Audiology Practice	Audiology Practice	Hearing Aid Provider	Audiology Practice	Ed Setting: Practitioner	Various
10. Geographic Practice Areas	LV/ Henderson	LV/ Henderson & Reno/Sparks	LV/ Henderson	Various	LV/ Henderson	Various
11. Licensed in Another State	Even split	No	No	Yes	No	No
12. Telehealth Services	No	No	No	Yes	Yes	No
13. Telehealth Locations	In Nevada	In Nevada	In Nevada	In Nevada	In Nevada	N/A

FEES	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
14. Fees Commensurate with Salary	Yes	Yes	Yes	Yes	Yes	Yes
15. Response to Fee Increase	Neutral	Support	Neutral	Support	Oppose	Strongly Oppose

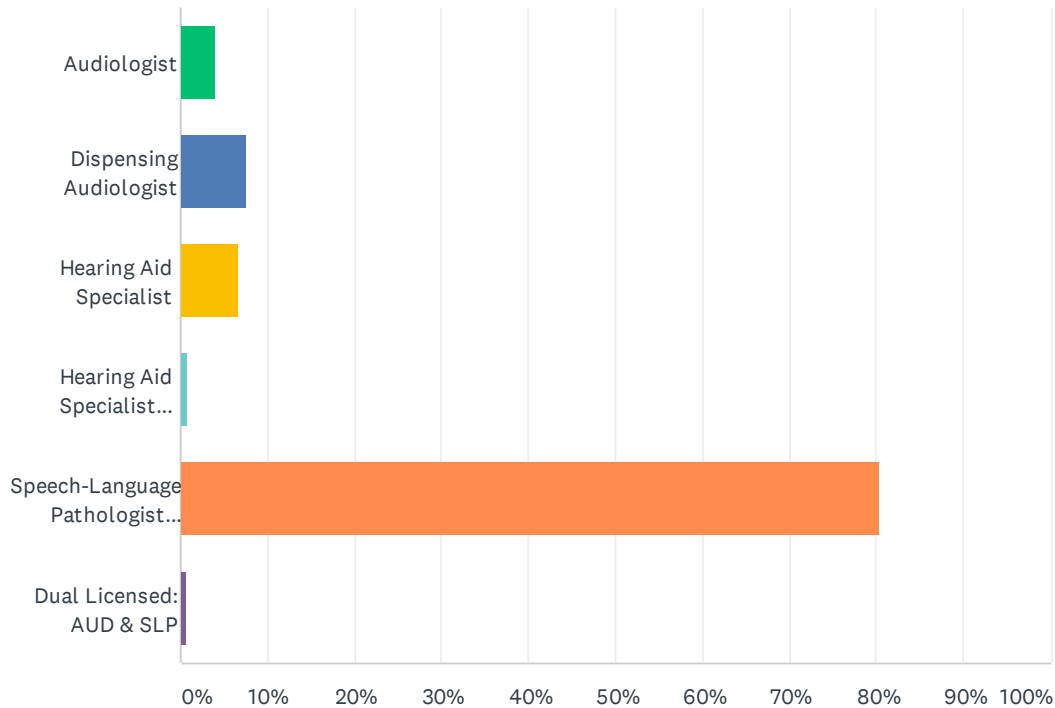
COVID-19 IMPACT	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
16. Practice Volume Impact	Yes	Yes	Yes	Yes	Yes	Split
17. Amount of Volume Impact	11 – 100% reduction	31 – 60% reduction	61 – 90% reduction	31 – 60% reduction	11 – 30% reduction	31 – 60% reduction
18. Income Impact	Yes	No	Yes	Yes	Yes	Yes
19. Amount of Income Impact	61 – 90% reduction	91 – 100% reduction	91 – 100% reduction	11 – 30% reduction	11 – 30% reduction	11 – 60% reduction

SLP ASSISTANTS	
21. Holding ASHA CCCs	Yes 96.35%
22. Holding DOE Endorsement	Yes 50.42%
23. K-12 with Bachelor's-prepared SLP personnel	Yes 27.35%
24. Non-K12 with Bachelor's-prepared SLP personnel	No 43.73%
25. Need/Benefit to assistants	Yes 49.16%
26. Most selected benefit	Establishes and maintains high caliber of standards for assistants 76%
27. Minimum level of education for assistants	Bachelor's Degree in a speech-language pathology or communication disorders program 76.79%
28. Concerns around adding assistants	Unsure/Not enough information 36.93%
29. Most selected concern	Concerned about supervision/oversight 85.29%
30. Most selected duty to delegate	Assist with clerical duties, such as preparing materials and scheduling activities, as directed by the SLP 84.07%
31. ASHA supervision requirements affecting tasks assigned	Unsure/Not enough information

AUD ASSISTANTS	AUD	DISP AUD	HAS	HAS-A
34. Already delegating per NAC 637B.0442	No	Yes	Yes	Yes
35. Support personnel in use	No	No	No	Split
36. Need/Benefit to assistants	Unsure/Not enough information	Yes	Yes/Unsure/Not enough information	Split
37. Most selected benefit(s)	Increased access Employer reliance High standards	Allows audiologists/HAS to spend time on tasks/services that are more profitable	Increases productivity by reducing wait times and enhancing patient satisfaction	None
38. Concerns around adding assistants	Unsure/Not enough information	No	Unsure/Not enough information	Yes
39. Most selected concern(s)	Encroachment Training Supervision	Supervision	Encroachment	Billing
40. Most selected duty to delegate	Cleaning hearing aids - Maintaining and restocking test and treatment rooms	Cleaning hearing aids - Scheduling patients	Greeting/escorting - Scheduling patients - Packaging/mailing	Various
41. ASHA supervision requirements affecting tasks assigned	No	Split	No	No

Q1 License(s) Held

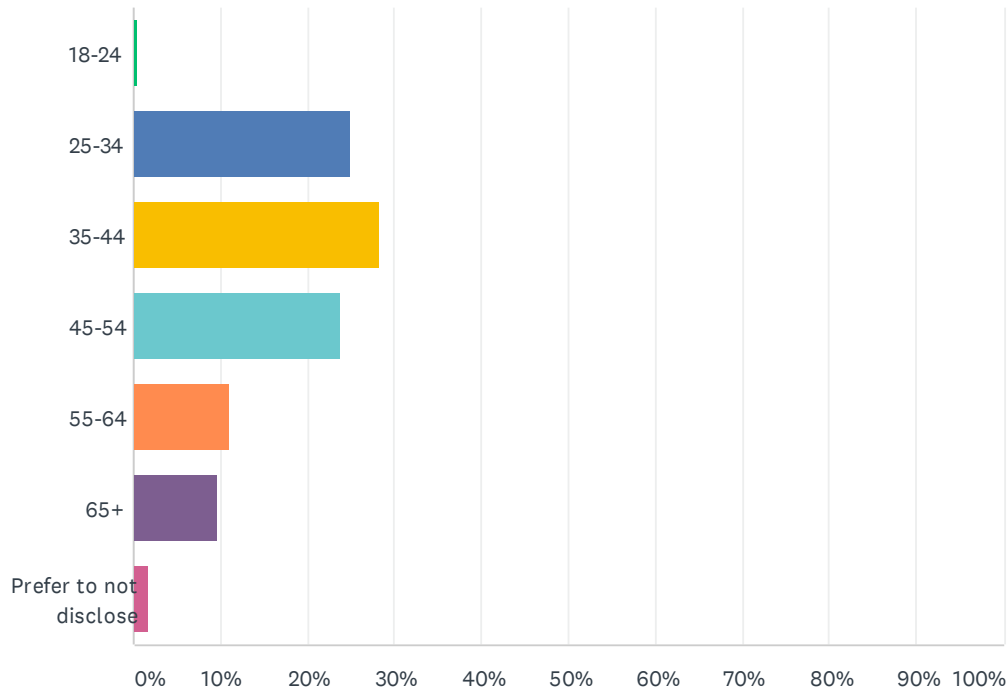
Answered: 464 Skipped: 1



ANSWER CHOICES	RESPONSES	
Audiologist	3.88%	18
Dispensing Audiologist	7.54%	35
Hearing Aid Specialist	6.68%	31
Hearing Aid Specialist Apprentice	0.86%	4
Speech-Language Pathologist (includes Provisional)	80.39%	373
Dual Licensed: AUD & SLP	0.65%	3
TOTAL		464

Q2 Age Range

Answered: 465 Skipped: 0

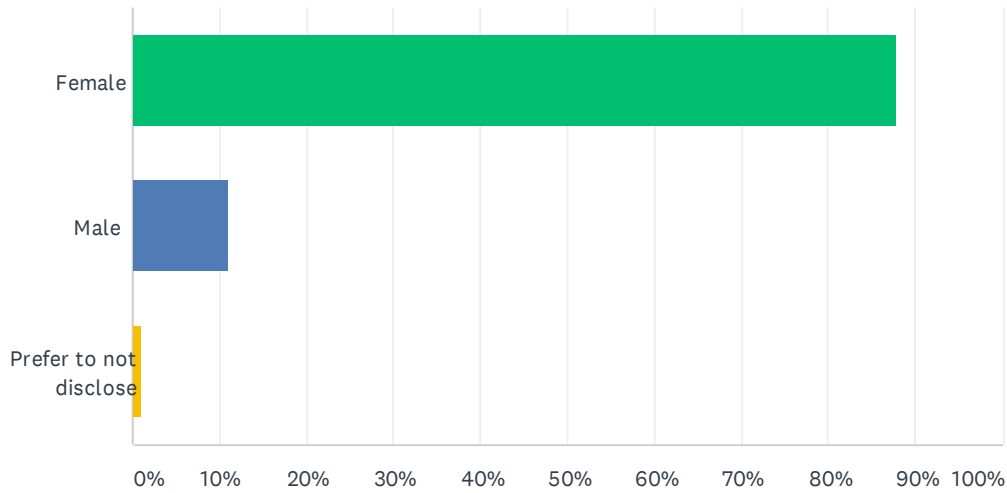


ANSWER CHOICES	RESPONSES	
18-24	0.43%	2
25-34	24.95%	116
35-44	28.17%	131
45-54	23.87%	111
55-64	11.18%	52
65+	9.68%	45
Prefer to not disclose	1.72%	8
TOTAL		465

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
18-24	0	0	0	0	2	0
25-34	5	8	5	1	97	0
35-44	3	10	6	1	111	0
45-54	7	7	9	2	85	1
55-64	2	7	7	0	34	1
65+	1	3	3	0	37	1
Prefer to not disclose	0	0	1	0	7	0
TOTAL RESPONSES	18	35	31	4	373	3

Q3 Gender

Answered: 463 Skipped: 2

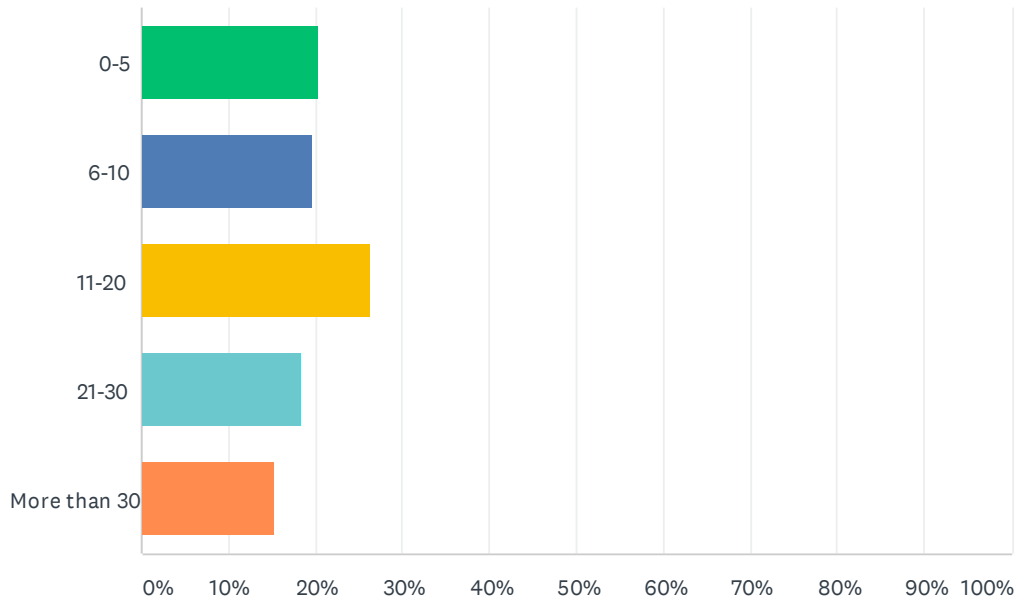


ANSWER CHOICES	RESPONSES	
Female	87.90%	407
Male	11.02%	51
Prefer to not disclose	1.08%	5
TOTAL		463

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Female	12	24	14	4	349	3
Male	6	11	16	0	18	0
Prefer to not disclose	0	0	1	0	6	0
TOTAL RESPONSES	18	35	31	4	373	3

Q4 Years in Practice

Answered: 465 Skipped: 0

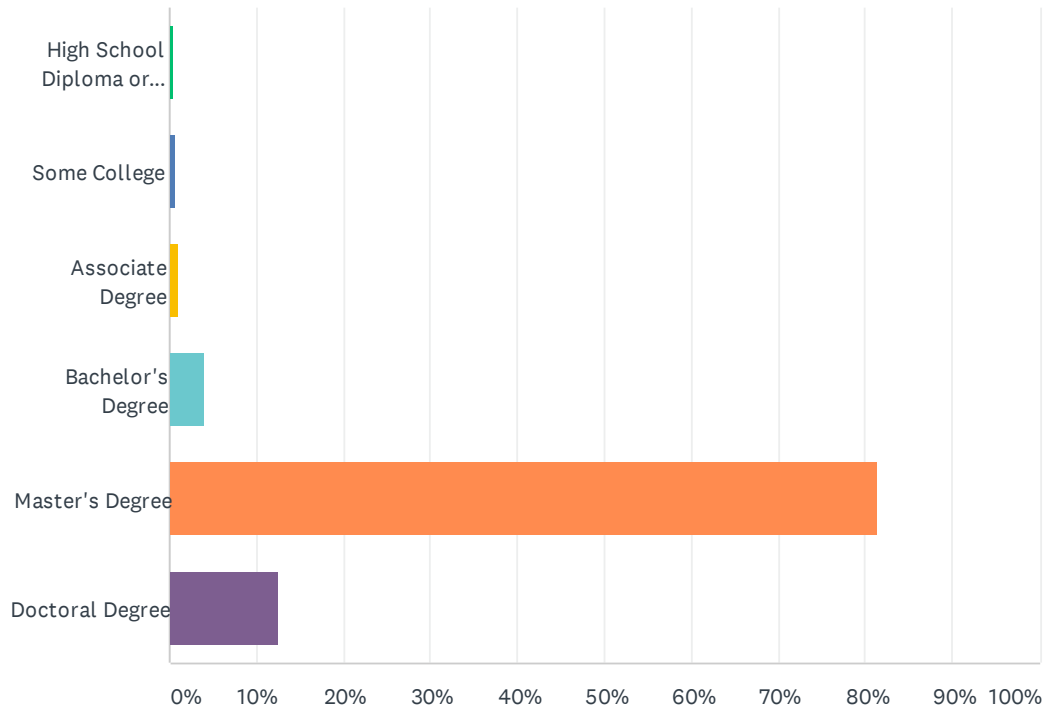


ANSWER CHOICES	RESPONSES	
0-5	20.22%	94
6-10	19.57%	91
11-20	26.45%	123
21-30	18.49%	86
More than 30	15.27%	71
TOTAL		465

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
0-5	5	4	5	4	76	0
6-10	3	7	6	0	68	0
11-20	1	9	13	0	106	1
21-30	5	7	6	0	71	1
More than 30	4	8	5	0	52	1
TOTAL RESPONSES	18	35	35	4	373	3

Q5 Highest Educational Degree Earned

Answered: 464 Skipped: 1

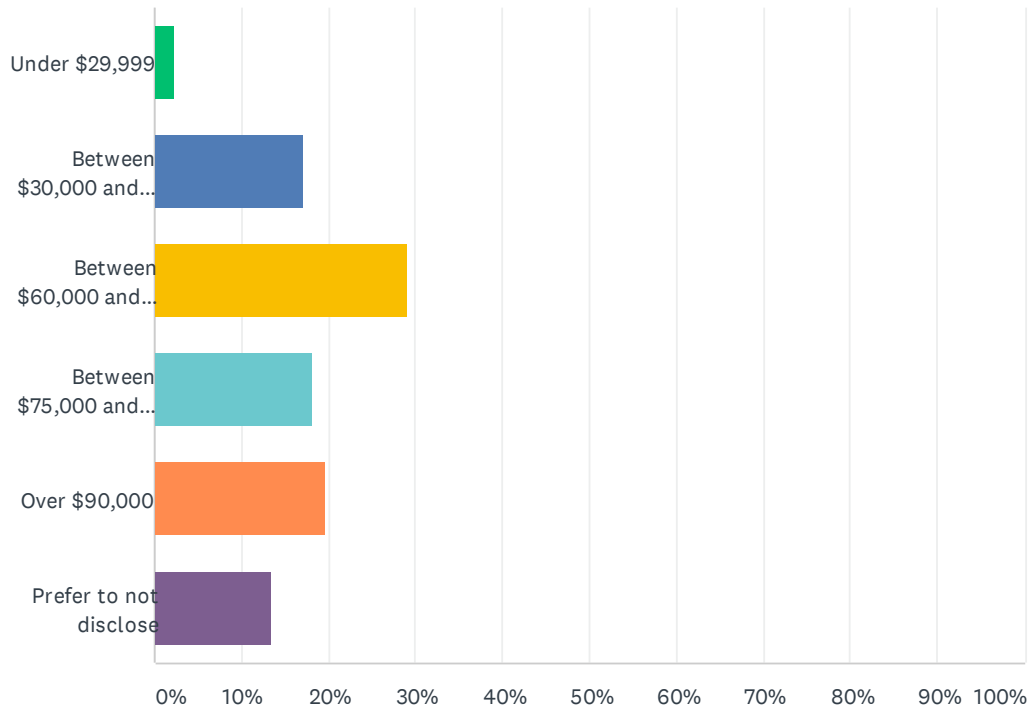


ANSWER CHOICES	RESPONSES	
High School Diploma or Equivalent	0.43%	2
Some College	0.65%	3
Associate Degree	1.08%	5
Bachelor's Degree	3.88%	18
Master's Degree	81.47%	378
Doctoral Degree	12.50%	58
TOTAL		464

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
High School Diploma or Equivalent	-	-	1	1	-	-
Some College	-	-	3	0	-	-
Associate Degree	-	-	5	0	-	-
Bachelor's Degree	-	-	17	0	1	0
Master's Degree	3	5	4	3	359	3
Doctoral Degree	15	30	1	0	12	0
TOTAL RESPONSES	18	35	31	4	372	3

Q6 Annual Salary

Answered: 460 Skipped: 5

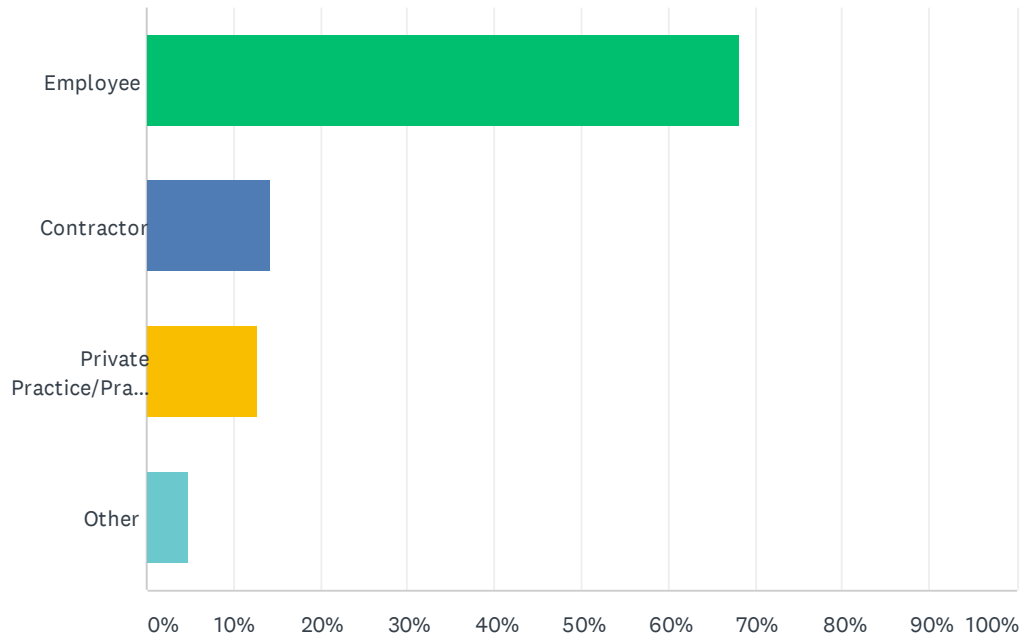


ANSWER CHOICES	RESPONSES	
Under \$29,999	2.39%	11
Between \$30,000 and \$59,999	17.17%	79
Between \$60,000 and \$89,999	29.13%	134
Between \$75,000 and \$99,999	18.26%	84
Over \$90,000	19.57%	90
Prefer to not disclose	13.48%	62
TOTAL		460

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Under \$29,999	0	0	0	0	11	0
Between \$30,000 and \$59,999	1	0	2	1	75	0
Between \$60,000 and \$89,999	7	8	8	2	108	0
Between \$75,000 and \$99,999	3	8	7	1	65	0
Over \$90,000	4	15	10	0	60	1
Prefer to not disclose	3	4	4	0	54	2
TOTAL RESPONSES	18	35	31	4	373	3

Q7 If Employed, Employment Type

Answered: 452 Skipped: 13

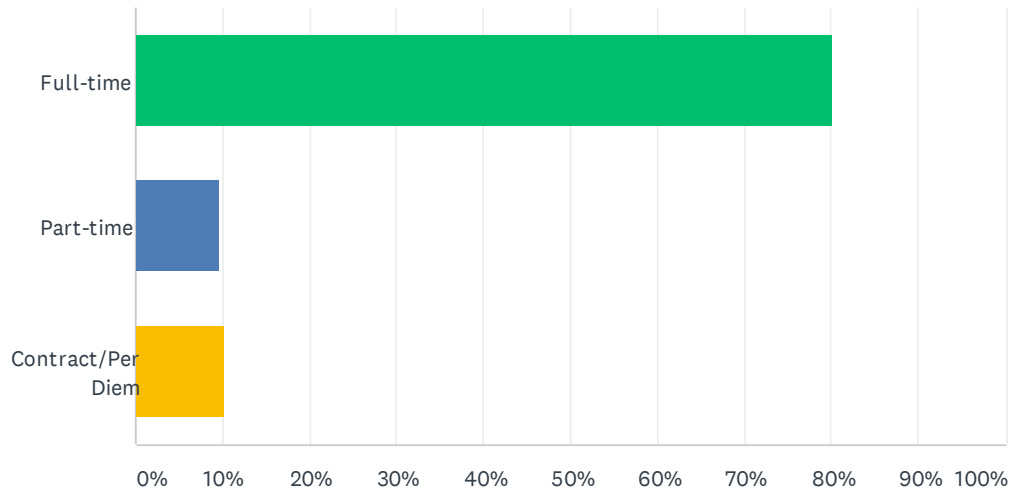


ANSWER CHOICES	RESPONSES	
Employee	68.14%	308
Contractor	14.16%	64
Private Practice/Practice Owner	12.83%	58
Other	4.87%	22
TOTAL		452

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Employee	11	19	19	4	253	1
Contractor	1	2	1	0	60	0
Private Practice/Practice Owner	4	12	10	0	31	1
Other	2	2	1	0	29	1
TOTAL RESPONSES	18	35	31	4	373	3

Q8 If Employed, Employment Level

Answered: 440 Skipped: 25

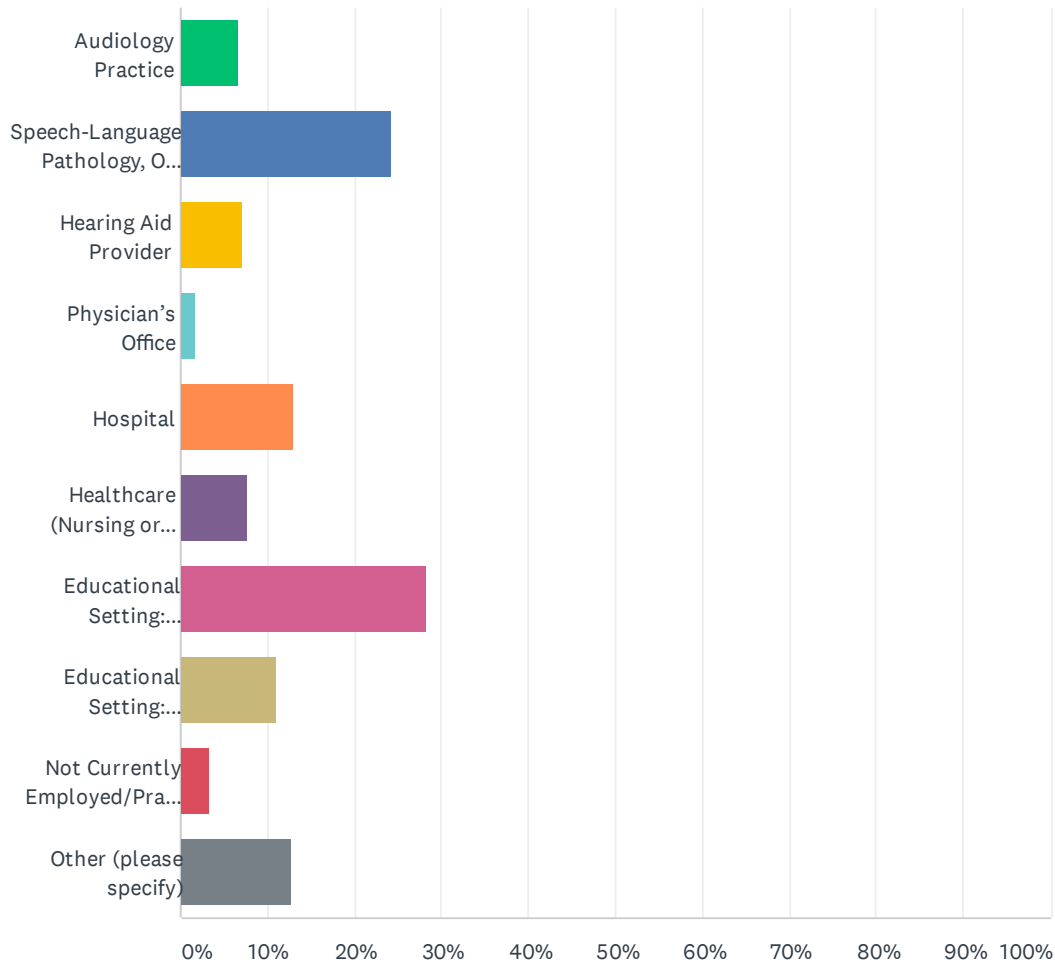


ANSWER CHOICES	RESPONSES	
Full-time	80.23%	353
Part-time	9.55%	42
Contract/Per Diem	10.23%	45
TOTAL		440

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Full-time	15	30	28	4	274	2
Part-time	1	3	2	0	36	0
Contract/Per Diem	0	2	0	0	42	0
TOTAL RESPONSES	16	35	30	4	352	2

Q9 Primary Work Setting (select all that apply)

Answered: 460 Skipped: 5



ANSWER CHOICES	RESPONSES	
Audiology Practice	6.74%	31
Speech-Language Pathology, OT, or PT Practice	24.35%	112
Hearing Aid Provider	7.17%	33
Physician's Office	1.74%	8
Hospital	13.04%	60
Healthcare (Nursing or Residential) Facility	7.83%	36
Educational Setting: Practitioner	28.26%	130
Educational Setting: Educator	11.09%	51
Not Currently Employed/Practicing	3.26%	15
Other (please specify)	12.83%	59
Total Respondents: 460		

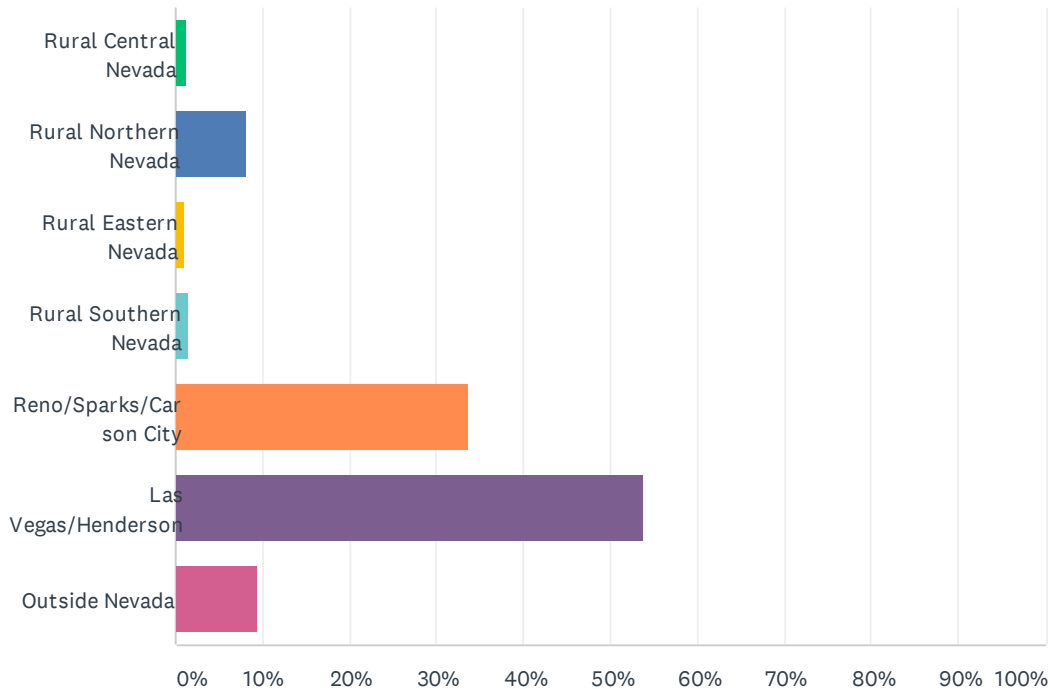
#	OTHER (PLEASE SPECIFY)	DATE
1	Home health; telepractice	6/14/2020 12:18 PM
2	Department of Veterans Affairs	6/10/2020 3:31 PM
3	Administrator, Educational Setting	6/1/2020 2:41 PM
4	Mobile Tx	5/30/2020 10:57 AM
5	Non profit early intervention	5/29/2020 4:08 PM
6	EI	5/28/2020 5:34 PM
7	Ops Manager for hearing aid dispensing group.	5/28/2020 5:11 PM
8	Services provided in home setting for birth to 3 year old population	5/28/2020 5:08 PM
9	Early Intervention; in-home services prior to COVID 19	5/28/2020 3:10 PM
10	Teletherapy	5/28/2020 3:08 PM
11	Private practice and early intervention.	5/28/2020 2:47 PM
12	EI	5/28/2020 2:34 PM
13	.	5/28/2020 2:33 PM
14	Home health	5/28/2020 2:29 PM
15	Hearing Aid Manufacturer	5/28/2020 2:19 PM
16	Educational administrator	5/28/2020 1:52 PM
17	Early Intervention- SLP	5/28/2020 1:22 PM
18	Private practice and early intervention.	5/28/2020 1:13 PM
19	Educational Setting: Administrator	5/27/2020 2:58 PM
20	Private practice located within a Grocery and Home Goods Store.	5/23/2020 4:55 AM
21	Home health medical	5/20/2020 4:48 PM
22	Private clinic employee	5/16/2020 5:36 PM
23	Contract with Early Intervention Services	5/15/2020 1:42 AM
24	Early Intervention	5/14/2020 11:09 AM
25	Early Intervention home setting	5/14/2020 7:50 AM
26	Early Intervention Provider	5/14/2020 7:02 AM
27	Home Health	5/13/2020 10:22 PM
28	Business development for a manufacturer	5/13/2020 7:11 PM
29	Home health	5/13/2020 5:09 PM
30	College professor/supervisor	5/13/2020 3:55 PM
31	Home health	5/13/2020 3:45 PM
32	school and private consultant to a residential home with 19 clients	5/13/2020 3:16 PM
33	Mentor to new SLPs in school setting	5/13/2020 3:06 PM
34	Outpatient therapy clinic associated with a hospital	5/13/2020 2:40 PM
35	I am a contractor who works with the school district as well as early intervention.	5/13/2020 1:09 PM
36	Early intervention agency	5/13/2020 12:52 PM
37	Work full time in OT/PT/ST clinic in NV and part time supervision in CA where I travel and do telepractice.	5/13/2020 12:34 PM

38	Ent on site	5/13/2020 12:01 PM
39	No comment, I did not select "other". I work in a pediatric outpatient clinic.	5/13/2020 11:54 AM
40	higher education	5/13/2020 11:47 AM
41	Home health agency	5/13/2020 11:39 AM
42	Retired from university	5/13/2020 11:32 AM
43	ENT office	5/13/2020 11:31 AM
44	Home health also	5/13/2020 11:25 AM
45	Clinical Manager	5/13/2020 10:51 AM
46	I work full time in CCSD elementary school and have my own private practice doing home health care.	5/13/2020 10:46 AM
47	consultant for hearing conservation programs	5/13/2020 10:27 AM
48	Educational setting: administrator	5/13/2020 10:23 AM
49	website development, online mentoring.	5/13/2020 10:04 AM
50	Early intervention	5/13/2020 10:03 AM
51	Early intervention	5/13/2020 10:02 AM
52	Hearing Aid Manufacturer	5/13/2020 10:02 AM
53	Consultant	5/13/2020 9:59 AM
54	NEIS	5/13/2020 9:58 AM
55	Early Intervention	5/13/2020 9:57 AM
56	Medicare certified outpatient Agency	5/13/2020 9:53 AM
57	Full time school SLP; PRN contractor for private practice	5/13/2020 9:52 AM
58	Hearing aid manufacturer	5/13/2020 9:46 AM
59	I marked yes to the Teletherapy question below...but that is only due to school closures, it is not my usual means of providing services.	5/13/2020 9:46 AM

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Audiology Practice	6	21	1	2	0	1
Speech-Language Pathology, OT, or PT Practice	0	1	0	1	109	1
Hearing Aid Provider	2	6	24	1	0	0
Physician's Office	1	4	3	0	0	0
Hospital	4	3	0	0	53	0
Healthcare (Nursing or Residential) Facility	0	0	0	0	35	0
Educational Setting: Practitioner	0	4	0	0	126	0
Educational Setting: Educator	0	3	2	0	46	0
Not Currently Employed/Practicing	3	0	1	0	11	0
Other (please specify)	5	4	3	0	47	0
TOTAL RESPONSES	21	46	34	4	427	2

Q10 Geographic Practice Areas (select all that apply)

Answered: 456 Skipped: 9

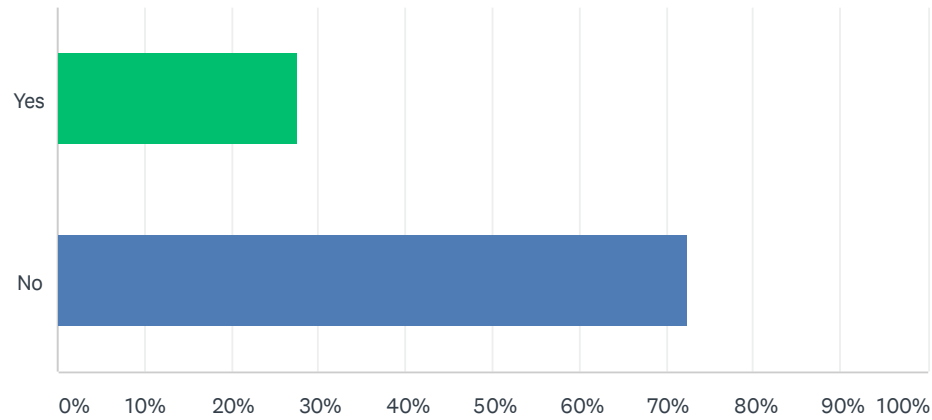


ANSWER CHOICES	RESPONSES	
Rural Central Nevada	1.32%	6
Rural Northern Nevada	8.11%	37
Rural Eastern Nevada	1.10%	5
Rural Southern Nevada	1.54%	7
Reno/Sparks/Carson City	33.77%	154
Las Vegas/Henderson	53.73%	245
Outside Nevada	9.43%	43
Total Respondents: 456		

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Rural Central Nevada	1	0	0	0	5	0
Rural Northern Nevada	2	2	4	1	28	0
Rural Eastern Nevada	1	0	0	0	4	0
Rural Southern Nevada	1	1	0	1	4	0
Reno/Sparks/Carson City	5	13	10	1	123	1
Las Vegas/Henderson	9	14	15	1	205	1
Outside Nevada	6	6	6	0	25	0
TOTAL RESPONSES	25	36	35	4	394	2

Q11 Are you licensed in another state besides Nevada?

Answered: 462 Skipped: 3

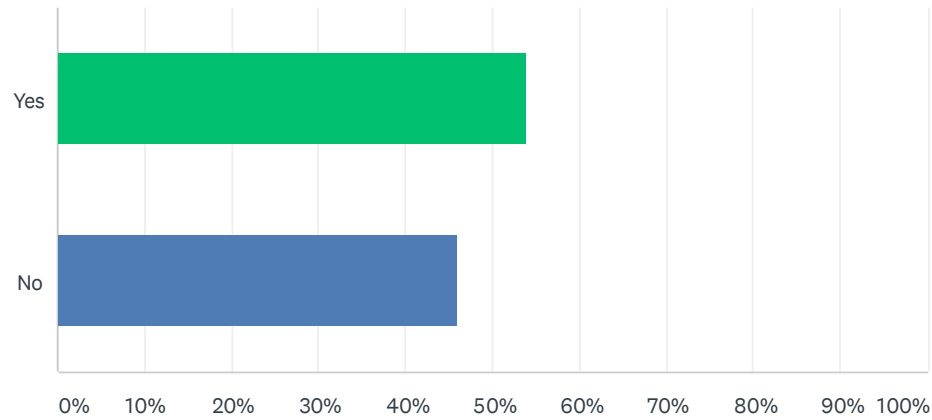


ANSWER CHOICES	RESPONSES	
Yes	27.71%	128
No	72.29%	334
TOTAL		462

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Yes	9	12	13	0	93	1
No	9	23	18	4	277	2
TOTAL RESPONSES	18	35	31	4	370	3

Q12 Do you provide services via Telehealth?

Answered: 463 Skipped: 2

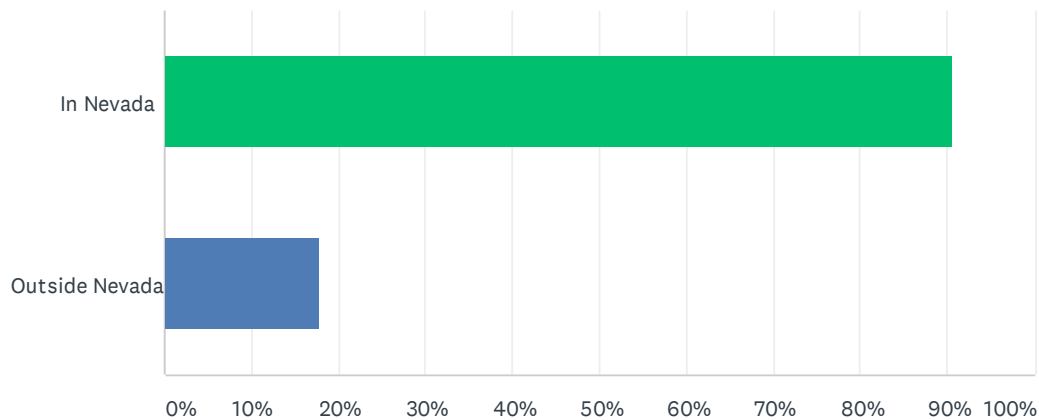


ANSWER CHOICES	RESPONSES	
Yes	54.00%	250
No	46.00%	213
TOTAL		463

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Yes	6	15	13	3	213	0
No	12	20	18	1	158	3
TOTAL RESPONSES	18	35	31	4	371	3

Q13 If you provide services via Telehealth, where do you practice? (select all that apply)

Answered: 243 Skipped: 222

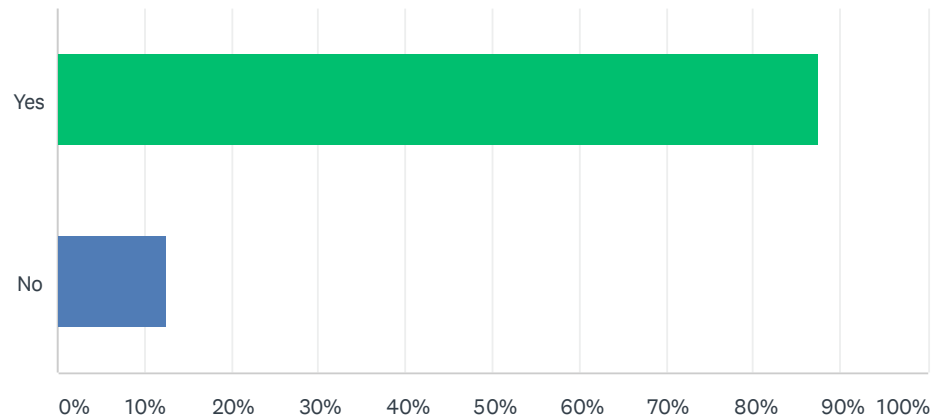


ANSWER CHOICES	RESPONSES	
In Nevada	90.53%	220
Outside Nevada	17.70%	43
Total Respondents: 243		

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
In Nevada	4	14	9	3	190	0
Outside Nevada	3	1	6	0	33	0
TOTAL RESPONSES	7	15	15	3	223	0

Q14 Do you feel the Board's current licensing fees are fairly set and commensurate with your salary?

Answered: 451 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	87.36%	394
No	12.64%	57
TOTAL		451

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Yes	17	32	30	4	307	3
No	1	3	1	0	52	0
TOTAL RESPONSES	18	35	31	4	359	3

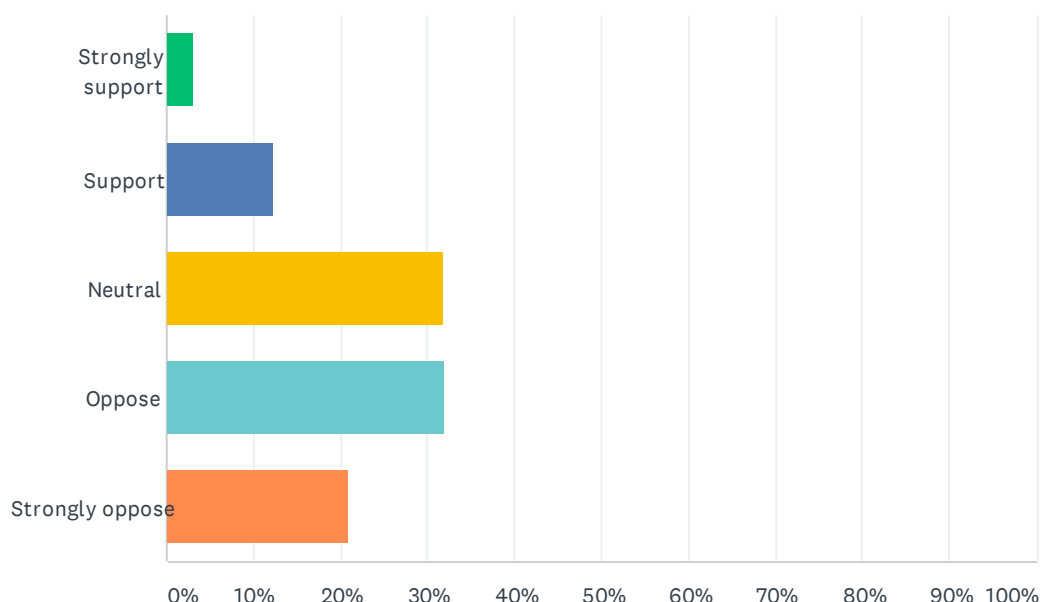
#	IF NO, PLEASE EXPLAIN:	DATE
1	Provided that an initial license costs a new graduate \$250 and the renewal fee is \$100, I feel that this price is far exceeds what the price should be. I am shocked to read that the price may increase at no benefit to the Clinician (i.e., no discount on CEUs, no research article access, no additional training or advocacy for our field). Bear in mind licensed SLPs also have to pay annual dues to ASHA (American Speech-Language Hearing Association) at \$225/year. Should Nevada insist upon increased fees they should, at the very LEAST, provide information about how to advocate at the state level and links to advocacy networks that can help progress our profession by way of education, and funding for important issues in our field (i.e., Augmentative and alternative communication -to name an example).	6/12/2020 9:05 AM
2	My salary is based on a teacher pay scale and I am not compensated for any licensing fees. Between this license and all of the other licenses we are required to have, the fees add up quickly.	6/8/2020 3:32 PM
3	It would be nice to have our license requirements be every two years, rather than once a year.	5/30/2020 10:58 AM
4	For what is offered as perks to being licensed I think the fees are too large. The website is clunky, the conferences are not accessible and the requirements for licensure is more than what ASHA requires.	5/30/2020 5:46 AM
5	Only in combination with national fees is it steep. Independently it's okay. In addition ceus can cost a lot of money so maintains licensure national and state and ceus isn't always affordable.	5/29/2020 8:24 AM
6	I think the fees are high.	5/28/2020 9:58 PM
7	Not sure what type of advocacy the state board has assisted SLPs with recently nor services other than checking our CEU requirements. Too many renewal credits for SLP's annually which is a heavy burden and costly burden.	5/28/2020 9:38 PM
8	Due to PDPM in SNFs there have been layoffs and decreases in work hours in my area. This year I have worked about 15 hours per week, despite technically being a full-time employee. I also drive for two hours every week to get to my per diem job where I work two hours a week. We are all experiencing hardships and tightening our belts. I am exhausted and my future as a speech therapist is uncertain. I don't even know if I will be able to work in my profession next year because of PDPM. Since 2009, both ASHA and Nevada Speech Board have increased their licensing fees. However, my continuing education/licensing reimbursement has remain the same, at \$250 per year. \$100 for Nevada license, and over \$200 for ASHA license every year is a lot of money. While prices on Continuing Education and licensing fees have been going up, I haven't had a raise in years. In order to secure my future as a speech therapist, I may need to increase my client base via private practice or teletherapy. In order to work with out of state clients, I would have to be licensed in multiple states. Assuming a \$100 fee per state license annually, on average, I would have to spend \$5000 per year to be licensed in all the states. That wouldn't be reasonable. During the pandemic, ASHA gave its members free access to Continuing Education, which means substantial savings for all ASHA members. Nevada Board has not offered us any support during this difficult time, and is planning to increase our licensing fees in the future. It truly is not a good time to increase fees. Especially that you are not offering an increase in services offered/benefits of this forced membership. Maybe you could publish detailed guidelines to starting private practice on your website as a membership benefit? Or ideas on how to transition into other professions for those of us who won't be able to make money as SLPs any longer? Again, it is NOT a good time to increase fees. You mention you need money for growth. What do you mean by growth? I haven't seen the board doing anything for Nevada SLPs other than issuing licenses for increasingly more expensive fees. Feel free to post links on your website to what else you offer. P.S. My income hasn't been impacted by the pandemic. It has been impacted by PDPM.	5/28/2020 7:47 PM
9	This amount is what I pay in other states such as Texas and Arizona for a two year license. Colorado is annual however under \$20. I will say that the staff at the office in NV is the nicest.	5/28/2020 6:35 PM
10	Might be a little high given the school SLP salary and the other licenses that have to be paid for (ASHA).	5/28/2020 4:06 PM
11	What do you need more fees for? Increased activity?. I am licensed in 3 states and your fee are the highest. I have had only one occasion to need to contact your office and I felt I was treated rudely and my concerns were ignored. Now we have had to be out of business for several months and you feel you need more funds. Terrible	5/28/2020 2:20 PM

12	While the fees are commensurate to my current salary, I feel yearly renewal is too often and causes it to become an expensive license to maintain. Many other states renew every other year or align with ASHA certification which is 3 years. I would like to see the length of time per renewal increase and therefore charge less money. Nevada's fees are three times the rate of the other state I hold a license in.	5/28/2020 1:39 PM
13	I don't mind the increase on license fee but to have to print off our licenses and/or not even providing yearly certificates is a poor decision as many post them in their offices and therapy rooms.	5/28/2020 1:26 PM
14	This state is more expensive than other states that I held licenses for. And this state requires an educator license AND an SLP license to work at a school, whereas other states only required an educator's license for speech-language pathology which reduced overall costs for licensing.	5/22/2020 7:28 PM
15	As a provisional SLP working for the school district, the fees are too high in comparison to the school district salary.	5/18/2020 12:54 PM
16	The fees are expensive considering it's an annual charge to renew my license whereas other states only pay every 2-3 years. Considering I also have to pay \$200+ annually to renew my license through ASHA it's a lot to take on.	5/17/2020 4:15 PM
17	Too high	5/16/2020 5:37 PM
18	Too expensive for a yearly renewal. A 2 year active period at the same price would be far more reasonable and similar to other states. I will probably let my license lapse and avoid practice in NV because of the cost of the license renewal.	5/14/2020 11:58 AM
19	They are high. And the fact that I have been faced with going on disability due to medical issues and still have to pay \$75/year to keep my license while making barely enough to get by is rough.	5/14/2020 11:11 AM
20	I am retired but wish to maintain my license for the time being. I am paying inactive dues (\$75/year) and do feel that is high. Does inactive also include retired status?	5/14/2020 10:25 AM
21	I feel the ASHA certification should be sufficient for all states	5/14/2020 6:09 AM
22	They are significantly higher than other states and holding multiple state licenses is becoming cost prohibitive.	5/13/2020 11:32 PM
23	The fees are too high.	5/13/2020 9:58 PM
24	They had been the same for years now recently went up. I also pay a board fee through ASHA yearly.	5/13/2020 5:33 PM
25	I think it sucks that my dues are due in December, the same as ASHA and the same as holiday expenses. It puts an extra burden on my household.	5/13/2020 5:30 PM
26	I only work PRN, and my hours and pay are limited. I feel the board's licensing fees are too high given that we also have to pay ASHA dues.	5/13/2020 4:07 PM
27	I do not feel we get much for what we pay.	5/13/2020 3:55 PM
28	Based on a school district employee's salary, the annual fee in addition to the ASHA annual fee is a lot of money to upkeep licenses. In addition, we are having to pay for the continuing education credits to be able to renew our Nevada license each year. It would be helpful to have our state SLP licenses good for 2 years, such as in Arizona. That would reduce the annual fees we are made to pay for licensure.	5/13/2020 1:30 PM
29	For some reason they went up from \$50 to \$100. I pay less for a 2 year license in another state. Also, the national certification is at least \$250 a year.	5/13/2020 1:30 PM
30	Increased demands on learning new information requires more time and resources.	5/13/2020 1:10 PM
31	I feel the fees are too high and I am unclear as to what the board is doing to advocate/legislate for SLP at national level.	5/13/2020 1:06 PM
32	Should be less if not practicing.	5/13/2020 12:19 PM
33	It seems like the fees are high for what we 'get'. It would be good to have some transparency so that we know where our fees are applied and why they are needed. I think that I know more about why I pay ASHA and where the money goes, than I do about our state licensure.	5/13/2020 11:40 AM

34	I feel that if they required less CEUs to renew every year it may be more fair but the fact that I have to pay for 15 CEUs yearly on top of my license renewal fee and then all of the ASHA fees is too much. It is confusing to me as to why we are required 15 yearly when ASHA only requires 30 every three years to keep your CCC's	5/13/2020 11:29 AM
35	SLPs are on a teacher salary in WCSD, however, credentials and expertise is way above the reimbursement. Licensing fees seem to be extra financial weight without appropriate representation.	5/13/2020 11:01 AM
36	Compared to other states I'm licensed in (WA, OR, NM, FL) Nevada was more expensive than the rest combined. Requiring audiologists to take a dispensing exam is unreasonable and with both tests, needing to provide our own equipment and patient, I spent over \$500 to take a test from a dispenser who was quite rude and hateful. The total for all the tests/fees was \$750 compared to most states ~\$200	5/13/2020 10:56 AM
37	I am also licensed in Pennsylvania which requires a master degree and CCC's to be licensed. In Pennsylvania, the fee is \$65.00 every 2 years due July 31 of even numbered years. The salary schedules PA are comparative to Nevada with both rural areas and cities that often have different offered salaries. I feel our yearly license fees are too high especially when Nevada does not require a higher degree and CCC's to be licensed.	5/13/2020 10:49 AM
38	I'm not sure exactly what this fee covers and the purpose of raising it. I pay less in the other state and it's biannual.	5/13/2020 10:32 AM
39	Licensing fees in Nevada are higher than California and New Jersey where I have worked and obtained licenses. In addition, California and New Jersey have license renewals every two years. Nevada's is yearly.	5/13/2020 10:20 AM
40	Expensive for school setting- Low pay and also required to have board of education license	5/13/2020 10:19 AM
41	My previous state was \$65 for two years.	5/13/2020 10:11 AM
42	YOUR fees should have nothing to do with MY salary. Please set them to cover your expenses. When I started with the hearing aid board, we had huge expenses in cleaning up the industry in Nevada. charge what is needed to cover the work that needs doing.	5/13/2020 10:07 AM
43	Too high for no benefits	5/13/2020 10:06 AM
44	I don't think the \$100 is really unreasonable in and of itself, but I remember when the annual renewal fee went from \$50 to \$100, and I feel that was an unreasonable increase.	5/13/2020 9:54 AM
45	If my company did not reimburse my license fees, I would be overwhelmed. Fees are already much higher than other states. This is the worst possible time to introduce this bill. I have not been working at one of my positions due to it being closed for covid-19, therefore less pay.	5/13/2020 9:53 AM
46	The fees have doubled in the past five years, and we're responsible for printing out our own licenses. Where do our fees go?	5/13/2020 9:52 AM

Q15 The Board is proposing to raise licensing fee caps in statute and institute a plan for a reasonable increase in fees charged to support continued operations and growth. Raising fee caps requires legislative approval, and changing the amount of fees charged would be the subject of a proposed regulation change on which licensees would have the opportunity to provide public comment. Regarding going to the Legislature to raise the fee caps, would you:

Answered: 451 Skipped: 14

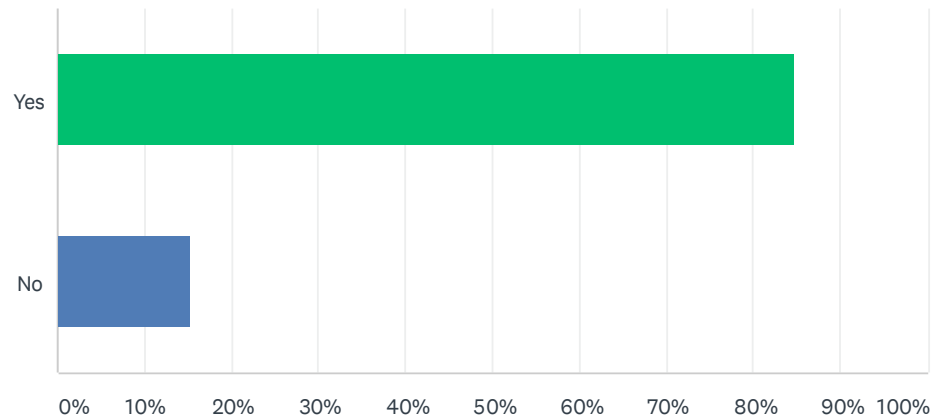


ANSWER CHOICES	RESPONSES	
Strongly support	3.10%	14
Support	12.42%	56
Neutral	31.71%	143
Oppose	31.93%	144
Strongly oppose	20.84%	94
TOTAL		451

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Strongly support	0	1	1	0	12	0
Support	2	10	5	2	37	0
Neutral	10	8	17	0	105	1
Oppose	3	9	4	1	127	0
Strongly oppose	3	7	4	1	78	2
TOTAL RESPONSES	18	35	31	4	359	3

Q16 Has your practice volume been impacted by the COVID-19 pandemic?

Answered: 439 Skipped: 26

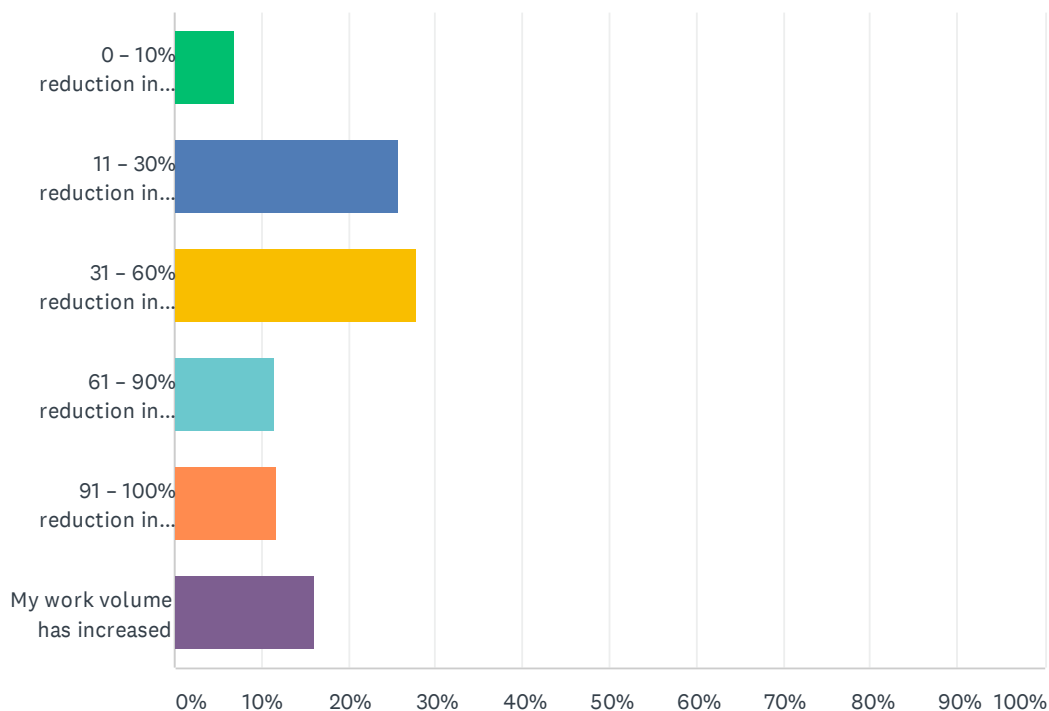


ANSWER CHOICES	RESPONSES	
Yes	84.74%	372
No	15.26%	67
TOTAL		439

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Yes	16	33	30	3	288	1
No	1	1	1	1	62	1
TOTAL RESPONSES	17	34	31	4	350	2

Q17 If your practice volume has been impacted by COVID-19, how much change have you experienced?

Answered: 364 Skipped: 101

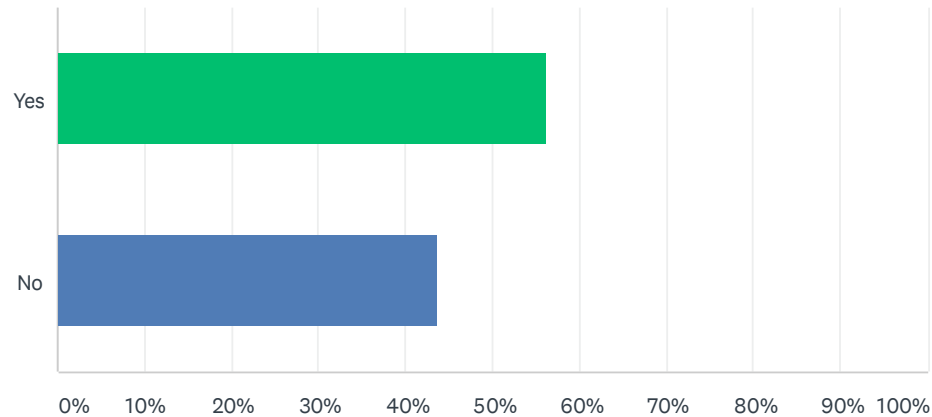


ANSWER CHOICES	RESPONSES	
0 – 10% reduction in work	6.87%	25
11 – 30% reduction in work	25.82%	94
31 – 60% reduction in work	27.75%	101
61 – 90% reduction in work	11.54%	42
91 – 100% reduction in work	11.81%	43
My work volume has increased	16.21%	59
TOTAL		364

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
0 – 10% reduction in work	0	0	3	1	21	0
11 – 30% reduction in work	1	9	3	1	80	0
31 – 60% reduction in work	5	12	5	2	76	1
61 – 90% reduction in work	5	2	11	0	24	0
91 – 100% reduction in work	5	10	6	0	21	0
My work volume has increased	0	1	0	0	58	0
TOTAL RESPONSES	16	34	28	4	280	1

Q18 Has your income been impacted by the COVID-19 pandemic?

Answered: 437 Skipped: 28

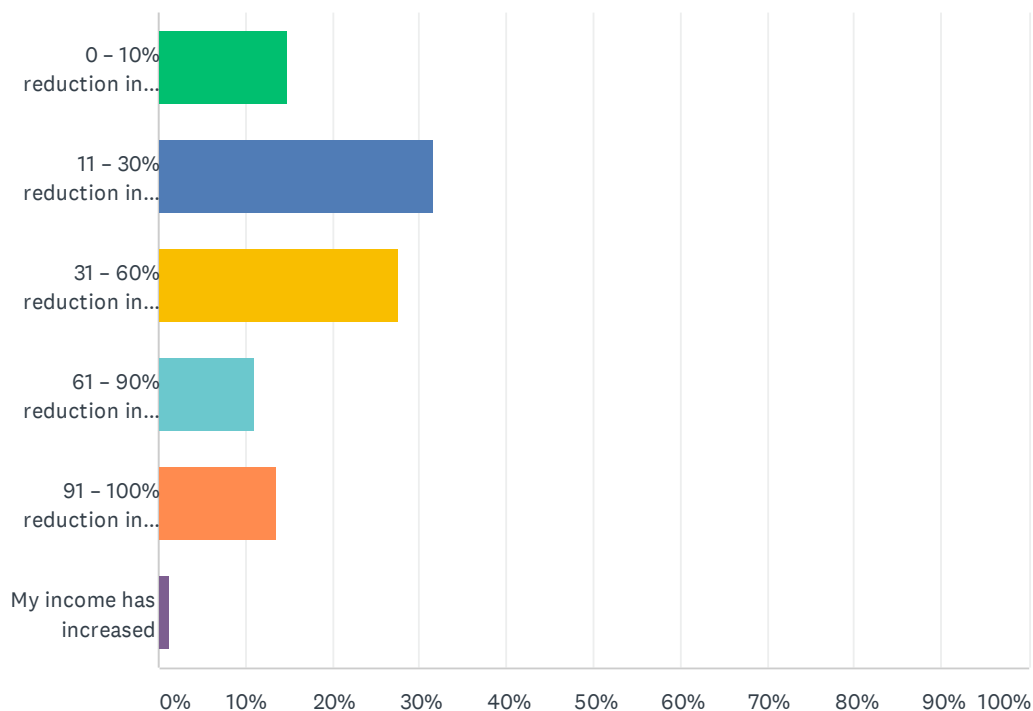


ANSWER CHOICES	RESPONSES	
Yes	56.29%	246
No	43.71%	191
TOTAL		437

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
Yes	11	15	22	4	186	2
No	6	20	8	0	162	0
TOTAL RESPONSES	17	35	30	4	348	2

Q19 If your income has been impacted by COVID-19, how much change have you experienced?

Answered: 243 Skipped: 222

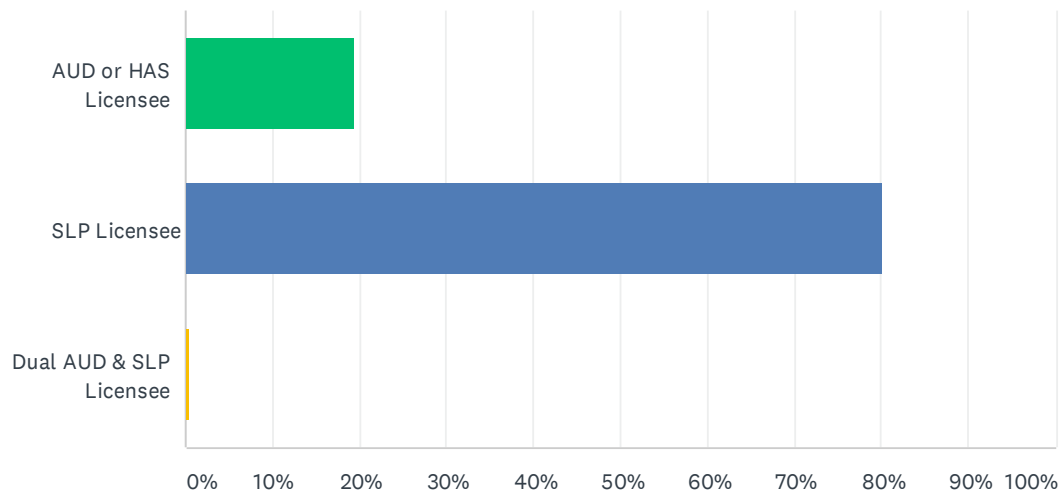


ANSWER CHOICES	RESPONSES	
0 – 10% reduction in income	14.81%	36
11 – 30% reduction in income	31.69%	77
31 – 60% reduction in income	27.57%	67
61 – 90% reduction in income	11.11%	27
91 – 100% reduction in income	13.58%	33
My income has increased	1.23%	3
TOTAL		243

	AUD	DISP AUD	HAS	HAS-A	SLP	DUAL
0 – 10% reduction in income	0	3	0	0	33	0
11 – 30% reduction in income	2	3	2	3	66	1
31 – 60% reduction in income	1	5	2	1	52	1
61 – 90% reduction in income	5	3	6	0	13	0
91 – 100% reduction in income	2	6	7	0	17	0
My income has increased	0	0	0	0	3	0
TOTAL RESPONSES	10	20	17	4	184	2

Q20 Please select your license type to move to the next appropriate survey section:

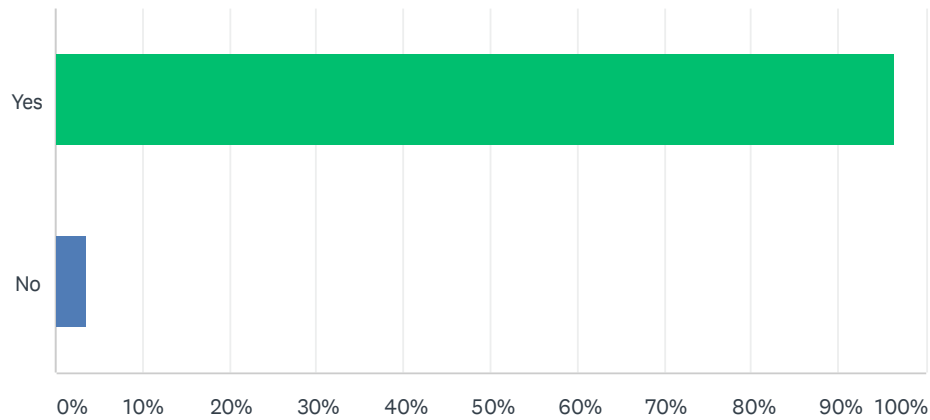
Answered: 444 Skipped: 21



ANSWER CHOICES	RESPONSES	
AUD or HAS Licensee	19.37%	86
SLP Licensee	80.18%	356
Dual AUD & SLP Licensee	0.45%	2
TOTAL		444

Q21 Do you currently hold the ASHA Certificate of Clinical Competence (CCC)?

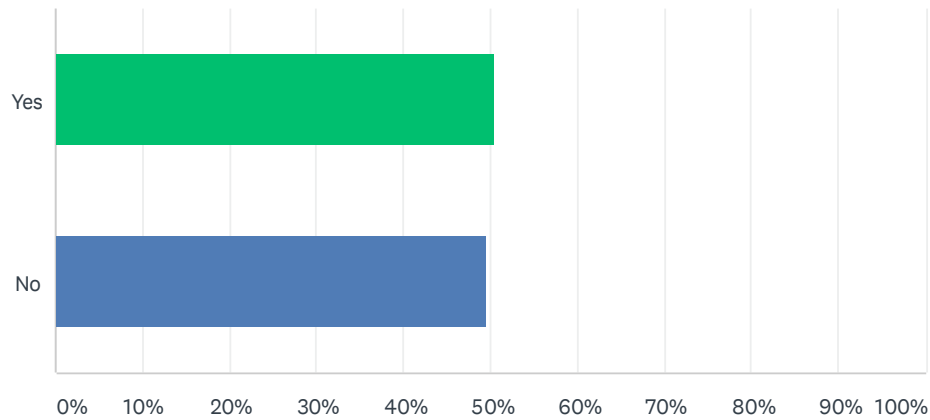
Answered: 356 Skipped: 109



ANSWER CHOICES	RESPONSES	
Yes	96.35%	343
No	3.65%	13
Total Respondents: 356		

Q22 In addition to your license, do you also hold the Nevada Department of Education Endorsement to provide SLP services?

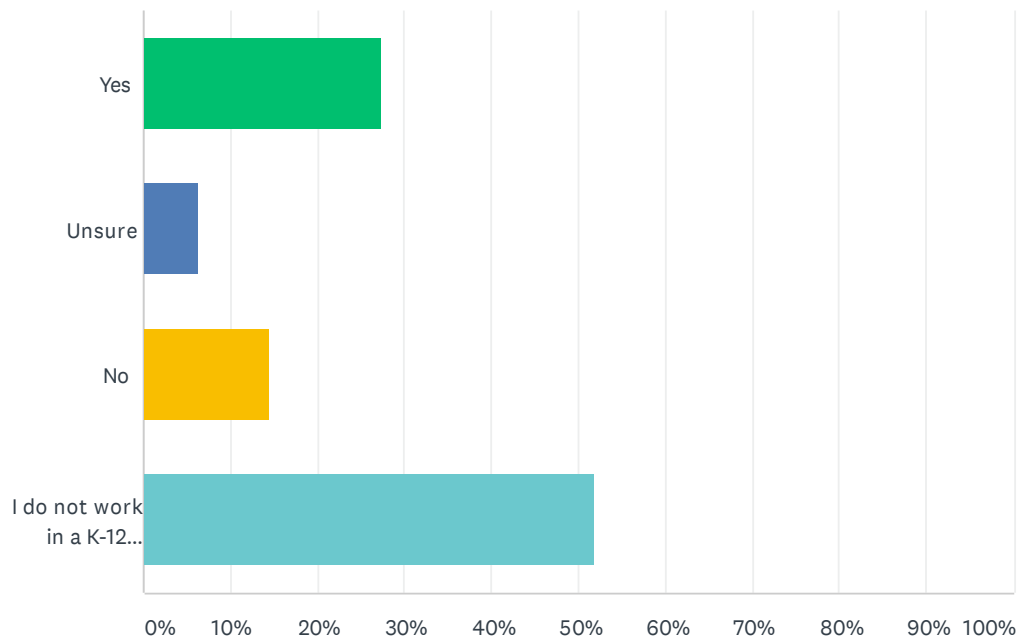
Answered: 355 Skipped: 110



ANSWER CHOICES	RESPONSES	
Yes	50.42%	179
No	49.58%	176
TOTAL		355

Q23 If you work in a K-12 school-based setting, are there currently any Bachelor/Associate degree-prepared SLP personnel in use in your work setting?

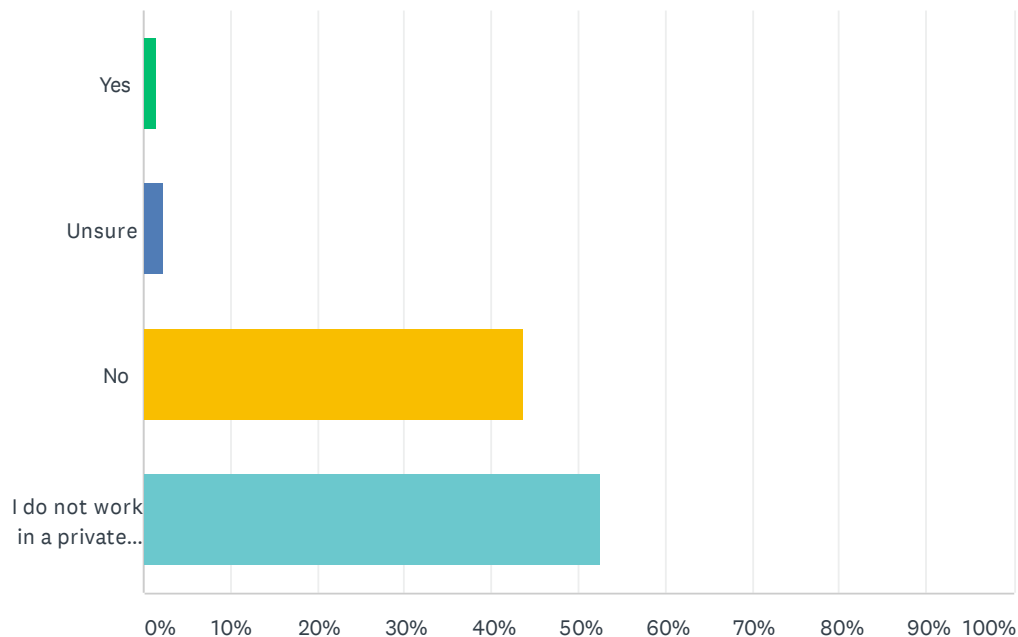
Answered: 351 Skipped: 114



ANSWER CHOICES	RESPONSES	
Yes	27.35%	96
Unsure	6.27%	22
No	14.53%	51
I do not work in a K-12 school-based setting	51.85%	182
TOTAL		351

Q24 If you work in a non-K-12 private setting, are there currently any Bachelor/Associate degree-prepared SLP personnel in use in your work setting?

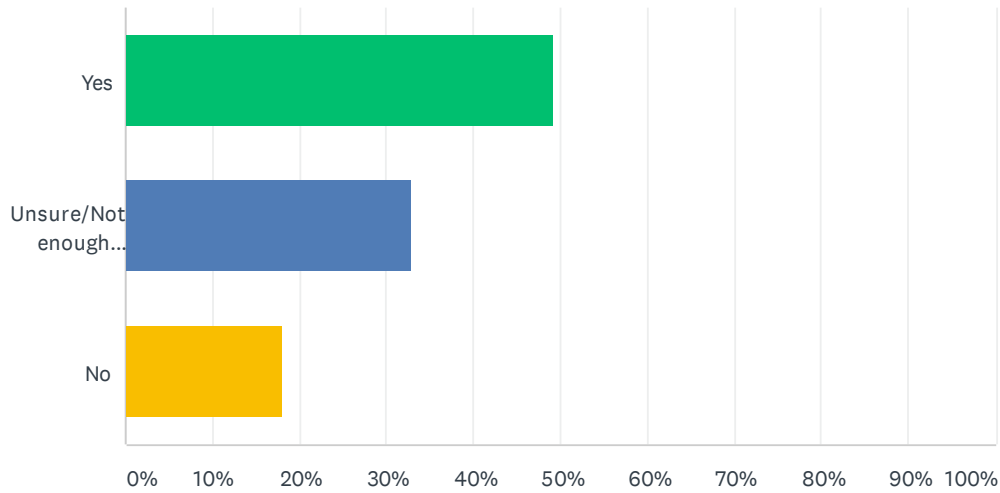
Answered: 343 Skipped: 122



ANSWER CHOICES	RESPONSES	
Yes	1.46%	5
Unsure	2.33%	8
No	43.73%	150
I do not work in a private setting	52.48%	180
TOTAL		343

Q25 Do you see a need/benefit to adding licensing for SLP Assistants?

Answered: 356 Skipped: 109



ANSWER CHOICES	RESPONSES	
Yes	49.16%	175
Unsure/Not enough information	32.87%	117
No	17.98%	64
TOTAL		356

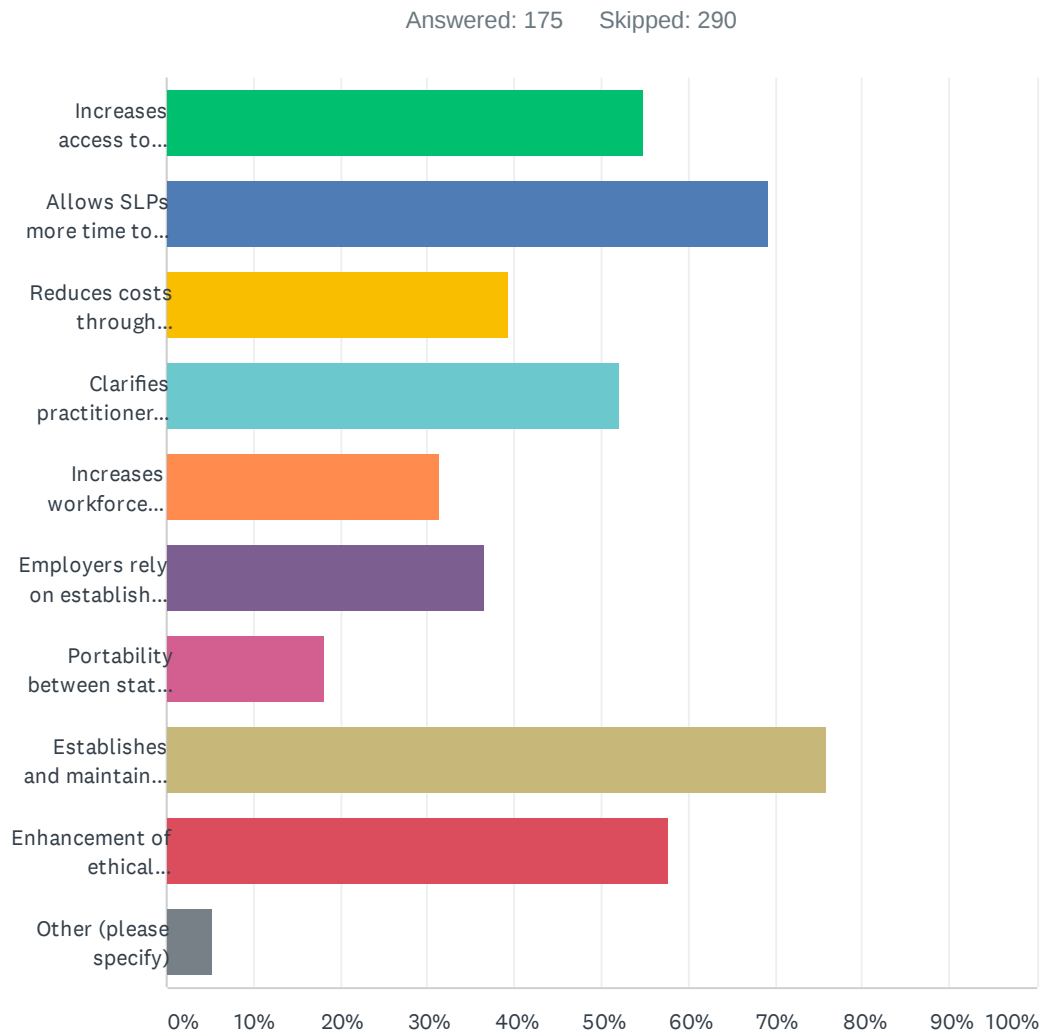
#	IF NO, PLEASE EXPLAIN:	DATE
1	Due to the significant shortage of licensed SLP's in the area, I would be wary of the ability to provide adequate supervision and ability to update goals at regular intervals for SLP Assistants within the acute care, inpatient rehab, SNF and/or home health settings. However, I would be willing to consider the idea within the school setting, where quarterly updates and review of goals/student progress is worked into the IEP construct.	6/14/2020 8:16 PM
2	Very limited staff/vacancies in the department. The supervision needed to work with the SLP as well (extra diagnostics) would create an additional hardship in the department and create more difficulty covering IEP-based services.	6/3/2020 12:45 PM
3	I think people need a masters to work in a clinical settings. I think speech assistants may work in a school setting with support from licensed professionals. Those holding their CCCs should be compensated. They are currently underpaid in the school setting and that is why I left CCSD for a hospital position.	5/30/2020 9:38 AM
4	Too much abuse already with non-CCC "speech therapists" being allowed to do our job in CCSD...they often make more \$ than the real CCC-SLPs...shameful	5/30/2020 5:50 AM
5	I think it will be beneficial for the school setting. I prefer not to have assistants in the private practice setting.	5/29/2020 8:51 AM
6	The problem is we don't have the infrastructure to train assistants. There are only 2 institutions in Nevada that offer Speech Pathology undergraduate and graduate training. Neither is currently training assistants. This is a different track than the current undergraduate and would mean curriculum changes at the college level. I am the director of NSC's Speech Pathology program, and so can share that we are not ready for this change. We have just started the graduate program, and we continue to train students for the endorsement at the undergraduate level. We would have to do an entire curriculum redesign. Perhaps this could be a 5 - 10 year goal. At this time, we could not be ready to train SLP assistants. If the endorsement was ended, then we could work to switch the training from undergraduate endorsement to assistant preparation. I do not think we could do both though. One or the other. Also, that would mean a change to graduate curriculum to include how to supervise assistants! Now, if we started the licensure process without Nevada colleges' training, then you could hire those trained in other institutions from outside the state. Not every undergraduate program prepares assistant level though. Some states hire assistants who have bachelor's degree and have very minimal training. I came from one of those states. I can say from experience, it was problematic. Many were not prepared to create lesson plans and interpret client behavior, or lacked ability to perform documentation. When and if we do move to assistant level, the preparation should include: For the students: training and demonstration of reading and interpreting documentation, creating lesson plans, documentation of performance, therapy techniques, knowing when to refer. For the supervisors: how to supervise assistants, how to monitor the clients, how to verify that assistants are following the POC, etc.	5/29/2020 8:47 AM
7	There isn't enough work for SLPs in medical settings. People are getting laid off. And UNR has an SLP department with, say, 20 new SLPs graduating this year who won't find jobs easily, if at all. Do keep that in mind.	5/28/2020 7:53 PM
8	In this State, where there are many non licensed "speech teachers", our goal should be to get them upgraded to Masters qualification. There are not enough of us licensed folks to "observe and train Assistants; and also oversee the non licensed workers in the public sector. SLP students who would be assistants should be well on the path to obtaining a Masters degree. To let them work without the degree only provides an option for them not to finish. And whom would they work for, non licensed speech teachers? We would be diluting the "Professional" status we all hold with our license because our jobs would be filled with Assistants with one "Professional" overseeing. It may be cost effective for public entities but the quality of service provided undermines the reputation of those of us who are highly skilled and licensed. How do I know? Many times I have stepped into contract jobs to cover caseloads of an unlicensed person, and have had Parents refuse to let their children continue with the program because previously therapy was not helping, and kids were missing important learning time in academics. This breaks my heart, because I am semi-retired and feel this is the legacy we are leaving for the future of our profession! Scary!	5/28/2020 6:44 PM
9	It seems that is a fairly common in practice in other states. I know that Arizona has SLP Assistants and so does Colorado.	5/28/2020 6:17 PM

10	As long as we have bachelors level people working as SLPs I don't see how we can have SLPAs as well	5/28/2020 3:53 PM
11	There isn't currently enough work in the home care setting to support the addition of an assistant. In a teletherapy setting, having a licensed assistant as an e-helper would be beneficial for both the SLP and student.	5/28/2020 3:17 PM
12	If Districts would support the Assistants and not use them as a reason to increase our caseloads. We would act in a part time supervisory capacity.	5/28/2020 1:28 PM
13	The scope within speech-language pathology is complex. SLPAs, in the settings I work in, are not necessary.	5/28/2020 1:12 PM
14	I only support SLPA's in the school setting - not the medical setting. SLPA's need training but with the right supervisor can be very beneficial.	5/28/2020 12:58 PM
15	I feel that all Slpas should be licensed	5/16/2020 5:39 PM
16	They do not have Enough training to work in most settings.	5/15/2020 8:24 PM
17	My understanding is that SLP assistants are under the supervision of licensed Master's level SLP.	5/14/2020 2:34 PM
18	I don't feel they are qualified to provide services in the vast range of disorders I work with	5/13/2020 9:27 PM
19	I feel that the population I serve (hospital and private practice) requires a Master's degree as an aide doesn't have the experience and knowledge to effectively and ethically serve patients. Graduate school is where most of the knowledge and experience will come from in addition to the CFY. I just feel an aide isn't ready to provide skilled services even under the guidance of a CCC-SLP.	5/13/2020 9:18 PM
20	Nothin the medical field.	5/13/2020 6:32 PM
21	I do not believe SLPAs are appropriate for working in healthcare settings. They do not have the knowledge base necessary.	5/13/2020 6:06 PM
22	We cannot use SLP Assistants in our setting bc Medicare requires a Bachelors then a masters and then CCC. I do believe it has great value but would only support if you require they get a bachelors in speech pathology and then go to a speech assistant school like most states do.	5/13/2020 5:35 PM
23	In acute care, we are constantly reassessing and changing the poc. An assistant would not be able to do this since they are only allowed to follow a treatment plan, not evaluate.	5/13/2020 5:33 PM
24	We do not use SLP assistants at the hospital. All SLP's must have a masters degree	5/13/2020 4:45 PM
25	I believe only SLPs with BA or MA degrees with NV licensing should be allowed to work in K-12 or non-K-12 settings to maintain the quality of services provided. SLP assistants do not have the experience or adequate training to provide quality direct speech and language services. If Nevada adds provisions for SLP assistants to provide direct services, the paperwork and caseload numbers of licensed speech language pathologists will increase with a definite decrease in the quality of services provided in the area of communication disorders.	5/13/2020 3:49 PM
26	SLPAs would add more workload responsibilities for SLPs in schools. Caseload caps for school slps might increase.	5/13/2020 3:47 PM
27	I have only worked one time with an assistant and I'm not sure what the required qualifications are to be an Assistant. I'm guessing a BA or BS	5/13/2020 3:18 PM
28	The complexity of our patients communication, cognitive and swallowing disorders is beyond a SLP-A's training	5/13/2020 2:42 PM
29	I know I didn't check no but we need to find a way to attach a license on people who hold a bachelor's degree who are working in the schools as an SLP. There needs to be some sort of accountability and ethical standards placed on them. There have been many who are seeing children after school hours and calling it tutoring and nothing happens to them. They are crossing the lines of medical/private practice when they do that. There has to be some sort of accountability. Maybe something needs to be attached to their education license in which their license gets taken away if this occurs.	5/13/2020 1:36 PM
30	I believe it will create less jobs for qualified SLPs. Employers will be able to hire SLPAs and pay them significantly less than a CCC-SLP. There are not many jobs as it is for SLPs outside of the	5/13/2020 12:43 PM

school system. Furthermore, speech therapists (not a speech language pathologist) are already working in the school system with only a bachelors degree. The quality of care for those with speech/language/feeding/swallowing disorders will continue to decrease if the standards for education and clinical practice are changed to a lower standard.

31	Many of our non licensed therapists do a good job in identifying speech/language disorders and I believe students deserve to also have access to licensed SLPs for therapy.	5/13/2020 12:10 PM
32	In acute care hospitals it would be inappropriate as many treatment sessions also turn into reassessments as patients improve and decline quickly, day to day.	5/13/2020 11:56 AM
33	Too much micro management. An additional cost with no benefit.	5/13/2020 10:30 AM
34	There is NOT a need for speech therapy assistants in Nevada. There is not enough daily evaluations being ordered by physicians in the hospitals to keep the licensed and Certified SLPs working! The SLP NEEDS the treatments for work and it makes the SLP a better, more well rounded SLP for doing treatments.	5/13/2020 10:23 AM
35	Would decrease level of service provided. Would be incentive to further decrease rates for SLPs. Would increase caseloads.	5/13/2020 10:13 AM
36	As an SLP in the schools I feel that adding SLP assistants would negatively increase my paperwork requirements and reduce the actual amount of therapy that I would be providing.	5/13/2020 10:03 AM
37	To me it would seem like unnecessary paperwork and regulation. SLPAs are only in use in school settings in this area, and rarely at that. It may be different in other areas of the state. The school district has their own background checks and criteria they use anyways to determine employment. We've never had more than two SLPAs in our district (Washoe) at a time.	5/13/2020 9:58 AM
38	SLPAs are so limited in scope I think they should not exist in any form.	5/13/2020 9:53 AM

Q26 If yes, what need/benefits do you think there are to adding licensing for SLP Assistants? (select all that apply)

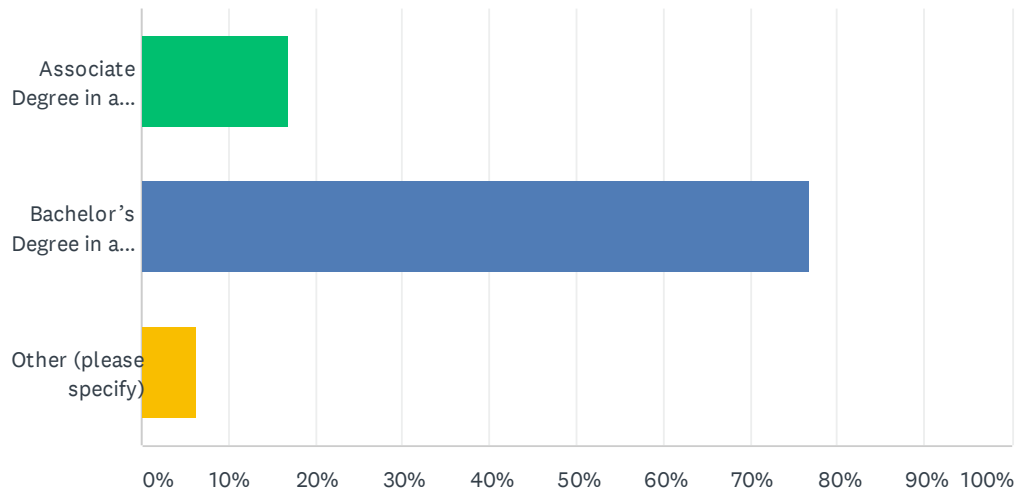


ANSWER CHOICES	RESPONSES	
Increases access to services	54.86%	96
Allows SLPs more time to increase the frequency and intensity of services to patients or clients, focus more on professional-level tasks	69.14%	121
Reduces costs through delegation of tasks that do not require a Master's-prepared SLP	39.43%	69
Clarifies practitioner roles & scope of practice	52.00%	91
Increases workforce opportunities	31.43%	55
Employers rely on established national standards	36.57%	64
Portability between states and work settings	18.29%	32
Establishes and maintains high caliber of standards for assistants	76.00%	133
Enhancement of ethical practice	57.71%	101
Other (please specify)	5.14%	9
Total Respondents: 175		

#	OTHER (PLEASE SPECIFY)	DATE
1	I think slp assistant would be okay in school setting but not healthcare or private setting	6/4/2020 9:04 PM
2	Eliminates bachelor level individuals to work as Speech-Language therapists in the school setting.	5/31/2020 7:39 PM
3	Increase access to services in the school setting	5/31/2020 1:48 AM
4	NV has a significant SLP shortage, even though they allow those with a Bachelor's degree to practice (don't get me started on that one!). Perhaps SLPAs could help in the school setting, but I would argue that only those with a Master's degree could supervise.	5/30/2020 11:00 AM
5	When I got my degree at NAU some of the students worked as SLPA and completed much of the routine therapy tasks. An SLP-CCC might have several SLPAs working under her. The SLP-CCC was responsible for the IEP and testing and things of that nature. As for myself, I like working with the kids.	5/28/2020 6:27 PM
6	THSRE SHOULD BE A RECOGNITIIN AND SIGNIFICANT PAY SCALE T A REAL Slp and one that does not hold CCCs.	5/28/2020 1:56 PM
7	Preschool speech therapy IEP goals Can be implemented by the assistant	5/13/2020 3:07 PM
8	There needs to be a clear differentiation in roles.	5/13/2020 1:40 PM
9	Allow for assistants to classified as a skilled trade versus a paraprofessional.	5/13/2020 11:00 AM

Q27 If licensing is added for SLP assistants, what minimum level of education do you feel would be most appropriate?

Answered: 349 Skipped: 116

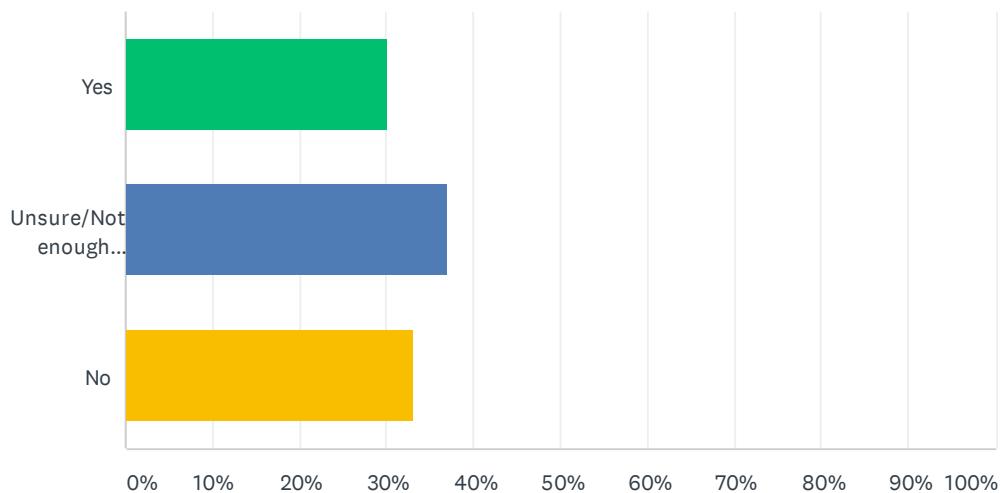


ANSWER CHOICES		RESPONSES	
Associate Degree in a speech-language pathology assistant program		16.91%	59
Bachelor's Degree in a speech-language pathology or communication disorders program		76.79%	268
Other (please specify)		6.30%	22
TOTAL			349

#	OTHER (PLEASE SPECIFY)	DATE
1	Don't want them	5/30/2020 5:50 AM
2	I know that there is so much information/knowledge that I obtained at the master's level that I would no have under my belt providing services with solely a bachelor's degree. But I also understand that there is such a shortage. I have witnessed many cohorts in CCSD that have not had adequate training/knowledge to provide therapy to students. If a SLP-A at least has a bachelor's, that is helpful.	5/29/2020 8:57 AM
3	Bachelor's degree with specific course in duties of assistant, and hands-on clinical training.	5/29/2020 8:48 AM
4	I don't know.	5/28/2020 7:54 PM
5	Perhaps certificate courses specific to the setting they'd be working in. Most of the experience Of a therapist occurs after school and from experience. They'd be gaining experience along the way and should be able to achieve specific certifications.	5/28/2020 3:19 PM
6	Masters Degree.	5/28/2020 2:52 PM
7	Master's Degree	5/22/2020 11:24 AM
8	Masters degree	5/15/2020 8:24 PM
9	It would need to somewhat depend on the area. I would like to see an associate degree, but there is not a program in our state. With a Bachelor's degree and student teaching individuals could hold a certified position in our state, so requiring that level of education would not support the need.	5/14/2020 9:46 AM
10	I feel you should have a Bachelor's degree but the pay needs to reflect having a BA or BS (increased pay) so maybe an Associate's degree would be more appropriate. It may be unusual to have an assistant with a BA or BS since you can work in the schools as an SLP with a BA or BS	5/13/2020 3:20 PM
11	The assistant has to have a working knowledge of IEP's and record keeping	5/13/2020 3:07 PM
12	Regardless of associates or bachelors, certified slp will need to monitor, analyze data, and measure fidelity of implementation that will only come from additional training on site. This would likely have to be done for all, including CFYs, so working on a bachelors is my only recommendation for an assistant.	5/13/2020 1:39 PM
13	This would depend on their pay scale. Each level of education costs money. If CCC'd SLPs had an increase in compensation due to increased responsibility supervising SLPA's, then SLP'A's would not require a bachelor's degree in speech pathology.	5/13/2020 1:14 PM
14	This depends on what exactly they would be doing, for example, will they be helping with diagnostic testing, performing therapy, taking data, measuring progress... and what is their salary as compared to SLP M.S. CCC-SLP	5/13/2020 12:07 PM
15	A specific program for SLP assistants. Much like Physical Therapy Assistants or Certified Occupational Therapy Assistants.	5/13/2020 12:01 PM
16	At minimum an associate degree in SLPA program. Alternately, a BS in SLP/CD with a SLPA 'certificate' showing that appropriate courses have been taken to go into SLPA (i.e. ethics and the practical experiences)	5/13/2020 11:42 AM
17	In the rural areas areas, it is very difficult to get people to come take jobs (especially with the pay). I think it would be great to have a certificate option and work with local community colleges to offer classes starting in high school. High school diploma plus certificate base level.	5/13/2020 11:00 AM
18	No need to license SLPA	5/13/2020 10:35 AM
19	There is no need for speech therapy assistants in Nevada.	5/13/2020 10:24 AM
20	Appropriate clinical training by supervising SLP	5/13/2020 10:22 AM
21	I feel an AD in SLPA program OR a bachelor's degree in another subject could be appropriate, if the person with the bachelors in another subject area has had some undergraduate training in CSD.	5/13/2020 9:59 AM
22	Unsure if this is clinically appropriate.	5/13/2020 9:49 AM

Q28 Do you have concerns about adding licensing for SLP Assistants?

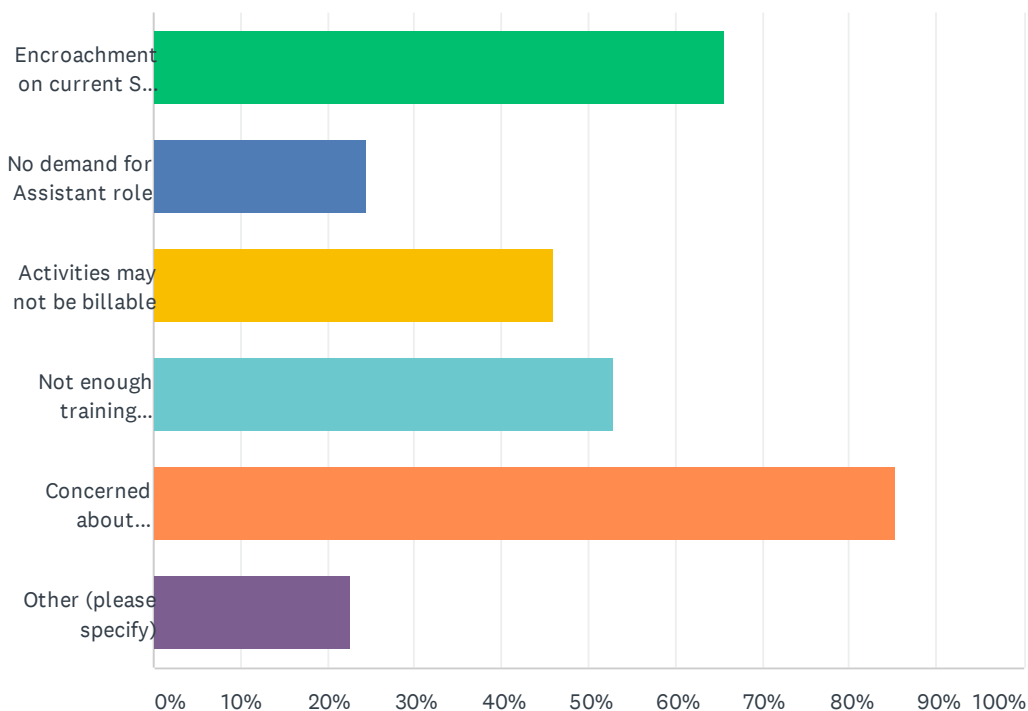
Answered: 352 Skipped: 113



ANSWER CHOICES	RESPONSES	
Yes	30.11%	106
Unsure/Not enough information	36.93%	130
No	32.95%	116
TOTAL		352

Q29 If yes, what concerns do you have about adding licensing for SLP Assistants? (select all that apply)

Answered: 102 Skipped: 363



ANSWER CHOICES	RESPONSES	
Encroachment on current SLP role	65.69%	67
No demand for Assistant role	24.51%	25
Activities may not be billable	46.08%	47
Not enough training options available	52.94%	54
Concerned about supervision/oversight	85.29%	87
Other (please specify)	22.55%	23
Total Respondents: 102		

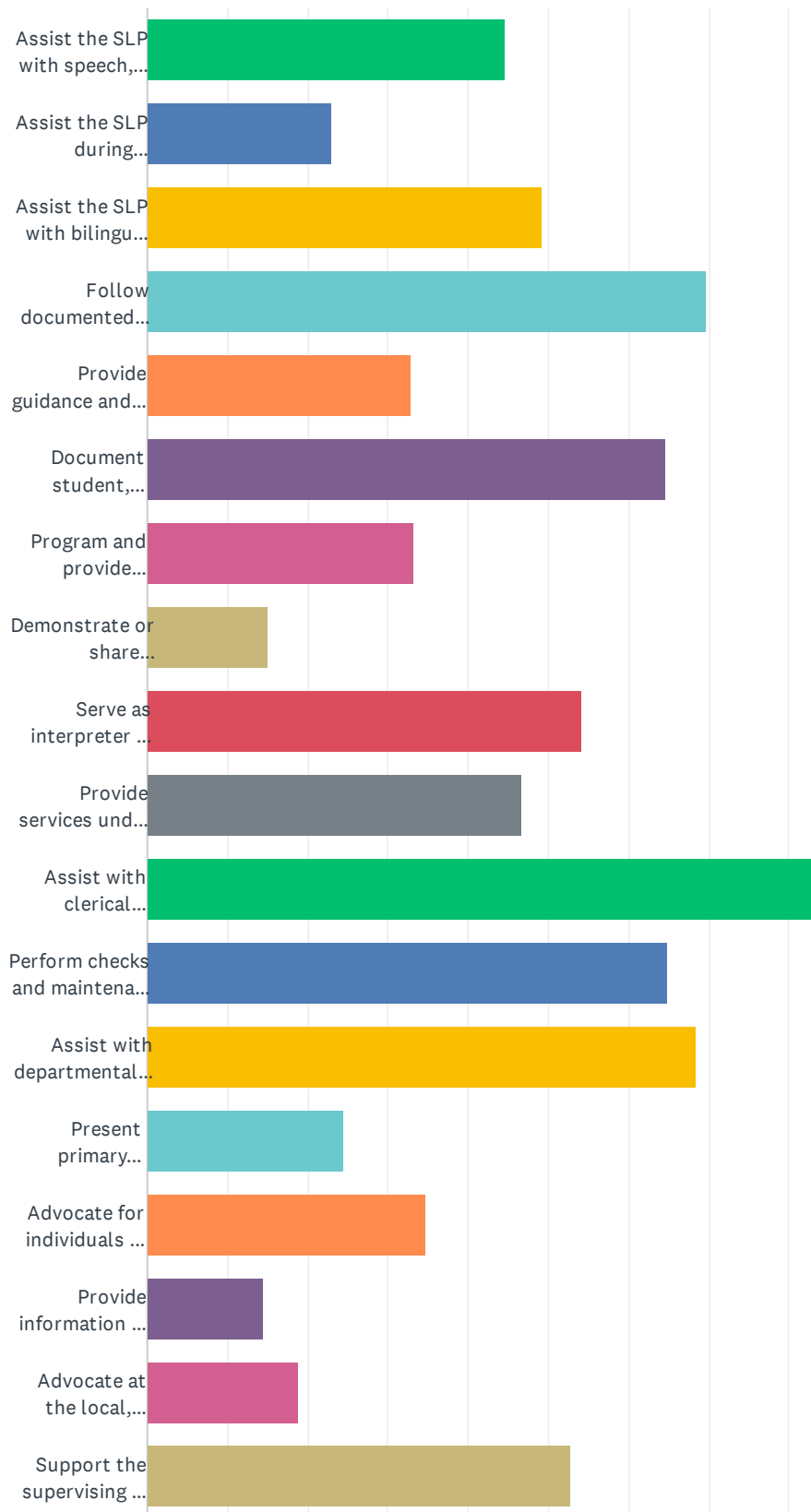
#	OTHER (PLEASE SPECIFY)	DATE
1	Slp assistants should only practice in school setting not private practice or healthcare setting	6/4/2020 9:06 PM
2	Inadequate treatment	5/31/2020 1:51 AM
3	I have concerns about how NV would select requirements, licensing requirements, and supervision.	5/30/2020 11:02 AM
4	I personally think that undergraduate communication disorder programs do not prepare people to work in the role of a service provider. The undergraduate degree only serves to transition people to a master's program. The undergraduate degree must improve first. Also, the undergraduate degree would work more for a setting oriented to school such as language, articulation, phonology, but not for a private practice as our scope of practice is so wide. They would not be competent for the following areas- dysphagia, AAC, stuttering/fluency, cognitive communication, reading intervention, and voice. So, I would be open to it with specific caveats, but I would not want my license on the line for supervising someone who has no experience in some of these settings/populations.	5/29/2020 9:27 PM
5	I answered in detail on prior page	5/29/2020 8:51 AM
6	I've seen enough crummy COTAs and PTAs to be aware of the fact that I would be forced to be a supervisor (as part of my job description) regardless of their lack of competence.	5/28/2020 7:57 PM
7	How do we want our profession to be viewed....full of "Students/assistants" or "Professional" knowledgeable workers who bring the best practices and skilled thoughtfulness to help their patients?	5/28/2020 7:01 PM
8	Concerned districts will use assistants and make CCC-SLPs paper pushers and meeting attendees with little to no direct services with the students.	5/28/2020 6:27 PM
9	SLPAs are not able to provide therapy, assess, or diagnose specific treatment, as a Master's degree is required. At best they may be able to write reports, score testing protocols, and/or manage State required notification paperwork.	5/28/2020 4:16 PM
10	We already have a large number of people working as SLPs with bachelors the last thing we need is people with less training working as slpas . Then will bachelors SLPs be supervising slpas? We already have to have Medicaid monitors for bachelors level. The focus needs to be on moving toward more Asha certified SLPs not more people with less experience.	5/28/2020 3:57 PM
11	I would be concerned that it is difficult enough to find a job in Northern Nevada and knowing that you can pay a SLPA less to perform therapy would negatively impact CCC-SLP finding jobs. I also worked in CA and supervised SLPAs in different settings and although they are great when supervised appropriately, employers feel that they can add double the caseload to the SLP and that's not how it is supposed to work. Clear guidance and educational programs for SLPAs and employers (private and schools) would be essential.	5/28/2020 2:30 PM
12	No additional	5/18/2020 2:02 PM
13	Concerned they will be used to replace current SLP without having appropriate training, experience and judgment.	5/14/2020 2:41 PM
14	I am especially concerned about training options and if districts require licensing, it could be another area of shortage.	5/14/2020 9:54 AM
15	Not qualified to do any treatment or evaluations.....so what will they do?	5/13/2020 6:54 PM
16	I have concerns that the department head at WCSD (which is rarely an SLP) will make policies regarding assistants' scope and supervision that goes against the code of ethics	5/13/2020 6:35 PM
17	I am 80% medicare and medicare does not pay for this service	5/13/2020 5:37 PM
18	Increase in school based Caseload caps	5/13/2020 3:50 PM
19	They would not have enough knowledge to deal with complicated situations in hospitals. But if that became an option, hospital administrators would push to hire them because they would be paid less.	5/13/2020 12:01 PM
20	I am concerned that districts will high more SLPAs and less highly qualified SLPs. Thus increasing SLP caseloads to extremes and not allowing for the provision of more servicing	5/13/2020 11:08 AM

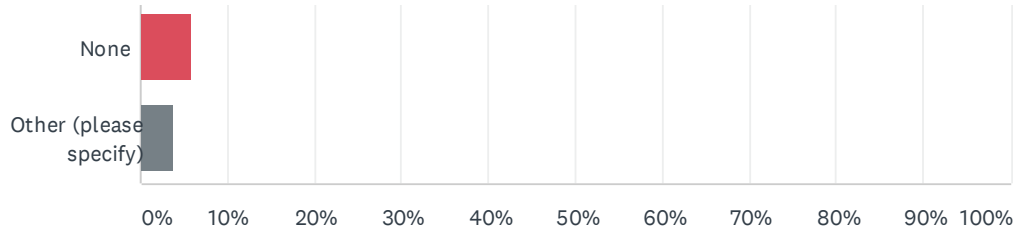
through the services of SLPAs. The roles and responsibilities, professional expectations, caseload, and job descriptions would have to very clear and defined for SLPAs and SLPs.

21	Qualifications need to be controlled	5/13/2020 10:08 AM
22	As the licensed SLP I'm worried I would be expected to do all paperwork and evaluations and very little therapy.	5/13/2020 10:06 AM
23	I didn't become an SLP to only do paperwork.	5/13/2020 9:55 AM

Q30 If an SLP Assistant role existed, what duties would you feel comfortable delegating to an Assistant? (select all that apply)

Answered: 339 Skipped: 126



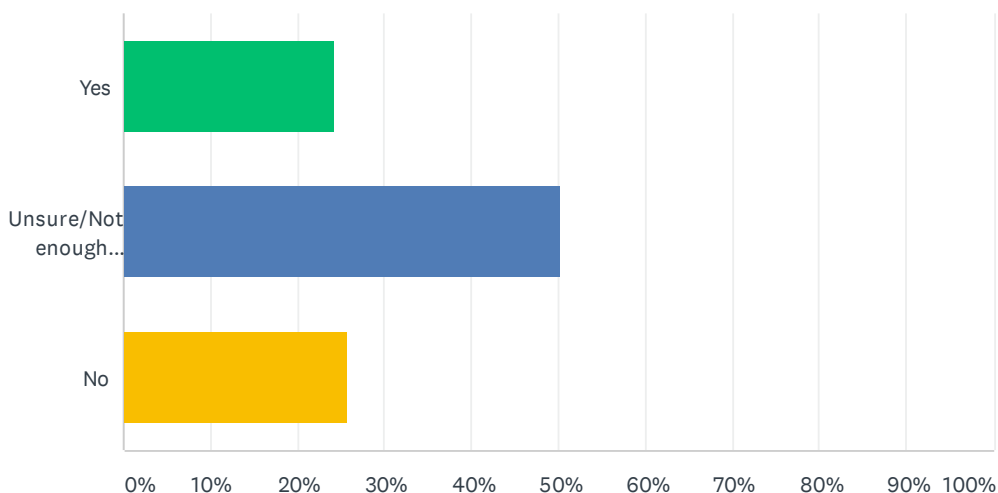


ANSWER CHOICES	RESPONSES	
Assist the SLP with speech, language, and hearing screenings without clinical interpretation	44.54%	151
Assist the SLP during assessment of students, patients, and clients exclusive of administration and/or interpretation	23.01%	78
Assist the SLP with bilingual translation during screening and assessment activities exclusive of interpretation	49.26%	167
Follow documented treatment plans or protocols developed by the supervising SLP	69.62%	236
Provide guidance and treatment via telepractice to students, patients, and clients who are selected by the supervising SLP as appropriate for this service delivery model	32.74%	111
Document student, patient, and client performance (e.g., tallying data for the SLP to use preparing charts, records, and graphs) and report this information to the supervising SLP	64.60%	219
Program and provide instruction in the use of augmentative and alternative communication devices	33.33%	113
Demonstrate or share information with patients, families, and staff regarding feeding strategies developed and directed by the SLP	15.04%	51
Serve as interpreter for patients/clients/students and families who do not speak English	54.28%	184
Provide services under SLP supervision in another language for individuals who do not speak English and English-language learners	46.61%	158
Assist with clerical duties, such as preparing materials and scheduling activities, as directed by the SLP	84.07%	285
Perform checks and maintenance of equipment	64.90%	220
Assist with departmental operations (scheduling, recordkeeping, safety/maintenance of supplies & equipment)	68.44%	232
Present primary prevention information to individuals and groups known to be at risk for communication disorders and other appropriate groups; promote early identification and early intervention activities	24.48%	83
Advocate for individuals and families through community awareness, health literacy, education, and training programs to promote and facilitate access to full participation in communication, including the elimination of societal, cultural, and linguistic barriers	34.81%	118
Provide information to emergency response agencies for individuals who have communication and/or swallowing disorders	14.45%	49
Advocate at the local, state, and national levels for improved public policies affecting access to services and research funding	18.88%	64
Support the supervising SLP in research projects, in-service training, public relations programs, and marketing programs	52.80%	179
None	5.90%	20
Other (please specify)	3.83%	13
Total Respondents: 339		

#	OTHER (PLEASE SPECIFY)	DATE
1	These need to be in alignment with ASHA. Period.	5/30/2020 11:02 AM
2	Don't want them...pay the CCC-SLPs more and you'll have enough	5/30/2020 5:52 AM
3	Every selection should include under the supervision of an SLP.	5/28/2020 10:39 PM
4	Saw	5/28/2020 4:11 PM
5	N/A	5/28/2020 1:34 PM
6	Concerned about liability, providing appropriate levels of service, and how our pay scale may be adapted to increase to reflect increase in workload	5/18/2020 2:02 PM
7	No treatment, especially for dysphagia	5/13/2020 6:54 PM
8	im not sure i see a need in private practice	5/13/2020 5:37 PM
9	Provide Cognitive and Language therapy to adult patients in clinic settings. No feeding or chewing for adult patients. Some oral motor or feeding WITH SLP Supervision.	5/13/2020 12:55 PM
10	This depends on their background education and experience and training	5/13/2020 12:09 PM
11	I am not familiar with the role of an SLPA so I do not feel qualified to comment	5/13/2020 11:31 AM
12	I have completed research in the use of interpreters- translators in special education. I have great concerns regarding any plan to use SLPAs as I/Ts. I/Ts need completely different training and must work directly with an SLP in conducting any assessment or therapy. My research has shown there to be numerous issues when I/Ts are left unsupervised in any capacity. Best practice dictates use of credentialed BILINGUAL SLPs. There are enough available (we have access to 4 in our districts) but sadly, few efforts are being made to recruit and train more. This should be a priority over using SLPAs as I/Ts. In order to bill Medicare- SLPAs must also be directly supervised (as in work side/by-side) with a credentialed SLP.	5/13/2020 10:53 AM
13	Not appropriate for my setting - will never hire an SLP-A	5/13/2020 9:58 AM

Q31 ASHA guidelines suggest an SLP may supervise no more than two (2) SLP Assistants and that such supervision should be a minimum of one (1) hour of direct supervision weekly with documentation of supervision every 60 calendar days. Would these supervision requirements affect the kind/number of tasks you might assign to an assistant?

Answered: 343 Skipped: 122



ANSWER CHOICES	RESPONSES	
Yes	24.20%	83
Unsure/Not enough information	50.15%	172
No	25.66%	88
TOTAL		343

#	IF YES, PLEASE EXPLAIN:	DATE
1	I do not feel that is enough supervision if they are performing therapy tasks.	6/1/2020 11:08 AM
2	I would have them do less treatment	5/31/2020 1:51 AM
3	The caseload would need to be appropriate in order to schedule time for supervision.	5/30/2020 9:42 AM
4	I would assign a lot less. That is a very bare minimum.	5/29/2020 8:01 AM
5	If an SLP is guiding/developing the treatment, an assistant should be checking in with their supervisor weekly anyhow. Each client/patient should be discussed along with progress, barriers and potential adjustments to treatment plan. Treatment activities should be cleared by supervising SLP for the week with an open discussion for possible enhancements or change of direction as needed.	5/28/2020 10:39 PM
6	This is ridiculously low amount of supervision. Great harm can come to a patient if hierarchy of intervention is not followed. Assistants are not trained enough to build hierarchical therapy. The supervision needs to be 1/3 of practice time at least.	5/28/2020 10:09 PM
7	One hour is Not enough direct contact/supervision for assistant when providing clinical services in person or through tele-therapy. They are too independent with limited skills with only a two year degree, a little more comfortable with a 4 year degree.	5/28/2020 9:48 PM
8	Those supervision requirements, I feel, are too low/minimal. With this limited amount of supervision there are few tasks I would feel comfortable delegating to SLPA.	5/28/2020 7:47 PM
9	I realize I made a mistake in my last comment. I type 20 instead 2 as the number SLPAs that can be assigned to an SLP. Oops!	5/28/2020 6:40 PM
10	That is not enough supervision.	5/28/2020 5:47 PM
11	The more tasks assigned, the more data/record keeping necessary for the 60 day documentation	5/28/2020 4:16 PM
12	These supervision requirements are far more stringent than those required for of PT and OT assistants practicing in home health settings.	5/28/2020 2:41 PM
13	Balancing my caseload is already quite a task. Adding supervision would be difficult.	5/28/2020 1:22 PM
14	I would not feel comfortable with this minimum amount if supervision unless a person had a minimum of a associate degree or a bachelors degree (prefereable)	5/16/2020 5:45 PM
15	I would follow ASHA guidelines	5/14/2020 12:01 PM
16	Depending on the SLPA and the duties, more training might be needed initially, or to maintain the standard of therapy. I realize this is a minimum, but it would influence the kind and number of tasks you might assign.	5/14/2020 9:54 AM
17	That would depend on the setting. In the medical field that would require more supervision because of the acuity level of our pts.	5/13/2020 6:36 PM
18	As supervision requirements increase, it reduces the amount of time Licensed SLPs can work directly with students/clients providing quality services. I would not be comfortable using an SLP assistant to provide any kind of direct intervention treatments.	5/13/2020 3:56 PM
19	ASHA guidelines have been in place in other states with successful outcomes.	5/13/2020 3:50 PM
20	I have supervised SLPAs in the state of California and have followed these models which I believe have been very beneficial: 1 direct and 1 indirect hour per week (8 hours of supervision per month). At the very least I believe Nevada should offer SLPAs 4 hours of direct/indirect supervision hours per month.	5/13/2020 12:55 PM
21	I think more supervision should be required initially and then the amount of supervision can decrease as the assistant(s) demonstrate competency	5/13/2020 12:35 PM
22	I have no interest in just supervising assistants.	5/13/2020 12:15 PM
23	Because if productivity requirements it would be difficult to provide weekly supervision.	5/13/2020 12:01 PM
24	Supervising only 2 SLP assistants seems very limiting. The number should be considered at possibly 4. This would be more in alignment with supervision of graduate student clinicians at	5/13/2020 11:52 AM

25% of the time.

25	I would not feel comfortable assigning tasks to an assistant if I was not available to provide guidance and supervision at least 50% of the time (same location and hours). Direct observation and supervision should be between 5-10% (2-4 hours per 40 hour work week). I attended a strong clinical program for my bachelor's degree. At completion, I would not have had the education or skills to provide effective therapy for any of the complex communication disorders that are routinely present in my current caseload of patients. I worry that employers would assign inappropriate cases to unskilled employee to increase revenue.	5/13/2020 11:36 AM
26	Not enough time to do this	5/13/2020 11:31 AM
27	Yes. I think that a weekly or a biweekly report would be more advantageous then a report every 2-months. But before giving a definite answer, it would be great to see what that report looked like and determine if a more frequent or less frequent report would be in order.	5/13/2020 10:55 AM
28	SLPAs should only work side-by-side with a SLP. The best outcomes for patients are when this happens on a daily, not weekly basis. The SLPA needs access to an SLP when questions arise or when chosen therapy practices or materials aren't working and need to be changed or even if working. when current objectives are met, SLP needs to advise next steps and update stated goal and objectives.	5/13/2020 10:53 AM
29	Takes time- sometimes it's easier to do yourself. Would be beneficial to have more licensed SLPs vs SLPAs.	5/13/2020 10:25 AM
30	There is no reimbursement for supervision tasks & the time they take.	5/13/2020 10:16 AM
31	We are only interested in supervising intern and CFs	5/13/2020 9:58 AM
32	Depends on impacts of supervision on time	5/13/2020 9:50 AM

Q32 Is there any additional information you would like to share on this
topic?

Answered: 44 Skipped: 421

#	RESPONSES	DATE
1	NA	6/3/2020 12:47 PM
2	I feel that we need to move toward only those who have a Masters and CCC be able to have the title of SLP. If SLPA certification is granted, those with a bachelors should now be SLPa	6/1/2020 11:08 AM
3	Assistants should NOT be involved in feeding (treatment or education).	5/30/2020 9:42 AM
4	I cannot stress enough how cautious we should be about letting an SLPA work in the area of dysphagia with so little supervision.	5/29/2020 9:27 PM
5	I have seen harm done. I have seen lack of supervision. I have seen abuse of this system. In parts if AZ, such as Scottsdale, use of assistants was ended for these reasons.	5/28/2020 10:09 PM
6	Our state licensing should be more consistent with national requirements. Less CEU's and renewal every other or every three years. Renewal dates should all be consistent (I.e. last day of month). We need wallet cards.	5/28/2020 9:48 PM
7	These supervision requirements seem similar to a CCC supervisory's requirements and are not nearly enough oversight for an "assistant"	5/28/2020 7:01 PM
8	I had an assistant in another state and I loved it	5/28/2020 6:52 PM
9	x	5/28/2020 6:40 PM
10	I worked as a SLP Assistant in graduate school in Texas and I felt the two hours of supervision one face to face and one indirect was an awesome idea. I felt we could service a lot more children because we were able to utilize assistants in Tecas.	5/28/2020 6:38 PM
11	This would be a great asset to the small northern Nevada rural communities that can not attract many fully licensed SLPs.	5/28/2020 4:13 PM
12	I am semi-retired and enjoy a substantially reduced Asha fee yearly. We might consider a reduction in the same manner for a state licensee.	5/28/2020 2:41 PM
13	Since many of my early intervention clients are individual treatments in home or online, I need a method for SLPA to carry out treatment program while SLP is not present on site.	5/28/2020 2:14 PM
14	No	5/28/2020 1:34 PM
15	No	5/28/2020 1:00 PM
16	Opportunities to have on-going and open discussions regarding the licensing of SLPAs and information from other states that license SLPAs.	5/27/2020 6:45 AM
17	I think Nevada K-5 should not allow bachelor level only SLPs. There should be a different pay scale for fully CCC-SLPs. It should not be allowed that someone working in role of an SLP that is not fully credentialed to be making more money than someone who is filled licensed to practice.	5/26/2020 3:31 PM
18	I would like to know more about how other states handle SLPAs; also, this would be an increase in duties for SLPs, how would we be reimbursed for additional work?	5/18/2020 2:02 PM
19	I feel more than one hour of supervision may be appropriate. I have seen some assistants report minimal to no supervision with inappropriate implementation of treatment plans	5/18/2020 7:06 AM
20	Slpas should have a minimum of 2 years in training	5/16/2020 5:45 PM
21	I will never be in favor of speech assistants. Maybe they could work in school setting. Not medical settings	5/15/2020 8:30 PM
22	I am very much in favor of this initiative, but have concerns about districts not being able to find the personell to meet the requirements, creating another shortage.	5/14/2020 9:54 AM
23	I have previously worked with SLP assistants in the UK, and found their help invaluable. However, here in the US, I would have concerns that the introduction of SLP Assistants would reduce job and earnings opportunities for SLPs. In my experience, I have seen many healthcare therapy companies here using assistants to carry out most PT/OT therapy (usually with absolutely minimal supervision) and simply because companies can pay assistants less than fully qualified therapists. This has resulted in OTs/PTs mainly carrying out evaluations and	5/13/2020 10:38 PM

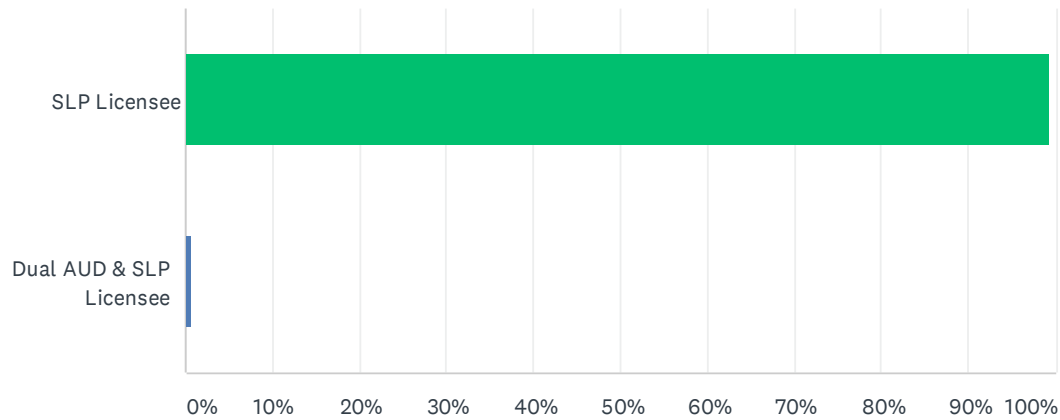
discharges only, and assistants doing the bulk of therapy. It has also - in some cases - meant reduced hours/opportunities for qualified therapists as well as reducing quality of service for patients. I would have big concerns about this happening with SLP, especially given the potential for harm if mistakes are made when dealing with dysphagia clients. I have seen the one-size-fits-all therapy done by many OT/PT assistants (where clients are all brought down to the gym and placed on leg and hand bikes, and where there is no individualization of treatment according to each patients' needs). Because those assistants have not evaluated their clients, they mostly do not even know what the patients' diagnoses are, and so they tend to give them all the same or very similar exercises/treatments. This situation would be potentially dangerous if it were to be extended to dysphagia clients. So.. I have very mixed feelings about assistants. Because, in a system which is not based mainly on profit, they can be a lifeline in a busy therapy department, and can do some of the more routine therapy and administrative tasks. However, they require ongoing supervision, and unfortunately, therapy companies in the US do not like to pay any therapist for "non-productive time" making time spent on supervision very tricky for a therapist.

24	Please make these requirements. We have "SLPs" evaluating students who are not fully trained or educated in making differential diagnosis for our students. More training is needed/licensure is needed.	5/13/2020 8:05 PM
25	I think it's about time that we distinguish the difference between licensed SLPs and people who are doing the job of an SLP but do not have their masters and should not be called an SLP. Their title should be different than ours and their responsibilities should not be the same.	5/13/2020 6:25 PM
26	No	5/13/2020 5:57 PM
27	I do not support the need for SLP assistants. As we have seen with PT and OT assistants. Companies are more likely to hire them first bc the are cheaper labor therefor putting more pressure on the supervising SLP as well as limiting their employment opportunities	5/13/2020 4:37 PM
28	SLP Assistants may be needed to meet the demand for SLP services throughout the state and during the unusual circumstances of Covid-19 closures.	5/13/2020 3:50 PM
29	With the shortage of licensed SLP's in Nevada, SLP-A would be vital in providing vital services to students, clients and patients in Nevada.	5/13/2020 2:23 PM
30	SLP-As would help caseloads in rural Nevada tremendously	5/13/2020 1:52 PM
31	No	5/13/2020 1:42 PM
32	I could be MUCH more efficient with two SLPA's and a higher caseload.	5/13/2020 1:17 PM
33	I believe the education is critical to the success of SLPA's, since the practice is so broad-based and requires more in-depth knowledge and training than an AA degree would afford.	5/13/2020 1:15 PM
34	I would love for Nevada to no longer need BA/BS level SLPs in the school system. I would also love for insurance companies to allow for SLPAs to work in private practice.	5/13/2020 12:55 PM
35	Full time SLP positions in medical settings (hospitals and SNFs) are already sparse, wouldn't adding SLPAs just further reduce hours for STs?	5/13/2020 12:03 PM
36	Taking continuing education classes, I feel it is becoming a necessity to have SLPAs in the state of Nevada. Over my 15 years as an SLP, I have witnessed a huge increase in the number of students needing speech and language therapy services. The type and severity of speech and language impairments has also dramatically changed. I have had multiple SLPAs and now find myself relying on them more than ever to provide services to students so I can provide support to other professionals such as teachers.	5/13/2020 11:08 AM
37	I think providing a way for Bachelor's level graduates an opportunity to work in the schools as an SLP-Assistant; not Speech Therapist (Master's or higher), would alleviate the caseload and fulfill these empty positions.	5/13/2020 10:38 AM
38	Nevada hospitals/healthcare does not need speech therapy assistants.	5/13/2020 10:27 AM
39	N/A	5/13/2020 10:10 AM
40	I would want to be sure that an SLP-A would not be used as an SLP in rural schools.	5/13/2020 10:05 AM
41	A large majority of states license SLP-Assistants. The state of Nevada should consider meeting ASHA recommendations and the national standard.	5/13/2020 10:05 AM

42	I would be very disappointed if this position was added to NV. I've seen it in CA and it doesn't go well - especially in school settings.	5/13/2020 9:58 AM
43	N/a	5/13/2020 9:53 AM
44	No	5/13/2020 9:50 AM

Q33 Please select your license type to move to the next appropriate survey section:

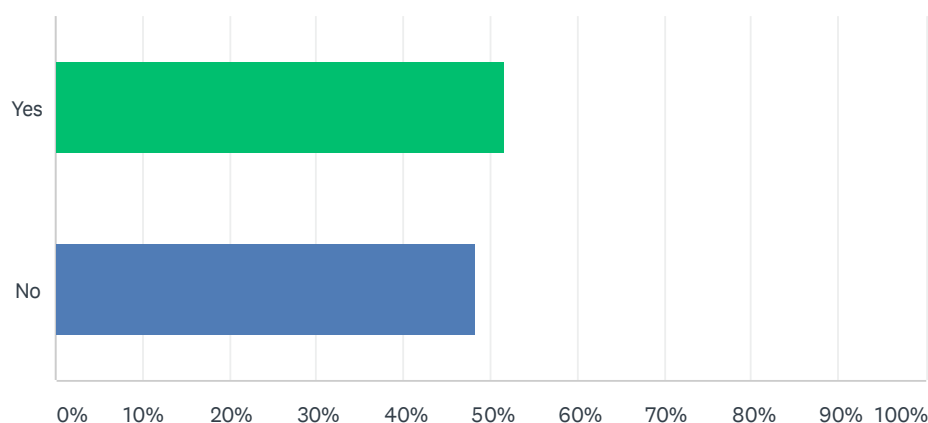
Answered: 345 Skipped: 120



ANSWER CHOICES	RESPONSES	
SLP Licensee	99.42%	343
Dual AUD & SLP Licensee	0.58%	2
TOTAL		345

Q34 Do you already delegate duties to an unlicensed office assistant, aide, or technician as allowed in NAC 637B.0442? Cleaning a hearing aid; Repairing or replacing a broken part of a hearing aid with the same part; Replacing a thin tube or dome with a similar size or style; Replacing filters; Returning to a client a repaired hearing aid that does not require fitting, programming or adjusting; Accepting an in-office return of a hearing aid if a receipt is provided to the client to document proof of the return; and Performing clerical, secretarial and general administrative duties, including, without limitation, providing information that is readily available to the general public.

Answered: 85 Skipped: 380

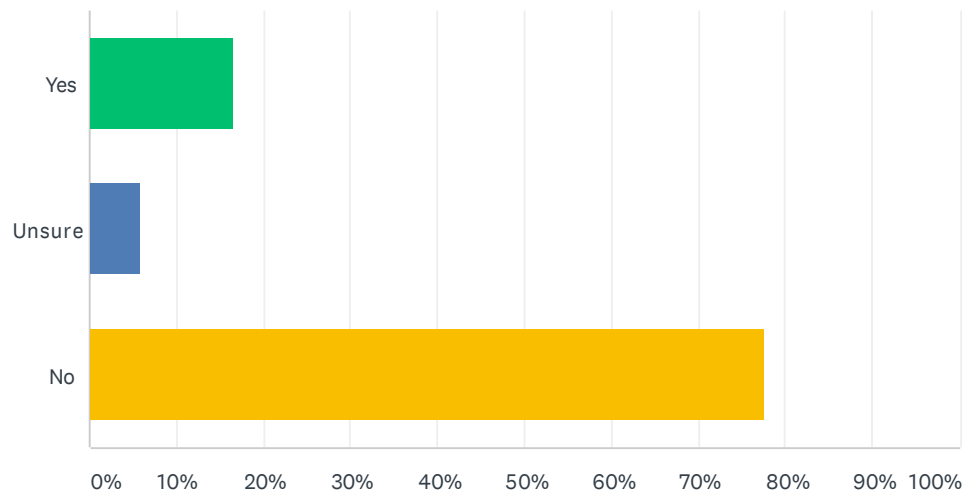


ANSWER CHOICES	RESPONSES	
Yes	51.76%	44
No	48.24%	41
TOTAL		85

	AUD	DISP AUD	HAS	HAS-A
Yes	4	21	17	2
No	13	14	13	0
TOTAL RESPONSES	17	35	30	2

Q35 Are there currently any support personnel in use in your work setting other than an unlicensed office assistant, aide, or technician?

Answered: 85 Skipped: 380

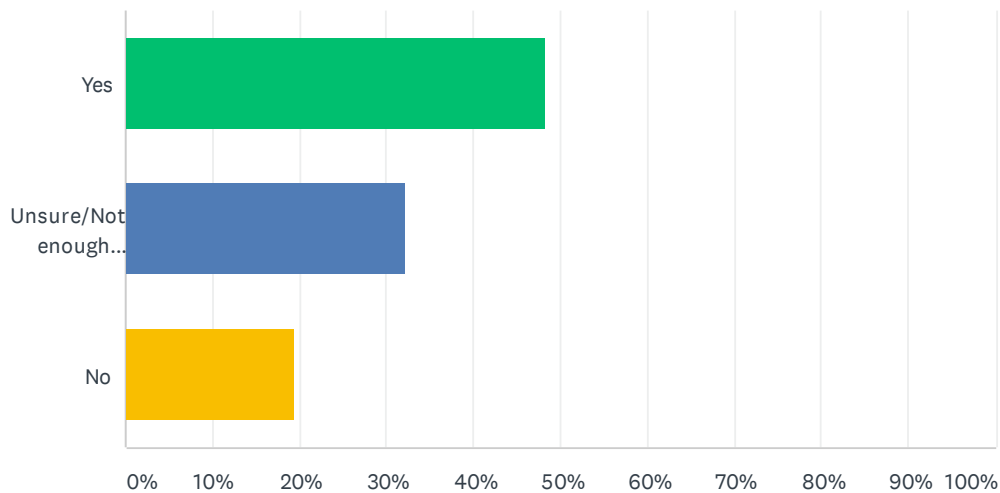


ANSWER CHOICES	RESPONSES	
Yes	16.47%	14
Unsure	5.88%	5
No	77.65%	66
TOTAL		85

	AUD	DISP AUD	HAS	HAS-A
Yes	3	6	4	1
Unsure	2	1	2	0
No	12	28	24	1
TOTAL RESPONSES	17	35	30	2

Q36 Do you see a need/benefit to adding licensing for Audiology Assistants?

Answered: 87 Skipped: 378



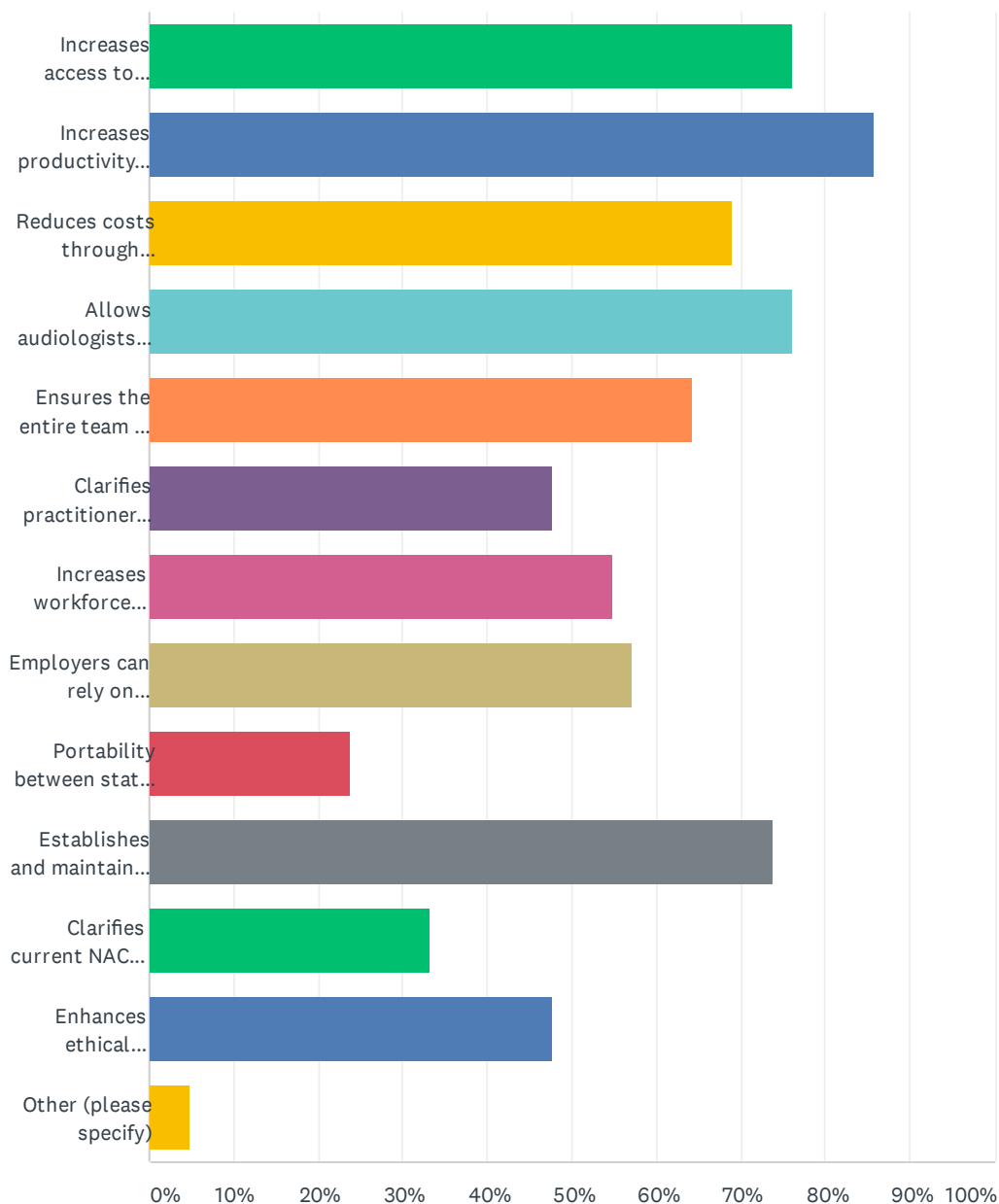
ANSWER CHOICES	RESPONSES	
Yes	48.28%	42
Unsure/Not enough information	32.18%	28
No	19.54%	17
TOTAL		87

	AUD	DISP AUD	HAS	HAS-A
Yes	5	25	11	0
Unsure/Not enough ir	10	5	11	1
No	3	5	8	1
TOTAL RESPONSES	18	35	30	2

#	IF NO, PLEASE EXPLAIN:	DATE
1	It's called hearing instrument specialist intern	5/28/2020 2:22 PM
2	The the basic duties of cleaning, replacing wax filters, domes, etc does not take a rocket scientist. If I could use a technician to perform basic annual hearing screens or make post fitting (annual) minor adjustments on their hearing aids, then I would say yes to audiology assistant licensing. For the very basic routine stuff, I think it is an overkill and would add an extra load on a professional (i.e. me) in an industry of diminishing returns with all of the managed care programs that are paying us peanuts. We need more than ever front office staff that can be competently trained on the very basic stuff to help us be able to afford to work with this ever growing segment of our profession (i.e., managed care - TruHearing, EPIC, HearUSA ,etc.)	5/28/2020 2:20 PM
3	I don't fee that licensing should be required to clean a hearing aid. This is a very basic function that can be taught to anyone and does not require specialized training	5/28/2020 12:59 PM
4	Just another way for the state to make money.	5/15/2020 5:56 PM
5	I examine U.S. Military ceterans for compensation or pension an have no need for an assistant.	5/13/2020 1:09 PM
6	I can only speak from the hearing instrument side. My office help is very good at the duties described in NAC 637B.0442 and have been well trained by me personally. Since they are not working in direct physical contact with a patient there is no safety issue involved. They don't do any testing of patients or hearing aids and don't do any programming. Patients are able to walk in to the office and get most of their issues handled at the front desk without taking up my time. Requiring Hearing Aid office assistants to be licensed would add an unnecessary burden on them without any real benefit.	5/13/2020 12:56 PM
7	I would like to see the assumed pros and cons.	5/13/2020 10:20 AM
8	PLEASE, consider this in the future. The VA has been doing this for ages, as does the military. This would give license-able status and regulatory oversight to these individuals. There is at least one very comprehensive program for this to look at as a model.	5/13/2020 10:10 AM
9	we are not busy enough for an assistant	5/13/2020 10:06 AM
10	There duties are so minor no licensing necessary	5/13/2020 9:56 AM

Q37 If yes, what benefits do you think there are to adding licensing for Audiology Assistants? (select all that apply)

Answered: 42 Skipped: 423



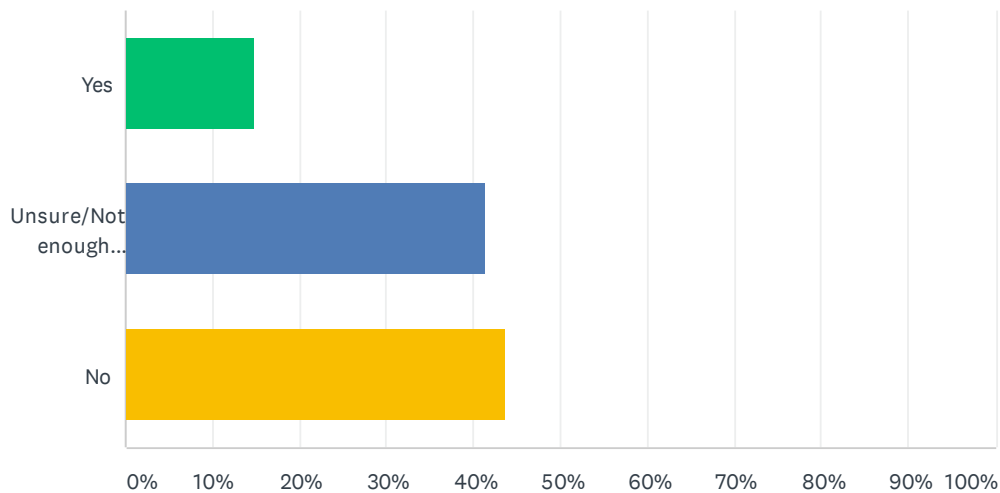
	AUD	DISP AUD	HAS	HAS-A
Increases access to services	4	18	0	0
Increases productivity by reducing wait times and enhancing patient satisfaction	3	22	10	0
Reduces costs through delegation of tasks that do not require an audiologist/HAS	2	19	7	0
Allows audiologists/HAS to spend time on tasks/services that are more profitable	2	21	9	0
Ensures the entire team is practicing at the top of their licenses	3	18	6	0
Clarifies practitioner roles + scope of practice	3	12	4	0
Increases workforce opportunities	2	13	8	0
Employers can rely on established national standards	4	12	7	0
Portability between states and work settings	1	8	1	0
Establishes and maintains high caliber of standards for assistants	4	19	7	0
Clarifies current NAC allowing delegation of tasks to unlicensed office assistants	1	12	1	0
Enhances ethical practice	1	11	7	0

ANSWER CHOICES	RESPONSES	
Increases access to services	76.19%	32
Increases productivity by reducing wait times and enhancing patient satisfaction	85.71%	36
Reduces costs through delegation of tasks that do not require an audiologist/HAS	69.05%	29
Allows audiologists/HAS to spend time on tasks/services that are more profitable	76.19%	32
Ensures the entire team is practicing at the top of their licenses	64.29%	27
Clarifies practitioner roles + scope of practice	47.62%	20
Increases workforce opportunities	54.76%	23
Employers can rely on established national standards	57.14%	24
Portability between states and work settings	23.81%	10
Establishes and maintains high caliber of standards for assistants	73.81%	31
Clarifies current NAC allowing delegation of tasks to unlicensed office assistants	33.33%	14
Enhances ethical practice	47.62%	20
Other (please specify)	4.76%	2
Total Respondents: 42		

#	OTHER (PLEASE SPECIFY)	DATE
1	If an assistant takes the time and trouble to earn a license (I am assuming some sort of exam here) then they will be more qualified to take the next step towards an HAS or AuD .	5/28/2020 7:47 PM
2	I agree with the above that an AA increase access to services, reduces wait times, reduces cost by delegates tasks that do not require doctorate, and gives Aud more time to spend on other tasks etc however I don't think licensure does that- just having an AA does that.	5/13/2020 10:31 AM

Q38 Do you have concerns about adding licensing for Audiology Assistants?

Answered: 87 Skipped: 378

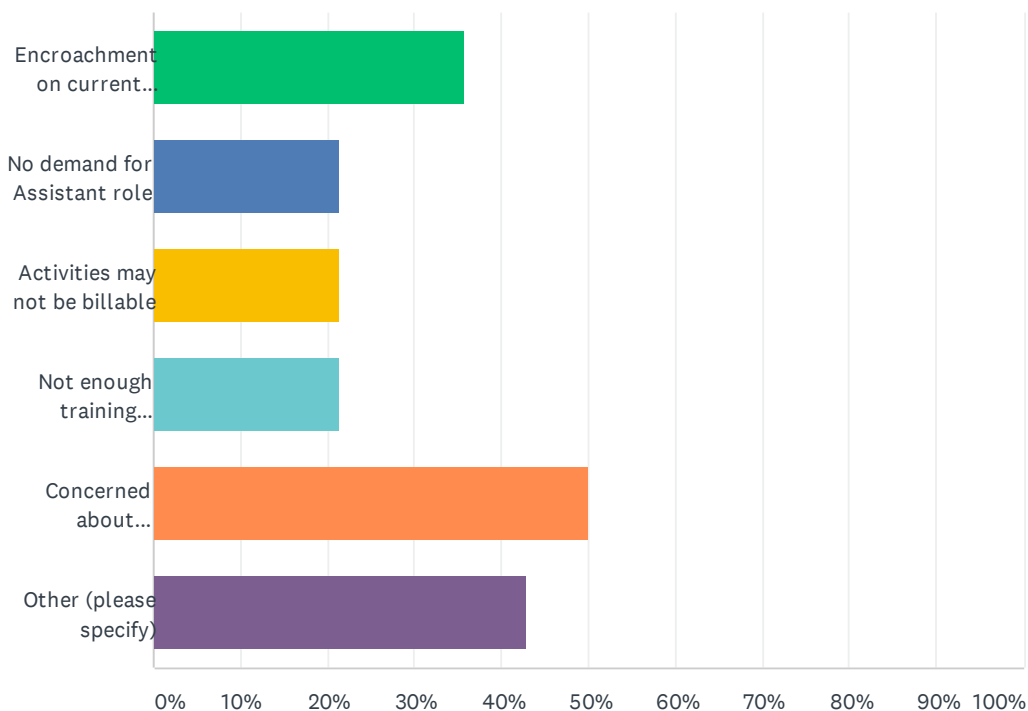


ANSWER CHOICES	RESPONSES	
Yes	14.94%	13
Unsure/Not enough information	41.38%	36
No	43.68%	38
TOTAL		87

	AUD	DISP AUD	HAS	HAS-A
Yes	1	6	4	2
Unsure/Not enough information	9	11	15	0
No	8	18	11	0
TOTAL RESPONSES	18	35	30	2

Q39 If yes, what concerns do you have about adding licensing for Audiology Assistants? (select all that apply)

Answered: 14 Skipped: 451



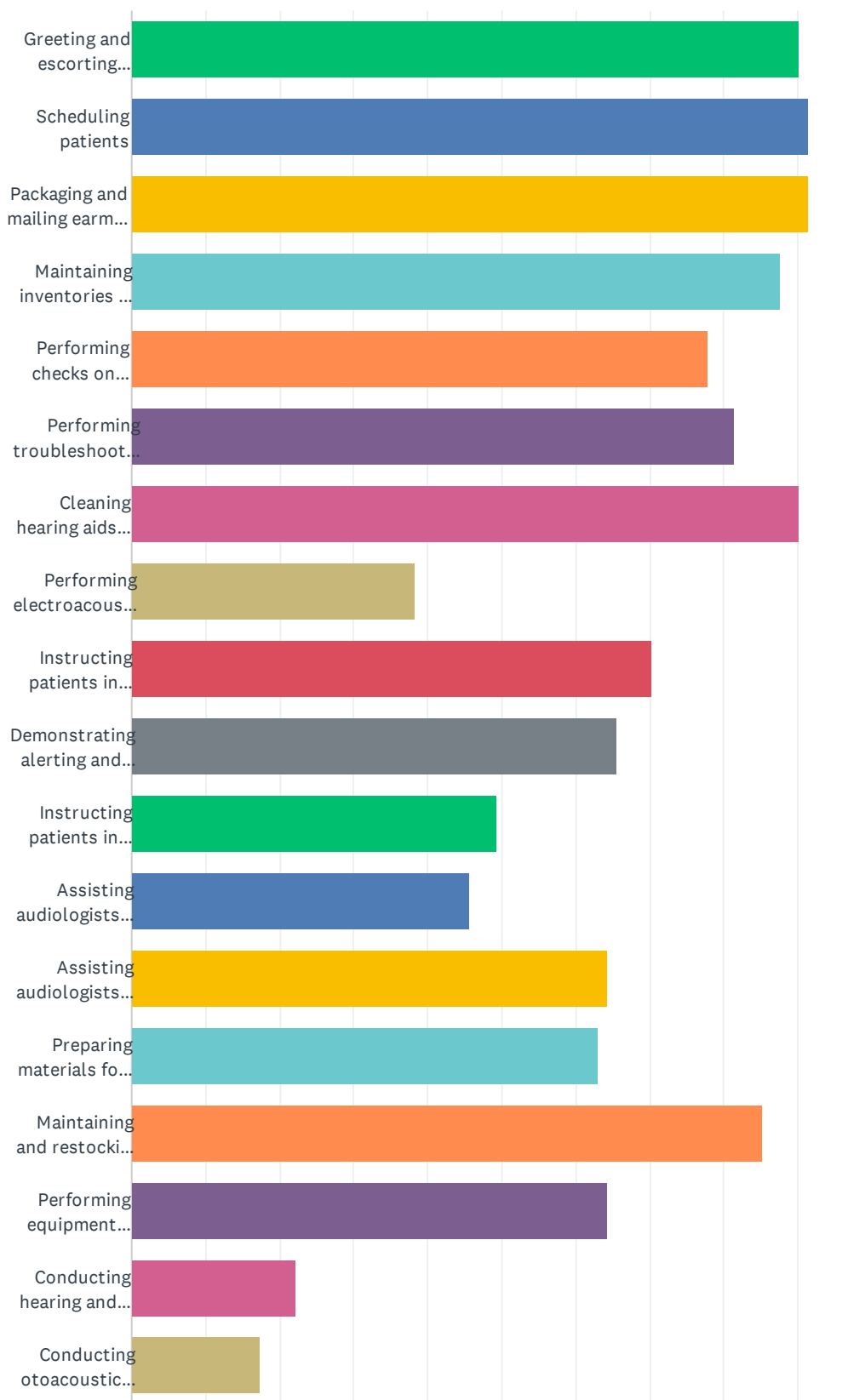
ANSWER CHOICES	RESPONSES	
Encroachment on current Audiologist role	35.71%	5
No demand for Assistant role	21.43%	3
Activities may not be billable	21.43%	3
Not enough training options available	21.43%	3
Concerned about supervision/oversight	50.00%	7
Other (please specify)	42.86%	6
Total Respondents: 14		

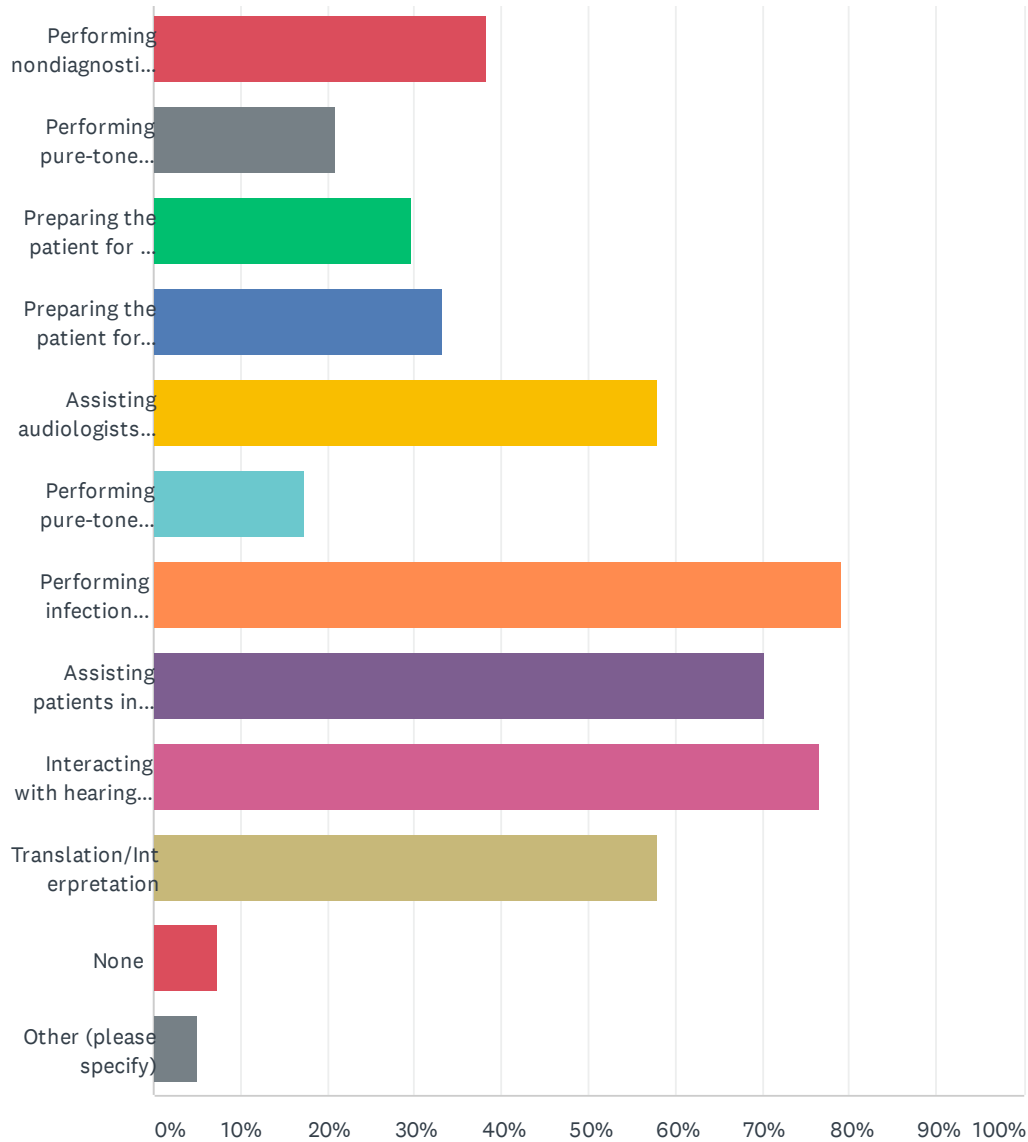
	AUD	DISP AUD	HAS	HAS-A
Encroachment on current Audiologist role	1	2	2	0
No demand for Assistant role	0	2	1	0
Activities may not be billable	0	2	0	1
Not enough training options available	1	2	0	0
Concerned about supervision/oversight	1	3	2	1

#	OTHER (PLEASE SPECIFY)	DATE
1	Adds one more layer of bureaucracy for individuals to perform basic, simple procedures that greatly help the Audiologist to maintain profitability. In our small rural office, that now adds expense in an office that is hardly profitable as it is.	5/28/2020 2:27 PM
2	Any activities performed by an assistant will not be billable charges so I feel its unfair to charge a licensing fee for someone to perform the basic services we are not getting paid extra for.	5/28/2020 1:02 PM
3	Unneeded	5/14/2020 7:14 AM
4	Why would we need to add licensing requirements when the system we have has worked well for many years? What requirements must be met in order to get licensed as an assistant? What is the justification for requiring assistants to be licensed?	5/13/2020 1:05 PM
5	minimum requirements for those with an AA. Maximum AA per audiologist. Maximum AA PLUS externs/4thyearstudents per audiologist. Audiologist must be fully licensed; externs/students cannot supervise. overlap between clerical staff and AA (prompted by your list in question 26. My clerk should be able to do scheduling etc.	5/13/2020 10:32 AM
6	duties so minor not necessary for licensing	5/13/2020 10:00 AM

Q40 If an Audiology Assistant role existed, what duties would you feel comfortable delegating to an assistant?(select all that apply)

Answered: 81 Skipped: 384





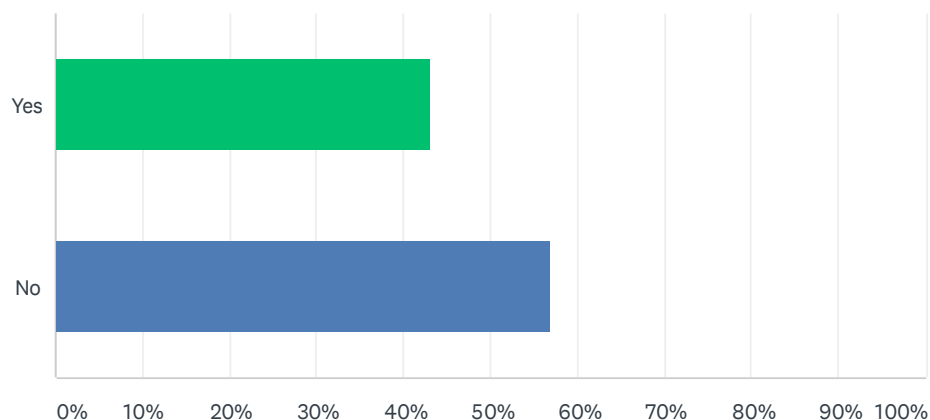
	AUD	DISP AUD	HAS	HAS-A
Greeting and escorting patients	14	31	25	1
Scheduling patients	14	32	25	1
Packaging and mailing earmold orders, device repairs, and manufacturer/lab returns	15	31	25	1
Maintaining inventories of supplies and checking function of equipment	14	30	24	1
Performing checks on hearing aids and other amplification devices	14	26	20	1
Performing troubleshooting and minor repairs to hearing aids, earmolds, and other amplification devices	14	30	19	1
Cleaning hearing aids and other amplification devices	15	32	23	1
Performing electroacoustic analysis of hearing aids and other amplification devices	5	15	10	0
Instructing patients in proper use and care of hearing aids and other amplification devices	11	24	19	1
Demonstrating alerting and assistive listening devices	10	25	16	1
Instructing patients in proper ear hygiene	8	16	15	1
Assisting audiologists in treatment programs	6	17	11	1
Assisting audiologists with setup and technical tasks	11	25	13	1
Preparing materials for ear impressions	12	23	14	1
Maintaining and restocking test and treatment rooms	15	30	21	1
Performing equipment maintenance and biological checks	11	25	14	1
Conducting hearing and tympanometric screening on older children and adults (without interpretation)	4	9	4	1
Conducting otoacoustic emission screening	3	7	4	0
Performing nondiagnostic otoscopy	7	12	11	1
Performing pure-tone audiologic reassessment on established patients	1	8	7	1
Preparing the patient for or performing vng/eng	4	14	6	0
Preparing the patient for evoked testing	6	14	7	0
Assisting audiologists in hearing testing of pediatric patients	11	26	8	1
Performing pure-tone hearing screening and universal newborn hearing screening tests	2	5	6	1
Performing infection control duties within the clinic/service	14	28	19	1
Assisting patients in completing case history or other relevant forms	10	28	17	1
Interacting with hearing instrument manufacturers/suppliers regarding status of orders/repairs	14	27	19	1
Translation/Interpretation	7	24	13	1
None	1	0	4	1

ANSWER CHOICES	RESPONSES	
Greeting and escorting patients	90.12%	73
Scheduling patients	91.36%	74
Packaging and mailing earmold orders, device repairs, and manufacturer/lab returns	91.36%	74
Maintaining inventories of supplies and checking function of equipment	87.65%	71
Performing checks on hearing aids and other amplification devices	77.78%	63
Performing troubleshooting and minor repairs to hearing aids, earmolds, and other amplification devices	81.48%	66
Cleaning hearing aids and other amplification devices	90.12%	73
Performing electroacoustic analysis of hearing aids and other amplification devices	38.27%	31
Instructing patients in proper use and care of hearing aids and other amplification devices	70.37%	57
Demonstrating alerting and assistive listening devices	65.43%	53
Instructing patients in proper ear hygiene	49.38%	40
Assisting audiologists in treatment programs	45.68%	37
Assisting audiologists with setup and technical tasks	64.20%	52
Preparing materials for ear impressions	62.96%	51
Maintaining and restocking test and treatment rooms	85.19%	69
Performing equipment maintenance and biological checks	64.20%	52
Conducting hearing and tympanometric screening on older children and adults (without interpretation)	22.22%	18
Conducting otoacoustic emission screening	17.28%	14
Performing nondiagnostic otoscopy	38.27%	31
Performing pure-tone audiologic reassessment on established patients	20.99%	17
Preparing the patient for or performing vng/eng	29.63%	24
Preparing the patient for evoked testing	33.33%	27
Assisting audiologists in hearing testing of pediatric patients	58.02%	47
Performing pure-tone hearing screening and universal newborn hearing screening tests	17.28%	14
Performing infection control duties within the clinic/service	79.01%	64
Assisting patients in completing case history or other relevant forms	70.37%	57
Interacting with hearing instrument manufacturers/suppliers regarding status of orders/repairs	76.54%	62
Translation/Interpretation	58.02%	47
None	7.41%	6
Other (please specify)	4.94%	4
Total Respondents: 81		

#	OTHER (PLEASE SPECIFY)	DATE
1	Sure, if there was licensure for an Aud Assistant, then I would say a majority of those items listed in this question would be appropriate. However please do not create a license for a front office staff to just help do cursory cleanings and checks and changing domes, filters, etc. That just hogties us and burdens the professional with a lot of stuff to do that makes him/her more unprofitable.	5/28/2020 2:27 PM
2	Orientation of hearing aid fitting Discussing costs of hearing. Aids	5/13/2020 12:05 PM
3	translation requires some standards for medical/legal cases. When a patient requests an interpreter, there are other issues in play. ALSO please consider them for the remote portion of a telehealth clinic, e.g. rural site. They cannot see patients unless the audiologist is on-screen, but would make an excellent knowledgeable remote operator.	5/13/2020 10:32 AM
4	Similar relationship of optician and optometrists.	5/13/2020 10:24 AM

Q41 ASHA guidelines do not prescribe a maximum number of Audiology Assistants that can be supervised by a practitioner, leaving it up to the supervisor to assess the Assistant's experience and skills against patient needs. Would supervision requirements affect the kind/number of tasks you might assign to an assistant?

Answered: 79 Skipped: 386



ANSWER CHOICES	RESPONSES	
Yes	43.04%	34
No	56.96%	45
TOTAL		79

	AUD	DISP AUD	HAS	HAS-A
Yes	5	15	13	0
No	10	15	16	1
TOTAL RESPONSES	15	30	29	1

#	IF YES, PLEASE EXPLAIN:	DATE
1	need more information	6/12/2020 7:40 AM
2	Unsure of what ratio could/should be, but you can't have too many Audiology Assistants under one supervisor. In my opinion this creates the modality for the assistant to perform the billable tasks of the Audiologist.	6/10/2020 3:39 PM
3	Assigning the number and kind of tasks an assistant can perform ensures the safety of the patient and that they are receiving the proper level of care.	6/7/2020 3:16 PM
4	Time for efficiency in running a practice	6/2/2020 9:29 AM
5	Constant supervision with me in less time for instruction. I would be motivated to teach the assistant office clerical duties, and basic audiologic duties. However, I would not feel motivated to teach them diagnostics.	5/29/2020 8:37 AM
6	Audiology Assistants would need to be THOROUGHLY trained.....not just brief training and letting them work on their own. I have heard / experienced what can happen if someone is not well versed in what doing and patient then does not have the confidence in them and / or the practice which can be damaging. Competence has to be #1 in our profession and office. Going the extra mile to do our jobs correctly and insure satisfaction with amplification fittings / followup is imperative. Always ask patients who are previous hearing aid users, what their experiences have been.....usually not happy with the service before not being happy with the product. Bottom Line.....Assistants can be helpful / beneficial to our practice but think they need to be, again, thoroughly trained and not just by one specialist in the office as everyone Audiologist practices somewhat differently which is to be expected. Supervision, once they are hired, must be continued / evaluated on a regular basis.	5/29/2020 8:15 AM
7	If I had multiple technicians I would feel obligated to oversee and check all work completed before returning a device to the patient/proceeding with testing for a patient. I would limit tasks to ensure that all patient facing care was completed correctly before proceeding.	5/29/2020 7:11 AM
8	To maintain standards of profession	5/28/2020 8:23 PM
9	There should be a maximum of two, and usually only one, Audiology Assistant per licensed specialist. More than that, quality of care will suffer.	5/28/2020 7:50 PM
10	In a busy office, there is only so much that an audiologist can do, so having to add supervision requirements would obviously cause you to assign less tasks until the assistant was pretty thoroughly trained.	5/13/2020 3:27 PM
11	Not sure	5/13/2020 12:05 PM
12	There should be a limit, per audiologist, to how many AAs are permitted for adequate supervision. In the VA for example, staffing is one AA per two audiologists. I am not generally comfortable delegating actual testing to an AA, as I work in an adversarial office where faking hearing loss is a regular event. AAs are not sophisticated enough to catch them, or have legal standing to straighten them out when they are faking. I also hesitate to give an AA newborn screening duties. By the time a newborn arrives in a private office, they have been screened at the birth facility and need more than just a rescreening.	5/13/2020 10:32 AM
13	They just need to be properly trained	5/13/2020 10:29 AM
14	If direct supervision is needed, then the AA would not be as valuable.	5/13/2020 10:24 AM
15	why have them do the work if I have to supervise	5/13/2020 10:00 AM

Q42 Is there any additional information you would like to share on this topic?

Answered: 9 Skipped: 456

#	RESPONSES	DATE
1	No	6/2/2020 5:38 PM
2	Yes.....would like to review the guidelines once established for Audiology Assistant prior to its implementation. You need feedback from all Audiologists on this.	5/29/2020 8:15 AM
3	The Board needs to start actively recruiting people to the field by helping us (practice owners) find qualified candidates.	5/28/2020 7:50 PM
4	no. I explained my view earlier.	5/28/2020 2:27 PM
5	Not really.	5/13/2020 6:55 PM
6	no	5/13/2020 3:27 PM
7	Unless the assistant is performing some of the activities specifically ascribed to the hearing aid specialist or audiologist there is no reason to require licensing. If you want to create a new role similar to Nurse Practitioner where an assistant can perform many of the duties of the specialist or audiologist, then licensing would be necessary but I don't believe we need to establish and intermediate role.	5/13/2020 1:05 PM
8	Should definitely be done. Assistants are long overdue.	5/13/2020 10:58 AM
9	I appreciate the thoroughness of this survey. Thanks for looking ahead! AA and telehealth are the future. Please also consider the inter-state licensing wave that is being pushed. https://www.asha.org/Advocacy/state/Audiology-and-Speech-Language-Pathology-Interstate-Compact/	5/13/2020 10:32 AM



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

Considerations for Licensing Audiology Assistants

April 2020

Overview

ROLE

Audiology assistants perform delegated tasks that are prescribed, directed, and supervised by a certified and/or licensed audiologist. An audiology assistant must complete prescribed training and demonstrate competency to achieve certification.

NRS/NAC CONSIDERATIONS

NAC 637B allows for some duties related to hearing aids to be delegated to an unlicensed assistant by a dispensing audiologist or hearing aid specialist. This was added when the two Boards merged in 2016.

NAC 637B.0442 Delegation of duties by hearing aid specialist or dispensing audiologist to unlicensed office assistant, aide or technician. (NRS 637B.132)

1. Except as otherwise provided in subsection 2, a hearing aid specialist or dispensing audiologist may delegate certain duties to an office assistant, aide or technician who is not licensed pursuant to this chapter and chapter 637B of NRS and does not possess the professional or advanced training required for the practice of fitting and dispensing hearing aids if the hearing aid specialist or dispensing audiologist determines, before delegating a duty, that the office assistant, aide or technician possesses the necessary knowledge, competence, training and skills to perform the duty. The duties that may be delegated to an office assistant, aide or technician pursuant to this section include, without limitation:

- (a) Cleaning a hearing aid;*
- (b) Repairing or replacing a broken part of a hearing aid with the same part;*
- (c) Replacing a thin tube or dome with a similar size or style;*
- (d) Replacing filters;*
- (e) Returning to a client a repaired hearing aid that does not require fitting, programming or adjusting;*
- (f) Accepting an in-office return of a hearing aid if a receipt is provided to the client to document proof of the return; and*
- (g) Performing clerical, secretarial and general administrative duties, including, without limitation, providing information that is readily available to the general public.*

2. A hearing aid specialist or dispensing audiologist shall not delegate any duty to an office assistant, aide or technician pursuant to this section that requires professional or advanced training for the practice of fitting and dispensing hearing aids. Duties that may not be delegated pursuant to this section include, without limitation:

- (a) Removing a hearing aid from or placing a hearing aid into a client's ear;*
- (b) Programming, adjusting or fitting a hearing aid;*
- (c) Conducting an interview, examination or evaluation relating to a client's hearing or hearing loss; and*
- (d) Conducting any activity involving direct physical contact with a client and a hearing-related procedure or instrument.*

(Added to NAC by Speech-Language Pathology, Audiology & Hearing Aid Dispensing Bd. by R129-15, eff. 6-28-2016)

LICENSING OPTIONS

- *Licensing*: Most restrictive, making it illegal to engage in the practice without a license.
- *Certification*: Requires certified practitioners to meet certain state-established standards, but uncertified individuals could still engage if they don't use the title.
- *Registration*: Practitioners register with the Board, typically providing name & address, and pay a nominal registration fee. Standards are not necessarily required/may be minimal, and the Board may choose whether to handle complaints and take disciplinary action.

IDENTIFIED COLLABORATORS

- American Academy of Audiology (AAA)
- American Speech-Language Hearing Association (ASHA)
- International Hearing Society (IHS)
- Nevada Speech-Language and Hearing Association NSHA
- Nevada Hearing Society (NHS)

INFORMATION STILL NEEDED

1. Survey data from current licensees to assess potential demand.
2. Availability & cost of ASHA training Modules.

Proposed Timeline



Questions to Consider

1. Is there a need/demand for this professional role in Nevada?
2. What is the most appropriate licensing path (see below) given the duties assigned, cost to the licensee, cost to the Board, and requirement that the supervising Audiologist assume full responsibility for the assistant?
3. The ASHA-recommended allowable services are almost exclusive to hearing aid fitting and dispensing, raising the question of whether this role could support **both** Audiologists and Hearing Aid Specialists.
4. Does the current NAC regarding delegation to an office assistant allow for this role in some capacity already, and would a regulation change be sufficient to allow for the use of support personnel, especially given that the burden is already on the licensed practitioner to ensure an audiology assistant is qualified and skilled to complete delegated tasks?

5. What is the most appropriate fee range for this role given income potential?
6. What may be the increased cost to the Board (licensing activities, oversight & discipline, database enhancements) and does the value of potential new licensing fees support this, especially given the potentially small number of applicants.

Need & Benefit

HISTORY

ASHA has an Associates Program that allows support personnel in speech-language pathology and audiology to affiliate if working under the supervision of an ASHA-certified speech-language pathologist or audiologist¹, but there are currently no Audiology Associates registered with ASHA in Nevada².

USE NATIONALLY

A total of 35 states currently regulate audiology support personnel through various methods. Three states that do not (CT, IA, WI) still address support personnel in their practice laws.

Licensed 12	Registered 18	Certified 4	School Settings Only 1	None 15
<ul style="list-style-type: none"> Arizona Idaho Illinois Louisiana Maryland Massachusetts New Mexico Ohio Oklahoma South Carolina South Dakota Texas 	<ul style="list-style-type: none"> Alabama Alaska Arkansas California District of Columbia Delaware Georgia Indiana Kansas Maine Mississippi Missouri Montana Nebraska North Carolina Pennsylvania Rhode Island West Virginia 	<ul style="list-style-type: none"> Florida New Hampshire North Carolina Wyoming 	<ul style="list-style-type: none"> Hawaii 	<ul style="list-style-type: none"> Connecticut Iowa Kentucky Michigan Nevada New Jersey New York Wisconsin SLPA Only Colorado Minnesota North Dakota Oregon Tennessee Virginia Washington

CURRENT STATE OF PRACTICE IN NEVADA

According to the US Bureau of Labor Statistics, in 2018 there were approximately 13,600 Audiologist jobs nationally, with a 16% increase (2,200 new jobs) expected by 2028, identified as a “much faster than average” increase.³

According to the 2019 ASHA Membership and Affiliation Profile⁴, Audiologists in Nevada are working in the following settings:

- Education: 12.9%
- Healthcare: 71.0%
- Other: 16.1%
- Private Practice (full or part time): 55%
- Not in Private Practice: 45%

As of March 31, 2020, there were a total of 237 Audiologists and Hearing Aid Specialists licensed in Nevada. The majority are out of Clark County, with out-of-state licenses and Washoe County second and third highest.

	AUD	AUD-D	HAS	HAS-A	Total
Carson	0	2	2	1	5
Churchill	0	0	0	0	0
Clark	17	44	42	9	112
Douglas	1	1	1	1	4
Elko	0	1	0	1	2
Humboldt	0	0	0	0	0
Lyon	1	1	1	0	3
Mineral	0	0	0	0	0
Nye	0	0	0	1	1
Washoe	7	22	15	4	48
White Pine	0	0	1	0	1
Out of State	27	16	18	0	61
Total	53	87	80	17	237



POTENTIAL BENEFIT TO PUBLIC/CONSUMERS AND PRACTITIONERS

- ✓ Increases **access to services**, especially in rural Nevada
- ✓ Increased **productivity** by reducing wait times and enhancing **patient satisfaction**
- ✓ Reduce **costs** through delegation of tasks that do not require an audiologist
- ✓ Allows audiologists to spend time on tasks/services that are **more profitable**
- ✓ Ensures the entire audiology team is **practicing at the top of their licenses**
- ✓ Clarifies **practitioner roles** + scope of practice
- ✓ Increases **workforce** opportunities
- ✓ Employers rely on established national **standards**
- ✓ **Portability** between states and work settings
- ✓ **Systematic review** and maintenance of high caliber standards for assistants
- ✓ **Clarifies current NAC** allowing delegation of tasks to unlicensed office assistants
- ✓ Enhancement of **ethical practice**

POTENTIAL BENEFIT TO WORKFORCE

Career Continuum

This role would likely not be a foundational step to progress easily into HAS or AUD licensure, but could be the impetus for a practitioner to pursue one of those roles. It could also provide a more formal career path for individuals who are undereducated/underemployed but have strong career skills or those looking to make a career change that would benefit from a low-cost educational pathway into a professional role.

Earning Potential

ASHA does not track assistant salaries, but reports OT and PT assistants earn approximately 60-70% of professional level salaries.⁵ The U.S. Bureau of Labor Statistics reports 2018 median pay for Audiologists at \$75,920 annually (\$36.50/hour). An Audiology assistant making 70% of this would earn \$53,144 annually (\$25.55/hour) though it is unknown if this rate of pay is commensurate with work duties.

Reciprocity, Portability, & Military Personnel/Spouses

There is no intention currently to participate in an interstate licensing compact, though our practice law does outline processes for issuing a license by endorsement for any practitioner, or for an active member of the Armed Forces, the member's spouse, a veteran, or a veteran's surviving spouse.

Our licensing process is very efficient and complete applications are typically processed within 3-5 business days. We anticipate being able to continue to meet these standards for assistant licensing, as we would have initial applications online by the time this license type went into effect. There may be some initial delays if we receive too many new applications at once.

As most states already license support personnel⁶, establishing these license types would increase Nevada's appeal to certified assistants outside of the state wishing to come here and enter the workforce. Military spouses will also benefit from more career options than have been present historically, which may have limited military families from choosing orders, when choice is an option, to our state.

ASHA Guidance on the Use of Audiology Assistants

TRAINING + CERTIFICATION⁷

There are limited formal educational options for this role and often these assistants gain most of their training on-the-job. ASHA is aware of only one formal audiology assistant training program in the U.S.⁸

ASHA is offering Certification for Audiology Assistants beginning in 2020. As of February 2020, the online modules had not been fully developed but ASHA estimates they will be ready by mid-summer 2020 and cover a total of 4-8 hours of material. Cost has not yet been established.

To sit for the ASHA certification exam, the candidate would have completed the following:

1. Completion of the following courses no more than 2 years prior to application to sit for the exam. (These requirements may also be met as part of an academic course.):
 - Completion of a 1-hour of ethics course
 - Completion of a 1-hour course in universal safety precautions
 - Completion of a 1-hour patient confidentiality training course (HIPAA, FERPA, etc.)
2. Completion of one of the of three education pathway options listed below:

Option 1

1. Bachelor's Degree in Communication Sciences and Disorders;
2. 500 hours patient services within the scope of practice for an audiology assistant under the supervision of an ASHA-certified audiologist

Option 2

- College degree, high school diploma, or GED;
- One (1) of the following:
 - ASHA Online Audiology Assistant Education Modules;
 - Associate degree or certificate program in becoming an audiology assistant⁸.

- 1,000 hours patient services within the scope of practice for an audiology assistant under the supervision of an ASHA-certified audiologist.

Option 3

One (1) of the following:

- Military Active Duty: 1) Copy of service member training record; and 2) Military job series awarding certificate (audiology/ENT).
- Military Veteran: 1) Honorable discharge; 2) Military job series awarding certificate (audiology/ENT); and 3) Copy of military transcript.

SCOPE OF PRACTICE

ASHA recommends the following regarding services performed by audiology assistants which must be:

- Planned, delegated, and supervised by the audiologist;
- Permitted by state law;
- Based on the training, available supervision, and specific work setting;
- Dictated by the scope of practice of the supervising audiologist.

Allowable Services⁹

- | | | |
|--|--|--|
| 1. Greeting and escorting patients | 10. Demonstrating alerting and assistive listening devices | 19. Performing nondiagnostic otoscopy |
| 2. Scheduling patients | 11. Instructing patients in proper ear hygiene | 20. Performing pure-tone audiologic reassessment on established patients |
| 3. Packaging and mailing earmold orders, device repairs, and manufacturer/lab returns | 12. Assisting audiologists in treatment programs | 21. Preparing the patient for vng/eng or evoked testing |
| 4. Maintaining inventories of supplies and checking function of equipment | 13. Assisting audiologists with setup and technical tasks | 22. Assisting audiologists in hearing testing of pediatric patients |
| 5. Performing checks on hearing aids and other amplification devices | 14. Preparing materials for ear impressions | 23. Performing pure-tone hearing screening and universal newborn hearing screening tests |
| 6. Performing troubleshooting and minor repairs to hearing aids, earmolds, and other amplification devices | 15. Maintaining and restocking test and treatment rooms | 24. Performing infection control duties within the clinic/service |
| 7. Cleaning hearing aids and other amplification devices | 16. Performing equipment maintenance and biological checks | 25. Assisting patients in completing case history or other relevant forms |
| 8. Performing electroacoustic analysis of hearing aids and other amplification devices | 17. Conducting hearing and tympanometric screening on older children and adults (without interpretation) | 26. Interacting with hearing instrument manufacturers/suppliers regarding status of orders/repairs |
| 9. Instructing patients in proper use and care of hearing aids and other amplification devices | 18. Conducting otoacoustic emission screening | 27. Translation/Interpretation ¹⁰ |

Prohibited Services

- | | |
|--|---|
| 1. Determining case selection or evaluation protocols; | 6. Assisting with patients without following the treatment plan prepared by the audiologist or without proper supervision; |
| 2. Interpreting observations or data into diagnostic statements of clinical management strategies or procedures; | 7. Transmitting or disclosing clinical information, either orally or in writing, to anyone, including the patient, without the approval of the supervising audiologist; |
| 3. Participating in team or case conferences or on any interdisciplinary team, without the presence of the supervising audiologist or an audiologist designated by the supervising audiologist; | 8. Selecting patients for treatment services or discharging patients from treatment services; |
| 4. Writing, developing, or modifying a patient's individualized treatment plan; | 9. Counseling or consulting with the patient, family, or others regarding the patient status or service or making referrals for additional services; |
| 5. Composing or signing any formal documents (e.g., treatment plans, reimbursement forms, or reports). Progress Notes written by audiology assistants may be reviewed and cosigned by the supervising audiologist, subject to employer policy; | 10. Referring to themselves either orally or in writing with a title other than one determined by the supervising audiologist. |

Specialized Services¹¹

Audiology assistants with specialized training from the Council for Accreditation in Occupational Hearing Conservation (CAOHC) may be allowed to perform services under the supervision of a certified and/or licensed audiologist or physician.

Allowable by CAOHC-Trained Assistants

- Checks and calibration of audiometric instrumentation;
- Otoscopic screening and pure-tone threshold testing for the purpose of hearing conservation;
- Basic counseling of employees concerning test results and criteria for employee referral;
- Fit and training of employees on personal hearing protection devices;
- Fit testing of hearing protection devices;
- Assistance to CAOHC course directors in conducting training courses;
- Employee hearing conservation education, training, and motivation;
- Recordkeeping;
- Generation of periodic hearing conservation statistical reports.

Prohibited by CAOHC-Trained Assistants

- Assuming the role of a professional supervisor of the audiometric monitoring portion of a hearing conservation program;
- Assuming the role of an instructor of other occupational hearing conservationists;
- Interpreting audiograms;
- Conducting any type of audiometric testing other than air conduction, such as bone-conduction testing or speech audiometry;
- Diagnosing hearing disorders;
- Independently evaluating hearing conservation program effectiveness;
- Conducting noise surveys and analyses or being responsible for noise-control solutions;

Supervision

Supervision should be comprehensive, periodic, and documented in writing. Assistants should be given written information on roles and functions.

Qualifications of a Supervising Audiologist

- *Required:* Hold a full, current, and unrestricted license to practice audiology from a state, territory, commonwealth, or the District of Columbia (where applicable) and
- *Recommended:* Hold Certificate of Clinical Competence in Audiology granted by ASHA.

Exemptions from State Licensure

If the audiologist is exempt from state licensure based on practice in a specific institution or setting, ASHA recommends at least one (1) of the following:

- Hold an ASHA Certificate of Clinical Competence in Audiology;
- Have met ASHA certification requirements;
- Passed a national examination in audiology.

Roles and Responsibilities of the Supervising Audiologist

The supervising audiologist has the ultimate clinical, ethical, and legal responsibility for the care provided to the patient.⁹ Responsibilities include:

- Administrative actions related to audiology assistants, such as hiring, training, determining competency, and
- Conducting performance evaluations;
- Final approval of all directives given by administrators and other professionals regarding audiology tasks;
- Delegation and supervision of specific tasks to the support person (such tasks must not exceed the knowledge and skills of audiology assistants or exceed their scope of practice—specifically the exercise of professional judgment, interpretation of results, or development or modification of treatment plans);
- Assessment of the audiology assistant's proficiency in performing assigned tasks on a predetermined, periodic basis;
- Providing feedback to the audiology assistant to promote continuous performance improvement.

Number of Assistants Supervised

There is **no maximum** prescribed by ASHA. Maximum number of assistants should allow for delivery of appropriate, quality service.⁷

Type, Amount, and Frequency of Supervision

The supervising audiologist is responsible for determining the level of supervision that is required based on:⁷

- activities delegated to the assistant
- assistant skills, experience, & judgment
- clinical setting
- patient needs/condition complexity
- service delivery setting
- orientation of a new assistant
- new program, task, or equipment
- change in patient status
- major changes in the care plan

The following levels of supervision are recommended, and in some cases, more than one level of supervision may be used. As assistants gain more experience, they may assume more responsibility but must remain within their scope of practice.

Direct	<i>Present in the same room during direct health care activities.</i>
Indirect	<i>In the same physical area and immediately accessible as needed.</i> The supervising audiologist meets and interacts with patients/clients as needed. The audiology assistant and supervising audiologist discuss, plan, or review evaluation and treatment. Area supervision is available only when the audiology assistant has been formally assigned a graduated level of responsibility commensurate with this type of supervision. This level is synonymous with direct supervision.
General	<i>Not present but immediately available by phone or pager and able to be physically present as needed.</i> Services are furnished by the audiology assistant under the supervising audiologist's guidance.

REIMBURSEMENT

There is no reimbursement currently under Nevada Medicaid and Medicare, private health plans vary, and teleaudiology services are limited. Billing may be allowed under the license of the supervising audiologist. Though services are not billed, audiologists may benefit from delegating tasks to assistants that allow them more time to provide more profitable services.

ETHICS + LIABILITY

The supervising audiologist maintains full legal and ethical responsibilities for all assigned audiology activities provided by support personnel.

- If the assistant engages in activities that violate the Code of Ethics, the supervising professional may be found in violation of the Code.
- Only services permitted by state law may be delegated to an assistant.
- Supervising audiologists may be found in violation of the Code if they fail to provide adequate supervision.

ASHA has developed a Code of Conduct for assistants that will be effective in June 2020. The Code is both obligatory/disciplinary and “aspirational/descriptive” as it defines the role of an assistant. The code will apply to audiology assistants holding the Certified Audiology Assistant (C-AA) and applicants for audiology assistant certification.

In 2014 ASHA developed model bill language for licensing support personnel:¹²

AUDIOLOGY ASSISTANT

Defined as any person who assists in the practice of audiology and who meets the qualifications set forth in this Act.

A person represents himself/herself to be an audiology assistant when he/she holds himself/herself out to the public by any means, or by any service, or function performed, directly or indirectly, or by using the terms “audiology assistant,” “audiologist assistant,” “audiometry assistant,” “audiometrist assistant,” “audiologic assistant,” “audiological assistant,” “audiology support personnel,” “audioprosthologist assistant,” “audiometrics assistant,” “hearing therapy assistant,” “hearing therapist assistant,” “hearing clinic assistant,” “hearing clinician assistant,” “hearing center assistant,” “hearing aid audiologist assistant,” or any variation, synonym, coinage, or other word that expresses, employs, or implies these terms, names, or functions.

PERSONS AND PRACTICES AFFECTED

(1) Licensure shall be granted either in audiology or speech-language pathology independently. A person may be licensed in both areas if that person meets the respective qualifications. No person shall practice audiology or speech-language pathology or represent himself/herself as an audiologist or speech-language pathologist in this state, unless such person is licensed in accordance with this Act.

(2) On or after [date], an individual hired by a public school system, State approved nonpublic school for children with disabilities, or chartered educational institution of the State or the State Department of Education to practice speech-language pathology shall be licensed in accordance with this Act.

(3) On [date], an individual employed by a public school system, State approved nonpublic school for children with disabilities, or chartered educational institution of the State or the State Department of Education to practice speech-language pathology who does not otherwise meet the qualifications set forth in this Act, may be licensed to practice speech-language pathology as long as they are practicing continuously on and after [date] while performing the duties of that employment.

(4) Any person not eligible for licensure as an audiologist or not eligible for authorization to practice as an intern, who assists in the practice of audiology under the supervision of a licensed audiologist must be licensed as an audiology assistant. No person shall practice as an audiology assistant or represent himself/herself as an audiology assistant in this state, unless such person is licensed in accordance with this Act.

(5) Any person not eligible for licensure as a speech-language pathologist or not eligible for authorization to practice as an intern, who assists in the practice of speech-language pathology under the supervision of a licensed speech-language pathologist must be licensed as a speech-language pathology assistant. No person shall practice as a speech-language pathology assistant or represent himself/herself as a speech-language pathology assistant in this state, unless such person is licensed in accordance with this Act.

QUALIFICATIONS: AUDIOLOGY ASSISTANT

To be eligible for licensure by the Board as an audiology assistant, the applicant shall:

- (a) Submit a signed and notarized application to the Board, upon such form as prescribed by the Board;*
- (b) Pay to the Board the appropriate application fee;*
- (c) Possess a high school diploma, or its equivalent;*
- (d) Have committed no acts described in section 4.02 for which disciplinary action may be justified.*

References

- ¹ ASHA SLPA Key Issues. Retrieved from https://www.asha.org/PRPSpecificTopic.aspx?folderid=8589934664§ion=Key_Issues. Accessed March 3, 2020.
- ² Email from Melanie Johnson, ASHA Membership Program Manager. March 6, 2020.
- ³ U.S. Bureau of Labor Statistics. Occupational Outlook Handbook. Retrieved from <https://www.bls.gov/ooh/healthcare/audiologists.htm>. Accessed April 9, 2020.
- ⁴ ASHA Membership and Affiliation Profile. Retrieved from <https://www.asha.org/research/memberdata/>. Accessed April 9, 2020.
- ⁵ Frequently Asked Questions: Speech-Language Pathology Assistants (SLPAs). Retrieved from <https://www.asha.org/associates/SLPA-FAQs/#f1>. Accessed March 3, 2020.
- ⁶ ASHA State Support Personnel Trends Chart. Retrieved from <https://www.asha.org/PRPSpecificTopic.aspx?folderid=8589934664§ion=Resources>. Accessed March 3, 2020.
- ⁷ ASHA Audiology Assistants Certification: Eligibility Pathways. Retrieved from <https://www.ashaassistants.org/pathways-audiology-assistant>. Accessed March 3, 2020.
- ⁸ ASHA is aware of only one formal audiology assistant training program in the country, at Nova Southeastern University.
- ⁹ ASHA Audiology Assistants Key Issues. Retrieved from https://www.asha.org/PRPSpecificTopic.aspx?folderid=8589934665§ion=Key_Issues. Accessed March 3, 2020.
- ¹⁰ Only if 1) fluent in a language or languages in addition to spoken English; and 2) Who have the necessary training and skills.
- ¹¹ ASHA Audiology Assistants Overview. Retrieved from <https://www.asha.org/PRPSpecificTopic.aspx?folderid=8589934665§ion=Overview>. Accessed March 3, 2020.
- ¹² ASHA Model Bill for State Licensure of Audiologists, Speech-Language Pathologists, and Audiology and Speech-Language Pathology Assistants - August 2014. Retrieved from <https://www.asha.org/Advocacy/state/State-Model-Bills-and-Mandates/>. Accessed March 3, 2020.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

Considerations for Licensing Speech-Language Pathology Assistants

April 2020

OVERVIEW

ROLE

Speech-language pathology assistants are support personnel who perform tasks prescribed, directed, and supervised by ASHA-certified speech-language pathologists. Training includes academic coursework, fieldwork, and on-the-job training. SLP support personnel are typically called “aides” or “assistants”, though each has different levels of training & responsibility with an “aide” having less training and experience than an “assistant”.¹

NRS/NAC CONSIDERATIONS

This initiative will likely overlap with current law & regulations that allow the Nevada Department of Education to issue a teaching license endorsement that allows support personnel to provide direct SLP services to students under the supervision and direction of an SLP. These personnel may hold a bachelor’s degree in any field but must complete related, supplemental student teaching and coursework.

NAC 391.370 Qualifications for teaching pupils who have speech and language impairments.
(NRS 385.080, 391.019, 391.032)

1. *Before teaching pupils, ages 3 to 21, inclusive, who have speech and language impairments, a person must hold an endorsement issued pursuant to this section.*
2. *To receive the endorsement, the person must:*
 - (a) *Have completed a program of preparation for teaching pupils who have speech and language impairments, which has been approved by the Board;*
 - (b) *Hold a certificate of clinical competence in speech from the American Speech-Language-Hearing Association or an equivalent license from the Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board;*
 - (c) *Hold a license or certificate, issued by another state, with an endorsement to teach pupils who have speech and language impairments;*
 - (d) *Hold a bachelor’s or master’s degree in the area of speech and language impairments, and have 8 semester hours of student teaching, a clinical practicum, equivalent field experience or 1 year of verifiable teaching experience with pupils who have speech and language impairments; or*
 - (e) *Have completed a bachelor’s or master’s degree and:*
 - (1) *Have completed 8 semester hours in student teaching of pupils who have speech and language impairments, a clinical practicum with those pupils, equivalent field experience with those pupils or 1 year of verifiable teaching experience with those pupils; and*
 - (2) *Have completed at least 28 semester hours of course work, including course work in the following areas:*
 - (i) *Audiology;*

(II) *Methods for the assessment and treatment of the disorders of articulation, fluency, voice and language;*
 (III) *The development of normal speech and language;*
 (IV) *Science of speech and voice;*
 (V) *Phonetics;*
 (VI) *Introduction to special education or the education of pupils who have disabilities; and*
 (VII) *Parental involvement in programs for pupils who have disabilities.*
[Bd. of Education, Certification Reg. § 391.610, eff. 10-23-81] — (NAC A 3-7-84;

LICENSING OPTIONS

- *Licensing:* Most restrictive, making it illegal to engage in the practice without a license.
- *Certification:* Requires certified practitioners to meet certain state-established standards, but uncertified individuals could still engage as long as they don't use the title.
- *Registration:* Practitioners register with the Board, typically providing name & address, and pay a nominal registration fee. Standards are not necessarily required/may be minimal, and the Board may choose whether to handle complaints and take disciplinary action.

IDENTIFIED STAKEHOLDERS/COLLABORATORS

- | | |
|---|---|
| <ul style="list-style-type: none"> • American Speech-Language Hearing Association (ASHA) • Nevada Speech-Language and Hearing Association (NSHA) • Nevada Department of Education, Office of Inclusion • Nevada Department of Education, Licensure • Nevada Healthcare Providers • Nevada Department of Health & Human Services | <ul style="list-style-type: none"> • Nevada Medicaid • Medicaid/CMS • Nevada Charter Schools • Nevada State College • University of Nevada, Reno • TMCC • Great Basin College • Touro University • Washoe County School District • Clark County School District |
|---|---|

INFORMATION STILL NEEDED

1. Survey data from current licensees and stakeholders to assess potential demand.
2. Availability & cost of ASHA training Modules.

Proposed Timeline



Questions to Consider

1. Is there a need/demand for this professional role in Nevada?
2. What is the most appropriate licensing path (see below) given the duties assigned, cost to the licensee, and cost to the Board?
3. Is there the possibility of other educational pathways being developed in Nevada besides the program currently operating out of NSC?
4. What are the implications for the crossover with the current NDE endorsement and how can we best collaborate?
5. What are the implications for the NSC training program and current NDE-endorsed staff if the Board adopts the ASHA recommendation for preferred training with an associate degree in in SLPA or a bachelor's degree in Speech-Language pathology?
6. What is the most appropriate fee range for this role given income potential?
7. What may be the increased cost to the Board (licensing activities, oversight & discipline, database enhancements) and does the value of potential new licensing fees support this, especially given the potentially small number of applicants.

Need + Benefit

HISTORY

ASHA guidelines date back to 1969 and SLPAs have been in use since the 1970's. ASHA has an Associates Program that allows support personnel in speech-language pathology and audiology to affiliate if working under the supervision of an ASHA-certified speech-language pathologist², but there are currently no SLP Associates registered with ASHA in Nevada³.

USE NATIONALLY

A total of 38 states currently regulate SLP support personnel through various methods. Three states that do not (CT, IA, WI) still address support personnel in their practice laws. Like Nevada, Colorado's Department of Education also allows for a special endorsement for personnel in school settings.

Licensed 14	Registered 18	Certified 6	School Settings Only 2	None 10
<ul style="list-style-type: none"> • Arizona • Idaho • Illinois • Louisiana • Maryland • Massachusetts • Minnesota • New Mexico 	<ul style="list-style-type: none"> • Alabama • Alaska • Arkansas • California • District of Columbia • Georgia • Indiana • Kansas 	<ul style="list-style-type: none"> • Florida • New Hampshire • Oregon • Virginia • Washington • Wyoming 	<ul style="list-style-type: none"> • Colorado • Hawaii 	<ul style="list-style-type: none"> • Connecticut • Iowa • Kentucky • Michigan • Nevada • New Jersey • New York • Wisconsin

<ul style="list-style-type: none"> • North Dakota • Ohio • Oklahoma • South Carolina • South Dakota • Texas 	<ul style="list-style-type: none"> • Maine • Mississippi • Missouri • Montana • Nebraska • North Carolina • Pennsylvania • Rhode Island • Tennessee • West Virginia 			<ul style="list-style-type: none"> • AUD only • Delaware • North Carolina
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CURRENT STATE OF PRACTICE IN NEVADA

According to the US Bureau of Labor Statistics, in 2018 there were approximately 153,700 SLP jobs nationally, with a 27% increase (41,900 new jobs) expected by 2028, identified as a “much faster than average” increase.⁴

According to the 2019 ASHA Membership and Affiliation Profile⁵, 864 SLPs who responded from Nevada reported working in the following settings:

- Education: 48.5%
- Healthcare: 44.2%
- Other: 7.4%
- Private Practice (full or part time): 28.1%
- Not in Private Practice: 71.9%

As of March 31, 2020, there were a total of 990 Speech-Language Pathologists licensed in Nevada. The majority are out of Clark and Washoe counties, with out-of-state licenses third highest.

	SLP
Carson	17
Churchill	3
Clark	494
Douglas	18
Elko	11
Humboldt	3
Lyon	5
Mineral	1
Nye	0
Washoe	301
White Pine	3
Out of State	134
Total	990



POTENTIAL BENEFIT TO PUBLIC/CONSUMERS AND PRACTITIONERS

- ✓ Increases **access to services**, especially in rural Nevada
- ✓ Allows SLPs more time to increase the frequency and intensity of services to patients or clients, focus more on professional-level tasks,
- ✓ Reduce **costs** through delegation of tasks that do not require an SLP
- ✓ Clarifies **practitioner roles** + scope of practice
- ✓ Increases **workforce** opportunities
- ✓ Employers rely on established national **standards**
- ✓ **Portability** between states and work settings
- ✓ **Systematic review** and maintenance of high caliber standards for assistants
- ✓ Enhancement of **ethical practice**

POTENTIAL IMPACT ON WORKFORCE

Career Continuum

Moving from SLPA to SLP is possible in some states, though historically the associated course work and field work experiences required for SLPAs do not align with those required at the professional level. However, this role will create a new pathway for a bachelor's level-trained professional to enter the workforce immediately without additional graduate education to be licensed as an SLP. Currently there is no path into healthcare settings in Nevada with only an undergraduate degree. The Department of Education endorsement does provide a path into education, but requires supplemental training and coursework that is currently only offered at Nevada State College in Southern Nevada.

Earning Potential

ASHA does not track assistant salaries, but reports OT and PT assistants earn approximately 60-70% of professional level salaries.⁶ The U.S. Bureau of Labor Statistics reports 2018 median pay for SLPs at \$77,510 annually (\$37.26/hour).⁴ An SLP assistant making 70% of this would earn \$54,257 annually (\$26.08/hour), though it is unknown if this rate of pay is commensurate with work duties.

Reciprocity, Portability, & Military Personnel/Spouses

There is no intention currently to participate in an interstate licensing compact, though our practice law does outline processes for issuing a license by endorsement for any practitioner, or for an active member of the Armed Forces, the member's spouse, a veteran, or a veteran's surviving spouse.

Our licensing process is very efficient and complete applications are typically processed within 3-5 business days. We anticipate being able to continue to meet these standards for assistant licensing, as we would have initial applications online by the time this license type went into effect. There may be some initial delays if we receive too many new applications at once.

As most states already license support personnel⁷, establishing these license types would increase Nevada's appeal to certified assistants outside of the state wishing to come here and enter the workforce. Military spouses will also benefit from more career options than have been present historically, which may have limited military families from choosing orders, when choice is an option, to our state.

ASHA GUIDANCE ON THE USE OF SPEECH-LANGUAGE PATHOLOGY ASSISTANTS

TRAINING & CERTIFICATION

ASHA recommends the following minimum training components for SLPAs. ASHA reports approximately 25 associate degree SLPA programs as of March 2013.

1. Completion of an approved course of academic study equivalent to:
 - a. An associate degree in an SLPA program;
 - or
 - b. A bachelor's degree in a speech-language pathology or communication disorders program.

2. Successful completion of a minimum of one hundred (100) hours of supervised field work experience under the supervision of an ASHA-certified and/or licensed SLP.
3. On-the-job training that allows for the demonstration of competency in SLPA responsibilities and workplace behaviors.

Currently Nevada State College in Henderson is the only program in Nevada that offers the supplemental coursework that allows individuals to complete the supplemental coursework needed for the NDE endorsement. Currently in Nevada both Nevada State College and University of Nevada, Reno offer both bachelor and master's degrees in Speech-Language Pathology.

ASHA is offering Certification for SLP Assistants beginning in 2020. As of February 2020, the online modules had not been fully developed but ASHA estimates they will be ready by mid-summer 2020 and cover a total of 4-8 hours of material. Cost has not yet been established.

To sit for the ASHA certification exam, the candidate would have completed the following:

1. Completion of the following courses no more than 2 years prior to application. (These requirements may also be met as part of an academic course.):
 - Completion of a 1-hour of ethics course
 - Completion of a 1-hour course in universal safety precautions
 - Completion of a 1-hour patient confidentiality training course (HIPAA, FERPA, etc.)
2. Clinical field work: A minimum of 100 hours, to include
 - 80 hours of direct patient/client/student services under the supervision of an ASHA-certified Speech-Language Pathologist
 - 20 hours of indirect patient/client/student services under the supervision of an ASHA-certified Speech-Language Pathologist
3. Completion of one of the of three education pathway options listed below:

Option 1

1. Completion of a minimum 2-year SLPA program degree from an accredited institution (e.g., associate degree from a community college, technical training program, certificate program, or bachelor's degree).

Option 2

1. Bachelor's degree in communication sciences and disorders from an accredited institution;
2. Complete ASHA's Online SLPA Assistant Education Modules or equivalent.

Option 3

1. College degree (associate's or bachelor's) from an accredited institution; and
2. Pass coursework from an accredited college institution in the areas below:
 - a. Introductory or overview course in communication disorders
 - b. Phonetics
 - c. Speech sound disorders
 - d. Language development
 - e. Language disorders
 - f. Anatomy and physiology of speech and hearing mechanisms; and

3. Complete ASHA's Online Assistant Education Modules or equivalent

Sample course work and field work for the SLPA bachelors or associate degree programs include

- General education: Oral and written communication, mathematics, technology, social and natural sciences
- Technical content:
 - Overview of normal processes of communication, including normal speech, language, communication, and hearing development; phonetics; and communication across the life span;
 - Overview of communication disorders, including introduction/survey to communication disorders and coursework in both speech disorders and language disorders.
 - Overview of the anatomy and physiology of the speech and hearing mechanism.
 - Instruction in assistant-level service delivery practices, including technical procedures for SLPAs, ethics for the practice of speech-language pathology, and procedures and processes about assisting the SLP in service delivery.
 - Instruction in workplace behaviors, including relating verbally and nonverbally to clients/caregivers in a pragmatic, supportive, and appropriate manner that considers the developmental, educational, cultural, and communication needs of these individuals; accepting and implementing the supervisor's feedback and instructions and seeking clarification as needed; maintaining confidentiality and ensuring the security of client information and records at all times; communicating effectively in oral and written formats that conform to speech-language pathology workplace standards of intelligibility and legibility and are consistent with state and federal regulations and instructions from the supervising SLP; following health and safety precautions, including universal precautions and other workplace procedures designed to provide a safe environment for clients and others.
 - Cultural and linguistic factors in communication, including one or more of the following: language and culture, interpersonal communication (verbal and nonverbal), sign language and other manually coded systems, bilingualism, or other multicultural issues.
- Observation: Direct, on-site or video observation of an ASHA-certified SLP.
- Field work experience
 - Minimum 100 clock hours of fieldwork to include direct and indirect client contact activities covering all responsibilities of an SLP
 - First 100 fieldwork hours supervised by an ASHA-certified SLP
 - Observation hours 1) Do not count in the required 100 hours of fieldwork; 2) Should be completed before starting fieldwork hours; 3) Minimum observation hours set by the training program
 - Direct supervision a minimum of 50% of the time during patient/client contact (on-site, in-view observation and guidance)
 - May be supervised by more than one SLP.

SCOPE OF PRACTICE

SLPA's should NOT carry their own caseloads and instead help to provide services as directed for the caseloads of speech-language pathologists.

The SLPA may execute specific components of a speech, language, or feeding program as specified in treatment plans developed by the SLP, provided that the tasks are:

- Only those within the SLPA's scope of practice
- Those which the SLP has determined the SLPA has the training and skill to perform
- Supervised by the SLP at the minimum specified level to ensure quality of care

Allowable Services

ASHA's Speech-Language Pathology Assistant Scope of Practice applies across all practice settings and allows for the following under the supervision of a speech language pathologist²:

Service Delivery	<ol style="list-style-type: none"> 1. Assist the SLP with speech, language, and hearing screenings without clinical interpretation; 2. Assist the SLP during assessment of students, patients, and clients exclusive of administration and/or interpretation; 3. Assist the SLP with bilingual translation during screening and assessment activities exclusive of interpretation⁸; 4. Follow documented treatment plans or protocols developed by the supervising SLP; 5. Provide guidance and treatment via telepractice to students, patients, and clients who are selected by the supervising SLP as appropriate for this service delivery model; 6. Document student, patient, and client performance (e.g., tallying data for the SLP to use; preparing charts, records, and graphs) and report this information to the supervising SLP; 7. Program and provide instruction in the use of augmentative and alternative communication devices; 8. Demonstrate or share information with patients, families, and staff regarding feeding strategies developed and directed by the SLP; 9. Serve as interpreter for patients/clients/students and families who do not speak English; 10. Provide services under SLP supervision in another language for individuals who do not speak English and English-language learners.
Administrative Support	<ol style="list-style-type: none"> 1. Assist with clerical duties, such as preparing materials and scheduling activities, as directed by the SLP; 2. Perform checks and maintenance of equipment; 3. Assist with departmental operations (scheduling, recordkeeping, safety/maintenance of supplies & equipment).
Prevention & Advocacy	<ol style="list-style-type: none"> 1. Present primary prevention information to individuals and groups known to be at risk for communication disorders and other appropriate groups; promote early identification and early intervention activities; 2. Advocate for individuals and families through community awareness, health literacy, education, and training programs to promote and facilitate access to full participation in communication, including the elimination of societal, cultural, and linguistic barriers; 3. Provide information to emergency response agencies for individuals who have communication and/or swallowing disorders; 4. Advocate at the local, state, and national levels for improved public policies affecting access to services and research funding; 5. Support the supervising SLP in research projects, in-service training, public relations programs, and marketing programs.

Prohibited Services

1. Represent oneself as an SLP;
2. Perform standardized or non-standardized diagnostic tests, formal or informal evaluations, or swallowing
3. Screenings/checklists;
4. Perform procedures that require a high level of clinical acumen and technical skill (e.g., vocal tract prosthesis shaping or fitting, vocal tract imaging, and oral pharyngeal swallow therapy with bolus material);
5. Tabulate or interpret results and observations of feeding and swallowing evaluations performed by SLPs;
6. Participate in formal parent conferences, case conferences, or any interdisciplinary team without the presence of the supervising SLP or other designated SLP;
7. Provide interpretative information to the student/patient/client, family, or others regarding the patient/client status or service;
8. Write, develop, or modify a student's, patient's, or client's treatment plan in any way;
9. Assist with students, patients, or clients without following the individualized treatment plan prepared by the certified SLP and/or without access to supervision;
10. Sign any formal documents (e.g., treatment plans, reimbursement forms, or reports; the SLPA should sign or initial informal treatment notes for review and co-sign with the supervising SLP as requested);
11. Select students, patients, or clients for service;
12. Discharge a student, patient, or client from services;
13. Make referrals for additional service;
14. Disclose clinical or confidential information either orally or in writing to anyone other than the supervising SLP (the SLPA must comply with current HIPPA and FERPA guidelines) unless mandated by law;
15. Develop or determine the swallowing strategies or precautions for patients, family, or staff;
16. Treat medically fragile students/ patients/ clients independently;
17. Design or select augmentative and alternative communication systems or devices.

SUPERVISION

Qualifications of a Supervising SLP

1. Current ASHA certification and/or state licensure.
2. Completion of at least 2 years of practice following ASHA certification.
3. Completion of an academic course or at least 10 hours of continuing education credits in the area of supervision prior to or concurrent with the first SLPA supervision experience.
4. Have an active interest in use of and desire to use support personnel. Error! Bookmark not defined.

Roles and Responsibilities of the Supervising SLP

- Conduct ongoing competency evaluations of the SLPAs.
- Provide and encourage ongoing education and training opportunities for the SLPA consistent with competency and skills and needs of the students, patients, or clients served.
- Develop, review, and modify treatment plans for students, patients, and clients that SLPAs implement under the supervision of the SLP.
- Make all case management decisions.
- Adhere to the supervisory responsibilities for SLPs.
- Retain the legal and ethical responsibility for all students, patients, and clients served.
- Adhere to the principles and rules of the ASHA Code of Ethics.
- Adhere to applicable licensure laws and rules regulating the practice of speech-language pathology.

Number of Assistants Supervised

No more than **two (2) full-time equivalent (FTE)** SLPAs in any setting or combination.

Type, Amount, & Frequency of Supervision

The supervising SLP is responsible for designing and implementing a supervisory plan that ensures the highest standard of quality care can be maintained for students, patients, and clients. The

amount and type of supervision required should be consistent with the skills and experience of the SLPA; the needs of the students, patients, and clients; the service setting; the tasks assigned; and the laws and regulations that govern SLPAs. Treatment of the student, patient, or client remains the responsibility of the supervisor. Error! Bookmark not defined.

Accurate documentation of both direct and indirect supervision must be maintained. Documentation of direct supervision must be completed **at least every 60 calendar days**.

- First 90 workdays
 - At least **30% supervision weekly**: minimum 20% direct and 10% indirect
 - Direct supervision **no less than 20%** of the actual student, patient, and client contact time weekly for each SLPA.
- After first 90 workdays
 - Minimum ongoing supervision **at least every 60 calendar days** must always include documentation of direct supervision provided by the SLP to each student, patient, or client.
 - A minimum of 1 hour of direct supervision weekly and as much indirect supervision as needed to facilitate the delivery of quality services must be maintained.
 - **100% direct supervision** of SLPAs for medically fragile students, patients, or clients

Direct	<i>On-site, in-view observation and guidance while a clinical activity is performed by the assistant. May include telecommunication technology with immediate feedback provided.</i>
Indirect	<i>SLP is not physically present in person or via telecommunication in real time, but must be available by phone, pager, or other immediate or electronic means.</i>

REIMBURSEMENT

Medicaid reimbursement of SLPAs varies from state to state. Medicare policy currently does not recognize SLPAs, regardless of the level of supervision and does not reimburse for SLPA services, though billing may be allowed under the license of the supervising SLP. Private insurance varies.²

ETHICS & LIABILITY

The supervising SLPs maintains full legal and ethical responsibility for the students, patients, and clients served but may delegate specific tasks to an SLPA⁹.

- If the assistant engages in activities that violate the Code of Ethics, the supervising professional may be found in violation of the code if adequate oversight has not been provided.
- SLPs must inform consumers when services are provided by support personnel.

ASHA has developed a Code of Conduct for assistants that will be effective in June 2020. The Code is both obligatory/disciplinary and “aspirational/descriptive” as it defines the role of an assistant. The code will apply to speech-language pathology assistants holding the Certified Speech-Language Pathology Assistant (C-SLPA) applicants for speech-language pathology assistant certification. SLPAs are expected to:

- Self-identify as SLPAs to families, students, patients, clients, staff, and others. This may be done verbally, in writing, and/or with titles on name badges.
- Exhibit compliance with The Health Insurance Portability and Accountability Act (HIPAA) and Family Educational Rights and Privacy Act (FERPA) regulations, reimbursement requirements, and SLPAs' responsibilities.

MODEL BILL LANGUAGE

In 2014 ASHA developed model bill language for licensing support personnel:¹⁰

SPEECH-LANGUAGE PATHOLOGY ASSISTANT

Defined as any person who assists in the practice of speech-language pathology and who meets the qualifications set forth in this Act.

A person represents himself/herself to be a speech-language pathology assistant when he/she holds himself/herself out to the public by any means, or by any service or function performed, directly or indirectly, or by using the terms “speech pathology assistant,” “speech pathologist assistant,” “speech language pathology support personnel,” “speech therapy assistant,” “speech therapist assistant,” “speech teacher assistant,” “speech correction assistant,” “speech correctionist assistant,” “speech clinic assistant,” “speech clinician assistant,” “language therapy assistant,” “language therapist assistant,” “language pathology assistant,” “language pathologist assistant,” “language specialist assistant,” “voice therapy assistant,” “voice therapist assistant,” “voice pathologist assistant,” “logopedics assistant,” “logopedist assistant,” “communicology assistant,” “communicologist assistant,” “communication specialist assistant,” “aphasiology assistant,” “aphasiologist assistant,” “phoniatrist assistant,” or any variation, synonym, coinage, or other word that expresses, employs, or implies these terms, names, or functions.

SUPERVISING AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS

(1) Audiologists and speech-language pathologists supervising audiology assistants or speech-language

pathology assistants shall:

- (a) Register with the Board the name of each assistant working under their supervision;*
- (b) Be responsible for the extent, kind, and quality of service provided by the assistant, consistent with the Board’s designated standards and requirements; and*
- (c) Ensure that persons receiving services from an assistant receive prior written notification that services are to be provided, in whole or in part, by an audiology assistant or a speech-language pathology assistant.*

(2) Supervising audiologists must hold a valid state license and hold a Certificate of Clinical Competence

in Audiology from the American Speech-Language-Hearing Association.

(3) Supervising speech-language pathologists must hold a valid state license and hold a Certificate of

Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing

Association. Each such supervisor shall not accept more than two full-time assistants.

PERSONS AND PRACTICES AFFECTED

(1) Licensure shall be granted either in audiology or speech-language pathology independently. A person may be licensed in both areas if that person meets the respective qualifications. No person shall practice audiology or speech-language pathology or represent himself/herself as an audiologist or speech-language pathologist in this state, unless such person is licensed in accordance with this Act.

(2) On or after [date], an individual hired by a public school system, State approved nonpublic school for children with disabilities, or chartered educational institution of the State or the State Department of Education to practice speech-language pathology shall be licensed in accordance with this Act.

(3) On [date], an individual employed by a public school system, State approved nonpublic school for children with disabilities, or chartered educational institution of the State or the State Department of Education to practice speech-language pathology who does not otherwise meet the qualifications set forth in this Act, may be licensed to practice speech-language pathology as long as they are practicing continuously on and after [date] while performing the duties of that employment.

(4) Any person not eligible for licensure as an audiologist or not eligible for authorization to practice as an intern, who assists in the practice of audiology under the supervision of a licensed audiologist must be licensed as an audiology assistant. No person shall practice as an audiology assistant or represent himself/herself as an audiology assistant in this state, unless such person is licensed in accordance with this Act.

(5) Any person not eligible for licensure as a speech-language pathologist or not eligible for authorization to practice as an intern, who assists in the practice of speech-language pathology under the supervision of a licensed speech-language pathologist must be licensed as a speech-language pathology assistant. No person shall practice as a speech-language pathology assistant or represent himself/herself as a speech-language pathology assistant in this state, unless such person is licensed in accordance with this Act.

QUALIFICATIONS: SPEECH-LANGUAGE PATHOLOGY ASSISTANT

To be eligible for licensure by the Board as a speech-language pathology assistant, the applicant shall:

- (a) Submit a signed and notarized application to the Board, upon such form as prescribed by the Board;*
 - (b) Pay to the Board the appropriate application fee;*
 - (c) Possess an associate degree or bachelor degree with an emphasis in speech-language pathology from an accredited educational institution approved by the Board;*
 - (d) Submit a bona fide official transcript or a written notification from the chair or program director of an academic institution verifying that the applicant attended the academic institution and completed the academic course work requirement.*
 - (e) Complete a minimum of 100 clock hours of supervised clinical experience at the educational institution approved by the Board or during the first year of employment.*
 - (f) Have committed no acts described in section 4.02 for which disciplinary action may be justified.*
- (5) Within 30 days of employment, the supervising audiologist or supervising speech-language pathologist must submit a notarized statement to the Board explicitly indicating that the supervisor agrees to supervise the assistant's practice and that the supervisor accepts full and complete responsibility for that practice.*

REFERENCES

¹ ASHA Speech-Language Pathology Assistants Overview. Retrieved from <https://www.asha.org/Practice-Portal/Professional-Issues/Speech-Language-Pathology-Assistants/>. Accessed March 3, 2020.

² ASHA SLPA Key Issues. Retrieved from https://www.asha.org/PRPSpecificTopic.aspx?folderid=8589934664§ion=Key_Issues. Accessed March 3, 2020.

³ Email from Melanie Johnson, ASHA Membership Program Manager. March 6, 2020.

⁴ U.S. Bureau of Labor Statistics. Occupational Outlook Handbook. Retrieved from <https://www.bls.gov/ooh/healthcare/speech-language-pathologists.htm>. Accessed April 9, 2020.

⁵ ASHA Membership and Affiliation Profile. Retrieved from <https://www.asha.org/research/memberdata/>. Accessed April 9, 2020.

⁶ ASHA Frequently Asked Questions: Speech-Language Pathology Assistants (SLPAs). Retrieved from <https://www.asha.org/associates/SLPA-FAQs/#f1>. Accessed March 3, 2020.

⁷ ASHA State Support Personnel Trends Chart. Retrieved from <https://www.asha.org/PRPSpecificTopic.aspx?folderid=8589934664§ion=Resources>. Accessed March 3, 2020.

⁸ Knowledge and Skills Needed by Speech-Language Pathologists and Audiologists to Provide Culturally and Linguistically Appropriate Services (ASHA 2004)

⁹ ASHA Assistants Code of Conduct. Retrieved from <https://www.asha.org/policy/Assistants-Code-of-Conduct/>

¹⁰ ASHA Model Bill for State Licensure of Audiologists, Speech-Language Pathologists, and Audiology and Speech-Language Pathology Assistants - August 2014. Retrieved from <https://www.asha.org/Advocacy/state/State-Model-Bills-and-Mandates/>. Accessed March 3, 2020.

AGENDA ITEM 11

Executive Director Annual Evaluation

The attached *Executive Director Performance Evaluation Form* and *Summary of Activities* are enclosed for the Board's review of the Executive Director's performance from September 2019 – September 2020.

Board members are asked to review the scoring document and come prepared to discuss the evaluation, and the Board Chair will complete the document with the input of the full Board.

ACTION: Take action, table the matter, or take no action.

ATTACHMENT(S):

1. *Executive Director Performance Evaluation Form*
2. *Executive Director Summary of Activities*



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

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EXECUTIVE DIRECTOR PERFORMANCE EVALUATION

The Executive Director is the chief administrative officer for the Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board. The position is responsible for the overall management of the Board's office, activities, and functions.

The following represent the duties/responsibilities of the position - on a scale of 1 - 5 with 5 being the highest and 1 being the lowest, complete an evaluation of how well the individual met or exceeded the criteria. A score of 3 = met criteria.

- _____ Preparation and administration of the Board's annual budget; agency accounting and reporting.
- _____ Promoting the Board's functions through written publications; maintaining the Board website; coordinating Board sponsored activities; and presenting at meetings, workshops, and other educational settings;
- _____ Facilitate Board meetings, prepare agendas, supporting documents, and minutes in accordance with the Nevada Open Meeting law NRS 241; initiate action on Board directives.
- _____ Serve as Board liaison with individuals and other agencies, including, but not limited to, the Governor's office, state agencies, professional organizations; applicants, licensees, and the public.
- _____ Oversee all aspects of the licensing, monitoring and compliance functions including but not limited to maintenance of the Board electronic licensing and regulatory data collection system; final review and approval of applications for licensure; and performance of monitoring of licensee compliance with law and regulations;
- _____ Manage the Board complaint and disciplinary action process to include, but not limited to, receipt and review of initial complaints, conduct of informal investigations, initial determine of merit and recommendations for hearing; negotiate consent decrees, facilitate disciplinary hearings and monitor probationary licensees.
- _____ Maintain and manage NRS law and NAC regulation revisions, conduct research, and make recommendations, conduct public workshops and hearings. Review and respond to legislative actions, bills, and requests for information; represent the Board during legislative sessions at hearings and meetings as directed by the Board.
- _____ Total Score Maximum Points: 35

Comments:

Other factors considered in evaluating performance, recommendations for improvement, etc.:

Signature: _____

Date: _____



State of Nevada
Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board

Jennifer R. Pierce, Executive Director

Summary of Activities: September 2019 – September 2020

Preparation and administration of the Board's annual budget; agency accounting and reporting.

- Developed a cost-effective budget for FY21 with a commitment to efficient and lean operations.
- Ensured adherence to all reporting requirement through timely submission of reports to LCB, Governor's Finance Committee, fines to the State Controller, disciplinary actions to LCB and NPDB, Consultants, Military Information, and Nevada Unemployment.
- Managed Board funds and oversees bank reconciliation, pays invoices, and ensures timely reporting and contributions for employee payroll and benefits.

Promoting the Board's functions through written publications; maintaining the Board website; coordinating Board sponsored activities; and presenting at meetings, workshops, and other educational settings.

- Oversaw a complete overhaul of the Board's website to integrate hosting and support with current database vendor. Created and added most of the site content.
- Maintained website content changes as needed, posting updates, meeting notices, and materials as needed.
- Engaged in communication with stakeholders and licensees; developed Board "postcard" notices and encouraged licensee survey participation.

Facilitate Board meetings, prepare agendas, supporting documents, and minutes in accordance with the Nevada Open Meeting law NRS 241; initiate action on Board directives.

- Facilitated seven (7) meetings total: five (5) regular Board meetings, one (1) public hearing (disciplinary), and one (1) Advisory Committee. Two (2) board meetings also included either a Public Workshop or Public Hearing on adopted regulations R095-19.
- Implemented the use of ZOOM meeting technology to support public and licensee access to meetings and facilitated six (6) of the seven (7) meetings listed above using this technology.
- Carefully adhered to the Nevada Open Meeting Law in all agenda and meeting minutes postings, as well as meeting process.
- Developed accurate and thorough meeting agendas and materials to support the Board in meetings and hearings.
- Carried out all Board directives and priorities in a timely manner.

Serve as Board liaison with individuals and other agencies, including, but not limited to, the Governor's office, state agencies, professional organizations; applicants, licensees, and the public.

- Coordinated with the Governor's Office, Boards and Commissions staff, for new Board member recruitment and appointments
- Coordinated with Governor's Office of Finance for contracting and reporting requirements.
- Coordinated with the Legislative Counsel Bureau on regulations and legislative committee meetings.

Oversee all aspects of the licensing, monitoring and compliance functions including but not limited to maintenance of the Board electronic licensing and regulatory data collection system; final review and approval of applications for licensure; and performance of monitoring of licensee compliance with law and regulations;

- Provided oversight and guidance for all licensing activities. Added 228 new licensees between 10/1/2019 and 9/30/2020, with overall licensee census increasing by 55.
- Facilitated the development and launch of online applications for all license types.

Manage the Board complaint and disciplinary action process to include, but not limited to, receipt and review of initial complaints, conduct of informal investigations, initial determine of merit and recommendations for hearing; negotiate consent decrees, facilitate disciplinary hearings and monitor probationary licensees.

- Managed one (1) complaint in process upon hire and received and processed two (2) new complaints.
- Facilitated three (3) public hearings including development of Consent Decrees/Board Orders for each.

Maintain and manage NRS law and NAC regulation revisions, conduct research, and make recommendations, conduct public workshops and hearings. Review and respond to legislative actions, bills, and requests for information; represent the Board during legislative sessions at hearings and meetings as directed by the Board.

- Facilitated the development and adoption of NAC revisions in LCB File #R095-19 representing six (6) changes, with careful adherence to the administrative rule making process. Attended and prepared to testify at multiple legislative committee meetings related to the proposed regulations.
- Facilitated planning for legislative priorities, including increase in fee caps and AuD/SLP Assistants. Successfully initiated a licensee survey to obtain stakeholder feedback and wrote several research documents in support of these efforts,.
- Recruited and contracted with a new Board lobbyist and worked closely with them to monitor and respond to legislative and regulatory issues.
- Regularly attended and monitored meetings of the Legislative Commission, Healthcare Subcommittee, and Sunset Subcommittee for potential legislative issues or actions affecting Boards.

Other Activities

- Facilitated Board discussion and response to COVID-19 pandemic.
- Facilitated upgrade to Office 365 to add separate email for Executive Director and move all documents to secure and accessible SharePoint system.
- Updated *Board Policy 03 - Dispensing Examinations* and developed *Board Policy 07 - Moral Character Criminal History*.
- Revised Board Operating Policies and Procedures to reflect changes in operations
- Updated all Board forms and documents and ensure alignment with legislative priorities (AB319 & AB275).
- Developed a 46-page Board Handbook with accompanying one-hour narrated PowerPoint training.
- Renegotiated Cost-Sharing Agreement with Board of Occupational Therapy to relinquish office and reduce costs through remote work.

AGENDA ITEM 12

Executive Director's Report

Please see the Written Executive Director's Report.

ACTION: Take action, table the matter, or take no action.

ATTACHMENT(S):

1. *ED Report_10 21 2020*
2. *Checking Account Statement_9 30 2020*
3. *Savings Account Statement_9 30 2020*
4. *FY20 Balance Sheet*



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

6170 Mae Anne Avenue, Suite 1, Reno, NV 89523

(775) 787-3421 / Fax (775) 746-4105

www.nvspeechhearing.org Email board@nvspeechhearing.org

EXECUTIVE DIRECTOR'S REPORT

October 21, 2020

a. Licensure Statistics

The following chart provides licensing statistics for the period July 1, 2020 through September 30, 2020 with a net increase of 40 licenses (+3%). This is slightly higher than FY19 Q4 totals, which saw an increase of 76 licenses (+2%) at the end of September 2019. We have continued to experience a surge in new applications as many new practitioners graduate from academic programs.

Description	Total Licensees	Speech Pathologists	Audiologists	Dispensing Audiologists	Hearing Aid Specialists	Apprentices
June 30, 2020	1259	1019	60	86	81	13
Issued	94	85	2	3	1	3
Expired	54	42	4	1	5	2
Sept 30, 2020	1299	1062	58	88	77	14
Change	+40	+43	-2	+2	-4	+1

b. Fiscal Year 2021, 1st Quarter ending September 30, 2020 Financial Reports

Financial summaries for FY21 Q1 were not complete in time for this meeting but will be presented at the Board's next meeting. We can report that bank deposits total \$44,282.42, with expenses totaling \$42,143.76. Both the checking and savings account balances have remained stable (see attached statements), despite having paid several large invoices this quarter, including the July-December office cost share to the OT Board (\$4,225.15), and legal fees totaling over \$4,000. We did receive repayment of legal fees totaling \$4,740.81 per the Board's July 22, 2020 order, which assisted in offsetting the cost of legal fees incurred. Remaining expenses are as expected for payroll and other operating costs, and anecdotally staff have noted a decrease in overhead expenses and expect this trend to continue.

Going forward we hope to see continued revenue growth and expect a significant portion of our renewal revenue in Q2 as almost half of our licenses expire on December 31st. We also hope to rely less on, and thus encounter lower costs for office space (as addressed in an earlier agenda item), postage, legal fees, and other overhead expenses. For this and future Board meetings, we should save on teleconference costs as we utilize ZOOM only and maintain closer control of the AT&T teleconference line.

There are still several large, planned expenses to come, including a \$6,500 payment for the online applications revision (see below) and legislative services as we move into the FY21 legislative session.

Also enclosed is a copy of the FY20 Balance Sheet submitted to the Legislative Counsel Bureau and the Governor's Finance Office on August 18, 2020, pursuant to NRS 218G.400. This law requires that Boards

be audited annually or biennially by a certified public accountant or public accountant, unless the revenue of the board from all sources is less than \$200,000 for any fiscal year, in which case a balance sheet must be prepared and submitted in lieu of an audit.

c. Update on Database Upgrade to Accept New Applications Online

The online application functionality went fully online on Wednesday October 7, 2020. All new and renewal applications may now be completed online. Conversions only require payment, and Reinstatement applications are still only accepted as hard copies. This change is expected to benefit applicants, providing an easy, online application process and create more efficiencies in the review and approval process as the system is directly linked to our licensing database.

d. Board Member Appointments/Reappointments

Name	Credential/ Role	Location	Term	Term Expires	Eligible for Reappointment
Tami Brancamp	SLP/Board Chair	Reno	1	7/1/2020	Yes
Andrea Menicucci	SLP/Board Vice Chair	Reno	2	7/1/2021	Yes
Nighat Abdulla	Public Member	Las Vegas	2	7/1/2020	No
Michael Hodes	AuD/Board Member	Reno	1	7/1/2020	Yes
Timothy Hunsaker	AuD/Board Member	Las Vegas	1	7/1/2022	Yes
Bonnie Lamping	SLP/Board Member	Las Vegas	2	7/1/2022	No
Thomas Rainford	BC-HIS/Board Member	Las Vegas	2	7/1/2021	No

The Board has three (3) members whose terms are set to expire in July 2020:

- Nighat Abdulla, Public Member served two (2) terms, expiring 7/1/2020 but has agreed to remain on the Board until an appointment is made. Per an update from the Governor's office on October 6, 2020, no applications have been received to date. It may be of benefit for the Board to advertise/recruit to fill this vacancy. It should also be noted that the Sunset Subcommittee's 2020 Interim *Summary of Recommendations* includes a recommendation (#22) to "send a letter to certain regulatory bodies encouraging the recruitment of Black, Indigenous, and other persons of color as members to reflect the diversity of the state".

The application link is located on the Governor's website at: http://gov.nv.gov/Board/Home_Board/

Per NRS 673B.100(d) the member who is a representative of the general public must not be:

- (1) A speech-language pathologist, a hearing aid specialist or an audiologist; or
- (2) The spouse or the parent or child, by blood, marriage or adoption, of a speech-language pathologist, a hearing aid specialist or an audiologist.

- Two other members, Tami Brancamp, Board Chair, and Michael Hodes, Board Member, are eligible for reappointment and have reapplied to the Governor's Office. We are awaiting notice of reappointment but expect there may be delays as a result of COVID-19.

e. Complaints

There is one (1) outstanding Complaint currently in the investigative process.

State/Local Government Checking

September 30, 2020 ■ Page 1 of 5

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AUDIOLOGY & HEARING AID DISPENSING BOARD
6170 MAE ANNE AVE STE 1
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Questions?

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IMPORTANT ACCOUNT INFORMATION

We're making important changes to the terms and conditions of several of our accounts. If these changes affect you, a detailed message is included below your transaction detail for each impacted account.

Statement period activity summary

Beginning balance on 9/1	\$34,195.65
Deposits/Credits	17,456.85
Withdrawals/Debits	- 17,072.57
Ending balance on 9/30	\$34,579.93
 Average ledger balance this period	 \$27,698.38

Account number: **829697010**

**STATE OF NV SPEECH-LANGUAGE PATHOLOGY
AUDIOLOGY & HEARING AID DISPENSING BOARD**

Nevada account terms and conditions apply

For Direct Deposit use
Routing Number (RTN): 321270742

For Wire Transfers use
Routing Number (RTN): 121000248

Interest summary

Interest paid this statement	\$0.23
Average collected balance	\$27,690.04
Annual percentage yield earned	0.01%
Interest earned this statement period	\$0.23
Interest paid this year	\$5.08

Transaction history

Date	Check Number	Description	Deposits/ Credits	Withdrawals/ Debits	Ending daily balance
9/1		09/01Bankcard Deposit -0329308115	475.00		34,670.65
9/2		09/02Bankcard Deposit -0329308115	275.00		
9/2	<	Business to Business ACH Debit - Intuit Payroll S Quickbooks 200902 xxxxx9622 State of Nevada Speech		2,865.21	32,080.44
9/3		09/03Bankcard Deposit -0329308115	125.00		
9/3	1557	Check		3,534.82	28,670.62
9/4		09/04Bankcard Deposit -0329308115	150.00		
9/4		Nevada Deferred ACH Debits 200903 625031 1039 State of Nevada Deferr		366.12	
9/4	1544	Check		613.96	27,840.54
9/8		09/08Bankcard Deposit -0329308115	550.00		
9/8		09/08Bankcard Deposit -0329308115	100.00		
9/8		09/08Bankcard Deposit -0329308115	175.00		
9/8		09/08Bankcard Deposit -0329308115	100.00		28,765.54
9/9		09/09Bankcard Deposit -0329308115	200.00		28,965.54
9/10		09/10Bankcard Deposit -0329308115	125.00		
9/10	1558	Check		705.21	28,385.33
9/11		09/11Bankcard Deposit -0329308115	350.00		
9/11		Bankcard Discount Fee - 0329308115		0.20	
9/11		Bankcard Fee - 0329308115		113.83	
9/11		Bankcard Interchange Fee - 0329308115		134.01	28,487.29
9/14		09/14Bankcard Deposit -0329308115	450.00		
9/14		09/14Bankcard Deposit -0329308115	25.00		
9/14		09/14Bankcard Deposit -0329308115	200.00		
9/14	1561	Check		50.00	29,112.29
9/15		09/15Bankcard Deposit -0329308115	175.00		
9/15	1560	Check		40.00	29,247.29
9/16		09/16Bankcard Deposit -0329308115	25.00		
9/16	<	Business to Business ACH Debit - Intuit Payroll S Quickbooks 200916 xxxxx9622 State of Nevada Speech		2,865.21	26,407.08
9/17		09/17Bankcard Deposit -0329308115	275.00		
9/17		Online Transfer Ref #1b08Vhncd to Business Card XXXXXXXXXXXX1606 on 09/17/20		29.90	
9/17	<	Business to Business ACH Debit - IRS Usatxpymt 091720 225066120706436 State of Nevada Speech		1,712.84	24,939.34
9/18		09/18Bankcard Deposit -0329308115	175.00		
9/18		Nevada Deferred ACH Debits 200917 625031 1039 State of Nevada Deferr		366.12	24,748.22
9/21		09/21Bankcard Deposit -0329308115	200.00		24,948.22
9/22		09/22Bankcard Deposit -0329308115	175.00		25,123.22
9/23		09/23Bankcard Deposit -0329308115	300.00		25,423.22
9/24		09/24Bankcard Deposit -0329308115	350.00		
9/24		Deposit	500.00		26,273.22
9/25		09/25Bankcard Deposit -0329308115	450.00		
9/25	1562	Deposited OR Cashed Check		750.00	25,973.22
9/28		09/28Bankcard Deposit -0329308115	425.00		
9/28		09/28Bankcard Deposit -0329308115	450.00		26,848.22
9/29		09/29Bankcard Deposit -0329308115	675.00		27,523.22
9/30		09/30Bankcard Deposit -0329308115	9,981.62		

Transaction history (continued)

Date	Check Number	Description	Deposits/ Credits	Withdrawals/ Debits	Ending daily balance
9/30	<	Business to Business ACH Debit - Intuit Payroll S Quickbooks 200930 xxxxx9622 State of Nevada Speech		2,925.14	
9/30		Interest Payment	0.23		34,579.93
Ending balance on 9/30					34,579.93
Totals			\$17,456.85	\$17,072.57	

The Ending Daily Balance does not reflect any pending withdrawals or holds on deposited funds that may have been outstanding on your account when your transactions posted. If you had insufficient available funds when a transaction posted, fees may have been assessed.

< **Business to Business ACH:** If this is a business account, this transaction has a return time frame of one business day from post date. This time frame does not apply to consumer accounts.

Summary of checks written (checks listed are also displayed in the preceding Transaction history)

Number	Date	Amount	Number	Date	Amount	Number	Date	Amount
1544	9/4	613.96	1558	9/10	705.21	1561	9/14	50.00
1557 *	9/3	3,534.82	1560 *	9/15	40.00	1562	9/25	750.00

* Gap in check sequence.

Monthly service fee summary

For a complete list of fees and detailed account information, see the disclosures applicable to your account or talk to a banker. Go to wellsfargo.com/feefaq for a link to these documents, and answers to common monthly service fee questions.

Fee period 09/01/2020 - 09/30/2020	Standard monthly service fee \$10.00	You paid \$0.00
How to avoid the monthly service fee	Minimum required	This fee period
Have any ONE of the following account requirements		
· Average ledger balance	\$500.00	\$27,698.00 <input checked="" type="checkbox"/>
WG/WG		

Account transaction fees summary

Service charge description	Units used	Units included	Excess units	Service charge per excess units (\$)	Total service charge (\$)
Cash Deposited (\$)	0	7,500	0	0.0030	0.00
Transactions	15	200	0	0.50	0.00
Total service charges					\$0.00

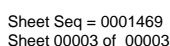
**IMPORTANT ACCOUNT INFORMATION**

Effective June 1, 2020, the Deposit Account Agreement has been updated.

In the section of the Deposit Account Agreement titled "Available balance, posting order, and overdrafts," the second bullet of the paragraph titled "Then, we sort your transactions into categories before we process them" under the subsection titled "How do we

process (post) transactions to your account?" is deleted and replaced with the following: "Then, we process withdrawals/payments we have previously authorized and cannot return unpaid, such as debit card purchases, ATM withdrawals, account transfers, Online Bill Pay transactions, and teller-cashed checks. If we receive more than one of these transactions for payment from your account, we will generally sort and pay them based on the date and time you conducted the transactions. For a debit card transaction, if a merchant does not seek authorization from the Bank at the time of the transaction or you conducted the transaction more than 10 business days before we receive it for payment, we will use the date the transaction is received for payment from your account. For some transactions, such as Online Bill Pay transactions or teller-cashed checks, the time may be assigned by our systems and may vary from the time it was conducted. Multiple transactions that have the same time will be sorted and paid from lowest to highest dollar amount."

For questions, please call the number listed on your statement.



State/Local Government Checking

September 30, 2020 ■ Page 1 of 4

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IMPORTANT ACCOUNT INFORMATION

We're making important changes to the terms and conditions of several of our accounts. If these changes affect you, a detailed message is included below your transaction detail for each impacted account.

Statement period activity summary

Beginning balance on 9/1	\$102,843.90
Deposits/Credits	0.85
Withdrawals/Debits	- 0.00
Ending balance on 9/30	\$102,844.75
Average ledger balance this period	\$102,843.90

Account number: **6676816374**

**STATE OF NV SPEECH-LANGUAGE PATHOLOGY
AUDIOLOGY & HEARING AID DISPENSING BOARD**

Nevada account terms and conditions apply

For Direct Deposit use
Routing Number (RTN): 321270742

For Wire Transfers use
Routing Number (RTN): 121000248

Interest summary

Interest paid this statement	\$0.85
Average collected balance	\$102,843.90
Annual percentage yield earned	0.01%
Interest earned this statement period	\$0.84
Interest paid this year	\$12.63

Transaction history

Date	Check Number	Description	Deposits/ Credits	Withdrawals/ Debits	Ending daily balance
9/30		Interest Payment	0.85		102,844.75
Ending balance on 9/30					102,844.75
Totals			\$0.85	\$0.00	

The Ending Daily Balance does not reflect any pending withdrawals or holds on deposited funds that may have been outstanding on your account when your transactions posted. If you had insufficient available funds when a transaction posted, fees may have been assessed.

Monthly service fee summary

For a complete list of fees and detailed account information, see the disclosures applicable to your account or talk to a banker. Go to wellsfargo.com/feefaq for a link to these documents, and answers to common monthly service fee questions.

Fee period 09/01/2020 - 09/30/2020	Standard monthly service fee \$10.00	You paid \$0.00
How to avoid the monthly service fee	Minimum required	This fee period
Have any ONE of the following account requirements		
· Average ledger balance	\$500.00	\$102,844.00 <input checked="" type="checkbox"/>
WG/WG		

Account transaction fees summary

Service charge description	Units used	Units included	Excess units	Service charge per excess units (\$)	Total service charge (\$)
Cash Deposited (\$)	0	7,500	0	0.0030	0.00
Transactions	0	200	0	0.50	0.00
Total service charges					\$0.00



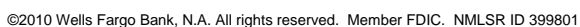
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have previously authorized and cannot return unpaid, such as debit card purchases, ATM withdrawals, account transfers, Online Bill Pay transactions, and teller-cashed checks. If we receive more than one of these transactions for payment from your account, we will generally sort and pay them based on the date and time you conducted the transactions. For a debit card transaction, if a merchant does not seek authorization from the Bank at the time of the transaction or you conducted the transaction more than 10 business days before we receive it for payment, we will use the date the transaction is received for payment from your account. For some transactions, such as Online Bill Pay transactions or teller-cashed checks, the time may be assigned by our systems and may vary from the time it was conducted. Multiple transactions that have the same time will be sorted and paid from lowest to highest dollar amount."

For questions, please call the number listed on your statement.



**NEVADA STATE BOARDS
BALANCE SHEET
June 30, 2020**

ASSETS

1. Cash – Checking Account	\$ <u>33,291.27</u>
2. Cash – Savings Account	<u>102,842.15</u>
3. Short-term Investments (See instructions)	<u>N/A</u>
4. Other Assets (Attach schedule)	<u>5,986.00</u>
5. TOTAL ASSETS	\$ <u><u>142,119.42</u></u>

LIABILITIES AND FUND BALANCE

6. Accounts Payable	\$ <u>960.83</u>
7. Other Liabilities (Attach schedule)	<u>80,533.01</u>
8. TOTAL LIABILITIES	<u>81,493.84</u>
9. Fund Balance: Beginning of Year	\$ <u>103,442.03</u>
9a. Revenue (Attach schedule)	<u>164,632.37</u>
9b. Expenditures (Attach schedule)	<u>207,448.82</u>
10. Fund Balance: End of Year	<u>60,625.58</u>
11. TOTAL LIABILITIES AND FUND BALANCE	\$ <u><u>142,119.42</u></u>

Board Name: Speech-Language Path Aud & Hearing Date: July 30, 2020

Form Completed by: Carol Woods Title: Bookkeeper

Signature: 

Please submit a copy of this form, applicable schedules, the June 30 bank statement(s), and the year-end bank reconciliation to the Legislative Auditor and the Chief of the Budget Division of the Office of Finance on or before December 1. Retain all originals for your files.

3:00 PM

State of Nevada Speech-Language Pathology Audiology and Hearing Reconciliation Detail

07/10/20

Wells Fargo Bank - Checking, Period Ending 06/30/2020

Type	Date	Num	Name	Clr	Amount	Balance
Beginning Balance						33,854.60
Cleared Transactions						
Checks and Payments - 12 items						
Check	04/29/2020	1516	Brooke Pearce	X	-100.00	-100.00
Liability Check	05/26/2020	E-pay	US Treasury	X	-1,712.84	-1,812.84
Check	06/03/2020	1531	AT&T	X	-243.29	-2,056.13
Check	06/03/2020	1529	Nevada State Contr...	X	-200.00	-2,256.13
Check	06/04/2020	1535	silver State Govern...	X	-3,750.00	-6,006.13
Check	06/04/2020	1534	Puliz Records Mana...	X	-40.00	-6,046.13
Liability Check	06/10/2020		QuickBooks Payroll ...	X	-2,865.21	-8,911.34
Check	06/10/2020			X	-345.83	-9,257.17
Check	06/11/2020		Voya	X	-366.12	-9,623.29
Liability Check	06/24/2020		QuickBooks Payroll ...	X	-2,865.21	-12,488.50
Check	06/25/2020		Voya	X	-366.12	-12,854.62
Check	06/30/2020		Wells Fargo	X	-59.00	-12,913.62
Total Checks and Payments					-12,913.62	-12,913.62
Deposits and Credits - 35 items						
Deposit	05/29/2020			X	700.00	700.00
Deposit	05/30/2020			X	400.00	1,100.00
Deposit	05/31/2020			X	150.00	1,250.00
Deposit	06/01/2020			X	450.00	1,700.00
Deposit	06/02/2020			X	575.00	2,275.00
Deposit	06/03/2020			X	525.00	2,800.00
Deposit	06/04/2020			X	1,000.00	3,800.00
Deposit	06/05/2020			X	1,250.00	5,050.00
Deposit	06/06/2020			X	100.00	5,150.00
Deposit	06/08/2020			X	150.00	5,300.00
Deposit	06/09/2020			X	425.00	5,725.00
Deposit	06/10/2020			X	850.00	6,575.00
Deposit	06/11/2020			X	425.00	7,000.00
Deposit	06/12/2020			X	575.00	7,575.00
Deposit	06/12/2020			X	750.00	8,325.00
Deposit	06/13/2020			X	200.00	8,525.00
Deposit	06/14/2020			X	350.00	8,875.00
Deposit	06/15/2020			X	1,000.00	9,875.00
Deposit	06/16/2020			X	700.00	10,575.00
Deposit	06/17/2020			X	850.00	11,425.00
Deposit	06/18/2020			X	350.00	11,775.00
Deposit	06/19/2020			X	650.00	12,425.00
Deposit	06/20/2020			X	175.00	12,600.00
Deposit	06/21/2020			X	100.00	12,700.00
Deposit	06/22/2020			X	425.00	13,125.00
Deposit	06/23/2020			X	525.00	13,650.00
Deposit	06/24/2020			X	100.00	13,750.00
Deposit	06/25/2020			X	700.00	14,450.00
Deposit	06/26/2020			X	875.00	15,325.00
Deposit	06/27/2020			X	100.00	15,425.00
Deposit	06/28/2020			X	625.00	16,050.00
Deposit	06/29/2020			X	250.00	16,300.00
Deposit	06/29/2020			X	500.00	16,800.00
Deposit	06/29/2020			X	750.00	17,550.00
Deposit	06/30/2020			X	0.29	17,550.29
Total Deposits and Credits					17,550.29	17,550.29
Total Cleared Transactions					4,636.67	4,636.67
Cleared Balance					4,636.67	38,491.27
Uncleared Transactions						
Checks and Payments - 5 items						
Check	08/01/2019	1398	Michael Hodes		-150.00	-150.00
Check	05/18/2020	1527	Albertsons Consultin...		-200.00	-350.00
Check	06/03/2020	1530	Albertsons Consultin...		-5,000.00	-5,350.00
Check	06/28/2020	1532	Melissa Maestas		-100.00	-5,450.00
Check	06/30/2020	1533	Numbers, Inc.		-750.00	-6,200.00

3:00 PM

State of Nevada Speech-Language Pathology Audiology and Hea

07/10/20

Reconciliation Detail

Wells Fargo Bank - Checking, Period Ending 06/30/2020

Type	Date	Num	Name	Clr	Amount	Balance
Total Checks and Payments					-6,200.00	-6,200.00
Deposits and Credits - 1 item						
Deposit	06/30/2020				1,000.00	1,000.00
Total Deposits and Credits					1,000.00	1,000.00
Total Uncleared Transactions					-5,200.00	-5,200.00
Register Balance as of 06/30/2020					-563.33	33,291.27
New Transactions						
Checks and Payments - 1 item						
Liability Check	07/08/2020		QuickBooks Payroll ...		-2,865.22	-2,865.22
Total Checks and Payments					-2,865.22	-2,865.22
Total New Transactions					-2,865.22	-2,865.22
Ending Balance					-3,428.55	30,426.05

State/Local Government Checking

June 30, 2020 ■ Page 1 of 5

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AUDIOLOGY & HEARING AID DISPENSING BOARD
6170 MAE ANNE AVE STE 1
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Account options

A check mark in the box indicates you have these convenient services with your account(s). Go to wellsfargo.com/biz or call the number above if you have questions or if you would like to add new services.

Business Online Banking ☒
Online Statements ☒
Business Bill Pay ☐
Business Spending Report ☒
Overdraft Protection ☐

Statement period activity summary

Beginning balance on 6/1	\$33,854.60
Deposits/Credits	17,550.29
Withdrawals/Debits	- 12,913.62
Ending balance on 6/30	\$38,491.27
Average ledger balance this period	\$36,161.24

Interest summary

Interest paid this statement	\$0.29
Average collected balance	\$36,102.90
Annual percentage yield earned	0.01%
Interest earned this statement period	\$0.29
Interest paid this year	\$4.28

Account number: **829697010**

**STATE OF NV SPEECH-LANGUAGE PATHOLOGY
AUDIOLOGY & HEARING AID DISPENSING BOARD**

Nevada account terms and conditions apply

For Direct Deposit use

Routing Number (RTN): 321270742

For Wire Transfers use

Routing Number (RTN): 121000248

Transaction history

Date	Check Number	Description	Deposits/ Credits	Withdrawals/ Debits	Ending daily balance
6/1		06/01 Bankcard Deposit -0329308115	700.00		
6/1		06/01 Bankcard Deposit -0329308115	400.00		
6/1		06/01 Bankcard Deposit -0329308115	150.00		35,104.60
6/2		06/02 Bankcard Deposit -0329308115	450.00		35,554.60
6/3		06/03 Bankcard Deposit -0329308115	575.00		36,129.60
6/4		06/04 Bankcard Deposit -0329308115	525.00		36,654.60
6/5		06/05 Bankcard Deposit -0329308115	1,000.00		37,654.60
6/8		06/08 Bankcard Deposit -0329308115	1,250.00		
6/8		06/08 Bankcard Deposit -0329308115	100.00		
6/8	1535	Deposited OR Cashed Check		3,750.00	
6/8	1534	Check		40.00	35,214.60
6/9		06/09 Bankcard Deposit -0329308115	150.00		
6/9	1529	Check		200.00	35,164.60
6/10		06/10 Bankcard Deposit -0329308115	425.00		
6/10		Bankcard Discount Fee - 0329308115		0.27	
6/10		Bankcard Fee - 0329308115		118.55	
6/10		Bankcard Interchange Fee - 0329308115		227.01	
6/10	<	Business to Business ACH Debit - Intuit Payroll S Quickbooks 200610 xxxxx9622 State of Nevada Speech		2,865.21	32,378.56
6/11		06/11 Bankcard Deposit -0329308115	850.00		33,228.56
6/12		06/12 Bankcard Deposit -0329308115	425.00		
6/12		Deposit	750.00		
6/12	<	Business to Business ACH Debit - Voya NAT Trst182 Spnsr P/R 200611 666783 1039 State of Nevada Deferr		366.12	
6/12	1531	Check		243.29	33,794.15
6/15		06/15 Bankcard Deposit -0329308115	575.00		
6/15		06/15 Bankcard Deposit -0329308115	200.00		
6/15		06/15 Bankcard Deposit -0329308115	350.00		34,919.15
6/16		06/16 Bankcard Deposit -0329308115	1,000.00		35,919.15
6/17		06/17 Bankcard Deposit -0329308115	700.00		36,619.15
6/18		06/18 Bankcard Deposit -0329308115	850.00		37,469.15
6/19		06/19 Bankcard Deposit -0329308115	350.00		37,819.15
6/22		06/22 Bankcard Deposit -0329308115	650.00		
6/22		06/22 Bankcard Deposit -0329308115	175.00		
6/22		06/22 Bankcard Deposit -0329308115	100.00		
6/22		Online Transfer Ref #1b08CC8Jcn to Business Card XXXXXXXXXXXX1606 on 06/22/20		59.00	38,685.15
6/23		06/23 Bankcard Deposit -0329308115	425.00		
6/24		06/24 Bankcard Deposit -0329308115	525.00		39,110.15
6/24	<	Business to Business ACH Debit - Intuit Payroll S Quickbooks 200624 xxxxx9622 State of Nevada Speech		2,865.21	36,769.94
6/25		06/25 Bankcard Deposit -0329308115	100.00		
6/25	<	Business to Business ACH Debit - IRS Usatxpymt 062520 225057720319106 State of Nevada Speech		1,712.84	35,157.10
6/26		06/26 Bankcard Deposit -0329308115	700.00		
6/26	<	Business to Business ACH Debit - Voya NAT Trst182 Spnsr P/R 200625 666783 1039 State of Nevada Deferr		366.12	35,490.98
6/29		06/29 Bankcard Deposit -0329308115	875.00		
6/29		06/29 Bankcard Deposit -0329308115	100.00		
6/29		06/29 Bankcard Deposit -0329308115	625.00		
6/29		Deposit	500.00		
6/29		Deposit	250.00		37,840.98
6/30		06/30 Bankcard Deposit -0329308115	750.00		

Transaction history (continued)

Date	Check Number	Description	Deposits/ Credits	Withdrawals/ Debits	Ending daily balance
6/30	1516	Check			
6/30		Interest Payment	Interest 0.29	100.00	38,491.27
Ending balance on 6/30					38,491.27
Totals			\$17,550.29	\$12,913.62	

The Ending Daily Balance does not reflect any pending withdrawals or holds on deposited funds that may have been outstanding on your account when your transactions posted. If you had insufficient available funds when a transaction posted, fees may have been assessed.

< **Business to Business ACH:** If this is a business account, this transaction has a return time frame of one business day from post date. This time frame does not apply to consumer accounts.

Summary of checks written (checks listed are also displayed in the preceding Transaction history)

Number	Date	Amount	Number	Date	Amount	Number	Date	Amount
1516	6/30	100.00	1531 *	6/12	243.29	1535	6/8	3,750.00
1529 *	6/9	200.00	1534 *	6/8	40.00			

* Gap in check sequence.

Monthly service fee summary

For a complete list of fees and detailed account information, see the Wells Fargo Account Fee and Information Schedule and Account Agreement applicable to your account (EasyPay Card Terms and Conditions for prepaid cards) or talk to a banker. Go to wellsfargo.com/feefaq for a link to these documents, and answers to common monthly service fee questions.

Fee period 06/01/2020 - 06/30/2020

Standard monthly service fee \$10.00

You paid \$0.00

How to avoid the monthly service fee

Have any **ONE** of the following account requirements

- Average ledger balance

WG/WG

Minimum required

\$500.00

This fee period

\$36,161.00 ☒

Account transaction fees summary

Service charge description	Units used	Units included	Excess units	Service charge per excess units (\$)	Total service charge (\$)
Cash Deposited (\$)	0	7,500	0	0.0030	0.00
Transactions	19	200	0	0.50	0.00
Total service charges					\$0.00

IMPORTANT ACCOUNT INFORMATION

We're updating our Online Access Agreement effective September 30, 2020. To see what is changing, please visit wellsfargo.com/online-banking/updates.

3:02 PM

State of Nevada Speech-Language Pathology Audiology and Hea

07/10/20

Reconciliation Detail

Wells Fargo Bank - Savings, Period Ending 06/30/2020

Type	Date	Num	Name	Clr	Amount	Balance
Beginning Balance						102,841.31
Cleared Transactions						
Deposits and Credits - 1 item						
Deposit	06/30/2020			X	0.84	0.84
Total Deposits and Credits					0.84	0.84
Total Cleared Transactions					0.84	0.84
Cleared Balance					0.84	102,842.15
Register Balance as of 06/30/2020					0.84	102,842.15
Ending Balance					0.84	102,842.15

State/Local Government Checking

June 30, 2020 ■ Page 1 of 4

SAVINGS ACCT.

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Business Online Banking ☒
Online Statements ☒
Business Bill Pay ☐
Business Spending Report ☒
Overdraft Protection ☐

Statement period activity summary

Beginning balance on 6/1	\$102,841.31
Deposits/Credits	0.84
Withdrawals/Debits	- 0.00
Ending balance on 6/30	\$102,842.15
 Average ledger balance this period	 \$102,841.31

Interest summary

Interest paid this statement	\$0.84
Average collected balance	\$102,841.31
Annual percentage yield earned	0.01%
Interest earned this statement period	\$0.84
Interest paid this year	\$10.03

Account number: **6676816374**

**STATE OF NV SPEECH-LANGUAGE PATHOLOGY
AUDIOLOGY & HEARING AID DISPENSING BOARD**

Nevada account terms and conditions apply

For Direct Deposit use

Routing Number (RTN): 321270742

For Wire Transfers use

Routing Number (RTN): 121000248

Transaction history

Date	Check Number	Description	Deposits/ Credits	Withdrawals/ Debits	Ending daily balance
6/30		Interest Payment	0.84		102,842.15
Ending balance on 6/30					102,842.15
Totals			\$0.84	\$0.00	

The Ending Daily Balance does not reflect any pending withdrawals or holds on deposited funds that may have been outstanding on your account when your transactions posted. If you had insufficient available funds when a transaction posted, fees may have been assessed.

Monthly service fee summary

For a complete list of fees and detailed account information, see the Wells Fargo Account Fee and Information Schedule and Account Agreement applicable to your account (EasyPay Card Terms and Conditions for prepaid cards) or talk to a banker. Go to wellsfargo.com/feefaq for a link to these documents, and answers to common monthly service fee questions.

Fee period 06/01/2020 - 06/30/2020	Standard monthly service fee \$10.00	You paid \$0.00
How to avoid the monthly service fee	Minimum required	This fee period
Have any ONE of the following account requirements		
• Average ledger balance	\$500.00	\$102,841.00 <input checked="" type="checkbox"/>
WG/WG		

Account transaction fees summary

Service charge description	Units used	Units included	Excess units	Service charge per excess units (\$)	Total service charge (\$)
Cash Deposited (\$)	0	7,500	0	0.0030	0.00
Transactions	0	200	0	0.50	0.00
Total service charges					\$0.00

IMPORTANT ACCOUNT INFORMATION

We're updating our Online Access Agreement effective September 30, 2020. To see what is changing, please visit wellsfargo.com/online-banking/updates.

Effective June 20, 2020, we are updating the Funds Availability Policy in our Deposit Account Agreement as follows:

In the "Longer delays may apply" section, when a longer delay applies, we are making the following changes:

- The amount of your deposit that may be available on the first business day after the day of your deposit is increasing from \$200 to \$225.
- We are changing the check deposit amount exception that may lead to a delay of generally no more than seven business days from "You deposit checks totaling more than \$5,000 on any one day" to "You deposit checks totaling more than \$5,525 on any one day."

In the "Special rules for new accounts" section, setting forth special rules that apply during the first 30 days your account is open, we are updating the amounts in the two bullets in the second paragraph from \$5,000 to \$5,525 and from \$200 to \$225 as follows:

6:17 AM

State of Nevada Speech-Language Pathology Audiology and Hearing

07/30/20

Balance Sheet

Accrual Basis

As of June 30, 2020

	Jun 30, 20
ASSETS	
Current Assets	
Checking/Savings	
Wells Fargo Bank - Checking	33,291.27
Wells Fargo Bank - Savings	102,842.15
Total Checking/Savings	136,133.42
Other Current Assets	
Prepaid Expenses	3,150.00
Total Other Current Assets	3,150.00
Total Current Assets	139,283.42
Fixed Assets	
Capital Assets	2,836.00
Total Fixed Assets	2,836.00
TOTAL ASSETS	142,119.42
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	960.83
Total Accounts Payable	960.83
Other Current Liabilities	
Deferred Revenue	72,321.44
Paid Time Off	5,501.93
Payroll Liabilities	2,518.25
Payroll Tax Liability	191.39
Total Other Current Liabilities	80,533.01
Total Current Liabilities	81,493.84
Total Liabilities	81,493.84
Equity	
Invested in Capital Assets	2,836.00
Retained Earnings	100,606.03
Net Income	-42,816.45
Total Equity	60,625.58
TOTAL LIABILITIES & EQUITY	142,119.42

6:16 AM

State of Nevada Speech-Language Pathology Audiology and Hearing

07/30/20

Profit & Loss

Accrual Basis

July 2019 through June 2020

	Jul '19 - Jun 20
Ordinary Income/Expense	
Income	
Exam Fees	4,600.00
Fees	27,038.56
License Fees	129,907.19
List Fee	3,050.00
Total Income	164,595.75
Expense	
Administrative Payroll	97,251.22
Attorney General / Legal Fees	10,095.26
Bank Service/Merchant Charges	3,295.28
Board Compensation	2,925.00
Equipment Purchase	2,115.98
Examination Fees	3,954.70
Executive Director	36,000.00
Insurance	600.00
Licensing - Data System	13,202.00
Meeting Expenses	184.31
Memberships	450.00
Office Lease	12,358.46
Office Supplies	1,531.15
Postage and Delivery	445.15
Professional Fees	
Accounting	3,000.00
IT / Technical Support	5,167.81
Legislative Services	9,910.00
Total Professional Fees	18,077.81
Telephone	1,033.76
Travel	
Out of State Travel	3,071.64
Travel - in state	857.10
Total Travel	3,928.74
Total Expense	207,448.82
Net Ordinary Income	-42,853.07
Other Income/Expense	
Other Income	
Interest Income	36.62
Total Other Income	36.62
Net Other Income	36.62
Net Income	-42,816.45

AGENDA ITEM 13

Report from Legal Counsel

Henna Rasul, Board Counsel will provide the Board with a general update on legal activities.

ACTION: None – INFORMATIONAL ONLY

ATTACHMENT(S): *None*

AGENDA ITEM 14

Reports from Board Chair and Board Members

- a. Report from Board Chair and Board Members
 - b. 2021 Proposed Meeting Schedule
 - Next Meeting: Wednesday, January 21, 2021 at 4:30pm ~ Teleconference
 - c. Future Agenda Items:
 - 1. Continued work on Legislative Priorities:
 - a. NRS 637B.175 - Increase Statutory Caps on Licensing Fees
 - b. NRS New - Speech-Language Pathologist Assistant, Audiologist Assistant
 - 2. Review of Draft Jurisprudence Exam
-

ACTION: Take action, table the matter, or take no action.

ATTACHMENT(S): *None*

AGENDA ITEM 15

Public Comment

No vote may be taken upon a matter raised during a period devoted to public comment until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020)

ACTION: None – INFORMATIONAL ONLY

ATTACHMENT(S): None

AGENDA ITEM 16

Adjournment

ACTION: Meeting adjourned.

ATTACHMENT(S): *None*